

PSETA NEWS

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Editor's Note



Ms Lavhe Mainganye

Welcome to the fourth edition of the financial year 2023/24, and I trust you will find the articles featured informative. In this edition, we feature the CEO's reflections on the work of the SETA, we also introduce to you the newly appointed executives. A series of stakeholder engagements with different institutions to strengthen partnerships, the PSETA-REAL podcast series, and upcoming events.

Follow us on X @OfficialPSETA, Facebook, and the website www.pseta.org.za to get updates. We wish to hear your feedback on this publication, and should you want to have your skills development-related activities featured in this publication, please send an email to communications@pseta.org.za

Ms Lavhelesani Mainganye
Communication Officer (CPRP)



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Reflections on the professionalisation of the state, strengthening partnerships, and looking ahead.



Ms Bontle Lerumo-CEO

PSETA's overarching strategic imperative is building the skills required for a developmental, capable, and ethical state. The scope of coverage includes National and Provincial Government departments, identified public entities, and National Parliament and Provincial Legislatures. The focus and emphasis of the PSETA is primarily on transversal skills, i.e., functions of administration, management, planning legislation, policy administration, monitoring and evaluation, etc. PSETA shares responsibility for human resource development (HRD) in the Public Service with the Department of Public Service and Administration (DPSA), which regulates HRD across the Public Service and with State and sector academies, including the National School of Government (NSG), which provides sector-specific training.

The conclusion of the professionalisation of the sector by the National School of Government paved the way for the PSETA as a SETA responsible for skills development in the space to ensure that the development of the training programmes is responsive to the framework. Our team has dedicated most of our efforts this financial year towards research, in partnership with WITS-REAL. Our research is based on evidence to facilitate skill development and practical planning, with the aim of contributing to the development of a

competent state. This groundwork is crucial towards the professionalisation of the state. Although we are making progress in other areas, we believe we could make a greater impact if we were not financially constrained. With the availability of a funding model, we are confident that we can be more responsive in strengthening the state's capacity and make a more significant contribution to the cause.

Strengthening partnerships

We are currently working extensively in the public sector space to strengthen our partnerships and broaden our reach. A significant step in achieving this goal is adding the bargaining councils to our pool of partnerships. We recognise the funding challenges we face and are exploring co-funding as a strategy to ensure that our work continues. Additionally, we have made progress in partnering with institutions of higher learning in the private sector, and we hope this will open up more opportunities for us in the future.

This groundbreaking research work investigated the future ICT skills needs of public servants working in ICT in the South African public service sector. The study further draws a clear nexus between work, skills development, and competencies of public servants working in ICT in the public service sector by conducting a literature review that investigates the future

ICT skills required of public servants working in ICT in the South African public service sector.

The research report is in its final stages, and we are eager to share it and its recommendations with the sector.

PSETA has proudly partnered with the POPCRU Women Empowerment programme to fund the training of female employees at POPCRU. This programme includes provincial office bearers and provincial gender coordinators, who will be trained in Higher Certificate in Economic Development for twelve months and an Advanced Diploma in Public Administration at the prestigious University of Western Cape. PSETA has also taken bold steps to support rural youth development projects, by funding 212 learners in the Eastern Cape. These learners are undertaking learnerships in Public Administration and National Certificate Public Administration: Leadership, and among them are people living with disabilities. PSETA is committed to empowering women and disadvantaged youth, and we are proud to have made a positive impact in the lives of many through our initiatives.

We also have a rural youth development project in Kwazulu-Natal aimed at empowering rural youth with venture-creation skills. As a SETA, we

have decided to produce not only graduates but also entrepreneurs who will contribute to the economy and create jobs. This programme is a partnership with NYDA and the KZN Department of Social Development, and plans are in place to expand the project to other provinces.

Looking ahead: The SETA is exploring partnerships with other SETAs to develop skills that will have a significant impact on the country. These collaborations are crucial for ensuring that the SETAs work together as one voice to skill the nation. The SETA will be intentional in serving the entire public service, including Legislatures, Public entities, and Parliament. Although the bulk of the work is directed towards government departments at the national and provincial level, we are looking forward to building strong relationships that will enable us to understand the sector's

needs and provide the necessary skills to meet those needs.

