

NEWSLETTER

Quarterly Newsletter | December 2017

EDITOR'S NOTE



Lavhelesani Mainganye
(Editor)

As another year comes to an end, allow me to take this opportunity and wish you a wonderful holiday season and everything of the best in 2018. It gives me pleasure to share with PSETA achievements and activities for the October-December. The CEO share the Discretionary Grant opportunity for 2018/19 and 2017/18 status.

Also featured is the Annual General Meeting which took place in November to present the annual report and annual financial statements for the year ended 31 March 2017; the Chinese programme attended by PSETA officials during November 2017. DHET implemented Artisan Related Recognition of Prior Learning (ARPL) and we have shared the process thereof on page 5. We introduce to you the newly appointed Corporate Service Executive.

CEO's DESK: DISCRETIONARY GRANT 2018/19



Mr Marks Thibela
(ACTING CEO)

The PSETA has recognised the need to ensure that Discretionary Grants are allocated expeditiously and as a result a public call inviting stakeholders to apply for 2018/19 funding was issued in November 2017, inviting eligible registered organisations and employers within the public service sector to apply to submit proposals relating to PSETA registered programmes. An amount of R54 Million has been set side. Subsequent to the call, briefing sessions have been conducted in all the nine provinces to further clarify how the grants are to be allocated and the process of applying thereof.

Preference for funding is given to the stakeholders who will deliver public service related education and training interventions and where applicants are willing to co-fund. Sadly grant funding is not made available for projects that have already commenced prior to the approval of application as well as public institutions that have not submitted Workplace Skills Plan (WSP) as required in terms of the Skills Development Act, 1998 as amended. We anticipate finalizing the allocation of the funds and communication to the successful organizations during the months of January and February 2018.

With regard to the 2017/18 Discretionary Grant, we have already dispatched all the Memorandum of Agreements (MOAs) and glad to report that most of the organisations have been able to sign and return them back. This implies that the process of inducting learners and commencing with the programme is now gaining traction. Meanwhile we have allocated a further R39 Million has been allocated for the 2017/18 and a public call was issued to invite stakeholders to apply for funding on specific programmes. Similar to the 2018/19 grand funding, we anticipate communicating the outcome of the evaluation of proposals during January and February 2018. We trust that these interventions will contribute largely to improving the skills of the public service to ensure that the state fulfills its constitutional mandate.

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7TH ANNUAL GENERAL MEETING



Officials at the 7th Annual General Meeting

On the morning of 14 November 2017, PSETA hosted its 7th Annual General Meeting in Midrand, Gauteng. Stakeholders representing different constituencies and the public service sector were in attendance. The meeting aimed to present to stakeholders the state of the organisation in relation to performance and financial statements for the financial year ended 31 March 2017, as well as on future opportunities.

Speaking at the AGM, the Accounting Authority Chairperson explained the drop in the organisation's performance for the financial year in question compared to prior year. "The PSETA's audited performance for the financial year under review is 51%, down from 73% from the previous financial year 2015/16.

The drop in performance is attributed to two critical events: A budget cut of 43% during the budget adjustment period in October 2016; and the 2015/16 Discretionary Grant process, which was suspected to be irregular thus preventing management from making decisions to allocate grants for 2016/17 in order to avoid possible recurrence. It is now public knowledge that the PSETA applied for a Presidential Proclamation that SIU conduct an investigation into the 2015/16 and the Proclamation was signed on 23 October 2017 and we await the outcome of the SIU investigation".

PSETA received the first ever unqualified audit opinion for the period under review, albeit with findings. This is the first time in the history of the PSETA to achieve such a milestone. The CFO as well as Acting Chief Executive Officer are putting systems in place to ensure that a clean audit is received for the 2017/18 financial year. Notwithstanding the challenges mentioned, PSETA achieved the following: Sector Skills Plan (SSP) for 2017/18 was updated, approved by the DHET and is being implemented. The 2018/19 iteration of the SSP has also been finalised and submitted to the DHET in August 2017; Built internal research capacity, produced ten research reports and five impact assessment reports; 32 Skills Development Facilitators capacity building sessions conducted on Workplace Skills Plan (WSP) training and SSP feedback; SAQA green status maintained; eight strategic partnerships entered into; strategic learning interventions in partnership with National Treasury, Department of Planning, Monitoring and Evaluation (DPME), TVET colleges (artisan development), Offices of the Premier; and an improved risk management maturity level was attained.

