

# PSETA NEWS

Q3 -October - December 2025

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## INSIDE



**W**elcome to the October–December 2025 edition of the PSETA Newsletter!

This quarter has been a testament to resilience, collaboration, and progress in the face of challenges. From celebrating our 7th consecutive clean audit to hosting the 15th Annual General Meeting and launching impactful partnerships, such as the DIRCO Cadet and Internship Programme, we continue to drive transformation in the public service skills ecosystem.

In this edition, you'll find inspiring stories of success, from empowering graduates in the Free State to advancing Recognition of Prior Learning (RPL) initiatives and strengthening quality assurance across the sector. We also spotlight strategic engagements, including the inaugural Accounting Authority Strategic Planning Session and our partnership with the Wits School of Governance, which positions PSETA as a catalyst for professionalisation and ethical leadership.

As we close the year, let us reaffirm our commitment to building a capable, ethical, and future-ready public service. Thank you for walking this journey with us—your support and collaboration make every milestone possible.

Enjoy the read and stay connected with us on all our platforms!

Let's continue investing in people, purpose, and progress.

Warm regards,

**Lavhelesani Mainganye**

**Communication Officer (APR)**

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## SEASON'S GREETINGS

### Dear valued stakeholders

As we close out 2025, I want to sincerely thank you for your ongoing support, collaboration, and trust in PSETA. Your partnership remains vital to our mission of developing a skilled, professional, and capable public service.

On behalf of the PSETA Accounting Authority, I wish you and your loved ones a joyful, safe, and peaceful holiday season. May this time bring you rest, reflection, and renewed energy for the opportunities the new year will bring.

We are proud of the progress made this year in enhancing skills development within the public service, and we stay committed to increasing our impact, strengthening partnerships, and serving our stakeholders with integrity and excellence.

Thank you again for being part of this journey with us. We look forward to working together in 2026 and beyond.

Warmest wishes for a joyful holiday season and a successful new year.

Sincerely,

*Reuben Maleka*

Interim AA Chairperson  
PSETA Accounting Authority



# PSETA Accounting Authority



Mr Rueben Maleka  
(Interim Chairperson)  
Organised Labour



Prof Harry Munzhedzi  
Professional Body (SAAPAM)



Mr Frikkie du Bruin  
Bargaining Council (PSCBC)



Mr Justice Shiburi  
Organised Labour



Mr Nkonjane Maesela;  
Organised Labour



Ms Thulile Khumalo  
Organised Labour



Adv Gugu Thimane  
Organised Employer:



Ms Susan Mathonsi  
Organised Employer:



Ms Tempane Molefe-Sefanyetso;  
Organised Employer:



Mr Nyiko Mabunda  
Organised Employer:



Mr Nico Ntsimane  
Organised Employer:

image not available.

Mr Patrick Moopelwa  
Organised Employer:

# “Doing More with Less: PSETA’s Journey of Resilience, Collaboration, and Impact”

As we reflect on the past year, one theme stands out for PSETA: the ability to do more with less. Operating under significant budget constraints has tested our resilience, creativity, and commitment to our mandate. Yet, despite these challenges, we have achieved milestones that speak to the strength of collaboration, the dedication of our team, and the unwavering belief in the transformative power of skills development in the public service sector.

## Clean Audits – A Testament to Good Governance

In an environment where every rand counts, maintaining clean audits year after year is not just a compliance achievement, it reflects our integrity and accountability. This accomplishment reinforces the trust our stakeholders and partners have placed in us.

## Collaboration as a Catalyst for Success

Our partnerships with industry and institutions of higher learning have been instrumental in amplifying our impact. Through these collaborations, we have leveraged expertise, shared resources, and created innovative solutions that benefit the entire public service sector. This spirit of partnership is the cornerstone of our success.



Ms Bontle Lerumo-CEO

## Serving Nine Provinces from One Office

With only one office in Pretoria and an inevitable high vacancy rate, our team has gone above and beyond to ensure that all nine provinces receive the necessary support. This is no small feat; it is a testament to the dedication, agility, and passion of every member of the PSETA family.

## The Road Ahead – Building a Sustainable Funding Model

While we celebrate these achievements, we must also confront the reality: to execute our mandate and make an even greater impact fully, PSETA needs a sustainable funding model. Such a model will enable us to expand our reach, strengthen our capacity, and deliver skills development initiatives that transform the public service for generations to come.

As we look to the future, let us continue to embrace innovation, foster collaboration, and advocate for the resources necessary to unlock the full potential of skills development in the public sector. Together, we can achieve more, no matter what the constraints may be.

Thank you for being part of this journey.

# PSETA's 15th Annual General Meeting: A Celebration of Accountability, Excellence and Shared Purpose

By Yayama Madikizela

**O**n 20 November 2025, the Public Service Sector Education and Training Authority (PSETA) hosted its 15th Annual General Meeting (AGM), a gathering that blended accountability with reflection, and strategy with celebration. More than a statutory requirement, the AGM felt like a moment of alignment: a reminder of the work behind the scenes, the progress made, and the collective ambition that will shape the public service of tomorrow.

*"The AGM felt like a moment of alignment for the public service skills ecosystem."*



## A Morning That Set the Tone

The programme opened with Interim Accounting Authority Chairperson, Mr Reuben Maleka, who welcomed delegates and guided the formal proceedings. Adoption of the agenda and review of the previous minutes provided a steady foundation, leading seamlessly into the highlights that defined the year.

## A Seventh Clean Audit: A Legacy of Discipline

One of the morning's proudest moments was the presentation of the Auditor-General's Report.

The verdict was clear, confident, and deeply affirming:

- No material findings on performance reporting
- Financial statements presented fairly
- Full compliance with key legislation
- No significant internal control deficiencies

And above all:

- PSETA secured its 7th consecutive clean audit.

*"Seven consecutive clean audits. A reflection of discipline, consistency, and institutional integrity."*





## Performance That Speaks for Itself

Chief Executive Officer Ms Bontle Lerumo presented performance results that testify to a year of disciplined delivery:

- 95% of Annual Performance Plan (APP) targets achieved
- 97% of SLA targets achieved
- Strong outputs across Skills Planning, Learning Programmes, Quality Assurance, and institutional strengthening

These achievements were powered by sector partnerships, improved completion rates in learning programmes, expanded workplace-based learning opportunities, and strengthened research capabilities for evidence-led planning.