As a SETA in public service, we are solely funded through the voted funds, and this has impacted the number of programmes we implement each year, which are lesser compared to other SETAs. This will be a thing of the past as we are working on developing a funding model for the SETA. At some point, as a SETA, we had to stop funding Artisanship development as it was a costly programme. However, with the new funding model, we can fully adopt and support the government's theme of "leave no one behind" and access every corner of the sector.

Conclusion: As we approach the end of the 2023/24 financial year, I want to express my utmost gratitude to the PSETA Accounting Authority for their unwavering commitment in guiding the SETA through this financial year.

They have demonstrated exceptional agility in responding to any challenges and emergencies that arose during this period.

I am confident in acknowledging the Executive Management Team, Management, and every member of the PSETA staff for their outstanding dedication in ensuring that PSETA continues to deliver on its mandate. Their hard work and unrelenting commitment are inspiring.

Finally, I would like to extend my sincere appreciation to our stakeholders for their invaluable contribution in assisting PSETA to achieve its vision of creating a highly skilled, competent, and innovative Public Sector workforce. The PSETA's role in building a competent, ethical, and developmental state is essential, and we will continue to work towards achieving this goal with confidence. 🌍



Capacity building for the submission of **WSP & ATR**

The PSETA's Skills Planning and Research (SPR) department is responsible for skills planning for Public Service sector entities falling within the scope of the PSETA. In support of the development of the Sector Skills Plan (SSP), coordinating and conducting sector research and improving stakeholder capacity for skills planning in the sector, the SPR department receives, analyses and evaluates Workplace Skills Plan and Annual Training Reports (WSPs & ATRs) received from PSETA constituents.

Annually the SPR department undertakes a review of the WSP system to enhance the forms and processes through which the annual WSP online submissions take place. This activity is intended to ensure that the stakeholders have a user-friendly system to capture their WSP & ATR information for the 2024/25 submission cycle.

The SPR department conducts WSP system capacity-building workshops which intend to capacitate and support SDFs, Training Committee members and Organised Labour representatives on the development of their WSPs &

ATRs for the 2024/25 financial year on the PSETA Portal. The WSP system capacity-building workshops target national and provincial departments, public entities, and provincial legislatures.

The WSP system capacity building workshops conducted from February until March 2024 aimed to:

- Re-introduce the new PSETA Portal to SDFs, Training Committee members and Organised Labour representatives,
- Support SDFs on the compilation of their plans and reports for the 2024/25 financial year;
- Capacitate SDFs on the procedures, rules, and mandatory requirements for the submission of the WSP & ATR; and
- Provide a demonstration of the PSETA Portal system.

The planned workshops capacitated a total of 323 skills development facilitators representing national departments, the provincial government in all nine provinces, Legislatures and public entities serviced by the PSETA. 🌍



Meet the newly appointed corporate service executive **Advocate Moleshe**

Who is Advocate Moleshe?

Advocate Siphokazi Moleshe is a proud mother of an 18-year-old young son and is a daughter to her one surviving parent, her mother. She was born into a big family of six siblings and is an aunt to one nephew and three nieces. She holds strong family values and is a philanthropist who is interested in Community Development. She is currently supporting boys and girls who are underprivileged with monthly toiletries, and Back2School needs and collects old clothing which she gives to the City of Johannesburg Disaster Management to be distributed to people in need. She considers herself as a self-aware leader who believes in effectiveness and efficiency. She is purpose-driven by a set of strong ethical values of honesty, transparency, accountability, fairness, and integrity.

Adv Moleshe's professional acumen.

Advocate Moleshe is a seasoned Legal Practitioner who completed her Attorney Admission Exams with the Cape of Good Hope in 2000. She has 22 years of post-admission experience in the administration of justice and public administration. She is admitted as an Advocate by the High Court of South Africa and duly registered with the Legal Practice Council in a non-practicing roll. A seasoned and dynamic Corporate Executive strategist who strives for good governance and administration of justice in her career in the Public Service Sector. She holds a B Juris, LLB post-graduate degrees from the University of the Western Cape and has been awarded various Post Graduate Certificates and Diplomas up to an NQF level 8 that are relevant to the position and is currently pursuing an MBA with the University of Johannesburg Business School-JBS.

