



Custodian of Good Governance

# IZWI LASE OPSC

July 2006

## A FAMILY CONGRATULATING ONE OF ITS OWN

By Manase Makwela

When the hugs, smiles, and winking of the eye were over at the celebration of Ms Odette Ramsingh's appointment as Director-General of the OPSC, it was time for PSC Chairperson, Professor Stan Sangweni, to say his say. Like the father figure he has come to be known, he stood up to assure all and sundry, that "we have come a long way in the 6 years of our reconstitution following the adoption of our Constitution that we have long ceased to be strangers to each other". As realistic as ever, Prof Sangweni acknowledged the diversity that exist amongst the Commissioners and officials that he now feels "...have long ceased to be strangers to each other". According to him, "bound together by our different strengths, capacities, and a strong sense of common purpose, we have become a family whose ability to harness its excellence singularly to champion good governance in our Public Service is the envy of many both domestically and far beyond the borders of our country".

Following are snippets from Prof Sangweni's speech:

### The Welcome:

To you Odette, I will not welcome you to the institution, for having been part of the reconstitution of the Commission since 1997, you are already home. We embrace you fully.

### On Wishing Odette Success:

Neither am I on behalf of my colleagues going to wish you success, for we all know that mediocrity and failure have never been viable options for you. From the moment you arrived here in 1997, to serve as Chief Director for Appeals and Grievances, we have watched you not only grow, but also give of yourself, to the vision and mission of the Commission and its Office, unstintingly and with passion and drive. It was not by accident that within 2 years of your arrival here, in 1999 you had become Deputy Director-General for Human Resources Management and Labour Relations, having acted as Deputy Director-General for Merit and Equity prior to this in 1998. Your appointment is testimony to your hard work, and most importantly to your commitment to the highest standard of professionalism.

I am certain that all here at Commission House will agree with me when I say that truly as a leader UliBhongo Lethu, Re ya ikgatla ka wena, and we are all confident that your leadership of the Office will take it and the Commission to greater heights of achievement. Were the word affirmative action to be applied in your case, it would be to mean that in recognising women of your calibre, the government and the Public Service are in actual fact affirming themselves, and strengthening their capacity to live up to the commitments made in the People's Contract. It is through the selfless and dynamic leadership of your mettle that effective service delivery to create a Better Life for All can be achieved and sustained. We note with great satisfaction that your appointment falls within the 50th Anniversary of the women's march to the Union Buildings in 1956 then the administrative bastion of apartheid.



Ms Odette Ramsingh.

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## A FAMILY CONGRATULATING ONE OF ITS OWN

### On O/PSC's Evolution:

For Professor Sangweni the evolution of the Commission and its Office can be divided into three phases. The first being the unification of the PSC into a single entity following the adoption of the Constitution and the restructuring of the Office under Ms Angela Bester, (the first OPSC DG) and the second phase entailing the consolidation and stabilisation of the Office under the directorship of Mr Mpume Sikhosana. Where the O/PSC is now, is what Prof Sangweni sees as the third phase.

### According to him,

We are now well known and respected for the calibre and integrity of our work. The way in which we work and manage our relationships with stakeholders is also appreciated and understood. With this strong foundation in place we can now be bold, stretch the boundaries of possibilities and go beyond our primary stakeholders in firming the 9 Constitutional imperatives in government consciousness and in empowering the citizenry to use these both to make our government accountable and accessible. You will all agree with me that within our workplan, there is ample scope for further innovativeness, creativity, and boldness to stretch the boundaries of possibilities. Our relationships with the legislatures are now in a position where we can sharpen their teeth to ensure more compliance with our recommendations. Significantly, sectors of the media and the academia are increasingly becoming open to our work. Internationally and in our continent, opportunities are opening up for us to share our expertise and sharpen its rigour.

What this third phase requires of us is the courage to use the power we have built to shine our light effectively on our Public Service and the governance of our country. To remain in a shell of unwarranted caution and seek to play small when our structures, systems, programmes, intellectual capacity and above all the challenges before us dictate otherwise, would certainly not serve the needs of our people for a Better Life for All, and a governance that can make this a reality. To the extent that we are able to seize the opportunities presented to us by this moment, this third phase, so will too the capacity of our governance be further strengthened and emboldened. To the extent that we open ourselves to collaboration with the continent and other peers internationally, so will too our rigour, range and depth to service our constitutional democracy be fortified. No, the PSC and its Office cannot shrink so that other people won't feel insecure around it.

