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“The public service sector is one of the biggest employers in the country with about 1.3 million employees. Thus the public sector needs to be taken seriously “

Dr Nzimande: Minister of Higher Education and Training

Editor’s note



We have reached the end of another year. Well done to all of you for making it this far.

This is a season to spend time with family and friends and it’s also a time to reflect on the year that was.

Our year began with the re-certification of the PSETA by the Minister of Higher Education and Training and culminated in the skills colloquium in November.

The colloquium was by all accounts a success. The event was attended by among others senior government officials and members of academia. In this edition we reflect on the deliberations at the event.

We report on the address by the Minister of Higher Education and Training, Dr Blade Nzimande. Please do pause and reflect on it.

On page 3 and 4 we have featured a thought-provoking article on professionalising the public service sector. We report on the Compulsory Induction Programme (CIP) for the South African Public Service and the Public Service Sector Qualification Matrix.

In our last section we introduce new members of the PSETA audit committee.

We would like to thank you for your unwavering support during 2012. We wish you all a safe and restful Festive Season and look forward to sharing in a blessed 2013.
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From the CEO’s desk



Ms Shamira Huluman-CEO

A significant milestone for the PSETA in the last quarter was the skills Colloquium which took place on the 26th through to the 27th November 2012 in Pretoria. It was held under the theme “opening the public service as a training space”.

Our heartfelt appreciation goes to the Minister of Higher Education and Training Dr Blade Nzimande and Minister for Public Service & Administration Ms Lindiwe Sisulu for their support and guidance in as far as their respective goals of “opening the public service sector as a training space and

professionalising the public service are concerned”

A run down of the presentations and deliberations included: professionalising the public service; assessment of HRD practices in the public service, towards a public service sector skills strategy and a credible institutional mechanism for skills planning.

Academics from Fort Hare, Pretoria and Wits universities presented an academic review of the public sector skills strategy as well as the PSETA trades research findings. A reference on case studies of best practice on creating a culture of skills transfer through coaching; turning the public service into a training space through an integrated approach through Internships and Work Integrated Learning were tabled at the session.

The PSETA will continue to facilitate the implementation of internships and learnerships; provide career guidance in collaboration with other stakeholders and also facilitate the recruitment of skilled international experts. This of course can only be achieved with your continued support, collaboration and cooperation.

We pay homage to our stakeholders representing various constituencies namely, organised labour, national and provincial departments, SETA’s, legislatures, offices of the premier, government training academies, training providers, parastatals falling under our scope and Further Education and Training Colleges.

We look forward to a successful 2013. Happy Festive season.

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Minister calls on the PSETA to turn the public service sector into a training space



Minister of Higher Education & Training, Dr Nzimande addressing delegates at the colloquium

“Sector Education & Training Authorities (SETAs) have to drive the agenda of skills development to achieve inclusive growth, while also increasing the provision of skills that will enable citizens, in particular the youth, to be easily absorbed into work when the expansion of the country’s economy occurs.”

Minister of Higher education and Training, Dr Blade Nzimande, said this in his keynote address at the first Public Service Skills Colloquium hosted by the Public Service Sector Education & Training Authority (PSETA). “SETAs are part of the developmental state; and they are positioned at the interface between education system and the world of work, they have the responsibility of addressing the challenges posed by the economic Ministries and Departments”.

He said it was also important to reflect on the fact that between the year 2000 and 2010, SETAs had handled funds to a combined total amount of R57-billion, but the country did not have a lot to show for that. “One of the unintended consequences of

the levy-grant system is that employers who paid the levies started to believe that the money coming into the system somehow belonged to them and that they had a right to it being returned to them in the form of grants regardless of whether they used the money to good effect or not. It has not been easy persuading organised business that the funds are for SETAs to use strategically to transform our economy.

“SETAs are part of a national effort to transform and expand our economy through skills development . Though we have not fully convinced everyone, but I am encouraged that we are beginning to get a change of thinking and approach” Minister Nzimande said.

The Minister further appealed to public service officials to start viewing skills development as not just a means of improving their qualifications and CVs, but to also improve service delivery as well as creating a dynamic public service. He called on the public service to be at the centre of opening itself as a training space if the country was

to succeed in providing work-integrated learning for both university and college graduates.

“It does not help to keep complaining about the quality of graduates from our Further Education and Training Colleges (FETs). Our FETs are as good as the private and public sectors are prepared to open up their workplaces for training young people. The PSETA should lead the process of identifying unemployed graduates for such retraining and retooling them for our economy” he said.

Values

- Honesty & Integrity
- Accountability
- Service Excellence
- Fairness & Transparency

Motto

- Growing and Developing people

Our Sectors

- National Departments falling within scope of PSETA
- Provincial Departments falling within scope of PSETA
- Parliament
- Provincial legislatures
- Participating Public Entities

On the road to a professionalised public service sector

The Public Service Sector Education & Training Authority (PSETA) as a SETA responsible for steering skills development in the public service sector, plays a key role in driving the achievement of the two imperatives of *Professionalising the public service workforce and opening up the public service as a training space*.