In her career she held various roles with the National Prosecuting Authority NPA as a prosecutor, South African Police Service -SAPS & Gauteng Departments of Social Development -GDSD as Head of Legal Service where she provided pro-active legal services focusing on Contracts Management, Litigation, Labour Matters and Advisory Services. She also worked as Provincial Head of IPID in Gauteng leading all programmes in line with IPID Mandate. She later held roles of Head Corporate Services since 2014 at Gauteng departments of Social Development and Agriculture, Rural Development and Environment respectively until she joined the PSETA in April 2024.

In her new role at PSETA

After 10 years of leading dynamic and innovative teams at an Executive Management level, where she was responsible for Human Capital Management, Information Communication Technology, Infrastructure Development Unit-IDU, Legal Services, Communications and Stakeholder Management, Auxiliary Services, and Transformation and Mainstreaming Directorate. Her mission and vision for the new role is to navigate corporate dynamics in delivering short- and long-term goals in line with the strategic objectives of PSETA and to partner with everyone in strengthening governance and fostering professional services for effective share value.


"I am pleased to be joining the PSETA at a time when the five-year strategy is coming to an end, and this will allow me to contribute to the next five-year strategy. PSETA is an exciting organisation that is evolving. As part of the Executive Leadership, I need to be an agile leader who can respond to the challenges facing the organisation. First and foremost, I plan to meet & listen to various stakeholders both internally and externally, find fit-for-purpose solutions, and implement them. My priority areas



Adv Siphokazi Moleshe

include focusing on meeting with relevant stakeholders and staff as part of my consultation (Executives, Managers, Staff, and Organized Labour including relevant External Stakeholders); focusing on creating systems, and advocating for a common vision; Fast-track the finalisation of the outstanding policies and standard operating procedures (SOPS); focus on employee safety and wellness; create a National footprint through communication and stakeholder management practices"

"I bring with me vast experience in change management, and dispute management facilitation processes. I take pride in mentoring others, and I have mentored thirty-six mentees throughout my career journey and advocated for gender mainstreaming by establishing the women & men forums. As a corporate executive, I would not have done justice if employee wellness and recognition of excellence were not at the top of my priority list. Let us work hard and play hard, thus I will initiate Employee Awards ceremonies, team buildings, and many other recreational activities participation.

In my view what constitutes a healthy working environment in particular employee relations & wellness, labour relations, and OHS is clear and open communication; having policies in place to improve employee relations; active participation in sporting activities, and having life skills to cope with workplace demands and personal life demands and having a workplace that complies with the provisions of the OHS & Basic Conditions of Employment Act" said the advocate. 

Meet the newly appointed chief audit executive **Ms Vivian Selauli**

Ms Selauli, who joined the PSETA in March 2024, is a seasoned internal auditor with over 20 years of audit experience, 9 of those as a Senior Manager (Chief Audit Executive) in the public sector. She is a Certified Internal Auditor (CIA) and certified to provide risk management assurance (CRMA), with an NQF level 08 qualification in internal auditing. Her career journey started with the AGSA in 2004, where she obtained her SAICA articles. After that, she worked at the National Department of Sport and Recreation, GEPP, IPID, and the Office of the Valuer-General, before joining PSETA.

When she is not at work she likes reading. Ms Selauli is a firm believer of the "paying it forward" principle, having gone through her initial tertiary education journey through financial efforts and the kindness of her high school teachers. As a result, she informally mentors a handful of internal auditors from her previous employers and she plans to extend this interaction to learners back home, where she grew up.

With her extensive experience, Ms Selauli's vision for the internal audit department is to be a trusted and valued partner in achieving PSETA objectives. To achieve this, the team will remain aligned with the Institute of Internal Auditors' mission for internal audit to enhance and protect organisational value by providing risk-based independence and objective assurance, advice, and insight.

Her plans for the first year with the PSETA.