Our people's needs for a Better Life for All, Our Democracy and Our Constitutional mandate all make it imperative for us to rise to our strength and power! No, for the Commission to shrink will render not only our government but also our democracy insecure. Our people deserve the Best!

*This piece is based on the speech by Professor Stan Sangweni in celebration of Ms Odette Ramsingh's appointment as Director-General of the OPSC.*

### Family and Friends





# We are all positive until proven negative

By Agnes Malwane and Sammy Morwe

“Light the path to a brighter future”.

These words reverberated throughout the corridors of the first floor of Commission House on Friday, 2 June this year, as speaker after speaker reminded the attendants that their future is in their hands.

Lighting the path to a brighter future was chosen as a theme for this year’s Candle Light Memorial in order to reassure those living with HIV; and those affected by AIDS, especially widows and orphans, that despite their varying circumstances, their lives still add value to life in general.

Outlining the purpose of the Candle Light Memorial, Pastor S Mathibela, who is also an AIDS Counselor and Trainer, reminded attendants that people living with HIV need and deserve love just like everybody else. He called upon all to embrace self discipline and always remember that “we are all positive until proven negative”.

During a moving candle lighting session, Mr N Letebele, who is the Specialist in Employment Practice at the Department of Public Service and Administration (DPSA) urged attendants to curse the darkness in their lives and to never underestimate the power of a small light as it may be

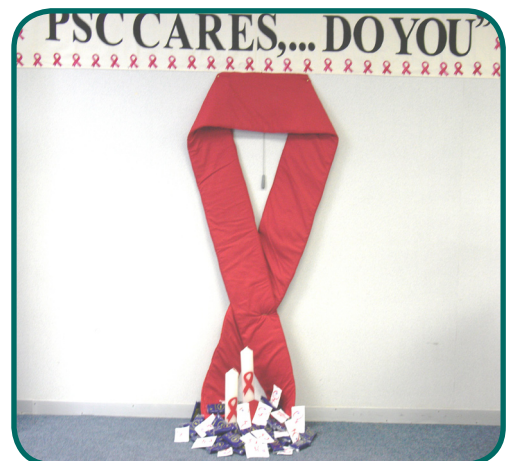
the only source of light they have. Apart from Pastor Mathibela and Mr Letebele, Pastor George Mosena also attended the



From left: Pastor G Mosena, Pastor S. Mathibela, and Mr N Letebele

Memorial. He even blessed the Memorial with a prayer.

It is befitting to surmise the whole Candle Light Memorial with words by Anthony Robbins: “You and I can make our lives one of these legendary inspirations... simply by having the courage and the awareness, we can control whatever happens in our lives. Although we cannot always control the events in our lives, we can always control our response to them and the actions we



Guests and officials of the OPSC during the Candlelight Memorial.

# PSC EMBARKS ON UNANNOUNCED VISITS

By Mabel Morontse

Managers at the Multi-purpose Community Centres and the Departments of Home Affairs and Labour, around Gauteng, were caught by surprise when PSC Commissioners knocked at their doors, from 6 - 10 March 2006, as part of the PSC's pilot project on inspections. The purpose of carrying out inspections was to assess the quality of services provided to the public and to determine if departments are meeting the required service standards and the



Commissioners Koko Mogalong and Eddie Bain during a visit at Soshanguve Labour Department, with members of the community.

needs of the people using the service. The project generally aims to encourage compliance and look at actual service provision in action. The pilot follows the PSC's development of a Protocol document on Inspections that came as a response to a need to further entrench a citizen and service-centric culture and accountability across the Public Service.

The inspections included observation of work and facilities, document perusal and interviews of both managers and clients (community members), who were at the selected service delivery sites during the time of the visit. As expected, most managers were initially surprised by the visits but later on fully cooperated with the inspection team. However, overall, the PSC was able to gather concerns and ideas from those interviewed.

Unlike representatives of the visited service delivery sites, the community members were thrilled and pleased to get the opportunity to liaise face to face with the Commissioners. They did not hesitate to disclose the problems they experience and to take the details of the Commissioners and those of PSC offices for future use.



