



Custodian of Good Governance

## CONTENTS

|   |    |
|---|----|
| • The Employee Assistance Programme Takes Shape           | 1  |
| • O/PSC Celebrates Women's Day                            | 2  |
| • PSC Hosts A Workshop On Verification Of Qualifications  | 2  |
| • Free State Holds Its Own Anti-Corruption Summit         | 3  |
| • OPSC Plans for the Years Ahead                          | 4  |
| • Plenary Decisions                                       | 5  |
| • O/PSC at the Learning Academy Conference                | 5  |
| • PSC Hosts the African Delegations                       | 5  |
| • GEPF and SARS Link Electronically                       | 6  |
| • Chief Director for Public Administration Investigations | 7  |
| • Attie Le Roux Retires                                   | 7  |
| • Meet Director Financial Procurement Management          | 8  |
| • From Messenger to Director                              | 8  |
| • Martin Chale wins a Gold Medal                          | 8  |
| • Parliamentary Officer Appointed                         | 9  |
| • OPSC's Human Resource Development Unit Takes Shape      | 9  |
| • OPSC Soccer Team Lets it Slip                           | 10 |
| • Happy Birthday  | 10 |

### THE EMPLOYEE ASSISTANCE PROGRAMME TAKES SHAPE

By **Mishack Magakwe**

It is the responsibility of every employer to provide a conducive environment for all its staff members to work productively. It is therefore upon employers to put the necessary resources at their employees' disposal and also see to the proper functioning of such resources. However, in most cases, we have seen employers in some organizations neglecting the force behind the proper functioning of their human resources, which is without doubt, the well-being of the very same human resources (employees).

It is also clear that the well-being of people close to an employee impacts on his/her productivity and in some cases, relations at work. With this in mind, the Office has established the Employee Assistance Programme (EAP) to offer employees and their family members a resource for resolving any personal problems, which may jeopardize either personal well-being or work performance.

Since it is an open secret that the Office does not have capacity to fully run the EAP, outside professional help was considered and subsequently, the *Careways Group* was contracted to run the programme. The *Careways Group* is an independent, professional firm, which provides counseling, and consultation services that are part of the programme. Using the prepaid system, the Office has already paid for the services provided by the *Careways Group*.

*Careways* has experienced professional counselors to help staff and their family members with any kind of personal problem, i.e. from financial jams to problems with alcohol, and from child concerns to marital problems. The programme commenced on 01 July 2005.

Employees are encouraged to utilise the programme by calling and making an appointment on the EAP National Call Centre, which can be freely accessed, at **0800 004 770**. The information with regard to the EAP policy is also available on the intranet under links ([http://home.psc.gov.za/HR\\_Matters/policies](http://home.psc.gov.za/HR_Matters/policies)).

Asking the Project Co-ordinator, Ms Phume Khumalo, as to what her view is about the programme, she said she was "confident that the EAP will provide significant assistance in our personal and work lives".

Although managers have to remain alert to all instances of sub-standard work performance and bring them to the attention of the employee along with an offer of referring them to the EAP in cases where it is deemed necessary, the success of the programme is everybody's responsibility. What is interesting about the programme is that confidentiality is guaranteed. Therefore, even though at times an employee can consult the counselors as a result of a referral by the supervisor, what goes on at the sessions will remain between the employee and the counselor.

## O/PSC CELEBRATES WOMEN'S DAY

By Mabel Morantse



As part of the National Women's Day celebration, the Office staff and Commissioners gathered at the Commission House in Pretoria on the 5<sup>th</sup> of August this year, to, according to Mr Siya Nodu, who was the Programme Director, "honour women for their efforts and major roles that they play in building a better South Africa".

The Theme of the day was **"Women building a South Africa that truly belongs to all"**. In an effort to assure men that their existence is also recognised, the women gave them an opportunity to sing their (women's) praises. Among the speakers were DDG: M&E, Mr Mashwahle Diphofa, Mr Markus Moses from NDAWO Consulting and Dr Steven Gunn who is a wellness and productivity consultant.

According to Mr Nodu, "Women's Day is a special day for women to celebrate their womanhood". Buoyed by the cheers and ululations from the women in the

room, Mr Nodu boldly told all and sundry that to him, everyday is his wife's Women's Day.

In his opening address, Mr Diphofa gave a historical background of Women's Day and its significance today. According to him, the fight that women started decades ago, is not yet over. "There's still much to be done and people have to ask themselves in what way are they contributing towards transformation of gender equality".