"My career journey has taught me that central to the implementation of any change is the understanding and appreciation of current circumstances. My early assessment of PSETA is that it is a performance-driven environment

where colleagues pull together to achieve set targets. With the 2024/2025 Internal Audit Plan approved by the Audit Committee, I intend to lead the department in the provision of consulting / advisory services, over and above the planned assurance engagements already approved. There is also a need to create awareness of services that internal audit is mandated to provide. Furthermore, the anticipated update/revision of PSETA's strategic direction set for June 2024 shall also set a clear direction on changes to be implemented within the internal audit department going forth. The first 30 days were key for my inducting into the organisation, getting to understand the risks, challenges, and expectations faced by the entity so that the internal audit plan for 2024/2025 is accordingly responsive. I must say that this was fairly achieved."

Ensuring compliance and strengthening control.

"Internal Audit by its nature is not mandated to ensure compliance, it is management's responsibility. Internal Audit comes in to provide assurance to management that collectively, systems and activities put in place to ensure compliance are working as intended. We keep management accountable on policies and procedures



Ms Vivian Selauli

through periodic audit reviews, thus giving management a picture of how they are faring as far as governance, risk management and controls are concerned. I am fortunate to be joining an entity which has been obtaining clean audits from the AGSA audit reviews, meaning that management is pulling quite well in the accountability space. Internal Audit shall therefore continue to provide its expected contribution in terms of assurance and advisory (consulting) activities. The value-add proposition of any internal audit department relies heavily on management and staff's cooperation and trust. I hope that as the internal audit department continues to fulfil its mandate, colleagues shall continue to provide the cooperation and support which I have noted during my first month at PSETA. We are also open and available to assist where required, subject to the purpose, authority and responsibilities embedded in the Internal Audit Charter." 🌱

PSETA signs a Memorandum of Understanding with the North-West University



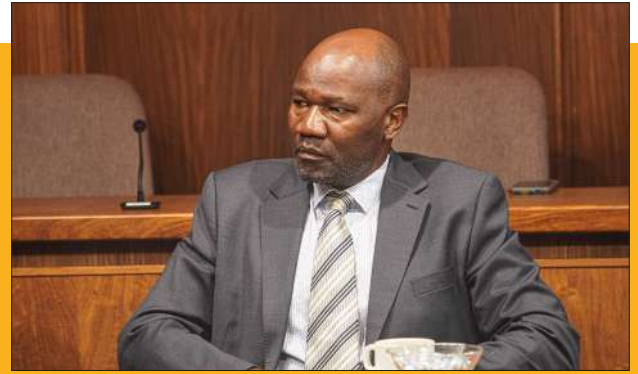
On Thursday, 7 March 2024 delegates from the PSETA and the NWU met at the North-West University Potchefstroom Campus and shared their insights and perspectives regarding ways in which they can enhance their partnership and achieve mutually beneficial goals and objectives. In his opening remarks, Prof Daryl Balia, deputy vice-chancellor for Information Technology and Campus Operations (Potchefstroom Campus), emphasized the importance of strategic partnerships between the NWU and other key role players such as the PSETA. "This meeting is crucial. It is a great pleasure to have the PSETA in our presence today, and the NWU is honored to be part of this partnership," he said.

In her address, Ms. Bontle Lerumo, the CEO of the PSETA, made emphasis on the SETA's focus on harnessing strategic partnerships and collaborations with key stakeholders, hence the meeting taking place between the two institutions. The PSETA serves as an intermediary between skills, demand, and supply. It conducts labour market research and generates annual Sector Skills Plans that assist the institution in overseeing its evidence-based research. In addition to being able to help government departments fulfil their mandate and increase their capacity and capabilities, the

PSETA will focus more on provincial sector skills to comprehend the dynamics of skills at a provincial level.

The two organizations agreed to focus on meaningful interventions to address

unemployment and service delivery and to contribute towards building a capable state. The enhancement of the relationship between the two industries to ensure a conducive environment for learnerships and skills development for university graduates was also agreed upon. The parties signed a memorandum of understanding (MoU) and agreed to establish a programme steering committee (PSC), which will be responsible for the implementation of strategies and time-bound action plans to meet the desired objectives of the MoU. The parties also agreed to cooperate in the utmost good faith and with honesty, integrity, and professionalism concerning the planned activities that might potentially impact the work of the other party in terms of the MoU. 