Commissioners Koko Mokgalong and Eddie Bain with an official from Home Affairs at Randfontein.

The complaints of the community members were brought to the attention of

representatives of the particular service delivery sites and Commissioners also noted them for follow up. Overall, the interviews conducted benefited all the parties involved since the emphasis was not just on fault finding but also on giving direction, support and sharing possible solutions to challenges. The concerns raised by both staff members and members of the community in terms of departments and Multi-purpose Community Centres (MPCCs), had to do with;

## Departments:

- Insufficient staff and staff capacity
- Unacceptable behavior of staff
- Low staff morale because they are not recognized in terms of performance
- Vacant posts that remain vacant for long periods
- Insufficient resources
- Problems with chain of communication with top management

## MPCC's:

- Insufficient resources and staff members
- Vandalizing of Centers by community members
- Community not being aware of the services rendered within the MPCC's

Asked what will happen to the information gathered from the visits, the Commissioners explained to Managers of the visited sites that a draft report will be compiled and forwarded to them to confirm and react on its content. The final report with recommendations will be compiled and then tabled.

The following service delivery sites were visited during the inspections:

Department of Home Affairs at the JHB International Airport, Randfontein, Krugersdorp, Brakpan and Marabastad; as well as Department of Labour in Kempton Park, Randfontein, Krugersdorp, Brakpan, and Soshanguve. The Commissioners also visited the Faranani MPCC in Tsakani, Brakpan, and the Alexandra MPCC.

Members of the visiting team were: Commissioners Nozipho Mxakato-Diseko, Koko Mokgalong and Eddie Bain, OPSC's former Chief Director, Dr Zwelakhe Tshandu and Ms Zanele Dhludhla.



## WORKSHOP ON CODE OF CONDUCT FOR FREE STATE PROVINCIAL TREASURY

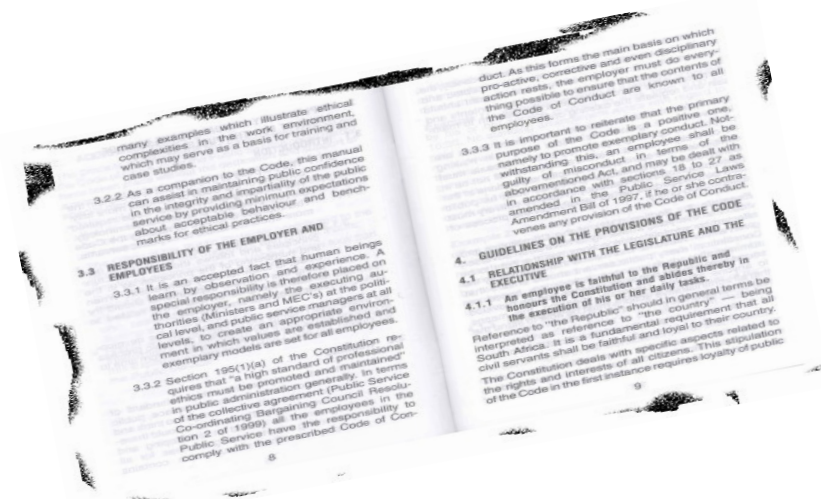
By Mabel Morontse

Following a request from the Free State Head of Treasury, Mr D R Barlow, and in keeping with the PSC mandate to promote and maintain high standard of professional ethics in the Public Service, on 24 April 2006, the OPSC's Office in the Free State conducted a workshop for Treasury officials, on the Code of Conduct for the Public Service.

The officials attending the workshop came from various Chief Directorates of the Treasury. Free State Regional Director, Ms Sophia Santho, Deputy Director, Ms Roseline Sebolao and Chief State Administration Officer, Mr Matele Mohale, facilitated the workshop. According to Ms Santho, the presentation was educational and informative. She also commended the lively discussions that enabled the participants to better understand the Code of Conduct. According to her, the participants displayed "interest, passion and zeal". She further emphasised that the Code of Conduct need not only be embraced by all public servants as a nice-to-have document but should also be translated into practical understanding of procedures, directions and instructions as contained in the Code of Conduct itself. She impressed upon all participants that such translation "... is mandatory if effective service delivery is to reach our citizenry".

