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# PSETA NEWS

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## EDITOR'S Note



Welcome to the 2<sup>nd</sup> edition of the 2020 Quarterly newsletter. The past few months have been nothing but challenging for this country as well as the global space. In the blink of an eye our daily lives changed, and as a nation we had to adjust our way of life and apply 'the new normal'. Adjusting to change is the most daunting and challenging exercise but it is inevitable.

Luckily for PSETA all this happened at a time when the Sectors Skills Plan was under review and was an opportune time to ensure that 4IR became a priority in skills planning for the Public Service sector. In this edition you will find a snippet of the skills planning and 4IR as well as a planned research agenda with various focus areas to get an insight into critical labour market information, measuring the success of learning interventions of the SETA and the sector, as well as enabling the SETA to test and compare diverse theories and approaches in the provision of skills development are further important functions of research.

PSETA has successfully moved its offices, of which the specific details are available herein. At this stage walk-in services are still not available, however PSETA support staff are available telephonically or via virtual meetings. Follow us on Twitter @OfficialPSETA as well as the PSETA website (www.pseta.org.za) for updates.

September was Public Service Month celebrating the value and virtue of service to the community as well as celebrating those public servants envisaged in the Batho Pele principles, frontline public servants who worked tirelessly in the fight of the global COVID-19 pandemic.

### Lavhelesani Mainganye

Communication Practitioner (CPRP)

If you wish to have your skills development related activities featured in this publication, email us at communications@pseta.org.za



# Introducing the Accounting Authority Chairperson Mr. Thulani Tshefuta

**M**r. Thulani Tshefuta was appointed the Accounting Authority (AA) Chairperson, effective 01 April 2020 by the Minister of Higher Education, Science and Technology. He hails from Cradock in the Eastern Cape, matriculated at JA Khalata Secondary School and holds several post graduate qualifications, namely Governance & Leadership from the North West Business School; International Executive Development Programme from Rollins University in the USA; Programme in Effective Stakeholder Relations Management from the University of Pretoria and is currently doing a Governance Master's Degree in Monitoring & Evaluation at the University of Pretoria.



skills that will align PSETA with the National Skills Development Plan (NSDP) at a governance level. He is passionate about the NSDP and wants to see PSETA build a skills base that will contribute towards social transformation and economic growth, as well as integrate the eight outcomes to realise the aims and objectives of the NSDP.

“In order to realise the PSETA strategic roles as per the NSDP,

it is imperative for the PSETA to understand the demand for the skills needed by the labour market, through meaningful, robust research and stakeholder engagements. Stakeholder relationship management is set as a strategic function to ensure that all plans to deliver on the PSETA mandates are stakeholder centred”, said Mr. Tshefuta.

During his high school years, Mr. Tshefuta became a student activist taking on a leadership role within the student movement, named SASCO at the time. Youth development quickly became his passion and career focus and he went on to serve as a Youth Development Practitioner for the Umsobomvu Youth Fund and headed youth programmes at the Gauteng Youth Commission, as well as the Office of the Premier in Gauteng.

Having served as the Deputy Chairperson of the National Skills Authority (NSA), as well as being a member of the Solidarity Fund Presidential Advisory Council, he brings with him a wealth of experience, knowledge and

During his tenure, he plans to ensure that the Accounting Authority upholds its ethical leadership, ensuring stability at a governance level, refocussing PSETA's core business, embracing the 4IR and the challenges it poses, as well as develop a dynamic and progressive environment. Internal stakeholder support is also a top priority for Mr. Tshefuta and he plans to nurture and develop relationships at all levels, ensuring the organisation remains a well-oiled machine, especially in terms of processes and systems.

*This Public Service month we recommit ourselves to belong, to care and to serve our stakeholders*

**PUBLIC SERVICE MONTH**  
1-30 SEPT

**WE care**



## VISION

To be the heart of developing a capable, skilled and innovative Public Service Sector workforce.



## MISSION

To develop a capable, skilled and innovative Public Service workforce through:

- Understanding and communicating the skills demand and supply in the sector;
- Effective coordination of skills development interventions based on occupationally directed qualifications;
- Promotion, monitoring and evaluation of the implementation of Education, Training and skills development in the sector.

**WE  
ARE  
MOVING**

FROM  
**1 OCTOBER 2020**  
PSETA'S NEW  
HOME WILL  
BE AT:

**Woodpecker Building,  
177 Dyer Road  
Hillcrest Office Park,  
Hillcrest, Pretoria  
Gauteng 0083**

# SAVE

# THE DATE!

## 10TH ANNUAL GENERAL MEETING

### Dear Valued Stakeholder

In terms of Section 15 (1) (c), (d) (i) - (iv) of the PSETA Constitution, notice is hereby given to the PSETA Constituencies and Stakeholders of its 10th Annual General Meeting (AGM) to be held on the 26th of November 2020.