Following Mr Diphofa's address was a presentation by Mr Markus Moses. His presentation focused on the potential that women have and their maternal characteristics. Mr Moses raised a concern that "mothers are not always appreciated and are at most, regarded as invisible". To support his assertion, Mr Moses said: "the duties that women perform around the house, for example, are very important but are seen as menial."

Dr Gunn pleaded with the men to recognise and acknowledge positive attributes that women have because they play a role in building a better country. According to him, "women are better judges and leaders and they have empathy, while men are concerned about their ego and power".

Both Dr Gunn and Mr Moses agree that if men can learn to show love, appreciation and acknowledge the work done by women, the world can be a better place.

The seed that germinated into Women's Day as we know it today, was planted on 9 August 1956, when over 20 000 women marched to the Union Building in Pretoria, in protest against the pass laws imposed upon all oppressed South Africans, by the then apartheid government.

## PSC HOSTS A WORKSHOP ON VERIFICATION OF QUALIFICATIONS

By Marie van Blerk

Since the announcement by the Minister for Public Service and Administration, Ms Geraldine Fraser-Moleketi in 2002 that the qualifications of all public servants would be verified in phases, a lot has happened. The exercise commenced with the most senior echelon of the public service, the Senior Management Service (SMS) in 2002. The second phase of the project saw the focus being placed on middle managers (levels 11 and 12) in 2003.

As part of the fight against fraud, Cabinet decided in January 2002 that departments should establish a minimum anti-corruption capacity. In terms of this Cabinet decision, each Accounting Officer must, for his or her department/organization verify the previous employment, qualifications, citizenship and criminal record of all persons before they are employed. In view of the magnitude of this project, the PSC developed guidelines, which were presented to departments at a national workshop on 21 June 2005 at the St George's Hotel in Pretoria. The workshop was

attended by 196 officials representing both the national and provincial departments.

The workshop successfully achieved its objectives of presenting the strategy for the future verification process to departments, as they will in future have to undertake this process themselves. Lively discussion on the guidelines and presentations made, were a good indicator that the workshop was touching on a key concern in departments. Officials were also quick to identify problems and suggest solutions in the process. To give delegates a glimpse of what lies ahead, [\(continues on page 3\)](#)



representatives from the Department of Public Service and Administration (DPSA), South African Qualifications Authority (SAQA), Public Servants Association (PSA) and PERSAL, provided them (delegates) with detailed information on the process, systems and possible changes.

In his opening address, the Deputy Director-General for Monitoring and Evaluation, Mr Mashwahle Diphofa, reminded participants that public servants need to be driven by the belief set: **"We belong, We care, We serve"**.

According to him, this belief set underscores the fact that public servants are part of a team that has the opportunity to partake in defining the development path of South Africa. "The needs of the communities drive us to provide services and improve delivery as the poor have only the state to rely on to improve their lives. We care enough about those we serve and put **their** needs first".

Mr Diphofa indicated that unfortunately, some officials seem to be driven by a different value orientation. "These officials care- but care only about themselves, they serve – but only serve their own interests, they belong- but belong to a team of tricksters who falsify their qualifications". To him, this kind of fraud impacts on service delivery and contributes to the loss of confidence in the integrity of government processes. Since such officials are able to hide their fraudulent qualifications, Mr Diphofa added, "it would be easy for them to also hide the fact that they cannot do the work for which they have been employed. They can

trick the system to ensure that the damage they cause in their respective areas of work is not detected on time".

Commenting on those fraudsters who argue that although they may not have the proper qualifications, they are nonetheless competent to do the job, Mr Diphofa said that whatever justification they may make, the "self recognition of prior learning remains an unethical and unprofessional act. It is something that cannot be tolerated in the Public Service".

Reporting on the previous two phases of assessment that was done by the PSC, Mr Indran Naidoo, OPSC's Chief Director for Governance Monitoring, said that in both phases, very few cases of qualification fraud were uncovered. This finding is a strong message that needs to be echoed since the perception existed that most of the qualifications of public servants were fake. However, it should be noted that some public servants suddenly resigned when the initial phase of assessment commenced.

Mr Naidoo added that although in the initial assessment of SMS members the disjuncture between the qualification obtained and the job the officials were doing, was big, the verification of middle managers showed that there was a greater synergy between the qualification of the person and the job that the person was doing.

