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EDITOR'S Note



The White Paper on Public Service Training and Education (WPPSTE) came about to establish a clear vision and policy framework to guide the introduction and implementation of new policies, procedures and legislation aimed at transforming public service training and education into a dynamic, needs-based and pro-active instrument, capable of playing an integral and strategic part in the processes of building a new public service for a new and democratic society in South Africa.

This is one of the legislative frameworks that directs the role of PSETA within the public service sector by ensuring a strategic link to broader processes of transformation, institution building and human resources development within the public service by ensuring a strategic link to the NQF and SAQA frameworks, as well as to the Higher Education and Training Skills Development Strategy. This is the cornerstone of skills development in the public service. More details can be found in the CEO's article updating stakeholders on the new proposed SETA landscape.


We are pleased to announce that the PSETA Accounting Authority has appointed Mr Farhaan Shamsodeen as the Acting CEO of the PSETA on 01 October 2018, pending the finalisation of the PSETA CEO appointment. In this edition, also covered is PSETA's contribution to Mandela Day in honour of Nelson Mandela, as well as graduations for employed learners for the Department of Human Settlements.

I trust that you will find this newsletter informative. If you wish to have your skills development related activities featured in this publication please send an email to communications@pseta.org.za

Lavhelesani Mainganye



"While poverty persists, there is no true freedom."
Nelson Mandela

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From the Acting CEO's Desk

Proposed SETA landscape and PSETA

On 22 August 2018, the Minister of Higher Education and Training published a government gazette, calling for comments from various stakeholders on the proposed new Sector Education and Training Authorities landscape post 31 March 2020. The gazette proposed an amalgamation between the PSETA, LGSETA and EWSETA. During the discourse within constituencies regarding a response to the proposed amalgamation, PSETA's position is that the PSETA is not in support of the amalgamation for reasons that the three (3) SETAs identified for possible merger operates in distinct environments that are governed by the various non-complementary pieces of legislation. In terms of the scope of focus, there are huge disparities which require specialist skills sets.

From a fit for purpose perspective, PSETA is one of the SETAs that operates within the government sector, however, unlike any other SETAs, it is well positioned to continue to service one of the biggest employers in the country and its establishment was envisaged long before the advent of the Skills Development Act, No. 97 of 1998 (SDA) as amended. Acknowledging the fact that the PSETA may have lost its focus in the past few years, as opposed to the time it operated under the DPSA as a Chief Directorate, it is proven that the public service which employs approximately 1,3 million people, of which just above 500,000 belong to the PSETA constituency, required a dedicated SETA to effectively monitor the utilisation of over R5.9 billion training budget that is kept within the government departments.

From a Legislative and Policy Frameworks Governing PSETA perspective, the White Paper on Public Service Education and Training (1998) (WPPSET) identified a need to establish



the PSETA which was aimed at ensuring the uniformity and quality of training outcomes within the public service sector. The WPPSET further outlined the specific functions of the PSETA which were further reiterated in the SDA. The White Paper provided a new national strategic policy framework within which human resource development in the public service had to be undertaken and ensure that the goals of the government as encapsulated in the medium term strategic framework were achieved. It further brought the public service training and education in line with international best practices, global trends in human resource development and the national strategic policy context.

The proposed amalgamation of the three SETAs poses challenges due to the sector disparities because the biggest concentration of companies in the energy sector operate in the generation of energy, project management, maintenance and operation of electrical generation, and marketing of electrical energy. While with LGSETA, it would appear that some legislative amendments will have to take place to ensure that the integration of the local government sphere into the public service to form a single public service is realised. Stakeholders will be updated on the developments regarding the proposed SETA landscape which proposes the amalgamation of the three SETAs.

Mr Farhaan Shamsodeen



The PSETA is well-positioned to continue to service one of the biggest employers in the country.

Nelson Mandela Day

by Jabulani Masilela

On 18 July 2018, an inspiring leader would have turned 100 years old. Nelson Mandela, as one of the hailed freedom fighters, played a very prominent role in the new dispensation of free South Africa. He built a legacy we all talk about today and is emulated by many around the world. To honour his legacy and to contribute in making a difference, the PSETA implemented an initiative called “Help a Learner Apply” aimed at assisting learners to apply on time at higher education institutions of learning for the 2019 academic year. This initiative was to educate and emphasise the importance of early application using online application systems put in place by universities.

Two schools were identified for this course namely, Modiri Technical High School situated in the West of Mamelodi and Seshegong Secondary School based in Olivenhoutbosch, Centurion. This course helped 100 learners with online applications to study at the universities of their choice and also helped them to conduct career guidance.

Learners were also made aware of the higher education department’s Central Applications Clearing House (CACH) online system. This online application portal searches the databases of institutions of higher education to find where there are still places available and which courses are still available. Universities and Colleges encourage prospective learners to use this portal to avoid walk-ins during registration periods. Addressing the learners, Corporate Service Executive, Mrs M Nkabinde alluded that the “higher education landscape has transformed tremendously to make it easier for previously disadvantaged communities to access higher education and for the benefit of all South Africans. It is the transformation programme necessitated by our unequal past and the desire to have an effective higher education system for the benefit of all South Africans.” She further emphasised the importance of applying on time, citing that it affords learners an opportunity to apply for funding in line with their field of study.



Mr Mapeko taking learners through career choices



Mrs Neo Lesaoane helping a learner apply online



Ms Siviwe Tywabi helping a learner apply online

“While poverty persists, there is no true freedom.”