## Financial Health: Responsible and Forward-Looking

The Chief Financial Officer, Mr Phumudzo Mbulaheni, presented a financial picture defined by stability and responsible investment in the sector.

Revenue stood at approximately R141.8 million, with expenditure around R164.7 million, supported by increased grants to advance skills development and sustained financial controls that ensured compliance and value for money.

**“PSETA’s financial stewardship continues to prioritise value, compliance and impact.”**

## Challenges Acknowledged, Solutions in Motion

Honesty guided the AGM. Delegates noted ongoing pressures, including budget constraints, high vacancy rates, documentation quality issues from some stakeholders, and the national transition to occupational qualifications.

Each challenge was paired with a concrete response:

- The Integrated Skills Development Funding Model was approved in 2025.
- An active recruitment drive.
- Strengthened systems for document quality.
- Continuous support for SDPs navigating new qualification frameworks.



## Looking Ahead: Strategy 2026 to 2027

Chief Operations Officer Ms Shivanthini Nagalingam-Potter presented PSETA's future direction, which emphasises: Strengthening institutional capacity; expanding research and impact assessment; scaling workplace-based learning; deepening public-private partnerships; enhancing digital literacy and climate-responsive skills; empowering rural, youth, and SMME-focused development.

The APP for 2026/2027 reinforces this ambition, outlining key focus areas across Learning Programmes, Research and Skills Planning, Quality Assurance, and Administration. and Special Projects.



## A Celebration of Service

The AGM concluded with moments that reminded everyone why this work is so important. Delegates heard a heartfelt testimony from a PSETA beneficiary, followed by words of gratitude from the Accounting Authority, and a collective celebration of the seventh clean audit. It was a symbolic closing of one chapter and the opening of another.

**"Excellence is not an event. It is a daily practice of service, partnership, and accountability."**





# PSETA Accounting Authority Inaugural Strategic Planning Session Positions the Organisation for a Dynamic Year Ahead

By Yayama Madikizela

PSETA's newly appointed Accounting Authority (AA) hosted its inaugural Strategic Planning Session to inform the PSETA operations for the coming financial year at Kievits Kroon, bringing together executive management and the AA members for a focused and forward-looking engagement. The session provided a vital platform to align organisational priorities, strengthen strategic direction, and prepare for the year ahead.



## Strategic Insights from Key Stakeholders

A series of presentations anchored the day, beginning with Ms Asanda Luwaca, Chairperson of the National Skills Authority. Her presentation on "Continuing Governance Excellence with SETAs" provided a national perspective on the skills development landscape and emphasised the need for strong governance, accountability, and collaboration across the sector.

PSETA CEO, Ms Bontle Lerumo, presented on PSETA's Strategic Repositioning, highlighting the organisation's commitment to agility, responsiveness, and relevance in a changing environment. Emphasising the urgency of adaptation, Ms Lerumo stated that "it's either SETAs adapt, or they disappear."

Her presentation outlined key shifts required to position PSETA as an innovative, future-ready institution.



## Setting the Agenda

The programme was efficiently guided by Facilitator, Dr Siphon Manana, who ensured a structured and seamless flow throughout the day. Interim Accounting Authority Chairperson, Mr Reuben Maleka, opened the session by outlining the purpose of the engagement and affirming the importance of collective alignment in delivering on PSETA's mandate.



## Strengthening Partnerships and Capacity

Corporate Services Executive, Advocate Siphokazi Moleshe, delivered a presentation on Building Strategic Partnerships through Stakeholder Engagement, Collaboration, and Advocacy. She emphasised the need for deliberate relationship-building to enhance PSETA's visibility and impact, and to ensure effective stakeholder participation across all programmes.

Ms Shivanthini Nagalingam-Potter, Chief Operations Officer, presented an update on the PSETA Sector Skills Plan (SSP), outlining current and emerging priorities for skills development within the public sector. Her presentation reaffirmed the critical role of evidence-based planning in shaping interventions that meet sector needs.



As an organisation with a unique mandate, a strong regulatory framework, and a dedicated stakeholder network, PSETA enters this next phase ready to enhance its impact, elevate service delivery, and strengthen its position as the leading public sector SETA.

PSETA extends its appreciation to the board members, executive management, and the Stakeholder Management and Communication team for their contributions to a successful Strategic Planning Session.

The foundation is set, and PSETA will enter the new year ready to deliver with purpose and momentum.



## Building a Sustainable Future

The Chief Financial Officer, Mr Phumudzo Mbulaheni, presented the organisation's Sustainable Funding Model, designed to strengthen PSETA's financial resilience and support the organisation's long-term strategy. The model aims to ensure that PSETA remains agile, stable, and capable of delivering on its mandate effectively.

## A Forward-Focused Close

The session concluded with renewed commitment and a shared understanding of the path forward. With a fully constituted and engaged board, PSETA is well-positioned to execute its strategic priorities with confidence in the coming year.





# Driving Impact Through Skills Development: Success Stories from PSETA-Funded Programmes

By Yayama Madikizela

## Empowering the Public Service through Skills Development

Across South Africa's public service sector, transformative stories are emerging—stories of individuals and institutions thriving thanks to PSETA-funded programmes. These initiatives are more than just training opportunities; they serve as catalysts for growth, innovation, and enhanced service delivery. By investing in skills development, PSETA continues to bridge gaps, unlock potential, and create pathways for sustainable careers in the public service.

## Celebrating Impact and Real Change

In this edition, we showcase remarkable success stories that highlight the tangible impact of these programmes. From graduates who have advanced into leadership roles to departments that have streamlined operations through newly acquired competencies, these narratives reflect the power of strategic skills development. Dive into these inspiring journeys and discover how PSETA's commitment to excellence is shaping a stronger, more capable public service workforce.



# Investing in Future Diplomats: PSETA and DIRCO Launch Cadet and Internship Programmes

By Yayama Madikizela



**O**n 1 October, PSETA, in collaboration with the Department of International Relations and Cooperation (DIRCO), hosted an orientation session to launch the Cadet and Internship Programmes officially.

This occasion represented more than the implementation of a funding agreement. It reflected a shared commitment between PSETA and DIRCO to create meaningful opportunities for young South Africans and to contribute to the professionalization of the public service. Through an investment of over R4.5 million in discretionary grant funding, 29 unemployed learners will, , gain structured training, mentorship, and professional experience over the next 24 months that will positioning them for long-term success.

At its core, professionalisation is about building a public service that is ethical, capable, and future-oriented. By equipping young people with the right skills, exposure, and values early in their careers, PSETA and DIRCO are nurturing future leaders who will uphold excellence, integrity, and service in public institutions. These learners are not only participants in a programme, but they are also the next generation of diplomats who will carry South Africa's voice and vision on the global stage.

The orientation programme opened with a message of support from Adv. Siphokazi Moleshe, followed by an engaging presentation from Mr. Mokoto Makaepa, PSETA's Learning Programmes Manager. His session unpacked the "what, who, why, and how" of PSETA, giving participants valuable insight into the role the organisation plays in advancing skills development in the public sector.

To appreciate the significance of this initiative, it is essential to understand the programmes themselves. A Cadet Programme is designed for professional development within a specific working environment, offering structured learning and growth. An Internship The program targets graduates who have completed a qualification but are currently unemployed and need practical work experience to improve their job prospects.

DIRCO's role in this partnership is to recruit suitably qualified learners to participate in the programmes, provide them with the necessary tools of trade, workstations, and mentors, and develop a formal training structure for the duration of the developmental programmes. PSETA's role is to disburse the discretionary grant to DIRCO in tranches, register the learners, and ensure the programmes are closely monitored and evaluated from inception to completion. A signed Memorandum of Agreement (MOA) underpins this partnership, ensuring accountability and shared commitment. The launch set an inspiring tone for the journey ahead, as new cadets and interns were welcomed into the PSETA family and encouraged to embrace opportunities to learn, grow, and contribute to building a capable and ethical state.

As emphasised by the Corporate Services Executive in her message of support, this partnership is about building a strong skills pipeline that strengthens the public service. PSETA remains fully committed to supporting and monitoring the successful implementation of these programmes, working alongside DIRCO to ensure that the future of the public service is in the hands of ethical, competent, and professional leaders.





## Empowering the future in the Free State

By Shivanthini Nagalingam-Potter

A remarkable milestone was achieved on the 30th of October as 181 graduates proudly received their PSETA-funded qualifications across NQF Levels 5, 6, and 7. This achievement represents far more than certificates; it marks a powerful investment in the future of South Africa's public service.

Each qualification awarded is a step toward strengthening the state's capacity, professionalism, and capability. By equipping emerging and current public servants with critical skills, PSETA continues to play a pivotal role in shaping a public sector that is responsive, ethical, and driven by excellence.

This celebration in the Free State reflects a shared commitment to uplifting communities, empowering individuals, and building a public service that South Africans can trust.



## Supporting excellence through work-integrated learning (WIL)

By Shivanthini Nagalingam-Potter

PSETA conducted a monitoring visit for HEI WIL learners, who are funded by the Authority. The learners, who are from the Mangosuthu University of Technology and have studied Public Administration, are currently completing their six months of Work Integrated Learning at Prince Mshiyeni Hospital in Umlazi, Durban.

They are placed across various departments in the hospital, gaining practical experience, strengthening their skills, and applying their academic knowledge in real service environments. This initiative forms part of PSETA's ongoing commitment to developing capable, confident, and work-ready public service professionals.

By investing in Work-Integrated Learning, PSETA continues to bridge the gap between classroom learning and workplace readiness, preparing young graduates to contribute meaningfully to a responsive and effective public sector.



# Celebrating the Successful Implementation of PSETA's RPL Programme

By Lavhelesani Mainganye APR PRISA



The Public Service Sector Education and Training Authority (PSETA), in partnership with the Gauteng Provincial Government, marked a significant milestone with the successful implementation of its Recognition of Prior Learning (RPL) programme. This initiative was designed to empower employed public service officials by formally recognising their existing skills and experience.

On 9 December 2025, the Department of Community Safety in Gauteng held a graduation ceremony to celebrate 20 employees who completed the PSETA-funded Recognition of Prior Learning (RPL) programme. This programme, coordinated by Ms. Minah Mola, was carried out over 12 months and aimed to empower public service officials by recognising their prior experience and converting it into a formal qualification.

In total, 100 employed learners in Gauteng were funded to achieve a National Diploma in Public Administration (NQF Level 6) through the training provider Tshwelopele, with PSETA investing R2.2 million in the initiative. The programme included a rigorous process of pre-assessment, gap analysis training, and submission of a portfolio of evidence, all delivered online for flexibility. Internal assessments and moderation were conducted by the training provider, while external moderation was overseen by PSETA to ensure quality standards. This milestone reflects PSETA's commitment to professional development

and career advancement within the public service sector.

The programme unfolded through a structured process: Pre-Assessment: Learners' work experience and short courses were evaluated against unit standards; Gap Analysis Training: Identified knowledge gaps were addressed through targeted learning; Portfolio of Evidence (PoE): Learners compiled evidence of competence, which was assessed internally and moderated externally by PSETA; Online Delivery: All learning and assessments were conducted virtually, ensuring flexibility for employed participants.

Recognition of Prior Learning (RPL) is a process that acknowledges the skills and knowledge individuals have gained through work experience and informal learning. For employed learners, RPL is crucial because:

- It accelerates career progression by converting experience into formal qualifications.
- It reduces redundancy in learning, saving time and resources.
- It enhances confidence and professional credibility within the public service sector.

This programme demonstrates PSETA's commitment to building a competent and qualified workforce by valuing practical experience alongside formal education.







# Advancing Quality Assurance in Public Sector Training through Capacity Building

By Lavhelesani Mainganye APR PRISA



On 2 December 2025, the Public Service Sector Education and Training Authority (PSETA) hosted its quarterly Skills Development Provider (SDP) Capacity Building Workshop, a vital platform for strengthening the delivery of quality training in the public sector. The event brought together SDPs, project managers, and quality assurance specialists to share updates, clarify processes, and build technical expertise across the skills development value chain.

Opening the session, Chief Operations Officer, Ms. Shivanthini Nagalingam-Potter, emphasised the importance of collaboration and compliance:

“Our work depends on the quality of training delivered by SDPs. Compliance is not just a requirement; it is the foundation for excellence and learner success. This workshop is about empowering you with knowledge and tools to achieve that.”

The workshop featured several key presentations. Ms. Sibongile Makungo, Learning Programme Specialist, provided practical guidance on learner registration and highlighted PSETA's plan to audit and remove incomplete learner records from the system to maintain data integrity. Ms. Nana Mngoma, Projects Manager, unpacked the discretionary grants process, explaining funding frameworks and PSETA's commitment to partnerships with government departments, TVET colleges, universities, and other stakeholders. She reiterated that strategic collaborations enable PSETA to deliver impactful skills development interventions despite limited financial resources.

Mr. Clement Lunga, Qualification Development Specialist, guided SDPs on implementing occupational qualifications effectively, emphasising the importance of aligning curriculum documents, learner materials, and assessment strategies. Ms. Nosiphiwo Tamara Ntombela, Learner Achievement Specialist, concluded by focusing on assessment practices,



reminding providers to uphold consistency and quality in internal assessments, moderation, and preparation for external integrated summative assessments (EISA). She also encouraged SDPs to apply for accreditation as assessment centres to support the rollout of occupational qualifications.

The interactive Q&A session addressed queries on learner registration timelines, assessment turnaround times, and accreditation processes. PSETA reaffirmed its commitment to supporting SDPs through guidance, monitoring, and capacity-building initiatives, ensuring that the public sector workforce remains skilled, capable, and innovative.

#### Key Takeaways

- Compliance is critical: Accurate learner registration and timely updates prevent delays and ensure quality assurance.
- Funding opportunities: Discretionary grants and partnerships remain central to PSETA's strategy for skills development.
- Occupational qualifications: SDPs must align curriculum, learner materials, and assessments for successful implementation.
- Assessment readiness: Internal moderation and preparation for EISA are essential for learner achievement.
- Accreditation matters: Apply to become an assessment centre to support occupational qualification rollouts.



## FREQUENTLY ASKED QUESTIONS

### 1. What is the relationship between a qualification duration and credits ?

Both duration and credits refer to the general measure of the amount of time an average learner would require achieving competencies/learnings contained in a qualification. Generally, one credit is equivalent to ten national hours.

### 2. As an SDP, may I still enrol learners to Unit Standards ?

Pre-2009 qualifications, including unit standards are being phased out. SDPs and employers are encouraged to enquire with the SETA about or to request new short programmes of training & skills development that have or are replacing unit standards.

### 3. What is the difference between PSETA and University qualifications ?

All PSETA qualifications are developed and registered in accordance with the National Qualification Framework (NQF) therefore, they are comparable to and have parity of esteem with other qualifications on the NQF, including university qualifications.

### 4. What is the difference between a qualification and skills programme?

A qualification has at least 120 credits and is registered on the NQF. A skills programme has a maximum of 60 credits and is recorded only with QCTO. Skills programme, however, could be used as routes towards qualifications.

### 5. When is EISA held/conducted ?

EISA is External Integrated Summative Assessment. It is for those learners who have completed all the modules of a qualification. It is organised by the SETA and conducted only at accredited Assessment Centres.

### 6. What is the difference between QAS and QASA ?

QAS (Qualification Assessment Specifications) is one of the qualification documents, it details how continuous assessment during teaching and learning should take place, per module and per qualification. QASA is a SETA's document that is used in the design of EISA instruments. It is not for the use of SDPs for teaching and learning.



Mr. Clement Lunga

# PSETA: Driving Quality in Qualification Development

By Lavhelesani Mainganye APR PRISA

## How PSETA Ensures Industry-Relevant and Standards-Aligned Qualifications

The Public Service Sector Education and Training Authority (PSETA) stands as a key quality partner in the development of occupational qualifications for the public sector. In an exclusive interview with Mr. Clement Lunga, Qualification Development Specialist at PSETA, we unpacked the processes, challenges, and future innovations shaping this critical function.

### Listening to Industry, Guided by Research

Qualification development begins with identifying skills gaps through research reports such as the Sector Skills Plan and direct engagement with employers. “Not everything appears in research reports,” Lunga explained. “Employers often highlight emerging needs that require immediate attention.” These insights inform PSETA’s Qualification Development Plan, ensuring interventions are relevant and responsive.

### Three Phases of Development

The process unfolds in three main stages. First, PSETA confirms the need for a qualification through research and consultations, then submits a formal request to the Quality Council for Trades and Occupations (QCTO). Once approved, development begins with strong industry involvement. Employers define competencies, while education and assessment practitioners ensure proper sequencing and assessment methods. PSETA then quality assures the draft before submitting it to the QCTO and the South African Qualifications Authority (SAQA) for registration. Each qualification is valid for five years, but reviews can occur earlier if industry needs change.

## Quality Assurance at Every Step

“Our role is to guide and assure quality,” Lunga emphasized. “The qualification belongs to the industry.” PSETA monitors compliance with occupational standards and alignment with the National Qualifications Framework (NQF), ensuring that every qualification meets both employer expectations and national requirements.

### Challenges and Realities

Developing a qualification typically takes about a year, influenced by stakeholder availability, consultations, and rigorous quality checks. Common challenges include lengthy documentation, procurement delays for development facilitators, and misconceptions among stakeholders about their role. “Some believe PSETA owns the qualification,” Lunga noted. “In reality, we facilitate and assure quality—the qualification is for the industry.”

### Innovations on the Horizon

When asked about innovations to improve the process, Lunga shared: “The challenges of qualifications development are common across all the SETAs. The QCTO, together with all the SETAs, is developing guidelines and policies aimed at combating these challenges across all SETAs that develop occupational qualifications.” These forthcoming guidelines promise to streamline processes, reduce delays, and enhance collaboration, ensuring that qualifications remain relevant and responsive to industry needs.

### Key Facts

- Average Development Time: ±12 months
- Validity Period: 5 years (with early review if needed)
- Stakeholders Involved: Employers, education specialists, assessment practitioners, and organized labour.
- Quality Assurance: Embedded at every stage, from design to registration.
- Future Outlook: National guidelines under development to address common challenges.

# SIU GBVF DIALOGUE 2025: A CALL TO COURAGE AND COLLECTIVE ACTION

By Yayama Madikizela

The SIU GBVF Dialogue 2025 was not simply another gathering. It was a summons of courage and a call to leaders, youth, industries, and communities to stand united against Gender-Based Violence and Femicide. Held under the theme “Prevention Today, Protect Tomorrow”, the dialogue confronted what Adv JL Mothibi, Head of the SIU, described as “a national moral emergency that has scarred our nation and tested our conscience.”

During the dialogue, Ms Neptune Masombuka, Chief Human Capital Officer, emphasized that true and lasting change begins with accountability. The SIU introduced the GBVF First Responders Programme, a strategic initiative aimed at strengthening institutions, enabling swift and compassionate responses, and ensuring that justice begins with every individual who steps forward to help.

Adv Mothibi further reminded delegates that GBV is a betrayal of our democracy. He called on all South Africans to be ready, to act with integrity, care, and competence, and to protect every woman and every child. The event was more than a dialogue. It marked the rise of a movement, a collective commitment to building a South Africa where safety is a right and not a privilege.

Survivors shared powerful testimonies, urging participants to recognize the warning signs of abuse, including isolation, control, manipulation, and gaslighting. They reminded everyone that violence is not only physical; it can be digital, emotional, and social. Understanding its many forms, they emphasized, is essential to prevention.



The youth brought a strong message of accountability. “From the podium to the ground is where real change begins,” they said, highlighting that transformation cannot remain confined to policies or podiums. Proper prevention, they stressed, starts within. As one participant noted, “You cannot legislate a nation; you need to legislate a heart.”

The Voices of Change segment featured Ms A Kawa, Ms K Badirwang, Dr M Diko, Prof N Moodley, Ms L Patience, Ms T Molefe, Ms R Tladi, Ms N Dlanjwaan influential, and Ms Y Thengimfene, an influential collective of authors, survivors, and youth leaders shaping the national conversation on GBV. These voices demonstrated that change is not an abstract ideal; it is a tangible reality. It is a daily commitment to awareness, compassion, and action.

The Messages of Support session brought together leaders and partners who shared one commitment: ending Gender-Based Violence and Femicide.



Delivering a powerful address, Ms. Bontle Lerumo, CEO of PSETA, reminded the audience that GBVF is not only a women’s issue but a national crisis that demands a collective response. “Each act of prevention today, whether through an awareness session, a mentorship initiative, or a conversation that challenges harmful norms, is an act of protection for tomorrow.”

She reaffirmed PSETA’s commitment to the National Strategic Plan on GBVF, emphasizing the importance of listening to



““We fix crowns by empowering women with the confidence and skills to create change in their own lives,” she said.

survivors and applying design-thinking principles to ensure interventions were shaped by their lived experiences. PSETA continued to champion skills development as a tool for empowerment, rebuilding local economies, supporting women-owned cooperatives, and creating pathways to financial independence and decent work, particularly in rural communities.

Additional messages of support were shared by:

- Dr Minette Plaatjie, Deputy Commissioner, Department of Correctional Services
- Ms S Tshabalala, Acting Director-General, Department of Women, Youth and Persons with Disabilities
- Mr T. Malatsi, CAMPROSA Public Protector South Africa
- Kathleen Lindner, Implementation Manager, National Youth Development Agency

Their contributions reinforced a shared vision of collaboration, accountability, and sustained action. Together, these voices echoed a unified call: prevention today, protection tomorrow.

Heritage Day: Celebrating Our Roots, Reimagining Our Future

On the final day of September, the PSETA family came together to mark Heritage Month in a truly memorable way. In the spirit of unity and learning, staff were grouped into cultural clusters: Nguni, Sotho, Venda, and Pedi. Each group prepared a presentation to showcase and educate us about their clan.

Guided by the theme “Reimagine Our Heritage Institutions for a New Era”, the day became more than a celebration of culture. It was an opportunity to deepen our understanding of one another, strengthen our bonds, and reflect on the richness of South Africa’s diverse heritage.

From song and dance to storytelling and knowledge sharing, the day was filled with laughter, pride, and connection. We closed the month not only as colleagues but as a family, reminded that our shared heritage is the foundation on which we continue to build a stronger and more united PSETA.



# PSETA at the 5th Annual SAIGA Conference: A Day of Insight, Integrity and Public Sector Excellence



The conference programme was steered with insight and precision by Master of Ceremonies Mr Stephen Kheleli, whose guiding presence created a seamless flow for the day's activities. Exhibitors and partners showcased their work throughout the venue, demonstrating the collective effort invested in advancing good governance within South Africa and the broader continent.

The President of SAIGA, Mr Phillip Rakgwale, delivered an opening address marked by reflection and purpose. His remarks set the tone for the conversations that would follow, anchoring the conference in its mission of accountability and professional excellence.

This foundation was further strengthened by SAIGA CEO Ms. Mbali Buthelezi, who unpacked the conference theme with clarity and nuance, providing context for the SAI20 agenda and its implications for the public sector.

A Keynote that Challenged and Inspired

The Minister of Public Service and Administration, Inkosi Mzamo

The 5th Annual SAIGA Conference opened its doors at Emperors Palace with a sense of purpose and momentum. This year's gathering, hosted under the theme "Advancing Auditing, Accountability and the SAI20 Agenda," brought together thought leaders, governance practitioners, policymakers, and partners committed to strengthening integrity within the public sector.

PSETA was among the distinguished participants, engaging meaningfully as Day One unfolded with depth, clarity, and a shared commitment to ethical governance.

Setting the Stage for Impact



Buthelezi, delivered a keynote address that explored the critical issues shaping the auditing and accountability landscape today. From strengthening institutional capacity to elevating professional standards in public service, the Minister's message resonated strongly with the audience.

"Accountability is not an act of compliance. It is a culture that must live at every level of public service."

Panel One: Ethical Public Governance

A thought-provoking panel discussion on Ethical Public



Governance followed, moderated by Vathiswa Matanda, Chief Audit Executive at the Eastern Cape Department of Education.

The panel included:

- Ms Bontle Lerumo, PSETA CEO
- Ms Sinenhlanhla Sibiya, Technical Manager, AGSA
- Mr Nqobani Mzizi, SAIGA
- Mr Kubele Hlaethwa, CFO, National School of Government
- Director, Institute of People Management (represented on panel)

Their discussion delved into the heart of ethical leadership, exploring how integrity, professional governance, and accountability form the cornerstone of a capable developmental state.

“Ethical governance thrives where leadership is courageous enough to uphold what is right, not what is easy.”

The session was rich in practical insights, challenges, and reflections on how public institutions can foster a culture of honesty and accountability.

Panel Two: Building Municipal Capacity and National Integrity



The momentum continued with a second panel discussion, facilitated by Ms Cindy Masikane, Senior Manager at Lesedi Local Municipality.

The session explored the theme “Adopt-a-Municipality-Building Local Capacity, Building National Integrity,” and featured the following panelists:

- Mr Olaotse Bojosinyane, Municipal Manager, Ditsobola Local Municipality
- Mr Themba Keakopa, KEP Project Manager
- Mr Aron Thulare, AFS Manager, Mogalakwena Municipality
- Mr Jeremiah Tshikundamelema, Managing Director, JT29

Their dialogue highlighted collaborative approaches to strengthening municipalities, improving financial management practices, and elevating service delivery standards. The conversation echoed the broader theme of the conference: that local capacity is the foundation upon which national integrity is built.

“When municipalities thrive, the nation advances. Capacity at the local level is the heartbeat of public sector integrity.”

A Day That Strengthened the Sector

Day One of the SAIGA Conference was more than a series of sessions. It was a reaffirmation of the shared responsibility held by institutions, policymakers, auditors and leaders to protect the public trust.

For PSETA, participation in this dialogue underscores its ongoing commitment to ethical leadership, strengthened governance and accountable skills development in the public sector.

As the conference continues, the momentum of Day One sets a strong foundation for deeper reflection, collaboration and sector-wide impact.

PSETA at the 5th Annual SAIGA Conference: Two Days of Insight, Integrity and Forward-Thinking Governance

The 5th Annual SAIGA Conference unfolded with an atmosphere of purpose, reflection and shared commitment. With emphasis on the theme “Advancing Auditing, Accountability and the SAI20 Agenda,” the conference brought together auditors, executives, policymakers and public sector leaders from across the country and the continent.

## DAY ONE

### **Anchored in Accountability, Elevated by Insight**

Day One of two opened with partner exhibitions and lively engagement, setting the stage for a rich programme. Master of Ceremonies Mr



***"Our collective response - requires a unified and capability-driven governance ecosystem. And that ecosystem needs you - as Auditors to challenge failures with professional courage and to escalate red flags without fear, favour and more. Likewise, as government, we must strengthen necessary regulatory, digital and ethical frameworks - that will hold the public service accountable."*** - Minister Buthelezi



Stephen Kheleli steered the agenda with precision and insight, creating a cohesive environment for learning and collaboration.

SAIGA President, Mr Phillip Rakgwale, delivered a reflective welcome address that framed the conference around purpose and professional excellence. This was followed by SAIGA CEO, Ms Mbali Buthelezi, who unpacked the theme with clarity and depth, grounding the SAI20 agenda within South Africa's governance context.

The morning deepened in significance as the Minister of Public Service and Administration, Inkosi Mzamo Buthelezi, delivered a powerful keynote address. His remarks explored the institutional reforms, ethical imperatives and professional standards critical for strengthening auditing and accountability across the state.

"Accountability is not a task. It is a culture that must live at every level of public service."

#### Ethical Public Governance: A Candid Dialogue

The first panel discussion, moderated by Vathiswa Matanda, Chief Audit Executive of the Eastern Cape Department of Education, invited a nuanced conversation on Ethical Public Governance.

Their discussion illuminated the tension between compliance and authentic ethical leadership, while exploring pathways toward a public service grounded in integrity.

"Ethical governance thrives where leadership chooses what is right, not what is convenient."

#### Adopt-a-Municipality: Strengthening Local Capacity

The second session, facilitated by Ms Cindy Masikane of Lesedi Local Municipality, focused on "Adopt-a-Municipality: Building Local Capacity, Building National Integrity."

This dialogue emphasised the foundational role of municipalities in upholding national integrity. Strengthening local capacity, participants noted, is essential for sustainable governance and improved service delivery.

"When municipalities thrive, the nation advances. Local capacity is the heartbeat of national integrity."

#### DAY TWO

#### Reflection, Foresight, and the Future of Auditing

Day Two opened with delegates visiting partner exhibitions and reconnecting over the shared excitement of another day of deep intellectual engagement.

The programme commenced with a profound address by SAIGA Council Member, Mr Pali Lehohla, titled "When Moses Breaks the Tablets – Whither the Paragon of Governance."

His message urged participants to reflect on the ethical foundations of governance, questioning long-held assumptions and calling for renewed moral clarity.



"Good governance demands courage, conscience, and clarity of purpose."

#### Legacy Dialogue: The Future of Auditors in Africa

A forward-looking panel discussion followed, moderated by Rachel Nhlapo, Chief Audit Executive and Chief Director at the State Security Agency. The session, titled "The Future of Auditors: Building a Professional and Ethical Public Sector Ecosystem in Africa," explored the evolving role of auditors in a rapidly changing governance landscape.

Panelists included:

- Mr Bokang Modise, IIA Board Member

- Mr Nkosinathi Khumalo, Head of Risk Management, NHLS
- Mr Neo Hlatshwayo, API Technical Director
- Mr Timothy Matsebula, Auditor General, eSwatini
- Mr Lebogang Lekoba, Forensics Director, Thabi Consulting

Their dialogue examined how auditors can serve not only as protectors of compliance, but as architects of ethical governance, leveraging data, innovation, and professional integrity to strengthen institutions across the continent.

“The auditor of the future is not simply a watchdog. They are a catalyst for transformation and ethical leadership.”

#### A Conference That Moves the Sector Forward

Across both days, the conference blended reflection with foresight, and critique with collaboration. It underscored that the journey toward ethical governance is collective: one that requires courage, innovation, and an unwavering commitment to the public good.

For PSETA, active participation reaffirmed its role as a partner in strengthening the public service ecosystem. The insights

from the SAIGA Conference will continue to inform its work of building capacity, advancing ethical standards and empowering a professionalised public sector.

The momentum of these two days leaves a clear message: the future of governance depends on integrity, collaboration, and the shared belief that excellence is possible at every level of public service.





# PSETA and Wits School of Governance sign MoU to strengthen professionalisation of the public sector.

The Public Service Sector Education and Training Authority (PSETA) and the Wits School of Governance (WSG) at the University of the Witwatersrand have formalised a strategic partnership to advance professionalisation, ethical leadership, and capacity development in the public service.

The Memorandum of Understanding (MoU) was officially signed at the PSETA offices in Pretoria on 2 December 2025 by Professor Themba Maseko, Head of School at the Wits School of Governance, and Ms. Bontle Lerumo, Chief Executive Officer of PSETA.

This collaboration aims to make a meaningful contribution to the implementation of the National Development Plan (NDP 2030), the National Skills Development Plan (NSDP 2030), and the Framework for the Professionalisation of the Public Service. Through the MoU, PSETA and WSG commit to jointly strengthening the skills, competencies, and professional ethos required to deliver an ethical, capable, and developmental state.



The partnership will focus on:

- Joint research and knowledge production on public administration, governance, leadership, and skills development in the public service;
- Co-design and delivery of targeted learning and development programmes, including short courses, executive education, and specialised qualifications aligned to sector priorities;
- Capacity-building interventions for public servants across all spheres of government, with a focus on ethics, governance, policy implementation, monitoring and evaluation, and strategic leadership;
- Support for workplace-based learning and experiential opportunities for WSG students within public service institutions; and
- Policy dialogues, seminars, and thought-leadership platforms to deepen debate and innovation around public sector reform and professionalisation.







"In line with the Skills Development Act and the National Skills Development Plan 2030, PSETA is committed to facilitating high-quality, responsive, and future-fit skills development programmes for the public service. Partnering with an institution of WSG's calibre strengthens our ability to co-create impactful learning pathways, research, and innovation that respond to the real needs of departments, entities, and public servants on the ground."

Recognising their shared mandate to enhance service delivery and promote good governance, PSETA and WSG will work together to support:

- Capacity building of Senior Management Services in the public service.
- Emerging and mid-level public service leaders, particularly in rural and under-resourced areas;
- Youth, women, and persons with disabilities, ensuring inclusive access to public administration and governance programmes; and
- Evidence-informed policy and practice, by translating research into practical tools and frameworks for public sector institutions.
- Strengthening the capacity of government communication



Speaking at the signing ceremony, Professor Maseko, Head of the Wits School of Governance, emphasised the importance of partnerships in building a capable state:

"Professionalising the public service is not a theoretical exercise; it is about strengthening institutions, systems, and people so that they can deliver quality services to citizens. Through this MoU with PSETA, we are committing our academic expertise, research capacity, and convening power to support a more ethical, skilled, and accountable public service."

PSETA CEO, Ms Bontle Lerumo, highlighted how the MoU directly advances PSETA's mandate:



This initiative complements national priorities to build an ethical, developmental, and citizen-centred state, and aligns closely with the Public Sector Professionalisation Framework, the NDP 2030, and NSDP 2030. It also reinforces the government's commitment to strengthening the capacity of the public service as a critical lever for socio-economic transformation.

Stakeholders, public service professionals, and sector partners are encouraged to support and engage with this partnership as PSETA and WSG roll out joint programmes, research projects, and policy dialogues over the coming years.

# New Code of Good Practice: Dismissal

Source: Anastasia Vatalidis and Anna Tchalov from Werksmans Attorneys, on 18/09/2025

On 04 September 2025, the Minister of Employment and Labour published the new Code of Good Practice on Dismissal ("the New Code"). The publication of the Code repeals the previous Schedule 8 Code of Good Practice on Dismissal and the Code of Good Practice Based on Operational Requirements. The New Code is effective as of 4 September 2025. The Code aims to refine and clarify standards for workplace dismissals. In addition, the New Code introduces several modifications in structure and content, addressing issues ranging from probation to operational requirements.

Furthermore, the New Code consolidates dismissals for misconduct, incapacity, and operational requirements into one code. The purpose of the New Code is to provide guidance on how the legal obligations under the Labour Relations Act 66 of 1995 ("LRA") regarding these dismissals apply to employers and employees. The New Code largely builds upon principles from the repealed codes, while also introducing several modifications. This article outlines some of the more noteworthy developments.



## 1. Small businesses:

The New Code acknowledges that it may not be feasible or practical for small businesses to comply with formal procedures such as time-consuming investigations or pre-dismissal processes and that small businesses may not have human resource departments staffed by individuals with the relevant skills and experience. Accordingly, the circumstances in which small businesses operate are relevant to the fairness of a dismissal.



## 2. Misconduct:

The New Code emphasises that the purpose of a fair procedure is to enable genuine dialogue and allow for reflection before a decision is taken. Acknowledging that an investigation or enquiry need not be formal, the New Code clarifies that the nature of an investigation or enquiry should be appropriate to the circumstances, including the type of allegation as well as the nature and size of the employer.

The New Code encourages employers, particularly those with medium to large workforces, to adopt written disciplinary procedures. However, an employer may justifiably depart from these procedures. It also recognises that rules or standards need not always be recorded in writing, and, in the case of deeply established and well-known rules or standards, these need not be communicated. While acknowledging that the sanction of dismissal should be applied consistently by an employer, the New Code notes that inconsistency does not necessarily render a dismissal unfair in circumstances where the misconduct renders the continuation of the employment relationship intolerable.

## 3. Industrial action:

The New Code expands on the process to be followed by an employer before any dismissal relating to industrial action and acknowledges that, in the event of collective misconduct and depending on the circumstances, employers may call for collective representations. In addition, factors relevant to assessing the contravention of the LRA in an unprotected strike, which in turn are relevant to the substantive fairness of any consequent dismissal, have been introduced.

#### 4. Probation:

Probation has long been a challenge when it comes to procedural fairness. Consequently, the New Code aims to relax the guidelines regarding probation. For example, less compelling reasons may justify the fairness of dismissing an employee during or upon completion of probation, where the dismissal relates to the employee's conduct or capacity, including poor work performance. Previously, less compelling reasons were only accepted when the dismissal related specifically to poor work performance. Additionally, the purpose of probation now includes evaluating the employee's suitability for employment. This expands on the purpose of probation, which was previously limited to evaluating the employee's performance.



#### 5. Incapacity:

The New Code codifies various case law principles relating to incapacity. Specifically, it acknowledges that incapacity is not limited to poor work performance, ill health, and injury, but may also arise due to other factors, such as imprisonment. The inability to work in harmony with fellow employees or the business culture, commonly referred to as incompatibility, is now formally recognised as a possible form of incapacity.

The New Code confirms that, depending on the circumstances, an employer need not warn an employee that they may be dismissed should their performance not improve. Examples of such circumstances include managers and senior employees who can judge the adequacy of their own performance, as well as highly skilled employees whose poor performance would have severe consequences for the employer.



#### 6. Retrenchment:

The New Code largely reflects and clarifies existing principles related to retrenchments, specifying the process to be followed and the principles that guide it. However, a notable development is the inclusion of an annexure reflecting the form and content of the notice of possible retrenchment to be given to employees at the onset of the process.

What does the New Code mean for employers?

The New Code seeks to expand on and clarify principles in the repealed codes, , and codifies relevant judicial precedent, all without compromising the principles of fair labour practice. The New Code also provides a welcome reprieve to small employers, who may have historically struggled to meet the previous thresholds for fair labour practice.

With immediate effect, employers should be guided by the New Code to ensure that they have a fair reason and follow a fair procedure before dismissing any employees. Employers who currently have disciplinary codes in place are encouraged to review their pre-existing codes to assess whether these are in line with the New Code. However, in the case of employers whose codes impose additional obligations and restrictions on themselves, these additional obligations and restrictions cannot be disregarded simply because they are not captured in the New Code.



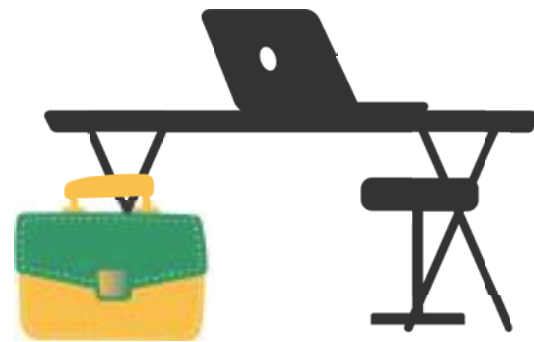
# PSETA YEAR-END SHUTDOWN NOTICE

Please note that PSETA will be closed for the annual year-end shutdown from:

29 December 2025 to 02 January 2026

The organisation will reopen on:

05 January 2026



**Digital skills programmes for public sector employees**

The Public Service Sector Education and Training Authority (PSETA) and Microsoft South Africa offer digital skills programmes to public sector employees. Batho Pele Digital Skills enabled by Microsoft Community Training, gives public servants free access to learning content ranging from entry-level digital literacy skills to advanced skills for technical roles. Courses available will ensure government employees are upskilled to increase digital and technical literacy.

To access the the digital skills click here: <https://pseta.org.za/batho-pele-digital-skills-platform/>

## NOTICE: QMR SUBMISSION

### SUBMISSION OF QUARTERLY MONITORING REPORT (QMR) TO PSETA BY GOVERNMENT DEPARTMENTS, PUBLIC ENTITIES AND LEGISLATURES

The submission schedule of quarterly monitoring reports for the 2025/26 financial year is as follows:

- Quarter 1: 16 July 2025
- Quarter 2: 15 October 2025
- Quarter 3: 16 January 2026
- Quarter 4: 15 April 2026

**NB:** QMR reports and evidence should be submitted to: [qmr@pseta.org.za](mailto:qmr@pseta.org.za) by the end of business on the dates indicated above.

Detailed circular regarding the submission of QMR may be accessed on the PSETA website [www.pseta.org.za/circulars](http://www.pseta.org.za/circulars)

Enquiries may be directed to Ms. Minah Mola: [minahk@pseta.org.za](mailto:minahk@pseta.org.za), tel. 012 423 5749 or Koketso Makgoka: [koketsom@pseta.org.za](mailto:koketsom@pseta.org.za), tel. 012 423 5710.



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## FRAUD ALERT: SCAMMERS IMPERSONATING PSETA

It has come to our attention that fraudulent individuals are posing as PSETA representatives in an attempt to mislead our stakeholders, service providers, and members of the public regarding payment processes and bank account details.

Please be advised:

- PSETA employees do not communicate via private email addresses or gmail accounts.
- All official communication from PSETA will come directly from verified communication channels.

If you receive any suspicious messages, calls, or emails claiming to be from PSETA, do not respond. Please report the incident to us immediately via

**PSETA Hotline: 0800 112 451 or [pseta@thehotline.co.za](mailto:pseta@thehotline.co.za)**

**Stay alert. Stay informed. Stay safe.**



# PSETA-WITS podcasts



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, contributing to the development of 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 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=S1TXNUB1vvc>

## PSETA Podcast Series EP2: REAL director Dr Presha Ramsarup

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

[https://www.youtube.com/watch?v=rmkWiY2\\_ZPI](https://www.youtube.com/watch?v=rmkWiY2_ZPI)

## PSETA Podcast Series EP3: REAL Professor Anne McLennan.

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

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

## 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 Sibiya

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

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

<https://open.spotify.com/>

## 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](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://www.youtube.com/watch?v=R_-e9wgSOjs)

<https://open.spotify.com>

## PSETA Podcast Series EP 10: Khetso Gordhan

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

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

<https://open.spotify.com/episode/5jFXk58LmSsq4dZXLLxoiz>

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