The key representative of the Free State Provincial Treasury was Mr Norman Ramashiya, a Senior Manager for Corporate Services. Mr Ramashiya indicated to the attendants that the public servants in the Provincial Treasury need to know how to conduct themselves in an ethical manner.

In view of the discussions and interest shown by participants, the Free State Provincial Treasury hinted that there is still a need for the Office to conduct such a workshop for other officials who have not had an opportunity to attend.



**Example 2:** An employee should try to enrol for a course to learn one of the other official languages used in the area. He or she should also encourage interpretation into other official languages at meetings where this is required.

**4.2.2** An employee will serve the public in an unbiased and impartial manner in order to create confidence in the public service.

The public service serves the total community, and the public expects to be treated equally, efficiently, professionally and in a friendly manner. Employees are therefore required to live up to this expectation by treating those with whom they work and those they serve equally, in a manner that will not only create trust in the public service, but will also establish an appreciation for the quality and efficiency of services rendered.

**Example 1:** An employee occupies a position in a department where applications from the public for certain services are considered. The employee's neighbour is aware of the fact that he or she can influence the process and approaches him or her with the request to assist in speeding up an application. The employee will have to consider this situation very carefully, as any action taken to assist the neighbour could be seen to favour the neighbour over other applicants.

**Example 2:** An employee should request his or her clients/consumers to stand in a queue, so that each will be attended to when his or her turn comes, without favouring anyone or being perceived to be doing so.

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**4.2.3** An employee is polite, helpful and reasonably accessible in his or her dealings with the public, at all times treating members of the public as customers who are entitled to receive high standards of service.

It is important for employees to realise that, by joining the public service, they have committed themselves to serving the community at large. The public expects to be served, and requires employees to be available and to help them in a friendly and efficient manner.

**Example 1:** An employee receives a telephone call from a member of the public but it is clear that the person's enquiry should be dealt with by another section or department. The employee simply tells the person that he or she must try elsewhere. This could have the result that the member of the public is referred to a number of different people without being assisted. This is not being helpful and it creates a negative image of the public service. The employee should offer to find out who the right person or department is and to phone the person back.

**Example 2:** When providing a counter service a specific employee has no one queuing at his or her counter while a colleague has people waiting to be served. The employee should help his or her colleague and the public by calling the people to his or her own counter, provided of course that he or she has thorough knowledge of the work content of the relevant service.

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### EXPLANATORY MANUAL ON THE CODE OF CONDUCT FOR THE PUBLIC SERVICE

A PRACTICAL GUIDE TO  
ETHICAL DILEMMAS  
IN THE  
WORKPLACE

Issued by: Public Service  
Commission  
Private Bag X121  
Pretoria  
0001



# PSC OF SOUTH AFRICA - AN INSTITUTION WORTH LEARNING ABOUT

By DCIS Reporters

Since March this year, the PSC of South Africa hosted delegates from Public Service Commissions or related institutions from a number of countries. Asked about the purpose of their visits, although varying, the responses received point to the need to learn what the mandate of the PSC of South Africa is and how the PSC conducts its business.

Amongst the countries that visited the PSC were Mozambique; India; and Kenya. The interactions between PSCs of these countries and that of South Africa improves information exchange and reveals how the PSCs of various countries do their business in comparison to the PSC of South Africa.

During the visits, the PSC of South Africa is represented by Commissioners and line function managers. The constitution of PSC team is mostly influenced by the kind of information the visiting delegation is interested in. A delegation interested in corruption and related aspects will therefore necessitate the presence of amongst others, officials dealing with ethics.

## MOZAMBIQUE

**Friday the 10th of March 2006:** A delegation of three dignitaries from the Public Service Commission of Mozambique visited the PSC to learn about the mandate and functions of the PSC of South Africa.

The Mozambican delegation was led by the Minister for the State and Administration, Minister Lucas Chomera.



## INDIA

**Monday the 3rd of April 2006:** The PSC welcomed a delegation from India comprising of five Chairpersons of the Public Service Commissions, each representing a different state in India.

The Indian delegation consisted of Mr MS Pandit (Chairman of Jammu and Kashmir PSC), Mr RDortjee (Chairman of Arunachal Pradesh PSC), Mr IM Bhavsar (Chairman of Gujarat PSC), Dr Lalruanga (Chairman of Mizoram PSC), and Mrs JE Shullai (Chairperson of Meghalaya PSC).



