



Custodian of Good Governance

uMTHOMBO

THE FOUNTAIN OF KNOWLEDGE

November / December 2022



Adv. Dinkie P. Dube

Welcome to the November/December edition of uMthombo. Let me start by paying our condolences to the former Deputy Chairperson of the Public Service Commission (PSC), Mr John Ernstzen who passed away on Tuesday, 22 November 2022. He contributed immensely towards the body of work that the PSC generated over the years. May his soul rest in peace.

On Friday, 23 December, the office will officially close at 10:00 and re-open on Tuesday, 03 January 2023. Although officials will be at work for only two (2) hours on 23 December 2022, supervisors and managers must ensure that a leave form for a full day is completed in the event an official does not report for duty on the day.

As we are nearing the end of 2022, colleagues will be taking a well-deserved break and I would like to Thank you Team PSC for making this year a success. We have made great strides as a collective in our endeavor to execute the mandate of the PSC. We should continue to climb greater heights in the New Year.



Let me take this opportunity to wish you and your families a Happy Festive Season and a prosperous New Year. Let us spend quality time with family, friends and loves ones. I hope we will come back refreshed and ready to tackle projects in our work-plan as we will be rapping up the last quarter of the current financial year.

Colleagues who will be on leave in January 2023 are urged to ensure that the necessary acting appointments are in place, so that the work of the PSC continues in their absence.

Quarterly Plenary meeting in Gqeberha



The quarterly Plenary Meeting of the Commission was held from 21 – 23 November 2022 in Gqeberha. The Speaker of the Eastern Cape Provincial Legislature, Ms Helen Mercedes Sauls-August, welcomed the members of the PSC to Gqeberha and reaffirmed the Legislature's commitment to work closely with the PSC in the Province. Furthermore, Plenary received a presentation from the National School of Government in relation to the National Implementation Framework on the Professionalisation of the Public Sector. The Professionalisation Framework is seen by some as a catalyst for systematic change in the organisation, capacity, capability and ethos of the public sector as a whole. Likewise, plenary also noted a presentation by the former Auditor-General of South Africa, Dr Terrence Nombembe on the Judicial Enquiry into State Capture and its recommendations amongst others.

Dr Nombembe led a team of investigators who probed allegations into State capture.

In an effort to execute its Constitutional Mandate of reporting its activities to Parliament, on Wednesday, 16 November 2022, the PSC under the leadership of the Chairperson, Professor Somadoda Fikeni made a presentation which focused on **the Report on the Effectiveness of Continuous Employee Development in Enhancing Capacity and Service Delivery in the Public Service** to the Portfolio Committee on Public Service and Administration. Similarly, on Wednesday, 09 November 2022, the PSC under the stewardship of Professor Fikeni briefed the Portfolio Committee on Small Business Development on **the findings and recommendations in relation to the compliance with 30 Days' Payment of Invoices by Government Departments**. Both presentations were well received by the members of the two Portfolio Committees.



As part of the PSC outreach programme, Team PSC Free State held a successful Citizens' Forum on Tuesday, 29 November 2022, in Bloemfontein, which focused on **Drug and Substance Abuse**. The event was also attended by the Premier of the Free State Ms Sefora Ntombela and the PSC Commissioners, Provincial MECs, HoDs from the Provincial Departments of Social Development; Education; Health, Economic Development, South African Police Service, Correctional Services; Justice and Constitutional Development, Home Affairs, and the National Prosecuting Authority, representatives from Non-Governmental Organizations and Community Members. Well done to Team Free State!



Team Monitoring and Evaluation also arranged a successful Roundtable on **Government Support focusing on Information and Communication Technology (ICT) for Service Delivery**. The Roundtable focused on understanding the nature

and extent of the challenges experienced with ICT by different stakeholders, the impact of these challenges on service delivery and areas where interventions (solutions) have been implemented to address these challenges. The key role players in the delivery of ICT in the Public Service were part of the engagement. The outreach programmes and flagship projects of the PSC will go a long way in increasing the visibility of the organization.



