

NTIRISANO

Working Together

Vol 1 No 4 of 2011



Arming the public with service delivery knowledge - p7

Leading the march towards a clean responsive public service - p10



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

FROM THE EDITOR'S DESK

This is the last edition of *Ntirisano* for the year 2011. As such it is only appropriate for the editorial team to reflect on the highlights both within the DPSA and the country in general, some of which the magazine reported on.

The mere thought of tallying these highlights immediately brings to mind the "big count": Census 2011 in which South Africans of all shapes, ages and sizes had to undergo the occasional practice for the Government to be in a better position to deliver services.

What with Planet Earth welcoming its 7 billionth citizen in little Danica May Camacho of the Philippines!

Back at Batho Pele House, our front page cover features our new Minister, Mr Roy Padayachie, whom we welcomed towards the end of October following a Cabinet reshuffle by the President.

As it is a well known fact, Minister Padayachie's joining the Ministry for Public Service and Administration was more a return back home more than anything else as he had served the Department as a Deputy Minister before he was appointed Communications Minister.

A couple of months earlier we welcomed to the family our new Director-General, Mr. Mashwahle Diphofa.

However, as we bid farewell to the year, we also remember and wish well colleagues who, through normal movements and career changes, left to pursue other ventures to improve their lives. But on a sad note we also remember those whom death untimely robbed us of.

The year 2011 was also a year in which, unlike in 2010, wage negotiations in the public service were concluded smoothly without any industrial action.

This came as a relief particularly to the millions of citizens to whom such stoppages would have been disastrous as they mean a disruption of services.

On the sporting note, our beloved Springboks may have lost their World Cup trophy, but many of our other compatriots in other sporting codes continued to gallantly represent and put us in a map.

We wish all our readers a happy festive season and a prosperous new year.

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Commemorating a lasting legacy of two inseparable nations

By Public Service and Administration Minister, Mr Roy Padayachie

When Africa's oldest liberation movement, the African National Congress, commemorates a centenary of existence in 2012, the occasion will also be an honour to timeless struggle solidarity with many allies around the globe.

On such unity that continues to transcend oceans and cultures traces its history to 151 years ago: the arrival of the first consignment of Indian indentured labourers to our shores aboard the ship SS Truro on 16 November 1860.

History records that the Indian presence in South Africa owes its origin to the abolition of slavery across the British Empire through the Act of Abolition in 1833. The consequence was that the African slaves of British settlers abandoned their former slave masters en masse, compelling the British government to appease the colonists in South Africa and elsewhere and introduce indentured labour to work on the sugar and sisal plantations, of similar proportions to that already in effect in places like Mauritius.

This is an occasion whose 150th anniversary in 2010 was widely celebrated and, a year later, last year commemorated with the launching of three stamps in partnership with the South African Post Office, while further two stamps is set for 2012.

During his 2010 State of the Nation Address, President Jacob Zuma reminded us of the significance of the arrival of the indentured Indian labourers to our shores, and called



IN COMMEMORATION: Ministers Paul Mashatile (Arts and Culture) and Roy Padayachie (Public Service and Administration) at the Pioneer Peace Monument in Belvedere Township, Tongaat, KZN, 27 November 2011

on all South Africans to mark the 150th anniversary during the month of November 2010.

The response to the President's call was overwhelming, and communities across the length and breadth of South Africa commemorated the 150th anniversary in a variety of ways. These included establishing provincial heritage bodies that came together under the auspices of a national forum known as the 1860 Legacy Foundation which served as the umbrella body of all 1860 legacy initiatives.

During 2010's commemoration of 150 years we unveiled the Pioneer Peace Monument in honour of these brave heroes and heroines at Belvedere, in Tongaat. This was a timely and stark reminder of the travails, courage, determination and indeed triumph against all odds, of those who have gone before and whose legacy as bequeathed lives on in each one of us.