*The Chief Directorate: Governance Monitoring facilitated the workshop and would like to thank all the Regional Offices for their sterling work in handling invitations in their provinces.*

## FREE STATE HOLDS ITS OWN ANTI-CORRUPTION SUMMIT

By Mabel Morantse

**T**he Free State province held its own Anti-Corruption Summit on 29 July 2005 in Bloemfontein, following the National Anti-Corruption Summit that was held in Pretoria early this year.

The purpose of the summit was to look at different programmes and activities that Government has put in place in fighting corruption.

The PSC was represented by Prof Stan Sangweni, Commissioner Koko Mokgalong, and Commissioner Paul Helepi. In his address to the summit, Prof Sangweni touched on a few factors including the ten years of Government action against corruption; Public Service Anti-Corruption Strategy; state owned enterprises; local government; social analysis and research; and the regional and international co-operation.

Prof Sangweni said that in spite of the number of anti-corruption initiatives that government has embarked upon in the past decade, various challenges still remain. He acknowledged progress that local government has made in terms of legislative requirements and

structures but also pointed out that local government still lacks a visible and coherent anti-corruption strategy.

Around reliability of data on corruption, Prof Sangweni conceded that it remains difficult and expensive to collate and analyse. "The myriad of instruments used to determine corruption perception and experience as well as the efficacy of anti-corruption measures, is not helpful".

An ideal system, added Prof Sangweni, would be one where greater degree of consistency in methodologies exists, thus enabling comparative use of data.

Around the United Nations Convention, Prof Sangweni said: "While government has complied with the mandatory requirements of the United Nations Convention against Corruption, there are some matters of the Convention that need to be assessed and transformed into implementation plans".

In presenting the current overview of corruption in the country, the following are some of the observations that Prof Sangweni highlighted:

- ② There is an ongoing involvement of senior government officials in incidents of mismanagement



and unethical behaviour and their ignorance or failure to adhere to rules and regulations;

- ◉ Anti-corruption measures adopted by PSC and DPSA are not being enforced or implemented;
- ◉ Officials suspected of corruption are often being allowed to continue with their corrupt activities and are not dealt with in a speedy and effective manner; and
- ◉ Lack of adequate line-functional training of government officials contributes to mismanagement, corruption and poor service delivery.

## OPSC PLANS FOR THE YEARS AHEAD

By **Ben de Villiers** and **Manase Makwela**



**F**ollowing a similar session held in conjunction with the Commission, the OPSC held a Strategic Planning Session from 27 to 29 July 2005, in Parys.

The OPSC's Director-General, Mr Mpume Sikhosana, started the proceedings on 27 July, by giving an overview of the key strategic priorities for the next three years. These priorities, according to Mr Sikhosana, were decided upon after deliberations with the Commission and also from directives given by Cabinet.

Mr Sikhosana's presentation was followed by those of line-function branches and Corporate Service, where provisional work plans for the next three years were presented for discussion.

On 28 July, Mr Andre Viljoen, a Corporate Health Consultant from the Careways Group, made a presentation on the Employee Assistance Programme.

The highlight of the afternoon was the team-building exercise. Staff members were divided into six groups which competed against each other. Although there was competition between teams, it was the team spirit and determination to collectively solve problems that mattered the most. The highlight of the games was the wall climbing, which only seven or eight people managed to scale. However, those who could not

In concluding his address, Prof Sangweni said that "the Government is proud of its contribution to creating a sound and efficient anti-corruption framework". According to him, the current framework can be improved and the fight against corruption intensified, through partnerships at national, regional and international level, with partners such as international public organizations, donors and partner countries.

*Prof Sangweni's speech can be accessed on the PSC website, [www.psc.gov.za](http://www.psc.gov.za).*

...the final score as only  
3-0 in favour  
of the CM&ES team...

reach even the quarter mark were not prepared to go down with their pride dented. They therefore came up with excuses such as the polished nails that would break; their body weight that would break the robes used for climbing the wall; the heavy lunch that they had; being scared of heights, and many such excuses.

Just when all thought the day's activities were over, a soccer match pitting the two line-functions against each other was arranged. The Corporate Services staff joined the Monitoring and Evaluation (M&E) team in an effort to conquer the star-studded Investigations and HR Reviews (IHRR) team, led by Head of the branch, Ms Odette Ramsingh. The two teams featured Chief Directors in goals, with the Corporate M&E Services (CM&ES) having their ever agile and screaming goal minder, in Mr Indran Naidoo while IHRR had Ms Mmathari Mashao as their ever reliable keeper, at least until their scam to use two goalkeepers at the same time was uncovered.