On 03 November 2022, Team PSC North West, working collaboratively with the Leadership and Management Practice branch, held a Focus Group discussion on the **Impact that Hybrid Working Conditions had on Employee Productivity and Service Delivery in the Public Service**, at the Department of Health, Bonajala District Office in Rustenburg followed by a site visit at different clinics and hospitals around Rustenburg. On 29 November 2022, Team Mpumalanga together with colleagues from the Leadership and Management Practice branch held a similar focus group at Nutting House in Mpumalanga. The representatives from the Department of Labour and Employment, Department of Education, South African Social Security Agency, Department of Health, South African Police Services as well as the Department of Home Affairs were in attendance.



On 08-09 December 2022, the PSC in partnership with the United Nations in South Africa and the University of South Africa held a successful International Anti-Corruption Day commemoration under the theme **"The Cost of Failure of Governance, Ethics and Oversight: A collective response to tackle the scourge of corruption in the Public Sector"**. The two day event which was attended by amongst others, the Acting Minister of Public Service and Administration,

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Mr Thula Nxesi, Adv Thuli Madonsela and the Chief Justice of South Africa, Judge Raymond Zondo and the PSC Commissioners, aimed to highlight the plight of South Africans affected by corruption and how the three spheres of government can work together in fighting the scourge of corruption. The event was also graced by representatives from different government departments, civil society, education sector and Non-Governmental Organisations. The event was a success.

As part of a caring employer, the Chief Directorate: People Management Practices under the leadership of Ms Diane Michael held an empowerment session for colleagues in Facilities Management (Cleaners, Switchboard operator, Messenger and Handy Man) on Tuesday, 29 November 2022 at Kgosi Mampuru Correctional Centre in Pretoria. The session was part of the colleagues' empowerment and capacity development and it was a resounding success.



Ms Yasmin E. Bacus

As part of profiling Commissioners with the view to allow staff members to get to know them better, in this edition of Umthombo we profile **KwaZulu-Natal Commissioner, Ms Yasmin E. Bacus.**

Ms Yasmin Essop Bacus is the Commissioner for KwaZulu-Natal Province. Ms Bacus joined the PSC on 01 October 2021. She has dedicated more than 25 years of her life to women empowerment, education and training. Her work in the field of the prevention of Gender Based Violence is well documented in the NGO sector, particularly fighting and advocating for the institutionalisation of women's rights, throughout an illustrious career in academia and the public service.

Bacus is an Associate Criminologist equipped with an MBA having obtained this with 12 distinctions and received the Dean's Award twice in the faculty of Law, Economics and Management. The former academic lecturer, is committed to driving the development of youth skills and emphasises the need to create learnerships / on-the-job experience, for young people in both the public and private sectors.

The Commissioner has previously served as the Provincial HOD for Community Safety and Liaison as well as Agriculture in the KwaZulu-Natal Province. She has pioneered Youth Development Projects in the safety and security field as well as lead the institutionalisation of Community Policing Forums in KZN. She also served as DDG Policy and Planning in the Office of The Premier, supporting the Provincial Planning Commission and played a lead role in driving the development of the KZN Rural Development Strategy. Ms Bacus has been in the public service for more than fifteen (15) years.

Bacus has also held an Executive position in a Public Entity, the KwaZulu-Natal Liquor Authority, driving legislative compliance by liquor traders, hosting regular law enforcement operations as well as social responsibility campaigns.

Having Served in senior positions of responsibility, Commissioner Bacus:

- Is a turnaround strategist providing Leadership and Management Coaching;
- Has developed and managed highly effective specialist teams;
- Built up an innovative environment underpinned by a principled work ethos where she has served;
- Promotes a high level of integrity and leads by example;

- Embodies a solid foundation of knowledge coupled with proven practice and experience;
- Is a Team Player with excellent people skills having worked in diverse environments with diverse groups of people, including local and international agencies.

Since the beginning of the Festive Season, we have witnessed many fatalities on the road due to, amongst others, drinking and driving and driver fatigue. I would like to urge colleagues who will be travelling during this Festive Season to ensure that they do not drink and drive. Those who will be taking long distances should ensure that their cars are in good condition, rest every two hours, obey the rules of the road, avoid texting while driving and arrive alive.

In conclusion, colleagues should always remember that ICAS is available to offer support and counselling to officials and their loved ones should they need counselling and support at any given time. They can be contacted through their toll-free number on 0800 000 406.

Happy Holidays. Till next time!!!!!!!!!!!!!!!!!!!!!!