When Izwi asked Mrs Shullai, to comment on the presentation about the PSC of South Africa, this was her response: "It was well done, well conceived, and very interesting. Everything was beautifully presented".



## KENYA ANTI-CORRUPTION COMMISSION

**Tuesday the 9th May 2006:** A delegation from Kenya's Anti-Corruption Commission arrived at the Commission House for a meeting on matters relating to Anti-Corruption. The delegation was led by Dr John Mutonyi. The aim of this particular meeting was to learn about methods and ways in which the South African PSC deals with corruption.

After the meeting, Dr Mutonyi extended his thanks to the PSC for the warm welcome and vast amount of knowledge they received.





## KENYA PSC

**Monday the 15th of May 2006:** A delegation of six people led by Commissioner Nzioka from the PSC in Kenya visited the PSC of South Africa to learn about its management of resources. Out of this interaction, the PSC Commissioners from Kenya would pick what they regard as best practice, for possible use in their country.



## MEETING WITH A REPRESENTATIVE OF THE COMMISSION ON HUMAN RIGHTS AND ADMINISTRATIVE JUSTICE

By Mabel Morontse

On the 16th of May 2006, officials from the OPSC's Monitoring and Evaluation as well as Investigations components, held informal discussions with Mr Charles Ayamdoo, Deputy Director: Anti Corruption, from the Commission on Human Rights and Administrative Justice of Ghana.

Mr Ayamdoo's visit follows a number of similar visits by delegations from various countries such as Kenya, Mozambique and India.

Asked what the purpose of his visit to the PSC was, Mr Ayamdoo said that he visited the PSC "with a view to learn and share experiences with its members". Asked to comment about the time he spent at the O/PSC, he had the following to say: "I found my visit to the PSC to be extremely rewarding. Discussions in relation to your role in financial misconduct reporting, financial disclosures, investigations and fighting corrupting in general, were quite informative. I am also much appreciative to your Office for making available very informative publications".

The mandate of the Commission on Human Rights and Administrative Justice of Ghana is to enhance good governance, democracy, integrity, peace and social development by promoting, protecting and enforcing fundamental human rights and administrative justice for all persons in Ghana.

Mr Ayamdoo was accompanied by Mr Ruthven van Rensburg from the Office of the Public Protector. Representing the PSC were Mr Indran Naidoo, Ms Caroline Mampuru and Ms Fienie Viviers.



From Left: Mr Van Rensburg, Ms Mampuru, Mr Ayamdoo and Ms Viviers.

## O/PSC takes a girl child to work

By Ben de Villiers

On 25 May 2006, the O/PSC along with some civil society organisations, businesses and government departments nationwide, took part in the fourth annual Take a Girl Child to Work Day.

21 girls from the Pro Arte Alphen School in Pretoria visited the O/PSC. The aim of the visit, which was sponsored by Cell C, was to expose the girls to the work of the PSC and its Office.

During the day, the girls were shown a video about the PSC and briefed, amongst others, about the functions and work of the PSC, by the Office's DG, Ms Odette Ramsingh and Commissioner Koko Mokgalong. The girls were divided into small groups according to their career interests and spent time with female Commissioners and senior female OPSC officials, in their Offices.

According to the feedback that the Office received from the girls, they (the girls) had a "...thoroughly entertaining day..." and they learnt a lot about the PSC and the Public Service in general. Hopefully in a few years' time, some of the girls that we saw, will be appointed into the Public Service and bring new energy and ideas on how to raise the service delivery bar to even higher levels.



## National Anti-Corruption Forum Roundtable

By Ben de Villiers

The National Anti-Corruption Forum (NACF) held a roundtable discussion on the Prohibition of Corrupt Businesses and Individuals in Kempton Park on 24 May 2006. This Roundtable discussion emanates from a resolution passed at the National Anti-Corruption Summit in March 2005 where a commitment was made to "publicise and support the blacklisting of businesses, organisations and individuals who are proven to be involved in corruption and unethical conduct".

Organised by the PSC as the Secretariat to the NACF, the main objective of the Roundtable discussion were to:

- # Obtain an understanding of the implications of the Prevention and Combating of Corruption Activities Act, on prohibition of corrupt businesses and individuals and its application by the National Treasury in the Public Service; and
- # Consider a mechanism for information sharing regarding corrupt businesses /persons across all sectors.

