

## Director-General's 2007 Message

2007 has dawned.

Welcome back to the Office. I hope that you and your loved ones had a wonderful festive season, a good rest, and are looking forward to tackling 2007 head-on. Over the years you have proved how much we as an Office can achieve through dedication, commitment and passion to our work. I hope that 2007 will not be any different.

We start 2007 with the Parliamentary process around the review of Chapter 9 Institutions, including the PSC (Chapter 10) still continuing. I wish to thank everyone for their valuable inputs towards the preparation of documentation to the review committee. Whilst others may see a review such as this in a negative light, we see it as an opportunity to reflect on the journey that the PSC has travelled in its short period of existence and to evaluate its performance through introspection.

The clean audit report that we received from the Auditor-General for the 2005/2006 financial year shall always stand as one of the highlights during this financial year. With proper financial management, a clean audit can remain a constant on our financial records. However, this demands that all of us utilize resources responsibly and within the set prescripts. It is in this spirit that this year we can neither afford nor tolerate any fiscal dumping. As a result, orders for services will have to be in by the end of January to enable procurement and finance sub-directorates to close their books timeously. Only in exceptional cases, shall we accept orders after January.

There is no doubt in my mind that 2007 will come with several operational challenges that our stakeholders will justifiably expect us to overcome. In 2006 we have seen skilled staff members being poached from us and it will still be a challenge for us to keep those we now have. As management, we are looking at ways of keeping these valuable members of staff. Fortunately, as others leave, there are those who see a need to be part of our family and they join in carrying the good governance torch forward.

2007 will also see us co-hosting three conferences that have a national and international appeal in March. These conferences will take up some of the resources that we have and it is incumbent upon us to ensure that such resources are maximally utilized in order to achieve the objectives of these conferences. The Conference on Labour Relations in the Public Service will be held jointly with the Public Service Coordinating Bargaining Council (PSCBC) from 26 to 28 March while the South African Monitoring and Evaluation Association (SAMEA) conference will be held from 28 to 30 March as a joint venture with SAMEA. And lastly, the International Public Management Association for Human Resources (IPMA-HR) Conference will be held from 14 to 18 May.

I hope that this year we will improve communication within and across Branches, including regional offices, in order to better share information that may help in meeting our set objectives.

Not long from now, we will be having performance assessments to reward good performance



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Custodian of Good Governance

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and correct poor performance. I expect this process to be transparent and handled professionally at all levels. It should also be mentioned that it takes the whole financial year to work for a performance reward and not just the last month before assessments.

We have done it in the past; and we can do it even better this year. Let us therefore roll-up our sleeves and make ours a better Public Service.

In July 2005, the Office introduced the Employee Assistance Programme (EAP) and subsequently appointed **Careways** to manage it on its behalf. The EAP is aimed at amongst others:

- Providing an effective framework for wellness promotion and preventative services;
- Providing reasonable, confidential and professional counselling service to all employees and their immediate families within the context of issues affecting the employee in order to enhance and sustain the quality of life; and
- Encouraging and assisting employees to overcome personal problems affecting their work performance negatively.

I urge officials to take full advantage of the EAP. **Careways** call centre number is 0800 004 770.

Lastly, the Commission suffered a terrible loss with the passing away of Ms Lebogang Nyembe, Director: Strategic Human Resource Research and Review. Lebogang was tragically killed by her husband on 26 December 2006 at Commission House. Our deepest condolences to the Nyembe family as well as those who lost loved ones during the festive season. May they draw strength from the knowledge that the lives that their loved ones lived, somehow contributed to the betterment of the lives of others.

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