



Custodian of Good Governance

IZWI lase OPSC

April/May 2013

Editorial

Welcome to the first 2013/14 edition of **Izwi**. We hope that you will find it interesting and continue to provide us with feedback on how to improve our product. The Public Service Commission (PSC) is celebrating 100 years of existence. This edition of **Izwi** comes at the time when, as part of the centenary celebration, our Gauteng Provincial Office hosted a stakeholder engagement session in Rosebank on 24 May 2013. Our first article touches on the stakeholder engagement in Gauteng.

On 22 May 2013, the Minister for Public Service and Administration, Ms Lindiwe Sisulu delivered her Budget Vote speech in Parliament. In her speech, the Minister acknowledged some of the work of the PSC and our second article reflects on the Budget Vote Speech.

The well-being of employees is important in any organisation. As part of the wellness programme, Team PSC participated in a Fun Walk/Fun Run which was held on 17 May 2013 in Groenkloof. **Izwi** was there to see the fastest as well as the slowest walkers and runners and this is evidenced by the pictures.

In light of the fact that the 31st of May marked the World No Tobacco Day celebration, **Izwi** highlights some of the risks associated with tobacco. We also feature an article on May Day. Furthermore, we review some of the book collections in our Information Resource Centre. There is also news in brief as well as pictures reflecting the latest events.

Till next time!!!

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PSC - CELEBRATING 100 YEARS OF EXISTENCE



By: Mmanakedi Seshoka

The Public Service Commission (PSC) kicked off its 100 years celebrations in a form of stakeholder engagement on Friday, 24 May 2013 at the Crowne Plaza Hotel (Rosebank) in Gauteng. Organised under the theme: **Celebrating 100 years of Public Service Evolution and Transformation**, the stakeholder engagement, which was hosted by the Gauteng Provincial Office was attended by amongst others, PSC Commissioners, officials, representatives from Chapter 9 Institutions, civil society and members of the Gauteng Provincial Legislature including the MEC of Education, Ms Barbara Creecy and the Deputy Chairperson of Committees in Gauteng, Honourable Valentine Mbatha. The former Chairperson of the Gauteng Provincial Service Commission, Professor Patrick Fitzgerald was also in attendance and he shared with the audience some of his memories of the Gauteng Provincial Service Commission.

In his opening remarks, Commissioner Michael Seloane stressed that the primary aim of the stakeholder engagement is to profile and promote the work of the PSC, as well as reflect on its evolution and transformation in the Public Service.

Addressing the stakeholders, the Chairperson of the PSC, Mr Ben Mthembu mentioned that: *"over the past 100 years the Commission has evolved from an instrument of control in an oppressive undemocratic state into an independent developmental agent of Public Service transformation and change under democracy"*.

In relation to the current state of the Public Service, Mr Mthembu raised a concern regarding the rise in the tender state and the emergence of tenderpreneurship rather than the emergence of entrepreneurship. He further said: *"evidence from the work conducted by the PSC suggests that despite pockets of excellence, service delivery performance is poor and in some cases getting worse"*. Improving the quality of service delivery, said Mr Mthembu, requires that a number of areas of public management must be addressed urgently (**The Chairperson's keynote address can be accessed on the intranet**)

Delivering a message of support, the Deputy Chairperson of Committees in Gauteng, Honourable Valentine Mbatha wished the PSC well in its centenary celebrations and in its execution of its constitutional mandate. He further mentioned that *"public officials should make decisions and provides advice without regard for personal gains and that they should dispose of, or restricts the operation of, private financial interests, personal relationships or affiliations that could compromise official decisions in which they are involved"*.

As part of the centenary celebrations, the PSC will also host similar stakeholder engagements in the Eastern Cape (13 June 2013), Mpumalanga (20 June 2013), which will culminate into a national conference and gala dinner in Cape Town (01 August 2013). Plans are already afoot to organise an event in July 2013 for Team PSC to celebrate the Organisation's 100 years of existence.

MINISTER SISULU ACKNOWLEDGES THE WORK OF THE PSC



By: Ricardo Mahlakanya

On 22 May 2013, Minister for Public Service and Administration, Lindiwe Sisulu delivered her Budget Vote Speech in the Old Assembly in Cape Town. During her speech, she mentioned that she was grateful that the Portfolio Committee on Public Service and Administration has been most supportive and understanding. Acknowledging the contribution made by various institutions falling under her Portfolio, the Minister said the following about the PSC:

"The Public Service Commission has graciously complied with all the requests made of them, grinning and bearing it all, protesting their independence".

The Minister further mentioned that: *"The Ministry for Public Service and Administration will partner with the Oppenheimer Memorial Trust in 'Developing, recognising and retaining [world-class] talent in the South African Public Service'. This partnership will see ten (10) public servants each being awarded a scholarship every year for opportunities to study abroad and locally to sharpen their competence".*

A cursory reading of the reports of the AG and the PSC paints a dim picture of non-compliance, remarked the Minister. To remedy and to respond to this challenge in a focused way, she mentioned that her Ministry has established an Office of Standards and Compliance to address non-compliance.