7TH ANNUAL GENERAL MEETING



PSETA STAFF ATTENDED A SEMINAR ON PUBLIC ADMINISTRATION FOR CIVIL SERVANTS IN CHINA

By Andrica Letsoalo



The Ministry of Commerce of the People's Republic of China and the Department of Higher Education and Training (DHET) of the Republic of South Africa have agreed on an Action Plan on Cooperation in Human Resource Development (HRD) with a view to further strengthen the cooperation in human resource development, promoting personnel exchanges, and enhancing mutual friendship within the context that both parties jointly believe that HRD is a priority area and one of the key elements of bilateral cooperation.

Five PSETA employees were successfully accepted to participate in the "Seminar on Public Administration for Civil servants from English speaking African Countries for 2017". The participants were hosted by the Chinese Academy of Governance from the 02nd November to 22nd November 2017 together with other participants from 11 African countries.

The seminar provided participants with the better understanding of Chinese political and administrative system and deep insights on good governance practiced by the Chinese government. One of the highlight of the lessons was a lecture and workshop on President Xi Jinping thought on Socialism with Chinese Characteristics for a New Era and its application towards a people-centered approach and synergize China's new blueprint with the development strategy of South Africa. The thought on Socialism with Chinese Characteristics for a New Era is a systematic and succinct summary of the new thinking, new ideas, new strategy and new measures of President Xi over the past five years concerning the governance of the country, the Party, the military and foreign affairs, which have been proven in real practice as being effective and immensely popular; President Xi Jinping thought offers the guiding philosophy and the basic principles to unite and lead the Party and the Chinese people to secure a decisive victory in building a moderately prosperous society, and to realize the Chinese dream of national rejuvenation. The lectures further provided the action plan for China to promote a better world and build a community with a shared future for mankind. The thought further provides African countries including South Africa with an important theoretical reference and choice in their independent pursuit for development paths that suit their South African developmental conditions embedded in the National Development Plan (NDP).

General Secretary Xi Jinping's report at the 19th CPC National Congress and his two books on the governance of China are the most systematic and authoritative works as well as the best textbooks on studying and understanding Xi Jinping Thought, and China's past, present and future and the secret to China's success.

The fundamental reason of China's success are; it has always remained committed to the overall leadership of the CPC; it has always remained committed to a socialist development path with Chinese characteristics that suits China's national conditions; it has always remained committed to economic development as the Party's central task; and it has remained committed to reform and opening up. China's successful experience offers valuable reference for South Africa, with new choice to strive for development path suitable for South African developmental conditions.

Based on the principle of planning together, building together, and sharing together, President Xi Jinping has put forward major initiatives including a new type of international relations, the Belt and Road Initiative, and building a community with a shared future for mankind, the purpose of which is to pursue win-win cooperation for common development. In the next five years, China plan to invest tremendously prospect in trade, overseas investment and outbound tourism, which would present South African with huge opportunities in development cooperation. There is strong complementarity and huge potential in China-Africa cooperation, as Africa enjoys rich natural and human resources and needs industrialization, and China needs to relocate its industries and production capacities abroad.

There are high expectations to strengthen further cooperation between China and South Africa. It is agreed that, China-South Africa relations enjoy the three advantages of political mutual trust, economic complementarity, and friendship between the peoples, and that China and South Africa are at an advanced stage in synergizing Belt and Road cooperation with most favorable conditions to further deepen cooperation.

Both China and South Africa should seize these important events and opportunities though BRICS, further synergize development strategies, and translate political mutual trust and people-to-people friendship into the drive to deepen win-win cooperation.