Our national commemoration is in honour of those gallant Indian pioneers, our forefathers and mothers who, due in large part

to economic hardship so many decades ago, made a difficult but conscious choice to depart the shores of India and set sail into the unknown, across treacherous and unpredictable oceans.

The incessant battles for justice and equality that the indigenous Africans fought side-by-side with the Indians since, produced outstanding leaders among whom John Langalibalele Dube and Mahatma Gandhi are two of the most prominent.

Mahatma Gandhi demanded equality for Indians and, with his philosophy of non-violence and satyagraha, provided the Indian community with the leadership and inspiration that was needed to resist the racist policies of the oppressive white government.

Not only did he regard South Africa as his home, but he also worked collaboratively with the indigenous African people to achieve freedom and justice. The relationship he cultivated with John Langalibalele Dube and the future collaboration between their respective political formations, the Natal Indian Congress and the South African Native National Congress (later the African National Congress) was emblematic of the spirit of togetherness and determination to build a common future and a shared destiny.

Other prominent Indian leaders such as Dr. Yusuf Dadoo of the Transvaal Indian Congress and Dr. Monty Naiker of the Natal Indian Congress were, as one writer put it, also “imbued with the conviction that the future of the Indians did not lie in fighting the racism of the whites on a compartmental basis. It had to be a multi-racial joint struggle of the oppressed people of South Africa and, particularly so, in conjunction with the indigenous Blacks who

formed the overwhelming majority of the country’s population.”

This convergence of philosophies resulted in the signing of “The Doctors Pact” which was concluded in 1947 by Yusuf Dadoo, Monty Naicker and Dr A.B. Xuma as the President- General of the ANC. It is reported that when some members of the ANC opposed Xuma’s decision to sign the pact and collaborate with the Indians, arguing that Indians were ‘shrewd’ and might dominate the black people in the ANC, he responded by saying:

“If you cannot meet the next man [sic] on an equal footing without fearing him, there is something wrong with you. You are accepting a position of inferiority to him.”

Writing on the eve of Dadoo’s 70th birthday on September 5 1979, Essop Pahad said,

“The story of [Dadoo’s] life is inextricably bound up with the resistance to racial discrimination and apartheid, and the forging of ever closer links between the Indian and African and Coloured people in the struggle for national liberation.”

Even as confrontation broke out between Indians and Africans in Durban in January of 1949, resulting in police shooting indiscriminately and killing 142 people and injuring 1,087, the ANC and the South African Indian Congress issued a joint statement, which read in part:

“the fundamental and basic causes of the disturbances are traceable to the political, economic and social structure of this country.”

This statement underscored the acute awareness by both African and Indian leaders of the divide-and-rule tactics of the white government; that some of the confrontations between Africans and Indians were fuelled by the

government of the day to undermine the people’s common cause in the struggle.

Today we live in a free South Africa – thanks in no small measure to the unrelenting spirit of freedom fighters like Gandhi, Dadoo, Naiker, Xuma, Oliver Tambo, Valliama Mudliar, Walter and Albertina Sisulu, Ahmed Timol, Griffith and Victoria Mxenge, Matthews Meyiwa, George Naicker and many others to whom we must pay tribute.

While we pay due regard to our country’s discriminatory past as well as the imperative to heal the divisions engineered by the apartheid regime during that deplorable epoch in our history, we must continue with the conscious efforts to build an inclusive and socially cohesive society and a democratic state premised on human dignity, the achievement of equality and the advancement of human rights and freedoms.

This is the ideal that the gallant leaders in the form of Cleopas Ndlovu, Natu Babania, Archie Gumede, Kader Asmal, Shanti Naidoo, Thabani Magwaza, Ashley Kriel, Gopalai Hurbans, Dabi Sokhnoo, Sbu Sibiya and many more lived and died for.

The dream of the architects of our freedom for non-racial South Africa with citizens joining hands and striving for a better future was indeed a noble one, and towards which we must tirelessly work. We must ensure that we do not only protect ethnic, cultural, religious and linguistic identities of minorities but that we also encourage conditions for the promotion of those identities; and that we advance boldly and with conviction in denouncing the politics of exclusion. Such endeavours are what will continue making South Africa a beacon of hope and peace and therefore a better place to live in.

