

# PSETA NEWS

OCTOBER 2022

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# Editor's Note



Lavhelesani Mainganye

It has been an eventful past three months filled with activities for the sector and commemorative events, namely women's month, public service, and heritage month in September. Spring is upon us, the Jacaranda's are in full bloom in the capital city, there is no greater sign that the year is slowly nearing the end.

Featured in this issue is the CEOs desk encapsulating the partnership and research work done by the centre for Researching Labour & Education (REAL); WITS university celebrating its centenary and REAL a decade of researching labour and education.

We wish to hear your feedback on this publication, and should 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)

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# PSETA has achieved a **CLEAN AUDIT** for the 4th consecutive year.



**MS BONTLE LERUMO**  
Chief Executive Officer



**MR THULANI TSHEFUTA**  
Chairperson:  
PSETA Accounting Authority

## 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:*



Researching skills demand and supply in the sector;



Effective delivery of skills development interventions based on occupationally-directed qualifications;



Monitoring, evaluation and reporting of the implementation of Education, Training and Skills Development in the sector.



A capable institution

## VALUES

**Honesty and Integrity**



**Accountability**



**Service Excellence**



**Fairness and transparency**





## CEO's desk



Ms Bontle Lerumo  
Chief Executive Officer

PSETA's mandate is centred around contributing towards a skilled public sector workforce. Our interventions are informed by the National Skills Development Plan 2030 to ensure that the learners obtain the critical and scarce skills needed to build a capable and skilled public service workforce to become economically sustainable and globally competitive.

We do this by first conducting research to establish which skills are lacking in the sector through a Sector Skills Plan, then we design training programmes to equip learners with skills the sector needs through regulating and driving the delivery of learning programmes; and quality assurance of training carried out in the public service.

As PSETA we are proud to have partnered with the Centre for Researching Education and Labour

(REAL) over the years in finding solutions for the challenge of skills planning and provision in the public service sector, we further extend our wishes to the institution as they celebrate ten years of education and labour research. REALs research focused on mapping how skills supply and demand planning happen in the public service sector with a view to strengthen these processes. An overarching finding from the research is that skills planning, and provision is complex and disconnected, with multiple stakeholders governed by a web of regulations and provision. I invite you to read the **key findings** ([click here](#) and [here](#)) of REAL publications and follow a series of discussions that will be held with senior government officials as well as podcasts to unpack these findings. Look out for more information as shared in our platforms.

# PSETA honoured by Mangosuthu University of Technology (MUT) for ongoing support of the WIL programme

On 1 September 2022 at the Durban International Convention Centre Mangosuthu University of Technology (MUT) Co-Operative Education Directorate hosted a Work Integrated Learning (WIL) Partner Excellence Awards ceremony to celebrate and recognize training partners for their commitment to WIL.

PSETA was recognised for its contribution towards the Work Integrated Learning programme over the years. WIL is a programme offered to a person who is currently studying towards a higher education qualification and must undertake a period of work experience to fulfil the requirements of the qualification. PSETA therefore also makes provision for HET WIL for University of Technology learners who require

3 to 6 months to complete their qualifications.

For this programme to run successfully PSETA relies on partnerships with Universities of Technology who actively source partnerships with public sector employers who have the requisite resources to host these learners and assist them with experiential learning opportunities. Through this contribution several MUT students have had the opportunity to enhance their academic achievement as well as their employability. Appreciating the award, PSETA Chief Executive Officer, Bontle Lerumo said that as PSETA, we consider the award as evidence of significant contribution towards a developmental and transformative public service in South Africa.

The criteria for the recognition were based primarily on the numbers of students consistently hosted for WIL, quality of training, participation in MUT employer engagement activities, as well as the offering of employment to MUT students.



# WITS & REAL celebrate huge milestones

On 18 August 2022 the Wits senate and invited guests gathered to celebrate Wits University centenary as well as REAL book launch and 10th year anniversary under the theme "Reflecting on 10 years of researching education and work". REAL and several researchers played an important role in the originating and evolution of the concept of 'post-school education and training'. REAL has been an important partner, albeit through critical engagement, in shaping the agenda of our Department of Higher Education and Training, in all aspects of its development.

The minister of Higher Education, Training, Science & Innovation Dr Nzimande commended on REAL important attempts to mainstream gender issues in its research work. "However, I want to pose a challenge to you and to all other gender activists, academic and research institutions, that the struggle to transform gender relations in society will always be half complete, until and unless we also begin to focus on the boy child and young men in society. The engagement and mobilisation of boys and young men is very important in even fighting against women's abuse, as it is from the ranks of the boys and men that we breed perpetrators of gender-based violence for instance."