ARTISAN RELATED RECOGNITION OF PRIOR LEARNING

The former Minister of Higher Education and Training gazetted the Criteria and Guidelines for Artisan Recognition of Prior Learning (ARPL) in a Government Gazette no 40691 dated 17 March 2017. Toolkits for Boilermaker; Diesel Mechanic; Motor Mechanic; Fitter; and Welder trades have been approved by the National Artisan Moderation Body (NAMB) and are ready for implementation.

Trade test registration for artisan recognition of prior learning candidates will unfold as follows: an applicant will apply, be evaluated and register for ARPL at a trade test centre accredited for the specific trade; At completion of the APRL process as per published Criteria and guidelines and meeting all the requirements as outlined in the approved ARPL toolkit, the trade test centre will issue the candidate with a statement of results (SoR).

A candidate once issued with SoR may apply for a trade test through the trade test centre or directly at a SETA; Certified copy of ID document, workplace experience evidence, signed off portfolio of evidence checklist and signed statement of result must be included as a minimum requirement for all trade test applications; All trade test applications must be confirmed and approved by a SETA for all trade tests with exclusion of candidates directly applying at INDLELA Olifantsfontein; A SETA may conduct any verification in terms of the ARPL conducted by a Trade Test Centre they deem necessary; If the trade test application is approved a SETA will issue a trade test serial number to the candidate until such time as regulation 2(1) of the Trade Test regulation is implemented; NAMB will moderate access through ARPL to trade testing as an integral process within the external moderation process of trade tests.



Ms Morongoe Nkabinde the newly appointed Corporate Service Executive effective 1 November 2017 has more than 20 (twenty) years of experience working in the public service, and more than ten years in the skills development fraternity. She is driven and always content to see fruition of any programme that she embarks on. She has obtained a Bachelor of Arts in Education, a Bachelor of Education; Diploma in Human Resources Management; Project Management Certificate and several certificates in skills development programmes. She previously held positions in the education and training fraternity namely PSETA as Learning Programmes Manager; Department of Labour Employment and Skills Development Agency (ESDA) as a Deputy Director; AgriSETA as Surplus Project Manager; TETA as Education Training & Development Practitioner; Siyaya Skills Institute as Skills Development Manager and Human Resources Generalist; and an HOD at a school in the North West.

She is passionate about Human Resources Utilisation and Development which has to do with development of employees through training in learning programmes, mentorship and performance management development systems; and employee health and wellness which focuses on the development and implementation of effective programmes aimed at enhancing the quality of work life within an organisation.

When asked about her take on developing others and mentorship she said “I strongly believe in teamwork. My approach has always been none of us is better than all of us, when I lead a team of subordinates, I always ensure that all team members understand firstly what my role as a manager is, and secondly to know what the responsibility areas of each team members are. Also when a new team member join my team I put together a mentoring programme for that employee so that I hold them by hand for a certain period until they are able to work on their own. It is important to mentor subordinates as it allows and promote seamless succession when one vacates a position. I believe that each and every team member is a manager in their area of responsibility. For example, an administrator responsible for administrative work is a manager in that particular area. I mentored learners, interns and data capturees in the various positions I previously held. And some of the people I mentored have grown in their careers occupying permanent positions as ETDP practitioners as well as management positions”.

“Skills development is my passion and mentorship for me has everything to do offering emotional support to the mentee and does not end with on the job training and being a role model. As a mentor its important that we inspire mentees and build them by inculcating that I CAN spirit.”



On 1 December 2017 PSETA employees joined millions of people worldwide in commemorating World AIDS Day under the theme "Right to health".

Employee health and wellness at PSETA



On 6th December 2017 PSETA held its first onsite wellness day screening event, providing professionally managed and staffed stations offering screening services for cholesterol, body mass index, high blood pressure, glucose and HIV counselling and testing. Attendees also enjoyed free 15 minutes neck and shoulder massages.

The purpose of employee health and wellness is to ensure development and implementation of effective programmes that are aimed at enhancing the quality of work life within the organisation.



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Growing and Developing People