Despite being star-studded and overrepresented at senior management level, the IHRR team couldn't match the CM&ES team; not even with the most biased referee of all times, Mr Juice Kgoedi.

For the sake of office peace, and in response to very emotional anonymous calls from the losing team, Izwi has decided to reflect the final score as only 3-0 in favour of the CM&ES team. Off the record though, it should be noted, that anyone who doubles the reflected score would not be far from the truth.



## PLENARY DECISIONS

**H**ave you ever wondered what happens at those plenary sessions where the Commission meets with the Office's senior management? Well, from now on, *Izwi* will bring you the decisions that are taken at these sessions. Due to space constraints, we will in some cases, only give summaries of decisions and refer the reader to the relevant Office circular.

At a Plenary Session held at the Parliamentary Office in Cape Town, in December last year and reiterated at subsequent Plenary meetings, it was decided that:

- ◉ Commissioners may be part of the interview panel constituted to fill the vacant post of their particular Secretary; and
- ◉ Provincially-based Commissioners may sit in as observers in the interview panels for the filling of the post of Regional Director in their particular province.

## O/PSC AT THE LEARNING ACADEMY CONFERENCE

By **Mabel Morantse**

**T**he annual Service Delivery Learning Academy Conference for 2005 was held in Cape Town from 13 to 15 July. This conference which was the fourth since its inception, brought together senior and operational managers who are at the coalface of service delivery in the Public Service, to showcase and share experiences and lessons on innovative service delivery.

PSC's Dr Norman Maharaj (Western Cape-based Commissioner), opened the conference.

The keynote speaker was Minister Geraldine Fraser-Moleketi, who said: "Your positions as managers provide you with a broad and comprehensive perspective over organizational process, and allow you to identify key needs in your respective work environments". She further impressed upon the delegates that they are in a position to make service delivery work; a position that also allows them to "unblock any obstacles in the delivery process and remove the existing red tape".

Talking about Information and Knowledge networking, the Minister said: "The particular cohort of managers that we seem to attract to this event is critical in holding the system of government together and they form the very backbone of government when it comes to information and knowledge networking". She further reminded the delegates that they sit in their organizations at the very nexus of information network that criss-crosses many divides and that gives them the ideal opportunity to play an active and supervisory role in this area.

In closing, the Minister called upon all the delegates as the "engines" that drive service delivery, to "bring

about a socially just and democratic society as fast as possible".

The theme of the event was "**building the capacity of the state for improved service delivery**". The theme was sub-divided into three sub-themes: Strengthening the structural and organizational machinery of government; making integrated development programme work; and getting services closer to the people.

An estimated 450 people attended the conference. From the Western Cape, the O/PSC was represented by Commissioner Norman Maharaj, Ms Marlene Slier, and Mr Ronald Erasmus while from Head Office, Ms Marie Fourie, Ms Zinhle Nkosi, Mr Eugene Raath, and Mr John Rossouw attended.

As a side event to the Service Delivery Learning Academy conference, all institutions falling under the Ministry for the Public Service and Administration, namely: PSC, DPSA, SAMDI, CPSI and SITA, displayed their corporate exhibits from 13 to 15 July. If the delegates' interest in the exhibition stalls and products exhibited thereof is anything to go by, then the exhibition was a huge success.

## PSC HOSTS AFRICAN DELEGATIONS

By **Mishack Magakwe**



**O**n Tuesday 16 August 2005, a four person delegation from **Zimbabwe** "on tour against corruption", visited the PSC, to learn about the South African government's efforts in fighting corruption and related criminal acts. They also wanted to acquire more knowledge about the strategies applied by the PSC to promote professional ethics in the Public Service.

The Zimbabwean delegation consisted of Ms Florence Jambwa (Zimbabwe Revenue Authority), Mr Lawrence Murasi (Attorney General's office), Mr Fortune Chasi (Reserve Bank of Zimbabwe) and Ms Locadia Majonga (Ministry of Justice Legal and Parliamentary Affairs).



Led by Commissioner Koko Mokgalong, the PSC representatives impressed upon the Zimbabwean delegates, the role, functions, powers, and key performance areas of the PSC, with special emphasis on its role on the anti-corruption front. The other PSC representatives were Mr Roderick Davids, Mr Johannes Mudau and Mr John Mentoor.