Immediate interventions to be implemented

- The PSETA committed to supporting more than 60 students from the NWU in terms of internships and learnerships. These students will be placed for 24 months at local Northwest municipalities and government departments.
- The PSETA further committed to supporting more than 60 postgraduate students with bursaries, and the priority fields of study will include public management and government studies, finance/accounting, supply chain, law, risk management and internal auditing.

“I am elated about the signing of this MoU because it will allow us to look at possibilities of new projects that can assist in local government structures,” said Prof Dumisani Moyo, the executive dean of the Faculty of Humanities, in his closing remarks.

PSETA funded: New venture creation learning programme launch, for the unemployed youth


The Skills Development Act (SDA) is aimed at developing strategies and improving the skills of the workforce, providing for Learnerships, providing for the funding of skills development, and regulating employment services. It is vital to have a skills development plan and strategy as South Africa has a high unemployment rate. This is what the PSETA continues to do across the sector as mandated by the SDA. In collaboration with NYDA and COGTA Gauteng, PSETA had funded 50 learners on a Learnership programme (New Venture Creation at NQF level 4). This is a skills development programme designed to equip individuals with the knowledge and skills required to start and manage their businesses. Another PSETA contribution to curbing unemployment in the country as well instilling a mentality of becoming job creators among young people.

The launch of the Learnership Programme was held on the 14th of March at two municipalities, namely Emfuleni and Merafong. The Gauteng Department of Co-operative Governance and Traditional Affairs



has signed a Memorandum of Understanding (Mou) with the Public Service Sector Education and Training Authority (PSETA) to train 20 learners from the Emfuleni Local Municipality and 30 learners from the Merafong City Local Municipality from March 2024 to March 2025.

The purpose of the programme is to provide aspiring and existing entrepreneurs with the essential skills needed to successfully research,

launch and manage a new business venture, as well as to facilitate the linkage between structured learning and work experience to obtain a registered qualification for the trainees, and to promote economic growth and social development by creating a more skilled and knowledgeable cohort of young people. According to The Gauteng Department of Co-operative Governance and Traditional Affairs, the programme forms a key milestone in creating opportunities for the youth within the region. 





Ms Bontle Lerumo- CEO

Growing & developing people in partnership with the legislative sector

22 March 2024 was yet another culmination of the PSETA commitment to developing and growing people and being the heart of developing a skilled, capable, and innovative Public Sector workforce. In 2022 the PSETA awarded a bursary fund for the unemployed to the Northwest Provincial Legislature to fund ten (10) unemployed youth on a Public Administration NQF Level 6 qualification.

The graduation ceremony was held on the 22nd of March 2024, at Ormonde, Unisa Campus. In her address, the PSETA CEO, Ms. Bontle Lerumo highlighted that the learners that were graduating under the PSETA-accredited

programme commenced this journey with a learnerships programme funded by the PSETA in 2019 at NQF Level 5. They were now recognised for achieving a National Diploma in Public Administration, NQF Level 6 with Jeppes College of Commerce and Computer Studies. Their journey will not end here, as PSETA is going to fund their internship programme.

In his keynote address, Principal Mr Harry Hlatywayo highlighted his and Jeppes College's CEO, Mr Abdul Tenywa's interests in providing an educational experience of unparalleled quality for adults, a pursuit aimed at redressing the inequalities of the past by extending

invaluable opportunities to those youths and adults who, through no fault of their own, found themselves deprived of the chance to complete their fundamental and formal education within the traditional schooling system. The fundamental aim of any educational institution is to provide learners with a robust foundation comprised of knowledge and skills, which serve as indispensable tools for attaining success in life's endeavours. "This pursuit, though formidable, was embraced by Jeppes College 27 years ago, and the institution continues to strive towards realizing this vision to the present day." 🌟



Non-release of organising framework for occupations (OFO) version 2023

The Organising Framework for Occupations (OFO) is continuously updated and released every second year by the Department of Higher Education and Training (DHET). The OFO version 2023 was due for release in December 2023 for implementation by SETAs and stakeholders.

