

NEWSLETTER

Quarterly Newsletter | December 2016

EDITOR'S NOTE Lavhelesani Mainganye



As the year draws to a close, it encourages time to reflect – on accomplishments and lessons. It is also a time to recharge, and to indulge in those things that rejuvenate your body and mind for a positive year ahead.

The past three months were eventful at PSETA and we successfully advertised the Discretionary Grants, which is now at a finalisation stage and successful applicants will be notified officially. Another milestone is the Annual General Meeting which was held on 29 November, and sincere appreciation goes to all our stakeholders who took the time and travelled

from all corners of the country to come and attend this important event. From the skills development front we are pleased to share with you the outcome of the Green Skills Research which was commissioned by the PSETA.

PSETA successfully hosted a dialogue between South Africa's public entities and their European counterparts.

END OF THE YEAR MESSAGE PSETA Accounting Authority Chairperson - Ms Koko Mashigo



I am happy to be able to say these few words to you all at this special time of the year. We are privileged to have all made it through the year, I encourage you to take a moment and express gratitude that you still have life. It is during the last few weeks of the year that we take the opportunity to take stock of our victories and shortcomings.

This is the time of collective reflection; when we look back on everything that we have achieved over the past year and we recuperate our strength to deal with the challenges of the coming year. The past year has been a trying time for our organization. Many of you have

sacrificed much in the name of progress. We are all aware that our organisation could not be what it is without that sacrifice. On behalf of the Accounting Authority, I thank you all for your hard work, especially those who have gone beyond the extra mile. Believe me when I say that your sweat, tears and bruises have not been in vain. May the lessons help us look to the year coming with excitement for the growth of our organisation and that of our individual selves.

Christmas time is a time that holds all time together, even for those that don't celebrate the holiday. It's a time that is symbolic of hope for humanity. The promise of new and better beginnings is embodied in the downtime we take to be with our loved ones, relax and offload. May we all in our chosen ways remember that the love of our fellow men should prevail over all hatred and bitterness. This is, the time when our thoughts and deeds and the spirit of our lives manifest our pure Ubuntu. I wholeheartedly wish you all Happy Holidays! Be safe in your good times and remember to rest and recharge, so that we may all meet 2017 with an empowered perspective and enthusiasm. HAPPY HOLIDAYS TO YOU ALL!

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The vision is one of a South African public sector SCM system staffed by people who have the skills, knowledge and enthusiasm to ensure that every decision is well-informed and appropriate; and who have the technical and organisational support that they need in order to carry out this important work in line with the country's Constitution, laws and regulations. - (National Treasury 2015)

The green economy, defined as an economy that reduces greenhouse gas emissions, uses resources efficiently and is socially inclusive, has the potential to create hundreds of thousands of new jobs in South Africa over the next five years. However, in order to drive the green economy, government, business, labour and civil society need to create new ways of doing business. It is in this context that National Treasury's commitment to use the R500 billion annual expenditure on goods and services by the public sector to support government's strategic priorities could make a significant contribution to sustainable development.

In a proactive initiative aimed at identifying and developing the requisite occupations and related skills to support green Supply Chain Management (SCM) in the public sector, the Public Sector Education and Training Authority (PSETA) commissioned a study to explore three interrelated questions. These are:

1. What skills are required to implement green supply chain management effectively in the public sector?
2. Which occupations are involved and how should they be reflected in the Organising Framework for Occupations (OFO)?
3. What attendant organisational development and policy guidelines may be necessary?

From the literature reviews and the case studies conducted as part of this research, four strategic leverage points were identified that

appear to be key to supporting the transition to green supply chain management in the public sector. These are:

- The strategic alignment of policies and strategies between national and local levels;
- The alignment between the provincial and departmental strategies, and the bid specifications for goods and services;
- An understanding of strategic sourcing; and
- Enhancing monitoring and evaluation of environmental performance of green SCM.

For each of these strategic intervention areas, relevant occupations were identified based on the Organising Framework for Occupations. The associated tasks for these occupations, contained in the OFO codes, and the competencies listed in the SCM Technical Competency Dictionary developed by National Treasury, were reviewed. Specific skills related to green public SCM were identified and were presented in detail. Finally, specific suggestions were made regarding organizational collaboration and skills development initiatives to enhance green public SCM.

The findings provides insights into the required support for the development of occupationally directed skills as one key intervention required for the transition to a green economy. It is proposed that the methodology be applied in other sectors to enhance green skills development in post-school education and training in South Africa.

VISION: Cutting Edge Skills for Quality Public Services

MISSION:
Leading in the development of skilled and competent human capital in the Public Service Sector through: effective coordination of skills development interventions based on occupationally directed qualifications; focusing on learning programmes; and promoting learner placement and absorption within the public sector.