Izwi was at hand to capture what the Zimbabwean delegation had to say about South Africa and the PSC in particular. Following, is how the discussion with Mr Fortune Chasi, the Assistant Governor of Zimbabwe Reserve Bank, went:

**Izwi:** What is the purpose of your visit to South Africa?

**Mr Chasi:** To study the legal and operational framework for promoting and combating Crime.

**Izwi:** Has it been accomplished?

**Mr Chasi:** The visit has been extremely successful. The system here is very innovative and has taught us a lot. We will certainly be considering your approach as we develop our own framework.

**Izwi:** Based on what you have said, did you find the PSC presentation informative?

**Mr Chasi:** Extremely informative and helpful. This is wonderful; congratulations.

**Izwi:** Glad we could be of assistance and your viewpoint on South African PSC?

**Mr Chasi:** It is evident that your system is a product of an all inclusive contribution and hard work.

On Wednesday, the 24<sup>th</sup> of August, an eleven-person delegation from **Tanzania** also visited the PSC. This delegation that included six Permanent Secretaries (the South African equivalent of Directors-General), visited South Africa to understand government programmes and the role



that communication plays in the implementation of these programmes. The Permanent Secretaries came from the President's Office; Natural Resources and Tourism; Water and Livestock; Home Affairs; Lands; and Cabinet.

The Tanzanian delegation was led by Mr AWR Mwaishumo, Permanent Secretary in the President's Office, while the PSC delegation was led by Commissioner Nozipho Mxakato-Diseko.

The PSC team consisted of Commissioner Koko Mokgalong; Commissioner Eddie Bain; Ms Odette Ramsingh, DDG for Investigations and HR Reviews; Ms Nkeko Mampuru, Chief Director for Public Administration Investigations; Mr Indran Naidoo, Chief Director for Governance Monitoring; and Mr Humphrey Ramafoko, Director for Communication and Information Services.

The interaction of the PSC with both the Zimbabwean and Tanzanian delegations presented both teams with a learning opportunity that could go a long way in bettering governance and service delivery in the respective Public Services. It is also gratifying to see African countries acknowledging the contribution that South Africa has made and continues to make towards the betterment and growth of the African continent.

## GEPF AND SARS LINK ELECTRONICALLY

By Martin Mmutlana, GEPF

The Government Employees Pension Fund (GEPF) and the South African Revenue Services (SARS) have been electronically linked to each other. The link is intended to automate requests for tax directives, thus speeding up the payment of gratuities (pension lump sum payments) when a member exits the Fund. Under the provisions of the Income Tax Act, no lump sum benefit may be paid out after 28 February 1999 to any beneficiary from a retirement fund without a tax directive, if the beneficiary in question is, under the Act, to be registered as a taxpayer.

This means, for example, that upon resignation, an existing member's details will be electronically forwarded to SARS for investigation. After determining the member's tax position, SARS will then reply electronically, informing the GEPF about the amount of tax to be deducted from the gratuity payable to

the member.

It is therefore important for members to update their tax information with SARS and the GEPF, particularly their tax numbers. If however, a member's tax information is incorrect or incomplete according to the requirements laid down by SARS, then a member may experience endless delays in obtaining the amount of tax that should be deducted from the gratuity. This will, in turn, cause delays in the payment of gratuities to members.

Contributing members are urged to update their tax information on Persal and/or Persol to avoid any unnecessary delays in the processing of their documents. Most of the information required by SARS will be captured automatically from the exit programs when a tax directive is forwarded to SARS.

Members are also reminded that it is compulsory for people earning an annual salary of R60 000 or more to register as taxpayers with SARS.

## CHIEF DIRECTOR FOR PUBLIC ADMINISTRATION INVESTIGATIONS

By **Mishack Magakwe**



**M**s Nkeko Caroline Mampuru assumed her duties at the OPSC as Chief Director: Public Administration Investigations, on 11 July 2005. Before joining the OPSC, she worked as a Senior State Advocate at the National Prosecuting Authority (NPA), where she had initially joined in 2001, as a State

Advocate.

Nkeko's duties at the NPA included amongst others, providing guidance to investigators in the criminal cases; research and appearing in the High Court. She also assisted in chairing disciplinary hearings for the labour relations unit.

Nkeko's career path also lists amongst others, working as Commissioner and Prosecutor at the Commission for Conciliation, Mediation and Arbitration and the Department of Justice, respectively.

She holds B.Proc and LLB degrees as well as a certificate in Computer Literacy Course obtained from the University of the North.

When *Izwi* asked her what value she sees herself adding to her component and the Office, this was her response: "Sharing skills on investigative methodology to strengthen investigative capacity in the component; and improving efficiency and quality of work produced by the component".