She also promised to deal decisively with corruption in the Public Service by setting up an Anti-Corruption Bureau that will have legislative authority to investigate, intervene, and where necessary assist departments, provinces and local governments in dealing with cases of corruption related misconduct. *"Pre-emptively the Bureau will deal with cases where processes and procedures have not been followed. If criminal conduct is detected the bureau will solicit the help of the anti-corruption agencies of the state to investigate and prosecute where necessary".*

"We are aware that some public servants are manipulated by elements out there in the private sector. They have mastered the procurement system of government and have positioned themselves better to manipulate it from outside. We intend to deal with both very decisively. We want to ensure that there are minimum sentences for public servants found guilty of corruption. For the private sector, once we secure a conviction for corruption, a company will be blacklisted and barred from trading with government. I have already instructed my legal team to find ways to strengthen our fight against corruption in this way", stressed Minister.

The Minister also raised the same concern raised by the PSC about the late submission of financial disclosures by members of the senior management services (SMS). She revealed that "after the successful piloting of the e-disclosure system in three provinces, the MPSA is in a position to roll-out e-disclosure to cover all designated public servants by June 2014. This will enable public servants to declare their financial interests electronically and activate a system-wide multiple checking against other systems".

In conclusion, the Minister mentioned that the total budget available for the MPSA Portfolio for the financial year 2013/14 is R816 371 000 (R816, 371 million). Of this amount, the PSC will receive R201, 1 million.

A HEALTHY EMPLOYEE IS EQUIVALENT TO PRODUCTIVITY



By: Mocheta Monama

Keeping motivated to exercise for weight loss and fitness can often be the hardest part of shedding unwanted kilos or just keeping healthy. One of the best ways to stay motivated is to train and participate in exercise related to events like Fun Runs and Fun Walks. For those of us with weight loss goals, these events are good because they provide us with a perfect opportunity and motivation to exercise more and in doing so helps us achieve our weight loss goal. The PSC understands the importance of a healthy, happy and productive workforce. Healthy employees are the key to improving corporate wellness and success.

Friday, 17 May 2013 saw PSC employees taking charge of their health by participating in a 5 kilometre walk and the

5km/10km run which were followed by the aerobics. The Director-General, Professor Richard Levin presented prizes to the winners as well as medals to all participants. Speaking to some of the colleagues after the fun walk, they were all in agreement that: *"When you feel your best, you do your best. But when something is troubling or hurting you, it is difficult to set those concerns aside and focus on work. Keeping healthy is the way forward and making sure you are always on top of your game"*.

Team PSC was also in agreement that events like fun walk will go a long way in contributing towards the well-being of officials.

Izwi wishes to congratulate those who invested in their healthy minds, healthy bodies and contributed towards a healthy working environment.



WORLD NO TOBACCO DAY – KNOW THE FACTS



By: Mocheta Monama

<http://www.who.int/tobacco/wntd/2013/en/>

Every year, on 31 May, the world celebrates **World No Tobacco Day**, which highlights the health risks associated with tobacco use and advocating for effective policies to reduce tobacco consumption. Tobacco use is the single most preventable cause of death globally and is currently responsible for killing one in 10 adults worldwide. The theme for World No Tobacco Day 2013 is: **“ban tobacco advertising, promotion and sponsorship”**.

Evidence suggests that comprehensive advertising ban lead to reduction in the number of people starting and continuing smoking. Statistics show that banning tobacco advertising and sponsorship is one of the most cost-effective ways to reduce tobacco demand.

The global tobacco epidemic kills nearly 6 million people each year; of which more than 600 000 are non-smokers who die from breathing second-hand smoke. Unless we act, the epidemic will kill more than 8 million people every year by 2030.

Team PSC, remember tobacco contains nicotine, a highly addictive drug that you start to crave when you are without it. This is what makes it so difficult to give up. Your body and brain soon starts to need nicotine in order to feel good, resulting in addiction.

Together we can – let us say yes to **World No Tobacco Day!**

WORKER'S DAY

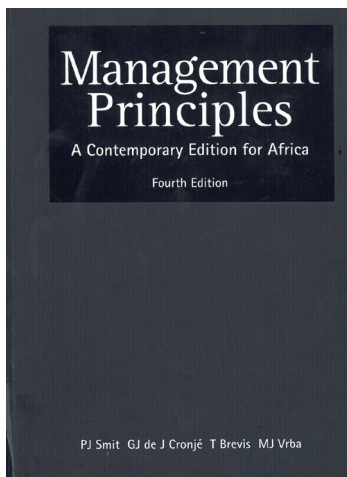
By: Nelly Lukhero

Workers' (May) Day is a national public holiday in South Africa and since 1994, it has been celebrated on 1 May of every year. This public holiday is a testimony to the hard battles that workers in South Africa other parts of the globe have waged for workers' rights and social justice over many decades. It is also a reminder of the many challenges that still confront working people and the poor in South Africa - and which remain obstacles to sustainable human development among all developing nations.