WHY GREEN SKILLS?

The Green Skills Project responds to the need for more proactive, concerted and coordinated efforts to analyse, plan for and develop green skills for South Africa, with a focus on the post-schooling system.

The South African government spends over R500 billion on goods, services and construction annually (National Treasury, 2015). This represents a significant opportunity for the State to assume a more strategic and developmental role. In particular, 'greening supply chain management (SCM) of public entities by motivating and capacitating employees across government to preferentially source locally manufactured goods that are less harmful to people and the environment, has the potential to meet a wide range of international and national priorities. These include commitments to economic growth, social development and environmental sustainability.

Closely linked to the potential to create employment are a number of complementary benefits from growing the green economy. These include supporting innovation that builds global competitiveness, enhancing the reputation of both the public and private sector in South Africa through responsible leadership, and building our resilience as a country as we reduce our dependence on fossil fuel and improve our management of energy, water and natural resources.

The Public Sector Education and Training Authority (PSETA) has identified a number of priority focus areas for capacity development within the public sector. These include: developing operationally focused managers; strengthening competencies in supply chain management; enhancing basic administration capacity; and building

human resource management and development capacity (PSETA, 2014: 14).

The size and strategic importance of public SCM and the potential that greening this supply chain offers for delivering social, environmental and economic returns on government's investment provides the rationale for developing green SCM capacity within the public sector. In the process of greening the public supply chain, the State would be educating staff, clients and suppliers; protecting ecosystems and health; and stimulating the local economy, green growth and employment. This study thus seeks to provide insights into the skills required for effectively implementing green SCM in the public sector and how best the development of these skills can be supported within an occupationally directed skills development framework.

This study was commissioned by PSETA and implemented by the Green Skills Project (www.greenskills.co.za). The Green Skills Project is a project of the Environmental Sector Skills Planning Forum chaired by the Department of Environmental Affairs. For further information contact Shivanthini Nagalingam at shivanthinin@pseta.org.za and Andrica Letsoalo-Fuze at andrical@pseta.org.za at PSETA or Prof Eureka Rosenberg at E.Rosenberg@ru.ac.za and Mike Ward at mikew@c-s-v.co.za at Rhodes University.

The report is available at: <http://greenskills.co.za/greenskills-live-projects/mapping-green-occupations-and-the-fof/> or www.pseta.org.za



PSETA & EUROPEAN UNION INTERNATIONAL COLLABORATION A BIG ACHIEVEMENT

On 30 November to 2 December 2016 the PSETA in collaboration with the European Union successfully hosted a dialogue for the South African public entities and their European countries counterparts. This international collaboration was necessitated by the realisation that the public entities PSETA services, have very unique and specialised skills needs that may not be sufficiently addressed by the existing systems in South Africa.

The PSETA committed to supporting public entities more meaningfully to ensure their skills needs are prioritised. An embryonic human resource development strategy for the public entities sub-sector emerged from the CEO's Breakfast Seminar discussions. The PSETA committed to taking a lead in developing and ensuring the implementation of this strategy. The critical area of alignment that this project bears is the improved sectoral policy dialogue and cooperation between the EU and SA in areas of skills development within the public sector. PSETA responded to EU call for funding and made an application to the Dialogue Facility Bridging Programme.

This collaboration aim to improve sectoral policy dialogue and cooperation between SA and EU in areas of human resource development to contribute towards building a skilled and capable public service workforce to meet the priorities as set out in the South African governments National Development Plan (NDP).

What the project intends achieving: dialogues between a limited number of public entities and EU counterparts: identify skills needs that cannot be addressed within South Africa, and how to address these. The following public entities were part of the dialogue:

1. Companies Tribunal (CT): reviews the administrative decisions and compliance notices of the Companies and Intellectual Property Commission
2. National Consumer Commission (NCC): chief regulator of consumer-business interaction in South Africa
3. National Youth Development Agency (NYDA): plays leading role in ensuring that government, the private sector and civil society prioritise youth development
4. Productivity South Africa (PSA): enhances the productive capacity of South Africa
5. Special Investigations Unit (SIU): investigates serious malpractices, maladministration and corruption in connection with the administration of State Institutions

Representing the European Union at the dialogue were delegates from Polish Central Anticorruption Bureau (CBA); Tribunal de Grande Instance de Paris - Pôle affaires financières (Judicial Economic and Financial Courts); French Embassy in South Africa; Polish Embassy in South Africa.



SETA & EUROPEAN UNION INTERNATIONAL COLLABORATION A BIG ACHIEVEMENT (CONT...)