Nkeko also said that she sees herself contributing to PSC fulfilling its mandate by: "creating a culture of accountability and transparency in the Public Service; contributing to the identification of inadequate internal controls and recommending measures to remedy these and eliminating corruption within the Public Service".

## ATTIE LE ROUX RETIRES

By **Mishack Magakwe**

**R**etirement may feel a long time away when you are young but Thursday the 4<sup>th</sup> of August 2005, saw the departure from the OPSC, of former Chief State Administration Officer in the Professional Ethics and HR Reviews Chief Directorate, Mr Adrian le Roux.

During his farewell speech, Attie as colleagues affectionately called him, mentioned that "time has arrived to take a well-deserved rest to present potential public servants with an opportunity to serve the nation".

Attie joined the O/PSC during the days of the Commission for Administration and saw many a Commissioner and staff come and go. For him, there will always be fond memories about the organisation that he joined in August 1988.

Asked if there was any special experience he would like to share, Attie sang the praises of OPSC senior and junior staff alike, saying they "are without exception, friendly and nice people to work with". He also spoke highly about the Commissioners for their "friendliness, kindness and their willingness to assist officials with advice on projects". Asked what advice he had for the officials that he leaves behind, Attie said that for one to be a good public servant, the starting point is "being punctual at all times".

Although he retired on 29 July, Attie came to work on Saturday the 30<sup>th</sup>, "to tie up some few loose ends to the workload" he was assigned to do. Like other committed and dedicated men and women before him, he will be missed. To him, *Izwi* says, *Geniet die afrede*.



**Geniet die afrede**

## MEET DIRECTOR FINANCIAL AND PROCUREMENT MANAGEMENT

Ms Bontle Lerumo joined the OPSC as Director Financial and Procurement Management, on 01 July 2005.

Bontle obtained a Bachelor of Commerce degree at the University of the North West in 1995.

Before joining OPSC in July this year, Bontle worked for four years on the BAS project as an Application Support Administrator for Accenture, a financial systems consulting company. Her work included analyzing business processes, advising CFOs on financial controls, and providing business support.

Bontle also served as an Assistant Manager for Spoorntet Corporate Finance where she was responsible for formulating accounting policies and procedures.

Bontle served articles with Nkonki Sizwe Ntsaluba in 1996 and she worked as an Audit Supervisor for one year. She was involved in internal auditing, external auditing, consulting, as well as forensic auditing in the private and public sectors.



## FROM MESSENGER TO DIRECTOR - MARTIN HAS DONE IT ALL

By Mabel Morontse

Mr Martin Chale's association with the Office of the Public Service Commission started in August 2003, when he was appointed at the Pretoria Office as the Deputy Director rendering services in the Performance Management Monitoring Component. He worked as Deputy Director until the end of July this year, when he was promoted to Regional Director for the Western Cape Office.

Martin has extensive experience as a public servant, having been in the Public Service for more than twenty years. Twenty years of Martin's life was committed to the Department of Home Affairs where he held various positions. He joined the Department of Home Affairs as a Messenger in August 1983.

As a Messenger, Martin worked for two months before he was horizontally transferred to Senior Administration Clerk – a position he held for twelve years until he was promoted to Senior Personnel Officer in 1995. Within a year, he was again promoted to Principal Personnel Officer. Amongst other positions that Martin held at Home Affairs between April 1997 and August 2003, were Senior Administrative Officer; Control Personnel Officer and Assistant Director.

Martin obtained a BA Admin degree in 2000 from the University of South Africa.

When asked what value he sees himself adding to the Western Cape Regional Office, Martin said: "I hope to

contribute to the effective functioning of the Regional Office in supporting the Commission to achieve its mandate. In its oversight role, the Commission undertakes to provide the citizenry with their money's worth by providing constant feedback on the extent of achievement of governmental priorities. I hope to be an effective cog in the machinery of the state in achieving those priorities".

*Izwi wishes to congratulate Martin for his dedication, perseverance, and patience. We hope that lessons will be learnt from his walk to Directorship.*

## MARTIN CHALE WINS A GOLD MEDAL

In our last edition of Izwi, it was reported that none of the PSC representatives won a prize at the Africa Public Service Day games that were held on 18 June this year, in Pretoria. An investigation into the reason why the PSC was so poorly represented, revealed that actually, one staff member, Mr Martin Chale, finished the race among the front runners in the Fun Run, winning himself a gold medal.