GET TO KNOW OUR PRINCIPALS BETTER



Minister Roy Padayachie

Minister Radhakrishna “Roy” Padayachie’s joining of the Ministry for Public Service and Administration is more like a homecoming as he served the department as Deputy Minister between May 2009 and October 2010.

At the time of his appointment following a Cabinet reshuffle by President Jacob Zuma, Minister Padayachie was Communications Minister – a portfolio he had also previously served as Deputy Minister.

Mr Padayachie who hails from Verulam in KwaZulu-Natal, is an African National Congress MP and holds a BSC degree from the now-defunct University of Durban-Westville as well as a BSC Masters Degree from the University of London and Second year readings in Law from the University of South Africa.

He joined the ANC in 1972 and served as executive member of the Natal Indian Congress. He also served in the Economics Desk of the ANC in KwaZulu-Natal and as Deputy head of local government portfolio and also a Consultant to UNICEF, UNESCO and the World Bank.

Minister Padayachie’s ancestral village is Ooramangalam, near Chennai, Tamil Nadu. His great grandfather was taken as an indentured servant by British to Africa. His parents were born in South Africa and his grandparents in Mauritius.



Director-General Mashwahle Diphofa

New Director-General of the Department for Public Service and Administration (DPSA), Mr Mashwahle Diphofa joined the Department in October, having served in the same capacity in the Office of the Public Service Commission (OPSC).

Mr Diphofa led the OPSC in evaluating and monitoring the effective administration of the public service. He has also served as Deputy Director-General (DDG): Monitoring and Evaluation and later as DDG: Leadership and Management Practices in the OPSC.

As part of his roles at the DPSA, Mr Diphofa provides strategic leadership to the department as well as to the entire public service in terms of public service transformation and improved public service functioning.

In his former role at the PSC, Mr Diphofa has established trends on pertinent issues within the public service and has made recommendations on how we improve the manner in which we address our work.

The new Director-General will strategically manage the DPSA within the overall public service financial management, procurement and human resource management frameworks, and ensure that other key requirements in terms of the Constitution are adhered to.

SA'S HISTORIC WORLD GATHERING HIGHLIGHTS RIGHTS OF DISABLED



By Barbara Watson

In what was hailed as an historic moment, South Africa hosted in October the first world gathering of people with disabilities ever to be held in the African Continent. Scores of delegates from 46 countries worldwide – 13 of them from the African Continent – gathered for five days at the 8th World

Assembly of Disabled People's International in Durban.

The gathering was hosted by the Disabled People International - an international body representing disabled people all over the world – in conjunction with the Disabled People of South Africa and the Department of Women, Children & People with Disabilities.

Themed "Disability Movement United in Creating a Society for all through the implementation of the United Nation Convention on Disability and the Millennium Development Goals" the summit highlights the role governments and organized disabled people's groupings can play in addressing the rights of these communities.

In her opening remarks, Minister for Women, Children & People with Disabilities Lulu Xingwana spoke to the role of government in ensuring that the rights of disabled people are mainstreamed into government policies, programmes and laws.

The Minister also acknowledged the successes of some departments who are meeting the minimum 2% stipulated target but also expressed disappointment at those who are not. Speakers argued very strongly for the need by governments to ensure that the rights, interests and concerns of disabled people are integrated in all programmes that implement

these two conventions. Experts delivered papers on how the disabled people are left out of decision making and planning processes across all sectors thus denying the disabled people to make substantive inputs on issues that affect their lives. Education, ICT and poverty alleviation programmes were cited as some of the key areas that exclude disabled people and yet, these are key areas that could contribute to the actualization of their rights and improvement of their situation.

Other key areas emphasized were respect for the rights of children with disabilities, gender based violence and the impact of HIV and Aids. The latter was particularly worrying as it raised some of the stereotypes that prevail in society around sexuality of disabled women and their maternal health needs.