The PSETA held its first skills colloquium from the 26th to 27th November 2012. The main purpose of the colloquium was to create a strategic platform for engaging stakeholders in the sector on how the public service can be professionalised and

unlocked as a training space. The objectives of the skills colloquium entailed among others:-

- Building a shared understanding of the sector skills strategy for professionalising the public service and opening the public as a training space.
- Presenting and reviewing the evidence behind the sector skills strategy.
- Exploring best practices and case studies on how to implement the strategy.
- Soliciting feedback on the proposed strategies for partnerships .

Deliberations over the two days addressed three broad sub themes as indicated below

(i) Building the demand side capacity for skills planning, implementation and management. The sub-theme seeks to address all the critical issues related to building demand side capacity for skills development in the public service sector. However, a number of underlying challenges such as poor alignment between departmental plans and workplace skills plans, misalignments between sector skills plans and HR connect system as well as between cont...P4



Delegates at the PSETA Skills Colloquium held at Burgers Park Hotel, Pretoria

Our Vision

Cutting-edge skills for quality Public Services

Our 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 service sector.

On the road to a professionalised public service sector

quarterly monitoring reports and annual training reports data resulting in misrepresentation of sector scarce and critical skills.

(ii) Professionalising the Public Service Workforce. To address the Minister for Public Service and Administration's goal of professionalising the public service, there needs to be a complete transformation of workplaces into sites of learning; turning around the workplace culture; integrating coaching and mentoring with individual performance management; and efforts to inspire the hearts and minds of public servants themselves. It is evident that there is a need for co-ordination of strategies for building demand-side capacity.

In pursuance of these goals, the Department of Public Service and Administration (DPSA) will implement the Human Resources Development Policy Imperatives on Professionalising of the Public Service.

The required professionalism entails possessing the necessary competency and experience;

as well as adhering to the standards and values that underpin one's profession.

(iii) Building the public service sector skills pipeline. The throughput of learners from education and training institutions is explored. With the aim to quantify the number of learners that are going through the system, what they are being trained on, how many qualify or complete their studies, and what is the rate of their absorption into employment.

Professor Daniel Plaatjies speaking on behalf of the Ministry for Public Service & Administration (MPSA) sensitised the meeting that government is increasingly expected to speed-up service delivery and to deliver quality services. This in turn places pressure on public administration not only to provide quality services, but also to find durable, innovative and sustainable ways to improve capacity.

Building a professional and competent public service administration that is accountable, demands a radical review of train-

ing, development and support, especially in job specific competencies and human resources development that enhances merit and accountable leadership and management.

These areas of competency development and government's policy stance on performance management confirm the demand for a new form and structure of training and development for the public service.

It is therefore, imperative that any form of skills development in the public service going forward, be measured against our new approaches to human resource management and development. Skills development must be measured against the requirements of the public, government as well as the various institutions of the state.

The MPSA further congratulated the PSETA for putting together a successful skills colloquium and dialogue as well as the space created to openly and critically address the interconnecting challenges of the economy and the demand to improve the capacity, skills and competencies of public servants.



Q & A session during the Skills Colloquium



Compulsory Induction Programme (CIP) for the South African Public Service

"I expect that PALAMA and PSETA will work together in finalising the accreditation of the vocational and professional content and levels of the compulsory induction programme. The PSETA's mandate of accreditation of public service training until level (6) of the National Qualification Framework (NQF) is critical for the Compulsory Induction Programme (CIP)" Minister Lindiwe Sisulu - DPSA

The Compulsory Induction Programme which is mandatory for all public servants at national and provincial levels is being implemented across government departments in its pilot phase.

The programme is targeting all new officials at all levels entering the Public Service with

the intention to develop and professionalise the public service. The programme is designed to run for a period of full uninterrupted twelve (12) months and subsequent to completion an eligible first time participant will qualify for pay progression annually.

The CIP is a credit bearing programme, formally aligned to the unit standards registered on the NQF and its objectives are:-

- To develop a new spirit de corps for the public service.
- Equip officials with foundational knowledge and skills regarding the basics of Government administration

- Empower officials to understand and apply fully the administrative apparatus of the State

Addressing delegates at the South African Housing Foundation Conference, Minister Lindiwe Sisulu emphasised that she envisioned an ideal public servant who is determined to serve based on proper orientation and doctrine. Low productivity, absenteeism, high labour turnover, lack of job security, failure to recognise the performance of individuals and lack of training should be the thing of the past. The induction will not take two days or weeks as it has been the case and this approach has been agreed to with social partners at the last wage negotiations.

Public Service Sector Qualification Matrix

The PSETA is responsible for the development of transversal skills across all national and provincial departments and for skills development in departments that are not affiliated to a line-function SETA. The qualification matrix was therefore developed in order for the PSETA to fulfil its mandate under the auspices of the Quality Council for Trades and Occupations (QCTO).

The establishment of the QCTO has resulted in SETAs moving from a knowledge driven quality council framework to also include an occupation focus. The qualification matrix uses occupations as unit of analysis useful in addressing qualifications that fall under the auspices of the QCTO.

The matrix will allow the PSETA to relate to the Higher, General & Further Quality Councils as well as complete its ability to analyse and manage its constituency.

The function of the PSETA is to ensure that the skills and competencies of public servants are systematically developed. The PSETA will also ensure that occupations are related to tasks defined at the Unit Group on the Organisational Framework for Occupations (OFO) and an occupation descriptor describes what the application of the variety of tasks ultimately produces or delivers in the world of work (i.e. outputs).

The QCTO supports a similar process to that of the **HR Connect Project** where outputs of a job/post were determined and then linked to an occupation on the OFO.

The Occupation Qualification Development Facilitators first cluster jobs and link them to occupations on the OFO, then develop a competence profile (i.e. determine the expected output) and then design the learning process and develop the required learning.

The matrix will help to classify public service occupations in the three categories, and to confirm uniqueness, stakeholders and the need i.e

- Determine which of the identified occupations are public service unique.
- Identify those occupations where the output has some common ground outside the public service.
- Identify occupations that have outputs that could be defined without input required specifically from the public service.

Further details may be obtained from the PSETA ETQA office on 012 423 5737 or email: yvannes@pseta.gov.za

A whopping 100% Learnership completion rate for the Department of Education Limpopo



PSETA Learning Programmes Manager Ms Morongoe Nkabinde with a group of employees who completed their qualifications.

The Department of Education entered sixty (60) employed workers into the Public Administration NQF Level 4 Learnership in September 2011. It was jubilation as the department in partnership with PSETA; the workers themselves and Regenesys, the training provider boasted a 100% completion and competent success rate as all sixty learners were awarded certificates after successfully completing the learnership.

Speaking at this prestigious event, the PSETA Learning Programmes Manager, Ms

Morongoe Nkabinde, commended the graduates for their dedication and proving that they are masters of their own destinies in as contributions, will turn into huge strides in transforming the Public Sector into a training space and leaders in alleviating unemployment, socioeconomic disparities and poverty.

She applauded the Department of Education and service provider, Regenesys, for the support and effort they put into the Project and organising such a successful event.

Commending the department for giving the workers an opportunity to improve their skills, she also talked to issues of progression into the next NQF level. Ms Nkabinde concluded by stating that adopting a culture of lifelong learning is key in the professionalization of the Public Sector.

DECEMBER/JANUARY 2012/13 SHUTDOWN

Please note that our offices will close for business from the 24th December 2012 and re-open on the 2nd January 2013.

Meet the new members of the audit committee



Ms Anna Badimo

Ms Anna Badimo is a Computer Scientist who holds an MBA from the University of Wales. She is currently an Independent Consultant where she does consulting and advisory work in the areas of IT governance, IT security, IT audits and IT project and programme management. Previously she held various senior management positions in the private and public sector.

She is a member of the Institute of Directors of Southern Africa, as well as a member of the South African Institute of Internal Auditors South Africa. She has passed her exams for the Certification in the Governance of the Enterprise IT (CGEIT) and the Certified Information Security Management exams (CISM) offered by ISACA (Information Systems Audit and Control Association).



Mr Peter Mukheli

Mr Peter Mukheli is a group head internal audit services for the Limpopo Economic Development Enterprise. He holds a B.Com (Accounting) from the University of Limpopo, and a B.Com honours (Auditing) from UNISA and currently registered for a Master degree in Auditing with UNISA.

He has more than 10 years combined auditing and consulting services, in financial services and commerce, including public environment. He has three years banking experience within the FirstRand Group specializing in advisory services within their group internal audit services. He was part of the Project advisory team when the Bank was moving into the Oracle system in 2009.

He specialises in risk management, internal audit and internal control advisory. A member of the Executive committee of LimDev management and a standing invitee in three audit committees within the FirstRand Group.



Ms Pumla Mzizi : Chairperson

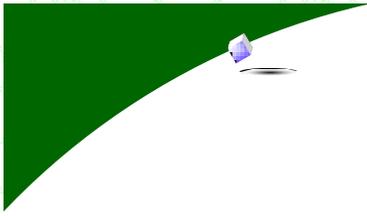
Ms Pumla Mzizi CA(SA) qualified as a Chartered Accountant in 2000 after serving her articles with Ernest & Young.

She is currently an independent consultant. She has extensive public sector experience which she obtained as an audit committee member of various organisations and working in various parastatals such as Spoornet, South African Airways and Road Accident Fund which has exposed her to corporate governance, information technology, local government, internal audit and risk management.

She has a strong financial management background which was obtained through her training as CA (SA) and whilst holding various financial management positions.

She has previously served on various audit committees and is continuing to serve on other audit committees within the public sector.

“ As 2012 comes to a close, I take this opportunity to thank all PSETA stakeholders for their co-operation and collaboration over the last year. We look forward to your continued support in achieving our vision of “Cutting-edge skills for Quality Public Services”. Please be safe during the festive season taking the necessary precautions when on the roads and may the new year be filled with love, peace and light.



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