REAL is also focusing on a very important theme for the post-school education and training system, that is, the question of transition from learning to working. This is also a very important transition for young people, as it often means the difference between remaining trapped in poverty or accessing post school education and the prospects of a better life. It is one of the most critical challenges facing South African society, especially the just under 4 million youth between the ages of 15 and 24 years who are neither in education, employment nor training (NEETs).

"Other work done by REAL is that it is making an important contribution in addressing what the heart of transforming the higher education science and innovation landscape, and that is the urgency and necessity to transform the relations of knowledge production in South Africa. It is a fact that knowledge and its production is still very much embedded in the class, race and gender contradictions that are still pervasive in both South African society and academia" the minister said. REAL centre also launched five (5) books on the day, namely:

- Selling Out Education: by Stephanie Allais, 2014
- Knowledge, Curriculum, and Educational Preparation for Work: by Stephanie Allais and Yael Shalem, 2018.
- Green Skills Research in South Africa: Models, Cases and Methods: by Eureta Rosenberg; Presha Ramsarup and Heila Lotz Sistka, 2020.
- Transitioning Vocational Education and Training in Africa: A Social Skills Ecosystem Perspective: by the VET 4 Collective, 2022.
- Higher Education and the Public Good in Africa: by Elaine Unterhalter, Stephanie Allais, Mthobisi Ndaba, Colleen Howell, Christine Adu-Yeboah, Sam Fungwa, Jibrin Ibrahim, Tristan MacCowan, Palesa Molebatsi, Louise Morley, Siphelo Ngcwangu, Ibrahim Oanda, Mark Obonyo, Moses Oketch, Lerato Posholi, Cecilia Selepe, 2022

The dimension of REAL's work of publishing in leading national and international journals as well as books is very important to the understanding of the complexities of the relationship of education to world of work. These books grapple with the role that education and training can play to enable new entrants to access the economy, and for workers to retain their workers in different contexts and sites of education and training.



**Dr Blade Nzimande**  
Honourable Minister of Higher Education, Science and Innovation



**Centre For Researching Education and Labour**

Skills For an equitable, just and sustainable Future

# In conversation with Mr Makhafane accounting authority member

Appointed to provide strategic direction of the PSETA, the accounting authority is constituted by members representing the employer, community organisation as well as organised labour. These members come together to fulfil the role of governance oversight among others. On the spotlight is Mr Patrick Makhafane an accounting authority (AA) member representing organised labour the National Education, Health & Allied Workers Union (NEHAWU). A resolute labour relation by profession, comrade grew within the ranks of NEHAWU while working in various public service departments in the Northwest province.

He holds a Labour Relations Management qualification and is currently studying towards a Bachelor of Commerce: Law with specialisation in Labour Law. During the 2021 National Congress held late last year he was appointed 2nd Deputy President and is now an office bearer in the national office. He assumed this after serving as a Provincial Secretary of NEHAWU in the Northwest, prior to that he served seven years as a regional secretary in the Benji Oliphant region in the Klerksdorp area (2006-2013), and branch secretary in Laundry and Tshepong and Klerksdorp Hospital branch respectively (2004-2006). He also served as a provincial Executive Committee member of COSATU in the Northwest Province and for the eight years served as the Provincial Secretary (2013-2021) and have served concurrently as a National Executive Committee member of NEHAWU since 2013 to date and have simultaneously served as a Central Executive Committee member of NEHAWU since 2006 to date.

He currently represents NEHAWU in the AA of the PSETA and lead the Remuneration Committee (REMCO) substructure of the AA. In clarifying the role of the AA in corporate governance Mr Makhafane believes that the country we live in is a developmental state and therefore anyone who find themselves in a leadership position at a governance level must endeavour to contribute in

a manner that enriches the work of building South Africa as a developmental state through, clean, ethical, and productive governance. This will enable the organisational core business work to come to fruition. PSETA's primary role is to ensure adequate skills development within the public service sector and therefore, from a governance perspective it is imperative to ensure that the sector acquire the necessary skills to ensure that we attain a clean governance not just as PSETA but in all the key governance institutions where we are to contribute in so far as building skills or building capacity is concerned.

We need to ensure that governance related training, which has got to do with adherence to the applicable and available policies, to those institutions that have to do with the financial management of the state, adhere to the principles and the policies that are available in so far as managing the finances is concerned for example the PFMA. Your PFM A for an example, must be adhered to, so that you then at the end of the day are able to attain clean governance with clean audit outcomes.

