

# PSETA NEWS

DECEMBER 2020



## REMEMBER TO

Maintain social distancing

Wear a mask in public

Sanitize your hands regularly

Avoid gatherings

# *The 2nd wave is here*

## 04

Anti-corruption targeted awareness campaign

## 05

Discretionary grants

## 05

Executive Management Appointment

## INSIDE

# Editor's Note



Lavhelesani Mainganye

You will agree with me that when the year 2020 commenced, we all had no idea that so much will change and cause the country and world to adjust to accommodate the changes brought about by the pandemic. At this stage it is important that we all pause and reflect on the year that was, firstly remembering all public service front line workers who succumbed to the pandemic while on duty. Secondly, to give yourselves a pat in the back for making it this far in an uncertain period.

For the first time this year PSETA hosted several Virtual events. As they say there is always a first time for everything, this was it a new normal. While we miss interacting with you face to face, virtual seemed to be the right thing to do and hope that soon we will all be able to go back to normal. Note that the submission of WSP & ATR system went live 1 December and stakeholders are invited to start capturing this important information, details are available herein. Follow us on twitter @OfficialPSETA as well as the website [www.pseta.org.za](http://www.pseta.org.za) to get updates.

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)

Happy Holidays and Stay Safe.

**Lavhelesani Mainganye**  
Communication Officer (CPRP)



## Contents

03

Holidays Greetings

03

Vision and Mission

04

Anti-corruption targeted awareness campaign

05

Discretionary grants

05

Executive Management Appointment

06

Root out fraud and corruption, blow the whistle



# DECEMBER HOLIDAYS SHUTDOWN

The year 2020 brought unexpected challenges, and we extend our sincere appreciation and gratitude to all our staff and stakeholders for all the effort and dedication you've shown as we adjusted through these tough times.

The PSETA offices will be closed from  
**21 December 2020** and re-open on **4 January 2021**



HAPPY AND SAFE HOLIDAYS TO YOU ALL!



## THANK YOU

The Accounting Authority (AA) Chairperson Mr Thulani Tshefuta, on behalf of AA Members and staff wish to thank all stakeholders for attending the 10th Annual General Meeting held on 26 November 2020. Your participation and suggestions will assist PSETA carry out its mandate as well as help meet stakeholders' expectations.

STAY SAFE



# HOLIDAYS GREETINGS

## 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;



Promotion, monitoring and evaluation of the implementation of Education, Training and skills development in the sector.



# Anti-corruption targeted awareness campaign

On 4 November 2020 the Special Investigating Unit (SIU) conducted an anti-corruption targeted awareness campaign. This was necessitated by conducted investigations regarding Affairs of the PSETA by the Special Investigating Unit since 2017. SIU has identified a need to render prevention and advisory services to affected state institutions and PSETA is among those. Considering this, the SIU partnered with PSETA to conduct a Targeted Awareness Campaign and Workshop

to prevent a recurrence of the serious maladministration that prompted previous SIU investigation.

The workshop was attended by all PSETA official with SIU officials conducting a detailed awareness workshop to equip PSETA staff with the necessary information that will prevent future maladministration. In his opening remarks Advocate Andy Mothiba announced that Cabinet of the Republic of South Africa approved

the National Anti-corruption strategy and that similar training conducted with PSETA will be rolled-out across the public service sector.

The PSETA CEO, Ms Bontle Lerumo in her message of appreciation to the work previously done by the SIU, highlighted that a number of maladministration areas have been addressed and was pleased to announce that the PSETA have in the past two years acquired a clean audit.





# Discretionary grants

On 2 December 2020, a discretionary grant capacity building was conducted to take stakeholders through the processes, criteria, and guidelines for grants application. The workshop was attended by officials for various offices in the public service sector. This is one of the important stakeholders' engagements to afford stakeholders to engage with PSETA. In accordance with SD Grant Regulations R990 of 3 December 2012 regarding monies received by a SETA and related matters PSETA can allocate Discretionary Grants:

To commission research in the sector in accordance with the sector skills plan and research guidelines prepared by the relevant PSETA department; fund the development of guidelines and the training of sector specialists or skills development facilitators; promote learning programmes that include work experience and fund a qualifying employer or an accredited organisation in respect of Adult Basic Education and Training provided to a learner

or worker; fund training providers or employers in respect of a learner who enters a learning programme to acquire skills for hard to fill vacancies.

*Grants also fund an employer who provides work experience and mentoring opportunities to learners in sector relevant programmes; as well as an employer who provides work integrated learning (WIL) to learners that need work exposure to complete qualifications relevant to the Public Service Sector.*

On an annual basis, PSETA annually approve a DG Policy in accordance with the SETA Grant regulation of 2012, to determine how the funds will be allocated. These funds are then allocated through a Discretionary Grants funding to support the NSDP targets; Scarce

and Critical skills identified in the SSP; Annual Performance Plan; PIVOTAL programmes; NGO/CBO/ NPO; Bursaries for employed and unemployed learners as well as National Skills Priorities

The types of grants funded includes Bursaries (Unemployed); Internships PSETA Registered Learnerships (Employed); Recognition of Prior Learning; Work Integrated Learning (WIL) Programmes: TVET AND Out; And other strategic skills development projects that fall within Public Service sector priorities and those projects responding to the 8 NDP goals. Priority skills arising from the Sector Skills Plan are skills in Human Resource Management/ Development, Supply Chain Management, Public Management, Technical and Professional Skills, Green skills and e-learning skills (both demand and supply side). Preference for funding is given to Public Service institutions that are willing to co-fund.

## Executive Management Appointment

Meet the Executive Management Team recently appointed and reappointed to serve at an Executive level:



**Ms Bontle Lerumo**  
Chief Executive Officer



**Mr Farhaan Shamsodeen**  
Chief Financial Officer



**Ms Shivanthini Naghalingam-Potter**  
Chief Operations Officer



**Mr Sipho Ngomane**  
Corporate Service Executive

# 2021/22 WSP/ATR SUBMISSIONS

We hereby notify you that the PSETA online system for the capturing of the **Workplace Skills Plan (WSP)** and **Annual Training Report (ATR)** for the 2021/22 financial year is live from 1 December 2020.

The system may be accessed through the following URL:  
<https://indicium.pseta.org.za/Account/Login.aspx>

The submission deadline for the WSP/ATR 2021/22 information is **30 April 2021**.

For further clarity or assistance regarding completing forms please contact:

- Berned Molemane: BernedM@Pseta.org.za or 012 423 5709
- Mcebisi Mazwi: McebisiM@pseta.org.za or 012 423 5716
- Siviwe Tywabi: SiviweT@pseta.org.za or 012 423 5719



## Root out fraud and corruption, blow the whistle

by Godfrey Chooka-Manager: Strategic Support, Risk and Compliance

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 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.



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 background is a dark, textured surface, possibly a floor or another wall. The overall scene is dimly lit, with the spotlight providing the primary source of illumination.

# **Shine the light on fraudulent activity**

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

**PSETA'S NEW HOME IS AT:**  
**Woodpecker Building, 177 Dyer Road**  
**Hillcrest Office Park, Hillcrest,**  
**Pretoria Gauteng 0083**

**WE  
HAVE  
MOVED**