The South African working class has been at the forefront of the struggle for a democratic, non-racial, non-sexist, prosperous and united nation. It has understood and consistently maintained that workplace struggles cannot be separated from broader social struggles; that economic justice and equality cannot be achieved without national liberation. Furthermore, these struggles cannot be separated from the struggle for gender equality and, specifically, women's emancipation.

Izwi would like to pay tribute to the millions of workers who fought for a democratic South Africa and the many who sacrificed so much so that all South Africans could today enjoy rights of citizenship in their own country.

BOOK REVIEW



Title : Management principles: a contemporary edition for Africa

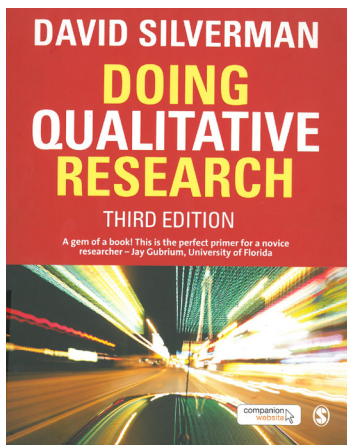
Author : Smit, P. J.

Date : 2007

Reviewed by: Ernie Kekana

There are challenges presented by the fast-changing business environment which requires that organisations find new and innovative ways to respond in order to improve performance. The contemporary manager has to integrate new information technology, manage diversity, accommodate stakeholders' often conflicting claims, and deal with the threat that HIV/AIDS poses to the workplace.

This book (Management principles: a contemporary edition for Africa) deals with the latest challenges facing managers. It also exposes the reader to the traditional management functions, such as planning, organising, leading and controlling.



Title: Doing Qualitative Research

Edited: Silverman David

Year: 2010

Reviewed by: Nelly Lukhero

Abstract:

David Silverman's new edition of "Doing Qualitative Research" is a cutting-edge compendium of what students want to know about conducting and completing a qualitative study. His book sets a new standard for an inclusive student-friendly manual that cuts across disciplines and methods, while systematically unveiling ordinary research practice. Silverman includes sage advice gained through his many years of research and dissertation supervision. He offers insider tips, shortcuts, and warnings that will keep

students involved in their projects and guide them through each step of the process. Throughout the book, Silverman shares his students' stories of their research experience and the obstacles they encountered along the way. In short, "Doing Qualitative Research" is an accessible, engaging text that sparkles with ideas, insight, and information'.

"Doing Qualitative Research, 3rd Edition" provides a step-by-step guide to all the questions students ask when beginning their first research project. Silverman demonstrates how to learn the craft of qualitative research by applying knowledge about different methods to actual data. He provides practical advice on key issues such as: defining 'originality' and narrowing down a topic; keeping a research diary and writing a research report; and presenting research to different audiences. "Doing Qualitative Research, 3rd Edition", is substantially updated and revised. Among its new and attractive features are: a problem-based format, making extensive use of statements and queries by recent research students; as well as two new chapters on data-gathering and ethical issues in student research.



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NEWS IN BRIEF

- The Chairperson led a delegation comprising Commissioner Helepi, Dr Dovahani Mamphiswana and Mr Kobus Van der Merwe to the Portfolio Committee on Public Service and Administration on 15 May 2013 wherein the PSC made a presentation on the Evaluation of the State of the Public Service against the values in Section 195 of the Constitution.
- The Chairperson led a delegation that briefed the Standing Committee on Appropriations on the Appropriation Bill on 21 May 2013 in Parliament.
- The Director-General made a presentation which focussed on corporate governance matters at a workshop in the Eastern Cape's Department of Sport, Recreation, Arts and Culture on 20 May 2013.
- As part of promoting a single PSC, the 2013 Take a boy and girl Child to Work was held in Gauteng Provincial Office on 31 May 2013. Learners from Lakeside High School in Orange Farm were exposed to the work of the PSC, with particular focus on its role and function.
- In an attempt to intensify ethics awareness in Limpopo, the Branch: Investigation and Anti-Corruption together with the Limpopo Provincial Office conducted ethics workshops at the Departments of Road and Transport; Health and Social Development; Safety and Security; Public Works as well as Economic Development, Environment and Tourism, between 07 and 28 May 2013.

JOKE

CHAIR MAN OF THE BOARD

*Resolving to surprise her husband, an executive's wife stopped by his office.
When she opened the door, she found him with his secretary sitting in his lap.*

*Without hesitating, he dictated, "...and in conclusion, gentlemen, budget cuts or no budget cuts, I cannot
continue to operate this office with just one chair."*