Through the Roundtable, appreciation was developed by all sectors for the complexities and challenges involved in prohibiting corrupt businesses and individuals. Various perspectives that will have to be taken into consideration in implementing cross-sectoral data sharing on corrupt businesses and individuals, were alluded to.

A report containing recommendations emanating from the roundtable will once finalised, be submitted to the NACF for its consideration.



Delegates at the National Anti-Corruption Forum Roundtable



# MINIMUM INFORMATION REQUIRED TO OBTAIN A TAX DIRECTIVE

By Martin Mmutlana, GEPF

Upon the exit of a member from the Fund, a tax directive has to be obtained from SARS before gratuities (lump sum payments) can be paid out. However, the Receiver will not issue tax directives if certain minimum information is not provided. Listed below are minimum requirements in this regard:

- Member's Surname; First Names and Initials
- ID Number or Passport Number
- Member's Physical and Postal Address; Postal Codes
- Gross Annual Income
- Average Annual Income over the Last 5 Years
- Income Tax Reference Number (If Annual Gross Income less Pension Contribution is R60 000.00 or more)

When members exit the Fund by way of transfer to another Fund, then the following information is also required:

- Name of Receiving Fund
- Approval Number (Registration Number) of Receiving Fund
- Type of Fund (Pension; Provident; Retirement Annuity)
- Member's Policy Number with Fund

While the absence of the above information may not necessarily result in a tax directive being declined, it will cause unnecessary delays in the processing of gratuities. Members should ensure that the above information is contained in their respective Payroll Administration systems.

The Receiver of Revenue may however decline a request for a tax directive if:

- Applications for tax directives for SITE payers (People whose Gross Annual Income is below R60 000.00) are submitted; or
- A member whose annual gross income does not exceed R60 000 but their lump sum payment (gratuity) exceeds R180 000 and yet they have no Tax Reference number; or
- A member's tax affairs are not in order with the Receiver: e.g. Outstanding Tax Returns without a valid extension.

In such cases, the Receiver will be obliged to decline a request for a tax directive and the member concerned will have to get his tax records with SARS in order. If any tax is owed to the Receiver of Revenue, an IT88L will be received by the GEPF from SARS instructing the GEPF to deduct the amount owing. The GEPF will be obliged to deduct such amount before paying out the gratuity due.

## FOOT SOLDIERS HONoured FOR LONG SERVICE

The celebration of Ms Odette Ramsingh's appointment as OPSC Director-General coincided with the honouring of ten officials whom the Chairperson of the PSC, Professor Stan Sangweni referred to as "...stalwart foot soldiers of our Public Service who have dedicated long service and given continuous, devoted and consistently satisfactory service to our Public Service..." The ten are:

1. **Mr Jeremy Kannemeyer: 30 years service**

Having started as a Grade II clerk in 1976, by sheer hard work, Mr Kannemeyer rose through the ranks to become Principal State Admin. Officer, a position he has held since 1 June 2000.

2. **Mr Jacques Malan: 30 years service**

Mr Malan also rose through the ranks from Senior Admin Assistant in 1976 to Director Level. Furthermore, what is impressive about Mr Malan is that he carried his long service with a commitment to self improvement. As a result of this, having come to the Commission with a Standard 10 qualification in 1975, he obtained a B. Admin, followed by an Honours Degree in Administration in 1977, an Advanced Diploma in Labour Law in 1994 and a Certificate in Labour Relations in 1995.

3. **Ms Sophia Santho: 30 years service**

Ms Santho holds the position of Director in the Office. Again what is impressive about Ms Santho is how she has improved herself from holding a Senior Certificate to an MA in Public Administration.

4. **Mr Eugene Du Pre': 20 years service**

Mr Du Pre' started as a Senior Admin Officer rising to Director Level. Mr Du Pre' has carried his career with self improvement from holding a Senior Certificate in 1973 to obtaining a BA in 1976 followed by a BA Honours in 1981.

5. **Mr Patrick Funani: 20 years service**

Mr Funani also rose through the ranks to the position of Deputy Director while also improving himself. Mr Funani now holds a B.Comm.