*Congratulations to Mr Chale. We hope that next year during similar games, he will conquer the Western Cape.*



## PARLIAMENTARY OFFICER APPOINTED

By Mabel Morontse

Ms Noziphiwo Gwaza assumed her duties as Deputy Director based at the PSC Parliamentary Office in Cape Town, on the 3<sup>rd</sup> of May this year.

Before joining the OPSC, Noziphiwo worked for two years as Committee Secretary for the Portfolio Committee on Public Service and Administration.

She has spent a number of years working in Parliament for different sections. Apart from being an Administration Assistant to ANC Members of Parliament and a Secretary to the ANC Whips, Noziphiwo spent two years as a Secretary to the Chairperson of the Portfolio Committee on Environmental Affairs and Tourism.

Noziphiwo's responsibilities at the Portfolio Committee on Public Service and Administration included advising the Chairperson and the Committee on the rules and procedures of Parliament; coordinating Committee activities; office and diary management of the Portfolio Committee; drawing Committee budget and business plan, as well as monitoring the budget.

Noziphiwo obtained a B. Admin degree in 1997 from the University of Western Cape.

When asked what value does she see herself adding to the OPSC, Noziphiwo said: "The experience, exposure, and networking skills gained through working in Parliament will add value to my job in the OPSC. It will help me further concretize the relations between O/PSC and the Committees in Parliament. My understanding of the procedures of Parliament and the advantage of having worked in extremely pressured conditions, will greatly benefit the Office.



## OPSC'S HUMAN RESOURCE DEVELOPMENT UNIT TAKES SHAPE

By Mishack Magakwe

Mr Simon Shega Malema joined the OPSC as Deputy Director: Human Resource Development, on 01 August 2005. His key responsibilities are training and human resource development; labour relations and change management; performance systems; and special programmes.

Before joining the OPSC, Simon worked at the Department of Transport as Deputy Director External Capacity Development. He has a wealth of experience in the area of capacity development, having been a Tutor of Public Administration at UNISA and a Training and Development Advisor in the Office of the Premier: Free State Province, and the national Department of Agriculture.

Simon holds a National Diploma in Public Administration from Tshwane University of Technology; Honours in Public Administration and a Certificate in Adult Basic Education and Training from UNISA. He is currently reading for his Masters in Public Administration, with the University of Pretoria.

When Simon was asked as to what value would he add to the dynamic Human Resource and Development team and the Office in general, this was his response: "To develop a culture of lifelong learning which would result in Public Service Commission fulfilling its mandate as outlined in Section 195 and 196 of the Constitution of the Republic of South Africa, 1996".

# IZWI SPORTS

## OPSC SOCCER TEAM LETS IT SLIP

By **Mishack Magakwe**

The OPSC soccer team lost 3-2 to the Department of Transport on Saturday the 27<sup>th</sup> of August, at H.F sports ground in Pretoria. This was a farewell game for one of the team's instrumental players, Martin 'Chaplain' Chale, who has been signed by the Western Cape OPSC team.

The game started at a blistering pace with OPSC displaying good football skills. It therefore came as no surprise when the referee awarded OPSC a penalty that Thomas Thubakgale converted with ease during the first half of the match. The game went to interval with OPSC leading 1-0.

In the second half, Fannie Ngomane increased the lead with a powerful grass-cutter that left the goalkeeper stranded. As it came time out, this proved to be the last time OPSC would ever score in this match as the Department of Transport came back with a vengeance, scoring three quick goals in the second half.

OPSC team have nobody but themselves to blame after allowing their opponents to catch them napping in the middle of the park. This loss proved once again that despite the skillful players the team has, its downfall is the players' lack of stamina. While the technical staff is working on this weakness, the team should also learn to take its chances as the strikers could have wrapped the game with countless opportunities they got in the first half.

Despite the loss, the man of the match obviously came from the OPSC team in Captain Marcus Mokgopa, who fought tirelessly, commanding and winning aerial balls.



