

# NEWSLETTER

Quarterly Newsletter | June 2017

## EDITOR'S NOTE Lavhelesani Mainganye



Lavhelesani Mainganye  
(Editor)

During this first quarter we bid farewell to Ms Shamira Huluman the former CEO who served as CEO since 2010 and championed the repositioning of the SETA from being a directorate within the Department of Public Service & Administration to a Schedule 3 Public Entity. For the first time since Administration the SETA under her leadership implemented grant funding and strategic partnership, we wish her all the best with her future endeavours.

In this issue we introduce the Acting Chief Executive Officer Mr Marks Thibela who joined PSETA as Chief Operating Officer in May and was then appointed Acting CEO following the departure of the CEO. Also featured is the new Discretionary Grant framework informed by the challenges experienced by both PSETA and the sector, and a consultative workshop was conducted beginning of June with the stakeholders. A series of the Quality Assurance Advocacy sessions are planned for July and they will be focusing on RPL. We also report on the impact assessment conducted on five learning programmes to measure the impact of learning programmes/ qualifications implemented by the sector. The SIU to be the first public entity to benefit from the EU/PSETA dialogue, see full story on page 6. For contributions and comments email: [communications@pseta.org.za](mailto:communications@pseta.org.za)

## CEOs DESK: Introducing the Acting Chief Executive Officer



Mr Marks Thibela  
(ACTING CEO)

Marks Thibela joined PSETA as the Chief Operating Officer on 4 May 2017 and was appointed ACEO effective 1 June following the former CEO's departure. He holds numerous qualifications including Masters of Technology degree in Public Management, Bachelor of Technology degree in Public Management, National Diploma in Public Management and various certificates in governance, strategic management & project management; corporate governance; executive development programme and advanced management development and is currently studying for an MBA.

He spent over 20 years in the public service of which more than 10 years was in middle and senior management positions. Prior to joining PSETA, he worked at the National Regulator for Compulsory Specifications, as Deputy Chief Executive Officer, Department of Trade and Industry as Chief Director for Strategy Management and Public Entity Oversight; Department of Water Affairs as Director for Corporate Planning, Monitoring and Evaluation; South African Social Security Agency as Senior Manager for Strategic Planning and Performance Monitoring; and Mpumalanga Department of Public Works, Roads and Transport as Deputy Director for Strategic Planning and Policy Coordination; Assistant Director for Human Resource Development as well as Human Resource Development Officer.

He had developed many strategic frameworks, policies, and procedural guidelines, systems and tools in most of the organisations he worked for. His plans for the PSETA going forward are to improve governance by reviewing policies, and systems; improve the performance by strengthening the partnerships with key stakeholders, and also clarify that PSETA performance deliverables are dependent on partners signing the MOU on time. He assumed his acting role in the first quarter of the 2017/18 financial year and he is confident

## IN THIS ISSUE:

Editor's note	1
From the CEOs Desk: Introducing the Acting Chief Executive Officer	1
Discretionary Grants 2017/18 financial year and beyond	2
Discretionary grants new framework consultation workshop (Pictures)	3
ETQA continues to advocate for recognition of prior learning	4
SIU the first public entity to benefit from the European Union/PSETA dialogue	5

## CEO'S DESK - INTRODUCING THE ACTING CHIEF EXECUTIVE OFFICER

that he will work hard with his team to ensure that the SETA acquire an unqualified audit opinion for the year under review and a clean audit for 2017/18. Performance wise we have identified the challenges which is the delay in signing of the MOU. Whilst he acknowledges challenges faced by PSETA he is confident to turn around the entity and take it to the higher level so that it is recognised as a leader in skills development within the Public Service Sector.

## DISCRETIONARY GRANTS 2017/18 FINANCIAL YEAR AND BEYOND



PSETA has reviewed the Discretionary Grant Policy to provide a framework for the implementation of projects within the wider organisational capacity, building strategies and supporting the implementation of Discretionary Grant interventions. The reviewed policy maps the approach through which the Discretionary Grant is to be implemented; and provides the criteria and guidelines for individual grant processes that will be implemented to assist the sector in implementing its skills development interventions as well as to improve State Capabilities through strategic and innovative partnerships.