The primary role played by the AA is that of an oversight in ensuring that the strategic objectives of the PSETA are realised. On a quarterly basis management is expected to report on achievements to the AA. The PSETA as a seta responsible for skills development in the public service sector has made strides in ensuring that the sector is upskilled, by identifying relevant and research-based skills development programmes and interventions. "As the AA we are proud to witness the clean audit outcome for four consecutive years. This is a clear indication of how much the organisation does to ensure compliance in all its operations. This kind of outcomes are also made possible by the healthy working environment that the AA is constantly ensuring through its oversight role, for example as REMCO, one of the goals set was to see reduced number of grievances and disputes between the workers and the employer."



Mr Patrick Makhafane  
NEHAWU

"My view in terms of the current economic climate is that, when we weigh what the country is producing in terms of the revenue versus the population of the country and the unemployment rate a lot still need to be done. The two are totally in a disjuncture as the country is struggling to produce enough for its population. With the unemployment rate reaching its highest in the past three decades. This requires the sectors to come together and plan how best to respond to this challenge, each sector responsible for manufacturing can best use its raw materials to produce goods that will improve the economy of the country. From a skills development point of view is for all SETA representing different sectors to consider training for entrepreneurship and ability to produce products that can be exported as complete local products and not raw materials". The summits held in the past came up with constructive resolutions, which require implementation. Also, what is important is the political willingness and commitment to create an environment that will attract investors to invest in the country and boost the economy. That in my opinion will assist in changing the economic climate".

At the end of the current AA term, I would like to see a happy workforce at PSETA, not because we have everything we want, but in that the organogram is complete as all positions are important and critical for the success of the organisation. Also, would love to see a PSETA that have progressive policies, that acknowledge and appreciate that we are a nation that is in transition and therefore transformation is an ongoing discussion. A PSETA that continues to achieve a clean audit as this symbolises absence of malicious financial management.



# Government exhibition day 30 September

**On Friday, 30 September 2022 the last day of Public Service month, Government Communication, and Information Systems (GCIS) hosted Government Exhibition Day at the Chuma Mall in Diepsloot.**

The objectives of the exhibition were to promote integrated “one stop” platforms for government information and service offerings by departments which are making use of mobile services to reach out to communities; and to provide a platform for departments, agencies, and entities to market their products, platforms, and services directly to the public.

Addressing the event GCIS CEO Ms Phumla Williams said, “it gives us pleasure to be able to bring these services to you as the department responsible for ensuring that information reach communities. We would like to hear your feedback as well so that as government we know and understand were to improve. I wish to thank both the community members who came out to make use of the services today and all the public servants who came out to render these services. We will continue to do this in other areas as well”.



# Linking higher education graduates to the workplace through learning programmes

**The PSETA role in facilitating workplace training in line with the Skills Development Act ensure that graduates get an opportunity to obtain work based or practical learning. During the month of July the PSETA funded through a memorandum of agreement (MOA) two learning programmes namely internship and bursary.**

The MOA is a legal document which guide the process, agreed upon by PSETA as the funder and an organisation as a hosting employer. The first MOA entered is for fifteen interns, PSETA entered into an internship agreement with the Northern Cape Office of the Premier. All interns were successfully inducted during the month of August. The interns started at the workplaces on 1 September.

The second MOA is for thirty-three interns with the NYDA. All 33 interns were successfully inducted during the month of June and started at various workplaces on 1 July 2022. Another 33 was agreed upon for the DPSA Ambassador programme with graduate's placed at various national and provincial government departments.

## **Bursary funding to support organised labour constituency**

**The PSETA entered into a bursary agreement with Public Servants Association (PSA). All 15 officials have been registered with MANCOSA on a Project Management course. Learners were inducted during the month of September. The classes commenced on 27 September 2022.**

## **Internship beneficiary**

My name is **Nemutanzhela Ratshili Junior**. I studied National Diploma in Public Management at Capricorn College, Limpopo. After completing my qualification, I applied for this programme through the NYDA online application after seeing the advert on their social media platforms.

The exposure I am getting through this programme meet my expectations as I am gaining work experience and learn how to take responsibilities at work. At the end of this programme I will be able to stand for myself take responsibility for my life and use the experience and skills I gain under this organisation to be able to share with those who never heard about the opportunities the organisation is offering to the youth and different TVETs AND UOTs graduates.

I personally appreciate how warm and welcoming PSETA team is and the manner in which they are teaching us the process of the work they do. To my fellow graduates out there keep on applying, never give up on yourself keep believing in yourself your opportunity will come.



**Nemutanzhela Ratshili Junior**

## **Internship programme beneficiary**

I'm **Rearabilwe Kedige** and I am a graphic designer who recently got an amazing opportunity to showcase her skills and abilities at one of the well-known companies. I am an energetic young woman, who is always ready to learn new things every day and I began designing when I was still in primary. I was born and bred in Rustenburg, Northwest. When I was growing up, I used to draw pictures for my family and hang some on the walls in my bedroom. I always wanted to see my parents smiling when they saw my drawings and every time I gave them the pictures, I would explain to them what was happening on that picture. In arts and culture classes I always came out on top because I made sure my designs were on point. The reason why I love art is because it allows me to be/express myself and to put what I feel on canvas unapologetically so.

I studied Diploma in Computer-Based Graphic Development. I wanted to express ideas that would provide answers to the challenges of society and communicate messages using images. Being able to identify everything related to creativity and modernization.

I came across this opportunity while browsing through [www.graduates24.com](http://www.graduates24.com) as I used to do this daily. That's when I saw a post of a Marketing and Communication intern vacancy at NYDA, then I read the requirements and realised that I meet them, and I then applied.

I registered my CV at NYDA and it took me approximately a year to get an opportunity. When I got to this establishment, my first few months were not what I had expected because I didn't have graphic design programmes to design with, although I was getting exposure in admin stuff and other things that go along with Marketing and Comms, but as time went by, I got to have the programmes and so far, I can say I am getting the relevant exposure. My expectations were for me to gain knowledge and experience from this establishment.

I'm enjoying the workplace I'm currently doing my internship with because it does not only teach me everything inside the establishment, but also everything to do with marketing it outside.

My advice to all graduates seeking internship opportunities is never lose hope, keep on applying. No doesn't mean that you are not good enough, it simply stands for NEXT OPPORTUNITY.



**Rearabilwe Kedige**



# First roll-out of the External Integrated Summative Assessments



Dr Zwane - QCTO



PSETA is a delegated Quality Partner to develop occupational qualifications as a Development Quality Partner (DQP) and to ensure quality assurance in terms of developing assessment tools as well as coordinating and conducting External Integrated Summative Assessments (EISA) under the function of Assurance Quality Partner (AQP). One of the qualifications that PSETA developed is SAQA ID: 91994 Occupational Certificate: Office Administrator: Public Service Administrator. The two accredited assessment centres (The Cape Peninsula University of Technology (CPUT) and Milziet Holdings trained learners on the qualification which

## EISA response by stakeholders

PSETA had an engagement post EISA on the day to gauge the sentiments around the paper as this was the first EISA by PSETA. The aim is to gauge the relevance of the qualification's content with the exam paper and for continual improvement. In turn, the learners gave positive feedback with a few suggestions and recommendations there and there.

## Challenges experienced and way forward

This was the first EISA implementation by PSETA; however no major challenges were experienced. Except that not all learners that were registered to write EISA were present for different reasons. Consequently, the learners that could not sit for EISA, will have an opportunity to write as the planning will unfold amidst the engagements with both QCTO and the assessment centres where the learners are based.

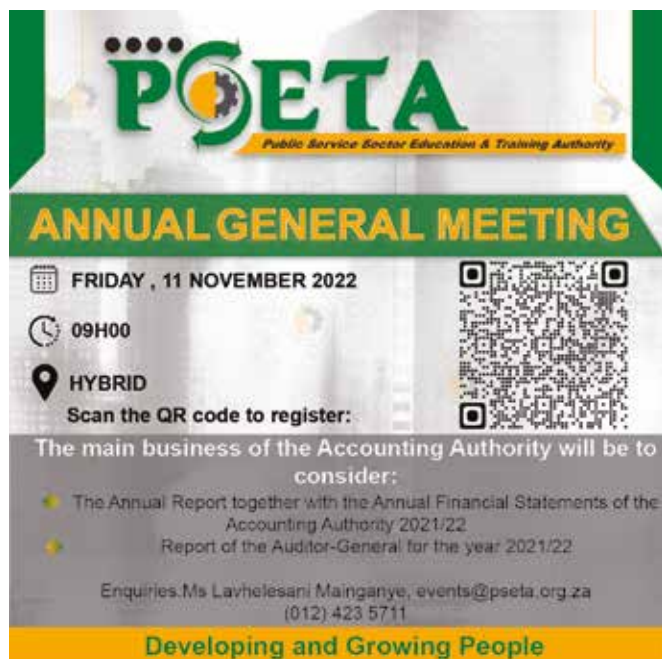
also included learners sitting for EISA after they had attained all three (03) components namely, Knowledge, Practical Skills and Workplace Experience.

EISA is a single, national assessment which leads to competent learners being awarded Occupational Certificates. It is an integral and critical component of QCTO's quality assurance system, as it ensures that the assessment of occupational qualifications, part-qualifications and trades is standardised, consistent and credible. The intended outcome and purpose for EISA is to assess the learner on the occupational qualification (SAQA ID: 91994 Occupational Certificate: Office Administrator: Public Service Administrator).

The first EISA was scheduled for 14 September 2022 and the response to date has been satisfactory. Thirty-one learners at CPUT sat for the exam, and each signed the register for receiving the question paper and signed for submitting the answer script. The process was invigilated by the appointed invigilators of CPUT in conjunction with the PSETA Officials who delivered the question paper as well as QCTO to monitor of the process.

The exam or EISA paper is one of the instruments developed by PSETA as an AQP which PSETA had outsourced and funded the process of development. It is a three (03) hour paper which is written by all learners one day from all accredited assessment centres ready for EISA implementation. As a result, it becomes a PSETA intellectual property hence it is safely kept and in PSETA possession.

# Upcoming events



**PSETA**  
Public Service Sector Education & Training Authority

## ANNUAL GENERAL MEETING

**FRIDAY, 11 NOVEMBER 2022**  
**09H00**  
**HYBRID**

Scan the QR code to register:

The main business of the Accounting Authority will be to consider:

- The Annual Report together with the Annual Financial Statements of the Accounting Authority 2021/22
- Report of the Auditor-General for the year 2021/22

Enquiries: Ms Lavhelesani Mainganye, events@pseta.org.za  
(012) 423 5711

**Developing and Growing People**

## Hybrid WSP and SSP capacity building workshops

Province	Area	Date
National Departments	Pretoria (DPSA)	09/11/2022
Gauteng	Virtual	14/10/2022
Public Entities	Virtual	21/10/2022
Western Cape	Virtual	18/10/2022
North West	Mafikeng	20-21/10/2022
Northern Cape	Kimberley	02-03/11/2022
Mpumalanga	Mafikeng	27-28/10/2022
KwaZulu-Natal	Durban	27-28/10/2022
Eastern Cape	Bisho	27-28/10/2022

## PSETA DISCRETIONARY GRANT 2023 - 24 WORKSHOPS

Stakeholders are hereby invited to the Discretionary Grant Workshops to take place from the 15th - 24th November 2022 virtually.

WHEN	WHO	TIME
15/11/2022	SDPs (Skills Programmes, Learnerships and RPL)	10:00 – 15:00
16/11/2022	TVEs, UOTs, Government Departments, Public entities - for WIL & Internships	10:00 – 15:00
17/11/2022	SDPs (Skills Programmes, Learnerships and RPL)	10:00 – 15:00
22/11/2022	TVEs, UOTs, Government Departments, Public entities - for WIL & Internships	10:00 – 15:00
23/11/2022	SDPs (Skills Programmes, Learnerships and RPL)	10:00 – 15:00
24/11/2022	TVEs, UOTs, Government Departments, Public entities - for WIL & Internships	10:00 – 15:00

For more information call : 012 423 5700 or fax : 012 423 5755/65 or email : Communications@pseta.org.za

NB: Confirmation of attendance is required by no later than 8th of November 2022

064 643 3419

Public Service Sector

@OfficialPSETA

www.pseta.org.za

## Be cyber savvy



**PUMP UP**

**YOUR PASSWORD STRENGTH**

Cybercriminals love weak passwords!  
Protect yourself and your organization.

**Your Lack of Cyber Security Disturbs Me!**

Creating a strong, unique password is your first line of defence against cyber crime.

A regular feature:

# Root out fraud and corruption, blow the whistle



Blowing 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 & 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 global problems, 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 them.

## 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 most cases it is impossible to recover the losses. Therefore, it is essential to report any suspected wrongdoing, to minimise the potential loss.

## 3. Whistleblowing is crucial for the detection

Organisations must 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 tip-offs. Research also shows that in most cases, fraud and corruption are 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.



A black spotlight on a tripod is positioned on the left side of the image, casting a bright beam of light onto a white brick wall. The beam of light is centered on the text.

# **Shine the light on fraudulent activity**

**Report any incidents  
of fraud, corruption or  
unethical behaviour to  
KPMG FairCall  
0800 202 586**