The agenda of the AGM will include the following mandatory items as prescribed by the PSETA constitution:

- 2019/20 Financial & Non-Financial Performance Reports
- 2019/20 Auditor-General's Report; and
- 2021/22 Final Draft Annual Performance Plan & Budget for recommendation to the DHET Director General.

Kindly find the electronic invitation for the PSETA AGM below.

RSVP by emailing your confirmation of attendance to [events@pseta.org.za](mailto:events@pseta.org.za)

PSETA look forward to hosting you.

## 10TH ANNUAL GENERAL MEETING

Thursday

**26 November 2020**

10:00

Virtual AGM / Microsoft Teams





“The digitisation of the Public Service sector through e-government forms part of the move towards improved ICT systems within the sector”

## Public Service Sector Skills Planning and 4IR

On 11 & 14 August 2020 PSETA hosted a Sector Skills Plan Roundtable with stakeholders to establish a common understanding and consultation of the SSP contents, further discussing the emerging drivers of change within the Public Service sector and understanding the impact they are likely to have on required skills, as well as identifying the critical skills gaps within the sector and the prioritisation of skills interventions.

This was following the five-year Sector Skills Plan (SSP) developed and updated with specific consideration of the outcomes of the NSDP and government’s Medium-Term Strategic Framework (MTSF). Priority one of the MTSF is a Capable, Ethical and Developmental State which is at the core of the PSETA’s mandate. In order to ensure that the utilisation of public funds under PSETA’s control addresses the needs of the sector, the strategic skills priorities identified in the SSP will inform the strategic direction of all core business operations. In the Public Service sector, human resource development efforts and resources are spread across the sector and strategic partnerships are necessary to take forward the goal of educating and mobilising the Public Service sector behind government’s coordinated strategy for delivering on the vision and objectives of the NDP.

The SSP update draws on primary research relating to sector specific skills issues, analysis of major government policies and their implications for skills planning, relevant databases (including Personnel and Salary Information

System of Government (PERSAL), Workplace Skills Plans (WSP)/Annexure 2 data and Human Resource Development Plans) and other secondary literature.

### Change Drivers in the Public Service sector

The emergence of the COVID-19 global pandemic has impacted the supply-side of the PSETA and skills development providers (SDPs) are forced to enable and embrace online and e-learning platforms. In order to remain relevant and respond appropriately to the sector skills challenges, SDPs will need to embrace technology and blended learning approaches. Emerging technologies, including 4IR have been identified in this SSP as one of the key change drivers impacting skills demand and supply in the sector. Information and Communications Technology (ICT) advances impact the nature of work profoundly by shaping the types of skills required, and the modes of service delivery in the Public Service Sector. 4IR has enhanced digitalisation, big data, artificial intelligence, online platforms and the Internet of Things which are some of the major drivers of skills change in the Public Service Sector.

4IR provides the opportunity for greater government efficiency and effectiveness in providing services to its citizens. The digitisation of the Public Service sector through e-government forms part of the move towards improved ICT systems within the sector.

# A Research Agenda Responding to the Skills Needs of the Public Service Sector

The promulgated National Skills Development Plan (NSDP) 2030 identifies research and innovation as a key component of the NSDP. Therefore, identifying current and future skills demand as accurately as possible is extremely important if the goals of the NDP are to be achieved within the Public Service Sector and South Africa as a whole.

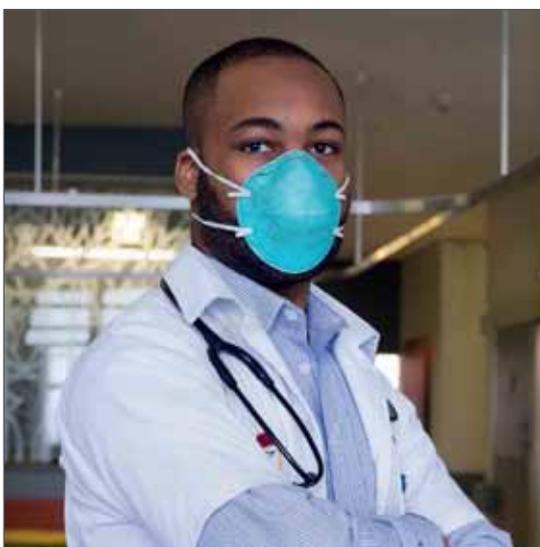
The PSETA Research Agenda sets out the research needs of the SETA for the period April 2020 to March 2021. The purpose of the Agenda is to help organise and prioritise research requests and to improve the quality of data and information available within the PSETA sector. It provides a mechanism for building research capacity and a guide for the allocation of resources for research and the strategic actions that will be undertaken to achieve the stated goals.