6. **Mr Sam Makena: 20 years service**

Having started as a messenger, Mr Makena is now an Accounting Clerk.

7. **Mr John Mentoer: 20 years service**

Again with Mr Mentoer through consistent and dedicated application, he started as Assistant Provisioning Admin Officer and rose through the ranks to Principal Training Adviser in 1996, and is now Deputy Director for Professional Ethics Research and Promotion. Mr Mentoer has also improved himself admirably from holding a Senior Certificate in 1981 to obtaining a Bachelor of Science in Sociology in 1985, a BA Honours in 1992 and a Masters Degree in 1995.

8. **Mr Johannes Mudau: 20 years service**

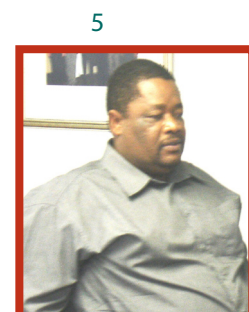
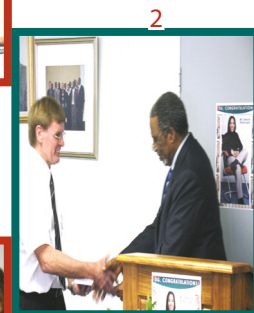
Starting as a Personnel Practitioner and rising to the position of Deputy Director. Mr Mudau has also improved himself significantly obtaining Certificates in Corruption and Anti-Corruption and Project Management.

9. **Mr Sipho Ngcobo: 20 years service**

Having started as an educator, Mr Ngcobo joined the Office from the Department of Public Service and Administration. He is now Director in the Office and has added a BSc with computer science to his qualifications.

10. **Mr Stephen Shabangu: 20 years service**

Mr Shabangu has also risen through the ranks from General Assistant Level III in 1986 to Senior Personnel Officer Level III.





## EUNICE VAN DER MERWE RETIRES

By Ben de Villiers



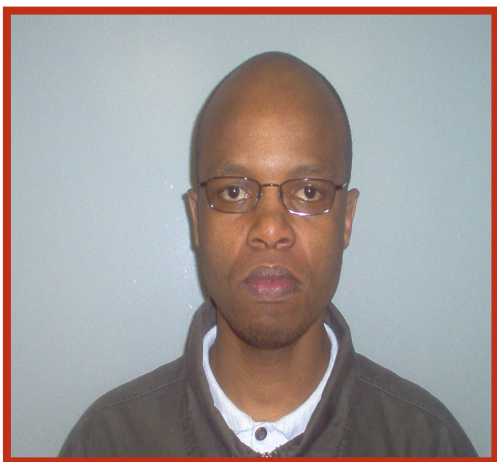
Ms Eunice van der Merwe took a well-deserved rest when she retired on 31 May 2006.

Eunice started working as a temporary data typist on 18 February 1991 at the OPSC. Before that, she worked in both the public and private sectors for twenty years. Her duties during her stay at the OPSC included, inter alia, typing, updating of the telephone lists and switchboard. Due to her exceptional skills, she also trained secretaries.

During his farewell speech, Mr Alfred Maluleke, Director: Human Resource Management and Development, said that Eunice “will be remembered by her colleagues for her kindness, punctuality and her willingness to assist her fellow employees with any problem. She was like a social worker to her co-workers”. Eunice will be sorely missed and Izwi wishes her the best of luck for the future.

## ZWE CHECKS OUT OF THE OPSC

By Manase Makwela



Dr Zwelakhe 'Zwe' Tshandu, OPSC's former Chief Director: Service Delivery and Quality Assurance, is the latest senior manager to be promoted and transferred from the OPSC to the Department of Public Service & Administration (DPSA), and vice versa.

Zwelakhe joined the OPSC in 2000 and left in June this year. Before joining the OPSC, he was the Technical Assistant based in the Training and Capacity Building Sub-Directorate of the Department of Land Affairs. At the DPSA, Zwelakhe holds a Deputy Director-General post.

Zwelakhe's move follows that of Ms Lynette Sing, former OPSC Director for M&E System, who was also promoted and transferred to the DPSA around the same time last year. Lynette is now a Chief Director at the DPSA.

In addition to Eunice and Zwelakhe, the following officials left the OPSC between March and June 2006.