Discretionary grants are targeted at developing the sector in terms of scarce and critical skills as well as building public service sector capabilities within the PSETA mandate in a collaborative manner with strategic partners. Thus the PSETA funding approach in this financial year and beyond will in broad terms look at the priorities in the public service and support these priorities through a set of mechanisms:

- Working with relevant national and provincial champions of the competencies to ensure alignment of training across the public service and identifying the mechanisms through which improved competencies can best be supported;
- Supporting public training institutions to develop more relevant and improved quality curriculum to address 'demand-supply' mismatches
- Co-funding of projects by the government departments through their skills development levies budget,

The shift from the old way of awarding these grants was informed by the many challenges ranging from delays in appointing training providers by the institutions; who received allocation delays in submission of payments and processing thereof; higher levels of contracts extensions which distort the projects timelines and costs; distorted commitment information caused by the project misalignment with the time frames and the attraction of unfavourable audit findings as a result of these findings.

To water tighten the discretionary grants process going forward mitigation strategies have been put in place as per the reviewed policy and shall ensure that, preferred partners who are unable to return the signed MOA on stated timelines will forfeit the earmarked funding; a co-funding model which allow for both parties to contribute equally will be implemented, given that Government departments are exempted from paying the 1% skills levy to any SETA; and departments who have previously failed to fulfil the conditions stated in the MOA, will either not be considered at all or PSETA shall appoint the training providers from its accredited list and invite such stakeholder to provide learners. A reviewed policy may be accessed from the website [www.pseta.org.za](http://www.pseta.org.za)

## DISCRETIONARY GRANTS NEW FRAMEWORK CONSULTATION WORKSHOP

Following the review of the PSETA discretionary grants policy a consultative workshop was held with strategic partners to explain the model and framework that will be applied to all PSETA funding mechanisms. To give expression to the DG policy and in support of the adopted approach, PSETA hosted a workshop with preferred strategic partners on the 6th June 2017 at the Government Communication and Information Systems (GCIS) Offices in Hatfield.

This gathering was necessitated by the challenges experienced by the SETA in the implementation of DG in the past years as well as to familiarise preferred strategic partners with the new approach

to grants disbursement. A DG criteria and guideline per learning programme was presented, to adequately equip stakeholders with capacity to be able to submit proposals that are responsive to the invitations sent to them.

Speaking at the workshop the Acting CEO cited some of those challenges being, the budgetary cut challenge, which resulted in the non-disbursement of DG in 2016/17 and also contributing factor for PSETA's lower performance for that financial year. He further stated that although the budget cut contributed largely to non-delivery of such targets, the inability of stakeholders to timely sign and return the MOAs that would have enable PSETA to disburse the funds was equally the reason.



Ms Koko Mashigo PSETA Accounting Authority Chairperson



Mr Marks Thibela PSETA Acting CEO



Ms Khumalo Acting LP Manager, Ms Nkabinde Acting COO, Mr Chooka Strategic Support & Risk Manager PSETA



Preferred Strategic Partners who attended the workshop

## ETQA CONTINUES TO ADVOCATE FOR RECOGNITION OF PRIOR LEARNING

Recognition of Prior Learning (RPL) is a processes through which the prior knowledge and skills of a person are made visible, mediated and assessed for the purposes of alternative access and admission, recognition and certification, or further learning and development. RPL processes can include guidance and counselling, and extended preparation for assessment. RPL programme implementation is vital because, workers are often disadvantaged and denied access to promotion opportunities in favour of others that have formal academic qualification- yet it is those same workers that are then required to assist the person that has been appointed to undertake their role. The reversal of this situation is central to the proper implementation of Employment Equity.