The PSETA Research Agenda has identified five broad focus areas derived from, inter alia, the White Paper

on Post School Education and Training, the DHET Research Agenda, the Public Service Human Resource Development Strategic Framework, the NSDP 2030 and other key skills development and human resource development policy imperatives.

- Education and the workplace
- Analysis of skills demand and supply
- Cross-cutting and sector specific issues
- Curriculum, programmes and qualifications
- The National Qualifications Framework, Quality Councils and Articulation

PSETA will fund the focus areas and welcome investment through partnerships with research councils, universities, foundations, development agencies and other bodies in the areas listed in this Research Agenda.



*Celebrating the value and virtue of service to the community and also celebrating those public servants envisaged in the Batho Pele principles, frontline public servants who worked tirelessly in the fight of the global pandemic.*

**PUBLIC  
SERVICE  
MONTH**  
**1-30 SEPT**

**WE  
care**

# Root out Fraud and Corruption, Blow the Whistle



*By Godfrey Chooka-Manager: Strategic Support, Risk and Compliance*

**B**lowing the whistle on suspected unlawful and unethical behaviour in the workplace may seem daunting and overwhelming. Whistle-blowers fear possible retaliation or isolation in the workplace, however, internal & external stakeholders play an important role in rooting out fraud and corruption in the organisation.

Blowing the whistle is vital for the following reasons:

## **1. Reporting fraudulent and corrupt behaviour can put an end to it**

Transparency International compiles an annual Corruption Perception Index, which measures the perceived level of corruption in each country. In 2019, South Africa received a score of 44/100, indicating a high level of perceived corruption, and ranked 70 out of 180 countries. Furthermore, according to the PWC Global Economic Crime and Fraud Survey 2018, 77% of South African companies reported experiencing a form of fraud or economic crime within the last 24 months. This is in comparison to the global average of 49% of companies.

Although fraud and corruption are a global problem, South Africa seems to be even more prone thereto. Reporting this kind of behaviour can help bring the crimes to light and put an end to it.

## **2. Fraud and corruption can cause an organisation serious damage**

Organisations that are victims of fraud and corruption can suffer serious harm, including the cost of the actual crime; investigative costs; legal costs; and reputational damage. Over and above the cost of the actual crime, in

30% of cases, the cost of investigating the crime is more than the cost of the actual crime. Should an organisation decide to take legal action after an investigation, it will also incur further legal costs. Apart from the financial loss, an organisation can also suffer extensive reputational damage, which is incredibly difficult to recover from.

The longer fraud and corruption crimes go unnoticed, the higher the cost of these crimes. One of the biggest problems with fraud and corruption is that in the majority of cases it is impossible to recover the losses. Therefore, it is essential to report any suspected wrongdoing, in order to minimise the potential loss.

## **3. Whistleblowing is crucial for detection**

It is imperative for organisations to have proper corporate controls specifically designed to detect fraudulent and corrupt behaviour and this is no exception for PSETA. However, even in organisations with good corporate controls, at least 30% of fraud and corruption is detected by way of tips-offs. Research also shows that in the majority of cases, fraud and corruption is reported by employees, as opposed to clients or vendors.

One of the most valuable sources of information to an organisation is its employees and they play a crucial role in identifying and alleviating fraud and corruption. Blowing the whistle can be a very intimidating experience for employees. It is however a vital part of identifying and addressing fraud and corruption in organisations. Employees are thus encouraged to report any suspected wrongdoing in their organisations and should also keep in mind that they are protected from any form of retaliation by the Protected Disclosures Act.



## **ETHICS & FRAUD HOTLINE REPORTING CHANNELS**

### **HOTLINE DETAILS**

**Hotline Name:** PSETA Anti-Fraud & Corruption Hotline

**Toll-Free Contact Number:** 0800 202 586

**Toll-Free Fax Number:** 0800 202 586

**Secure Email Address:** [pseta@behonest.co.za](mailto:pseta@behonest.co.za)

**SMS Number:** 49017

**Free Post:** BNT165, Advance Call Pty (Ltd), Brooklyn Square, 0075

**Website Link:** [www.behonest.co.za](http://www.behonest.co.za)

**Chat:** [www.behonest.co.za](http://www.behonest.co.za)

# PSETA OFFICE REMAINS **CLOSED** FOR WALK-IN SERVICES.

Officials may be contacted directly via **email**  
and are available for **virtual meetings**



VISION  
Motto

MISSION  
Values

## Vision

To be the heart of developing a capable, skilled and innovative Public sector workforce.

## Mission

- To develop a capable, skilled and innovative Public Service workforce through:
- Understanding and communicating the skills demand and supply in the sector;
- Effective coordination of skills development interventions based on occupationally-directed qualifications; and
- Promotion, monitoring and evaluation of the implementation of Education, Training and skills development in the sector.

## Motto

Developing and Growing People.

## Value Proposition

Lead and coordinate building of a capable and skilled Public Service workforce.

## Values

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



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