Mr Raymond Raphiri, DD: SHRRR

Ms Matshepo Rasebopye, ASD: Procurement and Logistics

Ms Tina Mokoena, ASD: IT

Ms Motlatjo Mahapa, Admin Secretary: SDQA

Ms Yvette Du Plessis, Admin Secretary: Governance Monitoring

Mr Themba Chauke, Intern: Purchasing and Logistics

Ms Rudzani Mahosi, Intern: Purchasing and Logistics

OPSC GETS A HIDING FROM GESTETNER

By Agnes Malwane

On Friday the 12th of April 2006, boys were separated from men when the OPSC Warriors clashed with Gestetner in a friendly match played at the CSIR sports grounds in Pretoria.

The game started at a high pace when the two teams displayed their sharp soccer skills in front of a handful spectators. Despite the wet weather conditions, Gestetner showed that they wanted a win more than the OPSC team. It was therefore not surprising when their striker Phumlani Mpanza scored the first goal of the match within the third minute of the first half.

OPSC did not want to be left behind and therefore threw everything they had in the direction of the Gestetner goalkeeper until he conceded an equalizer in the seventeenth minute. This beauty of a goal came from the boot of OPSC striker, Nditsheni Tsuwane. The game went to half time with Gestetner leading by 3-1.

Gestetner put the stamp of seniority by scoring 3 more goals after half time, with OPSC managing only two more goals to salvage their pride. The 'goals of pride' came from the boots of Disei Thubakgale and Kgomotso Madalane.

The referee for the day was the objective Joseph 'Jozi' Malekana who was assisted by the vigilant Steve 'Stevovo' Shabangu.

Despite letting six goals past him, Dan Ndondlolozi deserved to be Man of the Match for saving the OPSC from further humiliation and embarrassment through his goalkeeping antics.

Meanwhile, OPSC Warriors were eliminated from the Africa Public Service Day Tournament when they were defeated by the Department of Water Affairs and Forestry 4-1, on Wednesday, 14 June 2006. The match was played at the Weskoppies sports ground in front of a handful of spectators that comprised mainly officials from Water Affairs.

EVENTS FOR 2006

July	
1 - 31	Mental Illness Awareness Week
11	World Population Day
16	Hepatitis Day
August	
1-7	World Breast Feeding Week
1-31	National Oral Month
1-31	National Woman's Month
6-12	National Immunisation Awareness week
8-12	Organ Donor Week
9	National Woman's Day
17	SADC Day
20-26	World Water Week
24-30	Cerebral Palsy Week
24-30	Deaf Awareness Week



# BIRTHDAYS

## BIRTHDAYS

The following officials celebrate their birthdays in July

By Agnes Malwane Source: Directorate (HRM&D)

Mr JW Mentoor	04/07	Head Office
Mr RM Nhlangothi	06/07	Head Office
Mr MM Mokgopa	07/07	Head Office
Mr E du Pre'	09/07	Head Office
Mr EA Raath	15/07	Head Office
Mr TB Luthuli	15/07	Head Office
Mr A Le Roux	17/07	Head Office
Mr MF Podile	18/07	North West
Commissioner JDS Mahlangu	22/07	North West
Mr PB Nhlangothi	24/07	KwaZulu-Natal
Ms KG Seabelo	25/07	North West
Ms MV Slier	26/07	Western Cape
Mr PN Tsuwane	29/07	Head Office
Mr TJ Matlhare	30/07	Head Office

The following officials celebrate their birthdays in August

Mr BC Mavimbela	02/08	Mpumalanga
Mr EE Masango	04/08	Head Office
Ms CE Halofose	04/08	Head Office
Mr MP Mkhonza	06/08	Head Office
Mr JH Ernstzen	10/08	Head Office
Mr EM Selolo	12/08	Head Office
Ms C Mampuru	14/08	Head Office
Mr PJ Malekana	14/08	Head Office
Ms JC Henning	15/08	Head Office
Mr TM Kirsten	18/08	Head Office
Ms GL Magashula	18/08	North West
Ms MM Malebye	19/08	Head Office
Mr SV Shabangu	20/08	Head Office
Ms AJ Strauss	20/08	Head Office
Ms SD Skhosana	22/08	Mpumalanga
Ms NR Nemavhidi	25/08	Head Office
Ms NV Zuba	27/08	Eastern Cape