The ETQA plan to advocate for the implementation of the recognition of prior learning (RPL) by the sector. In the last three years the SETA financed the RPL capacity building projects covering both the supply and demands sides and the aim was to create awareness and capacitate stakeholders with information on RPL. The capacity building project was informed by the RPL research intervention findings and recommendations conducted in the past years. The funding model of the PSETA does not allow for the SETA to fund RPL implementation projects and to address this gap, there are advocacy sessions planned to advocate for the RPL sector funded interventions. Strides made to date with regard to the RPL project include, providing RPL guidance and support to the departments and some of them are already planning implementation. The planned Quality Assurance Advocacy Sessions will be conducted in Gauteng, Limpopo, Mpumalanga, Free State, Northern Cape between July and September. For more information contact [mapontshon@pseta.org.za](mailto:mapontshon@pseta.org.za) / 0124235739

## IMPACT BASED LEARNING PROGRAMMES FOR A QUALITY PUBLIC SERVICE

In order to ensure cutting edge skills for the public service sector, the process of impact assessment on the different learning programmes is essential to measure the impact of learning programmes/ qualifications being implemented by the sector. In the 2016/17 financial year the ETQA together with the Research unit identified five learning programmes for an impact assessment process, these are the programmes that have been quality assured and some been funded by the PSETA as part of the discretionary funding process or sector funded. They were implemented in the previous financial years by PSETA accredited training providers within the public service sector for both employed (18.1) and or unemployed (18.2) learners. The aim of the study is to evaluate the effectiveness, relevance, impact and efficiency of the PSETA ETQA Learning Programmes.

The impact assessment study is conducted to ensure that the SETA is able to deliver on its mandate to oversee the provision of quality public service education and training that meets current and future needs of the of all stakeholders that require transversal skills across government departments, public entities and parastatals. The study intended to address the following objectives:

- Evaluate the effectiveness of the ETQA Learning Programmes towards achieving its objectives.
- Assess the relevance of the ETQA Learning Programmes against the current needs of the sector.
- Evaluate the impact of the ETQA Learning Programmes on the delivery of services and performance by relevant departments trained officials.
- Measure the sustainability of the learning programmes
- Evaluate the efficiency of the learning programmes.

Full impact study reports may be obtained from the website [www.pseta.org.za](http://www.pseta.org.za)

## SIU THE FIRST PUBLIC ENTITY TO BENEFIT FROM THE EUROPEAN UNION/PSETA DIALOGUE

The Special Investigating Unit (SIU), the French Embassy together with the Public Service Sector Education and Training Authority (PSETA) signed a Memorandum of Understanding (MoU) on Wednesday 28 June 2017 at the SIU head office. The purpose of the MoU is for the French Embassy and the SIU to collaborate in building the capabilities of SIU by putting them in a First Responder Cyber Forensic training programme. The implementation of this programme will see more than 350 forensic investigators being trained in cyber forensic investigations with the support

of a French International Technical expert regional advisor on cybercrime. The first training is scheduled to commence in September 2017.

In 2016, it was estimated that 8.8 million South Africans were hit by cybercrime. South Africa currently ranks as having the world's third highest cybercrime attacks losing in excess of R2.2 billion to internet fraud and phishing attacks annually. This opportunity could not have come at a better time to address this thorny challenge experienced by the country.



Mr Christophe Farnaude French Ambassador ; Adv Andy Mothibi Head of SIU; Mr Marks Thibela PSETA Acting CEO



Mr Christophe Farnaude French Ambassador

## SIU MOU SIGNING PICTURES



Mr Christophe Farnaud French Ambassador; Adv Andy Mothibi Head of SIU; Mr Marks Thibela PSETA Acting CEO



Mr Christophe Farnaud, French Ambassador; Adv Andy Mothibi, Head of SIU; Mr Marks Thibela, PSETA Acting CEO



Mr Mayimele, EU; Mr Qoma, SIU; Ms Tywabi, PSETA; Mr Bellouard, French Technical Expert Cyber Crime; Ms Maki, SIU

## SIU MOU SIGNING PICTURES



Ms Tywabi Skills Planning & Research Specialist



Mr Mayimele, EU; Mr Navarro, French Embassy



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