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# PSETA NEWS

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## EDITOR'S Note



**W**elcome to the fourth edition of the Quarterly newsletter which coincides with our financial year end. It has been an eventful year welcoming the National Skills Development Plan which replaces the National Skills Development Strategy III effective 01 April 2020. This called for PSETA to

ensure its plans for the medium to long term, are properly aligned.

The financial year end closed with a dark cloud over us which was declared a global crisis. In this edition we share with you, PSETA's response to the pandemic and lockdown announced by the President of the Republic. Also featured is the process on how to report any fraud and corrupt activities at PSETA and wish to invite all stakeholders to make use of this platform to report any unbecoming conduct they may witness.

If you wish to have your skills development related activities featured in this publication, please send an email to [communications@pseta.org.za](mailto:communications@pseta.org.za)


**Lavhelesani Mainganye**

Communication Practitioner (CPRP)

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**Root Out Fraud and Corruption, Blow the Whistle**

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## From the CEO's Desk

ensure it responds to the National Skills Development Plan (NSDP) 2030 which is ushering in a new era for the Sector Education & Training Authorities (SETAs). The strategy lays a good foundation for the incoming AA to make significant contributions in identifying skills development needs aligned to the National Development Plan vision 2030. This requires PSETA to embrace new thinking, innovation and more streamlined roles to ensure skills needs in the Public Service are met and the efficient delivery of training solutions.

After an in-depth interrogation of the mission and vision, PSETA unveiled its new mission and vision to stakeholders at the previous Annual General Meeting held in October 2019. The Strategic plan is based on the National Skills Development Plan 2030 and puts a lot of emphasis on collaboration and partnerships with key stakeholders within the Public Sector. A critical component of the strategy is to deliver interventions that reach a significantly large number of individuals with the aim of contributing to professionalising the Public Service and prioritising workplace-based learning experiences which may lead to permanent job placement in targeted jobs in a more economical, efficient and effective matter.

**A**s the financial year comes to an end, I wish to extend my sincere gratitude on behalf of PSETA to the Accounting Authority (AA) led by Advocate Diamond Mushwana, whose term of office came to an end on 31 March 2020. The Accounting Authority led the organisation with firm governance to greater heights, and this is proven by the very first Clean Audit opinion the entity obtained sound good governance in the previous financial year.

PSETA is ready to begin a new financial year with a stern Strategic Plan which the Accounting Authority, together with Management, extensively worked on to

I wish to congratulate the incoming AA members who will commence their term of office from 01 April 2020 until 31 March 2025.

## Welcome to the Accounting Authority Members effective 01 April 2020

Name	Constituency	Name	Constituency
Independent Chairperson: Mr Thulani Tshefuta			
Ms Christelene Brink	Community Organisation	Mr Lewis Nzimande	Community Organisation
Mr Jacobus Albertus Berndus Kruger	Organised Labour	Ms Nolukhanyo Amanda Kelengeshe	Employer Representative
Mr Patrick Babsy Makhafane	Organised Labour	Ms Violet Matshidza	Employer Representatives
Ms Gaolape Anastacia Seokolo	Organised Labour	Ms Tampane Molefe-Sefanyetso	Employer Representatives
Mr Nkojane Nelson Maesela	Organised Labour	Mr Norman Mzizi	Employer Representatives
Vacant	Organised Labour	Mr Patrick Boitumelo Moopelwa	Employer Representatives
Vacant	Organised Labour	Ms Linda Dlodla	Employer Representatives



## **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.**



# MODERATORS QUALITY ASSURANCE OCCUPATIONS ACCREDITATION ASSESSORS

## Renewal Process for all PSETA Accredited SDPs

On the 25<sup>th</sup> of February 2020, a notice was issued to all accredited Skills Development Providers (SDPs) to formally communicate the renewal process.

All accredited and programme approval SDPs will be granted automatic approval for one year, effective 1 April 2020 to 31 March 2021. From April 2021, the accreditation will have lapsed and all SDPs will need to adhere to the re accreditation process which can be accessed on PSETA website <http://www.pseta.org.za/>.

Further correspondence and enquiries regarding this communication should be directed to Ms Kate Matlala on 012 423 5777 and email [accreditations@pseta.org.za](mailto:accreditations@pseta.org.za). PSETA appreciate the feedback received from stakeholders following the announcement of this process. We love hearing from our stakeholders and this is what some of the stakeholders had to say:

*"Dear PSETA, Thank you for the extension, it is much appreciated. Once again you are the leaders in the field as none of the other ETQA's have done this as yet. Kind regards – Cecilia"*

*"Good day  
Thanks, and much appreciated.  
- L Gogela"*

*"Thank you – All the best with this new task – Graeme Lategan"*



# Re-Registration of ETD Practitioners Post 31 March 2020



**A**ll PSETA registered Assessors and Moderators, kindly take note of the process that will be followed to apply as a constituent Practitioner post 31 March 2020. The registration and re-registration of the ETD Practitioners will be for active practitioners that have been assessed and moderated during the period of registration. The re-registration will be valid from the date of registration until the registration end date of the Unit Standards and Qualification which is 30 June 2023.

## FOR CURRENTLY REGISTERED ASSESSORS AND MODERATORS WITH VALID REGISTRATIONS THAT WILL BE ENDING ON THE 31<sup>ST</sup> OF MARCH 2020:

Please note that the re-registration will be as per current and valid scope. No new scope will be added during this period. Where the practitioner wishes to add scope, a normal extension of scope process will be followed.

It is the responsibility of the practitioner to send the re-registration request via email and the request email must contain the following:

1. Name and Surname of the practitioner;
2. ID Number / Passport number of the practitioner;
3. PSETA Assessor and Moderator Registration number; and
4. Signed Code of conduct for both Assessor and Moderator Re-Registration.

All information provided will be verified on the system before issuing the re-registration letters.

*NB: There will be no automatic linking of ETD practitioners to SDP's profile, a normal process will be followed, and signed MOUs with the SDP must be submitted and will be verified.*

## FOR ASSESSORS AND MODERATORS WITH REGISTRATIONS THAT WERE NOT RENEWED BY 31 MARCH 2020:

A normal re-registration process shall be followed. Practitioners will be required to complete the re-registration form and submit along with the following documents as part of the application and will go through the normal evaluation process:

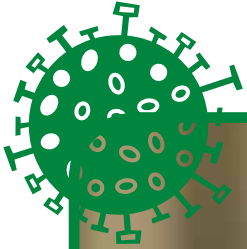
1. Current Certified copy of Identity Document / Passport;
2. Current Certified copies of Qualifications and/or Certificates (For Foreign qualifications, SAQA Evaluation Certificate is required);
3. Updated Comprehensive Curriculum Vitae;
4. ETD/PSETA Statement of results for Assessor or Moderator course; and
5. PSETA Code of Conduct (signed).

These documents must be sent to the following email address [assessormoderatorapplications@pseta.org.za](mailto:assessormoderatorapplications@pseta.org.za)

Enquiries related to this process may be directed to the following PSETA officials:

Ms Mapontsho Ntoule – 012 423 5739 / 5700 – Email: [MapontshoN@pseta.org.za](mailto:MapontshoN@pseta.org.za)

Mr Phanel Nkabinde – 012 423 5724 / 5700 – Email: [PhanelN@pseta.org.za](mailto:PhanelN@pseta.org.za)



# Team PSETA's response to the fight against COVID-19

**A**s announced by President Cyril Ramaphosa, South Africa entered a nationwide lockdown for 21-days with effect from midnight on Thursday 26 March 2020. These firm measures are being put in place countrywide to curb the rapid spread of the Coronavirus in our country.

The response from all parts of society is unprecedented and every one of us can make a difference. PSETA is also playing its part to ensure that its staff's safety is protected and as of Thursday 26 March 2020, all PSETA staff worked from home. We have taken all necessary steps to ensure we continue to deliver necessary services to you, however despite our best intentions this may have an adverse effect on our ability to maintain high service levels.

All site visits for purposes of monitoring and reporting learners' progress and approvals for workplace learning, are suspended with immediate effect until further notice. Where possible services will be provided remotely through the utilisation of electronic communication platforms. All communication with stakeholders will be via e-mail, teleconferencing, Skype or Zoom Application.

Desktop assessments relating to ETQA operations will be put in place to ensure continued operations, however Skills Development Providers (SDPs) are to expect delays that may be caused by the national state of disaster and nationwide lockdown. PSETA will support employers remotely and the date for the submission of Workplace Skills Plans ("WSPs") will be extended to 31 May 2020, as also provided for by the Regulations.

## The following must be noted with regard to training by PSETA providers:

- It is noted that the training will be severely affected, affecting learners, affecting learner stipends, and possibly affecting PSETA performance.
- Compliance of SDPs to the national state of disaster and lockdown measures must be adhered to.
- Communication must be maintained by the SDP, employer and the PSETA so that the effect of the national state of disaster can be quantified and known by the PSETA.
- Stipends to learners during this time should be continued at full value. This however will have an effect on the duration of the contract. This impact will be assessed after the lockdown and will be communicated with individual SDPs.
- Workplace-based learning programmes will also be suspended for the period of the national state of disaster.
- Documentation relating to training/projects can still be sent and communicated to the SETAs through electronic means or the 'PSETA's automated systems.

We ask that you all remain at home and adhere to the protocols that have been put in place by our government during this difficult time. We wish you good health and safety during this trying time.

# 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 very daunting and overwhelming. Whistle-blowers fear possible retaliation or isolation in the workplace. However, internal and 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)**



## Amandla Obunye Learnership Graduations

In March 2020, learners who entered a PSETA funded Learnership Programme in Public Administration Level 3 successfully completed their programme. The learners were part of the PSETA unemployed Learnership project cohort which comprised of 200 learners with various disabilities. The majority of learners were youth who had been previously unemployed prior to entering this Learnership programme.

Beneficiaries of the project are in the three provinces where the project was implemented, namely in the Eastern Cape, Free State and Gauteng Province. The Skills Development Provider that successfully ran this big project is Amandla Obunye Training Academy. Speaking on behalf of the CEO at the graduation ceremony held on 11 March 2020, Mrs Nagalingam-Potter said, “PSETA recognises and appreciates the work that Amandla Obunye has delivered in ensuring that these graduates have been able to successfully complete their respective programmes. Congratulations to the Amandla Obunye instructors and administrators. I trust you have a passion and an aptitude for educating young people, and may that ever be the case. I hope you realise your importance to this class graduating today, and your importance to past and future classes. Simply put — great educators change lives.”

Some of the graduates have been employed by private and public sector organisations while some have opted to continue their studies in Public Administration: Level 4. This project is one of PSETA’s successful special

projects which specifically focussed on providing critical skills to young people with disabilities, across three provinces.

PSETA is responsible for the facilitation, coordination and monitoring of the implementation of skills development interventions within the Public Service sector; and oversees the provision of quality education and training to meet the current and future skills needs of the country. In this instance, PSETA has played the role of an accreditation body for the qualification being conferred. This qualification represents a public service training system that insures that people have access to quality education; an exposure to the diverse beliefs and traditions that drive an ever more interdependent and complex world, and a chance to experience the joy of learning.

Speaking to the learners, Mrs Nagalingam said, “Today is a great day. It’s a day to celebrate with your families and friends. A day you’ve been waiting for since you started this journey. But for all of you, as you return the caps and gowns you’re wearing today and take your tassels and certificates home, remember this: The certificate you receive today is your insurance policy with the premium paid in full by your hard work. The value of that policy depends on how much effort you put into your education and what you do with it as you go on. Use it. Take advantage of what it offers. The effort you put into your education and growth is proportional to the function of the vision you set for yourself.”

## **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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