However, due to technical challenges with the OFO system, the Department was not able to release the updated OFO structure as expected. As a result, the SETAs and stakeholders are requested to continue utilising the OFO version 2021 on the 2023/2024 financial year reporting and 2024/2025 planning documents until updated OFO codes are released.

Although, the Department is working towards speedily resolving the issue, but it is not clear by when the issue will be resolved. The SETAs and stakeholders will be informed as soon as the problem is resolved. Your cooperation is always appreciated. 🙏

Work - based learning Colloquium

in partnership with the office of the premier KZN

Date: TBC

Venue: TBC

Enquiries:

Mr Sibusiso Ndaba

Sibusisond@pseta.org.za



PSETA-WITS podcasts



WITS REAL – PSETA PODCAST SERIES



The Public Service Sector Education and Training Authority (PSETA) and the University of Witwatersrand's Centre for Researching Education and Labour (Wits REAL) have partnered in an exciting research partnership over

the last three years. This partnership has sought to support the PSETA in providing evidence-based research to facilitate skill development and practical skill planning to contribute to developing a competent and capable

state. As part of the partnership's deliverables, the Wits REAL Centre has introduced a PSETA podcast series of 10 podcasts. The podcasts were rolled out in July and can be accessed on the links below:

PSETA Podcast Series EP1: PSETA CEO Bontle Lerumo

<https://iono.fm/e/1322656>

<https://www.youtube.com/watch?v=S1TXNUB1wc>

PSETA Podcast Series EP2: REAL director Dr Presha Ramsarup

<https://iono.fm/e/1325208>

https://www.youtube.com/watch?v=rmkWiY2_ZPI

PSETA Podcast Series EP3: REAL Professor Anne Mc Lennan.

<https://iono.fm/e/1328082>

<https://www.youtube.com/watch?v=1fccDRCKPE>

PSETA Podcast Series EP4: Prof Francine De Clercq and Ms Kate Mlauzi

<https://iono.fm/e/1331033>

<https://open.spotify.com/episode/5FMFC2xrUV9j05gemOa4wE>

PSETA Podcast Series EP5: Dr Wilma Van Staden

<https://iono.fm/e/1333083>

<https://www.youtube.com/watch?v=lpvIZni4OaA>

PSETA Podcast Series EP 6: Dr Tolika Sibiyi

<https://iono.fm/e/1349059>

<https://www.youtube.com/watch?v=0ZVqv85M-lk>

<https://open.spotify.com/episode/3clYPinBLEZEZaCtUyENmg?si=RWI5xPcYQZ6593DpfpaaTAA>

PSETA Podcast Series EP 7: Dr Glynnis Vergotine

<https://iono.fm/e/1349585>

<https://www.youtube.com/watch?v=xUAx7HvHfkW>

<https://open.spotify.com/show/7eIKnZeQu3rbkvUsUZbkRc>

PSETA Podcast Series EP 8: Themba Tshabalala

<https://iono.fm/e/1354112>

<https://www.youtube.com/watch?v=0lrNoO12xOY>

<https://open.spotify.com/episode/1A486jNaGD4vZXxp4LHtC4?si=870f397d296c4d25>

PSETA Podcast Series EP 9: Prof Mbongiseni Buthelezi

<https://iono.fm/e/1355536>

https://www.youtube.com/watch?v=R_-e9wgSOjs

<https://open.spotify.com/episode/2B3F4tkYCbnlBYMwheE38xq?si=t6vuxkzoSKigEA0S1CKRyA>

PSETA Podcast Series EP 10: Khetso Gordhan

<https://iono.fm/e/1355536>

<https://www.youtube.com/watch?v=QFr3qaVYubs>

<https://open.spotify.com/episode/5jFXk58LmSsq4dZLLxoiz>



Shine the light on fraudulent activity

Report any incidents of fraud, corruption or unethical behaviour to

Free Call Number: 0800 112 451

Email: pseta@thehotline.co.za

Website: <https://www.thehotline.co.za/report>

Use 0800 112 451 to report

SMS: 30916

Mobile application: Vuvuzela Hotline app -

Download from Play Store, use 0800 112 451 to report

Fax: 0867 261 681

Post: PO Box 10512, Centurion, 0046