PSETA HOSTS ITS 6TH ANNUAL GENERAL MEETING

On the morning of 29 November 2016, members of PSETA, as well as various stakeholders, gathered at the Gallagher Convention Centre for the organisation's Annual General Meeting.

PSETA is responsible for leading and coordinating the building of a capable and skilled Public Service workforce. Our ultimate mission is to lead in the development of skilled and competent human capital in the Public Service Sector, and this is done through effective coordination of skills development interventions based on occupationally-directed qualifications; focusing on learning programmes; and promoting learner placement and absorption.

PSETA's Annual General Meeting (AGM) provided an opportunity for:

- Presentation of the 2015/16 Annual Performance Report
- Presentation of the 2015/16 Annual Financial Statements
- Presentation of the Auditor-General's Report
- Presentation of the Draft 2017/18 Annual Performance Plan

PERFORMANCE OVERVIEW 2015/16

Key Highlights

- PSETA achieved 67% in 2016 post audit results compared to 62% in 2015 of its Annual Performance Plan
- 81.8% of those targets were under our direct managerial control

Key Challenges

- The public service does not contribute levies in terms of the Skills Development Levies Act
- Receipt of Voted funds via DPSA during 2015/16 and via DHET as of 1 April 2016
- PSETA had budget deficit of R8 million for 2016/17, followed by a R43 million budget reduction in the same period, communicated by DHET on 25 October 2016

Attendees of the AGM were treated to insightful speeches and a scrumptious lunch. We would like to thank all stakeholders for continued support.



A CHAT WITH THE PSETA CHIEF FINANCIAL OFFICER

Meet Mr Omphithetse Mafora originally from Lehurutshe in the North West is a seasoned accountant. He holds a post-graduate qualification in BCompt from the University of South Africa.

His main focus in relation to his position is to see PSETA move away from a qualified opinion in the next financial year. "This milestone can only be achieved through applying sound financial management principles, and the development of an efficient and effective internal controls. This can definitely be achieved in the presence of good corporate governance systems" said Mr Mafora. He has experience in Public Finance Management & Administration as he started his career as a Trainee Accountant with the Auditor General of South Africa (AGSA). He grew up the ranks at AGSA up to a level of Assistant Manager. He further moved to the Independent Electoral Commission where he was responsible for expenditure management and reporting. He worked for two public entities namely National Metrology Institute of South Africa and the Education Labour Relations Council as a Senior Manager and Chief Financial Officer, respectively.

He joined PSETA in October 2016 and there is no doubt that the Public Finance Management experience he is bringing will take PSETA to a higher level. When asked about mentoring and developing others, this is what he said. "I believe it's a critical component of leadership to develop and mentor others, because transfer of skills and skills development is the basis that forms efficiency and effectiveness in our process".



Mr Omphithetse Mafora



Mr Daryl Mclean

FAREWELL TO THE PSETA COO - MR DARYL MCLEAN

It is with a deep regret that we announce the resignation of Mr. Daryl Mclean from the staff team of the PSETA. He is resigning from his post effective from 15 December 2016.

Mr. Mclean worked dedicatedly with our organisation. His works and efforts to work for extended hours are greatly honoured. He was a valuable part of our team over the past years.

On behalf of the PSETA, we wish Mr Mclean all the best for his future endeavours.

CONFLICT OF INTEREST AND WHAT IT MEANS



Mr Godfrey Chooka
SSRC Manager

Conflict of interest can arise when our judgement could be influenced by the possibility of personal benefit. We have a responsibility to all our stakeholders to make decisions strictly on the basis of PSETA's interests, without regard to personal gain. Even if it's not intentional, the appearance of a conflict may be just as damaging to your reputation, and PSETA's reputation, as actual conflict.

The following personal interests must be declared annually, or whenever there is a change. Express written approval from your Line Manager needs to be obtained. Interest within which, in the past five years, you were involved but from which you have since resigned, liquidated, sold, transferred, etc. needs to also be declared.

- Business interest: Employees are not allowed to hold secondary employment without the express written approval.
- Financial investment: You have a responsibility to make sure your personal financial activities do not conflict with your responsibilities.
- Personal relationship with employees: You should not manage or work with, directly or indirectly, any family member or someone with whom you have a close personal relationship.
- Gifts, favours and hospitality: You may not accept gifts, favours or hospitality that may compromise your ability to deal with parties objectively and without special favour.



353 Festival Street Hatfield,
Pretoria, 0028

Telephone: 012 423 5700

Fax: 012 423 5755

E-mail: Communications@pseta.org.za

Website: www.pseta.org.za

Motto: Growing and Developing People