## HAPPY BIRTHDAY

## SEPTEMBER

### HEAD OFFICE

|                     |    |
|---------------------|----|
| Mr MJ Mampuru       | 11 |
| Mr JH Joubert       | 11 |
| Prof. SS Sangweni   | 13 |
| Mr JP Van Der Merwe | 19 |
| Ms MML Rasebopye    | 20 |
| Ms TV Mngomezulu    | 20 |
| Mr HD Ramafoko      | 23 |
| Ms MAY Steenkamp    | 28 |

### REGIONAL OFFICES

|                          |    |
|--------------------------|----|
| Ms RJ Pheme, Limpopo     | 01 |
| Mr MN Mohale, Free State | 03 |
| Mr KE Mahoai, Limpopo    | 17 |
| Mr FP Funani, North West | 18 |

## OCTOBER

### HEAD OFFICE

|                  |    |
|------------------|----|
| Mr FH Ngomane    | 05 |
| Mr AA Bardien    | 07 |
| Ms AO Kgaria     | 07 |
| Mr BFM Khonjwayo | 08 |
| Mr MJ Matobela   | 10 |
| Mr M Muthusamy   | 14 |
| Mr MT Ntshangase | 14 |
| Mr IA Naidoo     | 19 |
| Mr SW Ngema      | 20 |
| Mr TD Thubakgale | 23 |
| Mr JL Rossouw    | 24 |
| Mr SM Msipha     | 24 |
| Mr DS Mngomezulu | 25 |

### REGIONAL OFFICES

|                               |    |
|-------------------------------|----|
| MR T Mapholisa, Gauteng       | 12 |
| MS D Nkwanyana, Gauteng       | 22 |
| MS LC Qithi, Free State       | 24 |
| MS LT Magagula, KwaZulu-Natal | 26 |
| MS AM Dunga, Western Cape     | 27 |
| MS TM Phala, Gauteng          | 31 |

# IZWI EVENTS AND PEOPLE ON THE MOVE

## EVENTS 2005

By Ben de Villiers

### SEPTEMBER

- 1-9 Readathon Week
- 1-7 National Arbor Week
- 5-6 SMS Conference
- 7 CPSI Public Sector Awards
- 8 International Literacy Day
- 16 International Day for the Preservation of the Ozone Layer
- 21 International Day of Peace
- 27 World Tourism Day
- 29 World Maritime Day

### OCTOBER

- 1 International Day of Older Persons
- 1-31 Astronomy Month
- 3 World Habitat Day
- 4-10 World Space Week
- 9 World Post Day
- 15 World Rural Women's Day
- 16 World Food Day
- 17 International Day for the Eradication of Poverty
- 20 World Osteoporosis Day
- 24 World Development Information Day
- 24 United Nations Day

## NEW FACES

The following appointments were made between July and August. The following list of officials exclude officials who have been profiled in this edition of Izwi.

Ms L Magashula, Administrative Secretary (North West Regional Office)

Mr F Mogapi, Senior Human Resource Practitioner (D: HRM&D)

Mr PA Thokwana, Senior Human Resource Practitioner (D: HRM&D)

Mr ESE Sedio, Senior Human Resource Practitioner (D: HRM&D)

Mr PJ Malekana, Senior Communication Officer - Library Services (D: CIS)



## INTERNS

The following new Interns for phase two of the Internship Programme were appointed between July and August:

Mr M Magakwe (D: CIS)

Ms F Kotsokoane (D: HRM&D)

Mr A Mathebula (D: HRM&D)





The following former OPSC Interns have been appointed between July and August:

Mr MP Mkhonza, Senior Network Controller (permanent) – D: ITS

Ms D Nkhona, Senior Personnel Officer (permanent) - D: HRM&D

Ms MN Mapengu, Systems Administrator (permanent) – D: ITS. Ms Mapengu rejoins the OPSC from the Gauteng Department of Social Development.

Mr Ronald Mathabatha, Casual Worker - GFS

## INTERNAL PROMOTIONS

The following officials were promoted with effect from 1 August:

Ms R Nemavhidi, Senior State Accountant: Financial Accounting  
Component: SD: FA

Mr N Tsuwane, Chief Personnel Officer  
Component: SD: HRM

Mr B Mathonsi, Senior Security Administration Officer  
Component: SD: P, L & SS



## THOSE WHO LEFT THE OPSC

### TRANSFERS

The following officials were transferred from the OPSC between July and August:

Ms Dorothy Boikhutso, Admin Secretary (SAMDI)

Ms Refiloe Matsobane, Admin Secretary (Dept of Health)

Ms Khathu Nesamari, Deputy Director (Dept of Housing)

### Interns

Ms Annita Moropa, Snr Accounting Clerk (the Presidency)

Ms Tshifhiwa Ramugondo (Dept of Health)

### RESIGNATIONS

Two Deputy Directors, Ms Anneline Kruger (D: LRDL) and Mr Batandwa Siswana (D: PSM&ES), resigned from the OPSC with effect from 30 July and 23 August, respectively: