



OFFICE OF THE PREMIER

LEITLHO

FOCUS ON HRD IN THE PROVINCE

DECEMBER 2015



STRATEGIC HUMAN CAPITAL DEVELOPMENT (SHCD) EXECUTIVE MANAGER'S DESK

We have reached the end of yet another year. It seems like yesterday when we started the financial year 2015/16 and we are yet to start with another financial year 2016/17

As a Chief Directorate we always strive to live up to the Batho Pele principles, driven by our core mandate of coordinating outcome 5, a skilled and capable workforce to support an inclusive growth path, as committed by government to support the NDP's vision of ensuring that by 2030, South Africa should have access to education and training of the highest quality, leading to significantly improved learning outcomes.

Our efforts also go towards contributing to achieving the targets set for some of the sub-outcomes of outcome 12 which is building an efficient, effective and development oriented public service as part of a capable and developmental state. This will be our driving force as we prepare ourselves for 2016/17 financial year.

As the quarter comes to an end we reflect on our performance regarding our strategic objective. Amongst others we successfully managed to strengthen relations with our delivery partners to better coordination of activities and improve on reporting on the targets set.

One of our biggest achievements was to successfully coordinate and finalise the assessments of HODs dealing with the backlog from 2012/13 financial year. This was a big challenge to us as the function has always been performed by the Public Service Commission.

Our biggest highlight during this quarter and for the year was the hosting of the Public Sector Trainer's Forum (PSTF) Conference a national event which was featured in the national media such as SABC 2 and the New Age. The conference was graced by the Minister of Public Service and Administration, Adv. Ngoako Ramatlhodi, who delivered the keynote address. This was the first time in the history of PSTF to be graced by the Minister since its establishment in 1997.

There were also a number of activities that took place during this quarter including the HRD Council meeting which was held on the 20 November 2015 in attendance were MEC's, representatives from Organised labour, SETAS, the National Skills Authority, DPSA, Civil Society and the Mining Sector.

As I look back upon the past year I would like to acknowledge those who have helped to shape the vision of HRD in the province and take this opportunity to wish all OTP officials and their families a Merry Christmas and a Prosperous 2016.

~ Enjoy the read ~

PUBLIC SERVICE TRAINERS FORUM (PSTF)

18TH ANNUAL PUBLIC SECTOR TRAINERS' FORUM (PSTF) CONFERENCE

Organised by the
National School of Government and the PSTF Advisory Committee

Hosted by the
Northern Cape Province

From 05-07 October 2015,
at the Mittah Seperepere Convention Centre, Kimberley

Background

To locate the contribution of the Public Sector Trainers' Forum (PSTF) to Human Resource Development (HRD) in this country, one needs to trace its historical humble beginnings from its inception in 1997. The PSTF was established as a non-statutory body to advocate Human Resource Development (HRD) within the Public Service. Its main thrust has always been the provision of a platform for collaborative interactions towards improved organisational performance and involvement of government departments, social partners and key strategic stakeholders at national, provincial and local spheres.

The period 1995 to 1997 was the time when key policy and legislation was introduced including the *White Paper on Public Service Education and Training, WPPSTE (1995)*, the *Skills Development Act (1997)*, as well as *White Paper on Human Resource Management in the Public Service (1995)*.

At the time of the PSTF formation, provinces and national departments were experiencing disparities in the way the Training and Development function was approached and practiced in the Public Service – given the country's legacy of fragmented and poorly resourced administrative authorities at that time. The Forum then became the key platform where the implications of the new legislation would be debated, policy prescripts that pertain to Education, Training & Development scrutinised and case studies on their implementation shared. Its annual conference provided an opportunity for International guest speakers from the Continent and the Rest of the World to share best practices with South Africa's HRD practitioners.

In keeping with the ever changing institutional government arrangements in the country, this Forum was reconfigured in 2008 to make it relevant to current HRD practices and inclusive of all key stakeholders whose contribution to HRD is vital to taking the country on an economic growth trajectory.

Currently, the PSTF is managed by the National School OF Government (NSG) in the context of its constitutional and legislative mandate to train and develop public service officials. The Principal of the NSG is the primary sponsor of the PSTF. An Advisory Committee comprising representatives from each Province; National Departments (DPSA, DHET, NSG, COGTA); SETAs operating in the HRD public sector space oversees the work of the PSTF. In attendance was 540 delegates and guests.

PUBLIC SERVICE TRAINERS FORUM (PSTF)

Theme “Developing Human Capability for Productivity in the Public Sector”

Sub-themes :

- **Enabling productivity through skills development in the public sector.**
- **Impact-directed Human Resource Development.**
- **Global trends in Leadership and Human Resource Development.**

The conference sought to stimulate reflections on:

- Perspectives of developing human capability for productivity for the public sector.
- Skills development strategies for the public sector,
- Partnerships among the private sector, institutions, social partners and departments for skills development in the public sector,
- Implementation and coordination challenges and opportunities of HRD in developing capability for the public sector.



PSTF AWARDS

In 2012, the PSTF Conference introduced a tradition of Achievers Awards – a system of recognising excellence that is inclusive of the broader community of trainer community in the country. The conference conferred awards to individuals, teams, departments and provinces in recognition of their contribution in Human Resource Development since the last conference in 2014.

AWARDS CATEGORIES

| AWARD | WON BY |
|---|---|
| Minister's Award for Excellent Service to Public Service Training | Mr Fazal Safla : General Manager of the KZN Provincial Public Service Training Academy |
| NSG Principal's Awards for Excellence in Training Development for NSG Programmes | Mr Teboho Manaka: Deputy Director Human Resource Training and Development Free State Region . |
| Khaedu Team Award | Ms Ronwynne Rhoda : Project Manager in the ICT training unit in the centre for e-innovation in the Premier's Office, Western Cape |
| Training Excellence Service Medallion for Life Time Achievement in Training, Learning and Development | Mr Safla : General Manager: KZN Provincial Public Service Training Academy |
| Youth Development Award | Kimberley International Diamond and Jewellery Academy (KIDJA) |
| Excellence in Design and Development of Training Programmes | Mr Warren Handel : Project Manager within the ICT training unit of the Centre for e-innovation in the Premiers Office of the Western Cape |
| Awards for Excellence in Inclusivity Training | Free State Training and Development Institute |



ACKNOWLEDGEMENTS

The conference organising team is very much thankful to the unwavering support and guidance received from HODs and the entire leadership of the provincial administration.

We are thankful to all the sponsors of this conference, without their generosity it would not have been possible to organise this conference.

We are also thankful to the support received from the National School of Government and the PSTF Advisory Committee and the partnership from the beginning till the end of the conference

Our sincere gratitude goes to the speakers for accepting our invitation to come and deliver interesting and thought provoking papers.

It has been a pleasure to host all the conference delegates and guests. Delegates participated enthusiastically and we are sure that they must have benefitted by attending this conference.

A big thank you goes to all the people who have given their precious time in organising the conference particularly Task Team Members led by the Steering Committee championed by Ms. M. Tlaletsi.

The organising team comprised of the following task teams made up of officials from various departments:

- Registration & Administration: led by Ms. M. Pienaar
- Protocol : led by Ms. R. Benjamin
- Finance : led by Mr. J. Carolus supported by Mr. Gasela
- Communications: led by Ms. K. Moela
- Security: led by Mr. E. Springbok
- Venue, Gala, & Entertainment; led by Mr. J. Kale
- Awards: led by Professor T.Potgieter
- Conference secretariat: led by Mr. M. Jakkals

We were very proud to have been part of the successful hosting of the 18th PSTF Conference.





**Chairperson of the
NCHRD Council
Mrs Sylvia Lucas,
Premier, Northern Cape**

Functions of the HRD Council include:

- Advise EXCO on the need for and implementation of human resource development policies and strategies
- Provide a medium for constant dialogue and consensus-building among stakeholders on all matters related to human resource development;

NORTHERN CAPE HUMAN RESOURCE DEVELOPMENT COUNCIL (NCHRDC)

The 3rd HRD Council meeting was held on 10 November 2015 with representation from key stakeholders from various sectors including, MEC's, Organized Labour, FET Colleges, DHET, DPSA, Mining Sector, SETA's, and SANCO.

Key discussions were based on the following topics at NCHRDC meeting held on the 10 /11/2015:

- Draft ECD(Early Childhood Development) Strategy for the Northern Cape
- NCPBTF (Northern Cape Premier Bursary Trust Fund)
- Review of the NCHRDS (Northern Cape Human Resource Development Strategy)
- SMME (Small Medium Micro Enterprise) Development Support- SEDA's progress on the subject
- The establishment of Community Learning Centre's

Meeting Resolutions:

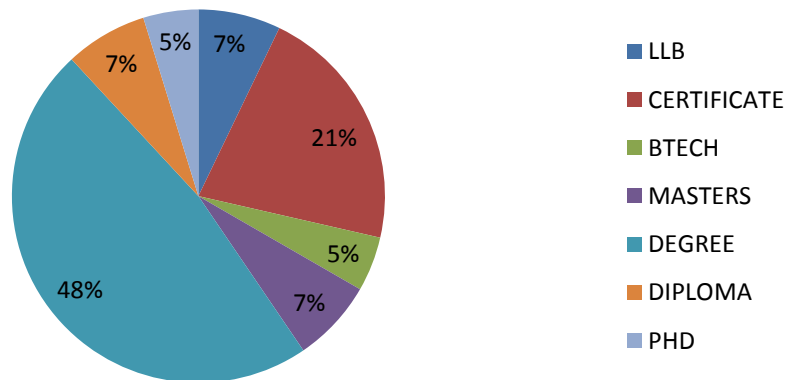
- Council supported the ECD summit all stakeholders can discuss the sector and make inputs to the draft strategy
- An audit of all bursaries awarded in the province from all sectors be conducted and the discussion on the centralization of bursaries be facilitated through proper processes.
- The review of the HRD Strategy be dealt with at PSDF level and a consolidated report be presented to council.
- The subject of Community Colleges be further engaged through cluster processes.
- The possibility of conducting a detailed provincial skills audit be explored.
- SEDA was requested to come with a better and detailed presentation for the council to engage in the next meeting.

STAFF DEVELOPMENT

The following training were offered during the quarter.

- Mentoring & Coaching
- Gender Mainstreaming

OTP BURSARIES



**Bursaries were awarded to 41 staff members in 2015
21 new applicants and 20 existing applicants**

5 OFFICIALS GRADUATED IN DIFERENT FIELDS OF STUDY

Ms Tohira Masoet – National Diploma - HRM

Ms Ipeleng Mokhuoa – National Diploma - HRM

Ms Mykie Dipico – Btech - Public Management

Ms Antoinette Strachan – Bachelor of Management Leadership

Ms Tiny Sebogodi – Honours – Public Administration

A BIG CONGRATULATIONS FOR YOUR HARD WORK

**Hard work
doesn't guarantee
success, but
improves its
chances.**
-B. J. Gupta



EPMDS

PERFORMANCE MANAGEMENT DEVELOPMENT SYSTEM

The Northern Cape Provincial Administration EPMDS is a framework for performance management that applies and is compulsory to all permanent and probation employees on salary level 1 to 12 in terms of the Public Service Act, 1994. It is also applicable to contract workers who are employed for longer than twelve (12) months and who completed a fully cycle (01 April to 31 March), unless the contract determines otherwise.

The purpose of EPMDS is to optimise employee's output in terms of quality and quantity, thereby improving the Department's overall performance and service delivery. Key objectives include, amongst others, establishing a performance and learning culture in the Public Service, improve service delivery, ensure that all employees know and understand what is expected from them, identify, manage and promote jobholders development needs.

SUBMISSION DATES FOR EPMDS



HIGHLIGHTS

- 21 officials qualified for performance bonuses for 2015/2016 financial year.
- 130 officials qualified for pay progression .

TIPS TO SURVIVE 2016's ECONOMY

Adverse conditions means money will be tight in the coming year, but a little prudence will help to stay afloat

SAVING TIPS

➤ Budget

According to the National Credit Regulations more than 23 million credit active consumers in South Africa as from June 2015, close to 11 million had impaired credit records or had failed to make debt repayment.

Having a budget is therefore always the first and most important step you take in managing your finances. In difficult times, putting off making a budget is like trying to find a safe path through the wilderness blindfolded. You need to rip off the blindfold, take in your surroundings and then choose your next steps. Like, making a list of your income and expenses will provide you with an honest picture of your financial situation so you can begin making realistic decisions regarding the financial survival of your household.

➤ Prioritise and pay off debts

Towards the end of last year, the reserve Bank raised the interest rate by 0.25%. As a results the bank's prime lending rate increased to 9.75% and debt has become more expensive. Economists anticipate a further increase this year. As budget are already stretched, it is vital you make paying off debts your next priority with the goal of one day becoming debt-free and therefore financially independent. The Economists further recommends compiling a list of your debts from most expensive (high interest rates) to least expensive. You can then put any extra money into paying off high-interest debts while making minimum repayments on debts with lower interest rates and gradually work your way down your list.

➤ Look to the future

To avoid falling off the path of financial discipline, you should set out clear long-term goals to keep in mind as you make decisions throughout the year. Putting goals in place such as saving towards a child's education, a home or retirement will help you stay focused and prevent you from being tempted off your path by unnecessary spending.



PUMELELA LIMAPI
07 NOVEMBER
TOHIRA MASOET
30 NOVEMBER
JERRY KALE
06 DECEMBER
MALETSHA TLALETSI
18 DECEMBER
BRANDON PAULSEN
24 DECEMBER
PRUDENCE MOGOROSI
29 DECEMBER

We would like to hear your comments

Please drop an email to:



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us