Nelson Mandela



PSETA staff braced the cold weather and contributed to Mandela Day



Seshegong Secondary School matric learners waiting to be assisted with their online applications



Department of Human Settlements' Graduation

by Jabulani Masilela

On Wednesday, 22 August 2018, the Department of Human Settlements (DHS) held a graduation ceremony at the CSIR, Pretoria. Family, colleagues and friends gathered to witness and cheer on as learners were conferred with their certificates in Public Administration NQF level 5.

This twelve (12) month long PSETA funded learnership programme was implemented to foster skills development in line with the National Skills Development Strategy. Thirty (30) beneficiaries benefited from this programme.

The PSETA COO, Mr Marks Thibela in his keynote speech, emphasised the importance of academic development and advancement and that the PSETA exists to create an enabling environment for employers to up-skill their employees for personal growth, increased productivity and improved service delivery. The DHS is one of the strategic partners to improve the pool and quality of skills in the public service sector, hence PSETA continues to encourage all government institutions to ensure that the

Workplace Skills Plans which capture the training needs identified for staff are not produced to maliciously comply with legislative requirements but to really capacitate employees in areas where gaps have been identified.

The PSETA is a SETA responsible for pioneering skills development in the public service sector, and its responsibility is to continue to provide skills development opportunities in an effort to ensure that public sector capacity is increased for improved service delivery and supporting the building of a developmental state, as encapsulated in the National Skills Development III.

The certificates learners received are occupational qualifications registered with the South African Qualifications Authority (SAQA) and issued proudly by the PSETA, under the delegation conferred by the Quality Council for Trades and Occupations (QCTO), an entity which enjoys similar recognition as Umalusi, and the Council for Higher Education.

Learners Certification







Fraud Disclosure Procedure

by Godfrey Chooka

The PSETA tip-off anonymous line of communication (hotline number, freepost and email) is currently NOT operational. Stakeholders may report fraud directly to the DHET Minister, the PSETA Accounting Authority, the Audit Committee Independent Chairpersons and via the Presidential Fraud Hotline. Serious fraud concerns involving Executive Management should be reported directly to the DHET Chairperson of the Audit Committee or via the Presidential Hotline. This is a list of what may be reported:

- Theft (unlawful and intentional removal of PSETA property with the intention to permanently deprive the PSETA of the benefit thereof);
- Fraud (unlawful making, with intent to defraud, a misrepresentation, which causes actual or which is potentially prejudicial to PSETA);
- Favouritism (the provision of services or resources according to personal affiliation (for example religious, Pals, associates) of a public servant;
- Nepotism (an official ensuring that family members or buddies are appointed to public service positions or that family members, Pals, associates receive special treatment);
- Corruption (any conduct or behaviour where a person accepts, agrees or offers any gratification for himself/herself or for another person where the purpose is to act dishonestly or illegally. Such behaviour also includes the misuse of material or information, abusing a position of authority or a breach of trust or violation of duty);
- Corruption Concealment of Material Fact (situation where the victim relies and acts on information that does not include material facts. An action for a fraud may be based on the concealment of material facts, but only if the defendant had a duty in the circumstances to disclose);
- Bribery (Giving or receiving a thing of value to influence an official act);



- Conflict of Interest (situation where an official intentionally participates in a transaction in which he/she has a personal interest or his/her close friend or relatives have an interest);
- Breach of fiduciary duty (when employees in position of trust like PSETA Managers act for their self-interest rather than the interest of the entity);
- Embezzlement (theft of resources by persons entrusted with the authority and control of such resources);
- Extortion (coercing a person or entity to provide a benefit to PSETA official or other person or an entity in exchange for acting (or failing to act) in a particular manner);
- Abuse of Power (public servant using his or her vested authority to improperly benefit another public servant, person or entity (or using vested authority to improperly discriminate against another public servant, person or entity);
- Abuse of privileged information (the use of privileged information and knowledge that an official possesses

as a result of his or her office to provide unfair advantage to another person or entity to obtain a benefit, or to accrue a benefit for him or herself); and

- Other irregularity (any other act that may cause actual or potential prejudice to the PSETA and/or is unlawful);

PSETA employees have the right to bypass the line management structure and take concerns directly to the Chairperson of the Audit Committee who has the right to refer the matters back to management if he feels that management can appropriately investigate the complaint without any conflict of interest.

The Audit Committee may recommend an appropriate investigation by the Internal or Forensic Auditors. Divisional Executives and Managers involved must be informed of fraudulent activity in their areas of responsibility as a preliminary report on the reason of incident, measures taken to prevent occurrence, and any action taken to strengthen future responses to fraud with a follow up report on whether the action has been taken, may be made to the Audit Committee. Responsibility for and timing of informing the police for criminal fraud must be alerted via the CEO's office.

REPORTING FRAUD CONTACT DETAILS:

Chairperson of the Audit Committee: Dr Prittish Dala | **Email:** xprittishx@gmail.com | **Mobile:** 082 490 9974

Chairperson of the PSETA Board: Adv Diamond Mushwana | **Email:** bantomu.diamond@gmail.com | **Mobile:** 082 829 5078

Presidential Hotline/Call Centre: 17737 | **Email:** President@presidency.gov.za | **Fax:** 086 681 0987

Post: The Presidency (Presidential Hotline) | Private Bag x1000 | Pretoria | 0001

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.

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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