Various departments, including the DPSA, exhibited in the summit documents that were pertinent to the rights of disabled people.

The assembly ended with the election of a new governance structure of the DPI, and the next assembly will take place in four years.



One of the delegates takes a break outside the conference venue

ARMING THE PUBLIC WITH SERVICE DELIVERY KNOWLEDGE



By Folusho Mvubu

The roll-out of the Know Your Service Rights (KYSR) campaign has come a long way since its first inception, and has helped empower millions of ordinary citizens with knowledge.

The KYSR campaign dates back to August 2004 when it was approved by Cabinet as one of four strategic themes on the programme of revitalizing the promotion and implementation of the Batho Pele (People First) principle within the public service.

The campaign's primary objective is to enlighten people not only of their rights as enshrined in the Constitution, but responsibilities each citizen is expected to exercise in upholding the nation's laws and values.

This knowledge pertains to, among others, the extent to which communities are aware of their rights relating to the level of services provided to them by various government departments. The KYSR campaign puts emphasis on the responsibility of departments to inform the public of the services they are entitled to.

Departments achieve this by having in place service charters and service standards that reiterate their commitment to providing services that should go a long way towards improving the lives of South Africans.

Without aggressive awareness campaigns, the KYSR drive can only have little effect among the electorate, hence all forms of information distribution in all languages has always been the critical part of this drive.

The Government's long-held belief in partnering communities, civil society and business has also proven

a crucial factor in having the campaign reach even the remotest of the country's areas. In order for the information to be dispensed more easily, it had to be classified according to clusters such as the Social Cluster, Justice Cluster etc.

The effectiveness that this community outreach programme has already had can be seen in the awesome buy-in from the KwaZulu-Natal Premier's Office, as well as the National Police Commissioner's Office which has even taken it a step further and called on all Provincial Commissioners to drive the KYSR campaign within their police stations throughout the country.

Every household in KwaZulu-Natal is targeted to have the KYSR booklets.

The DPSA's drive to take the message in all shapes and forms to the public has seen officials to date having already distributed to line departments and communities through community outreach events to date a whopping 247 930 booklets, while other complementary material that has been distributed include posters (10 702), Z-cards (650 512), umbrellas (643) and shopper bags (16 022).

By March 2011 alone, more than 5 000 shopper bags were purchased and branded, while the same number of pens and writing pads were produced in 2010 and will continue to be used for workshops with public servants and the Community Development Workers.

The Mpumalanga Premier's office was able to develop a Public Service Week programme with special reference to the Justice Cluster KYSR campaign within the Gert Sibande District Municipality.

Community development Workers have been trained in all provinces about the KYSR, as well as the Service Standards and Service Charters.

With the amount of effort and work that DPSA officials put in, including translations into all official languages, excessive travelling and the ever needed supply of resources, the KYSR campaign deserves to be recognised as one of the government's vital cogs to efficient service delivery.



DPSA team ready to dish out the knowledge to the masses during one of the public gatherings



Communities throughout the country have benefited immensely from the knowledge they obtain from the Know Your Service Rights campaign

LEADING THE MARCH TOWARDS A CLEAN RESPONSIVE PUBLIC SERVICE



By Veronica Motalane

A highly professional public sector with integrity and ethical behavior as its tenets has become more realistic and attainable if the Public Service Week (PSW) 2011 campaign is to be used as a measure.

Conducted under the theme “Transformative

Leadership in Public Administration and Governance: Creating a better future for all; “My Public Servant-My Future” this year’s annual crusade put more emphasis on action and collectivity by launching groundbreaking anti-corruption mechanisms, and integrated the sector’s flagship campaigns, such as the Senior Management Conference, Project Khaedu and GovTech under one roof in what was declared as the public sector month.

The PSW is an annual project led by the Minister for Public Service and Administration whereby public servants, ministries and departments from all government spheres participate in renewing pride, ethics and morale in the service they render to citizens, based on the Government’s Batho Pele principles that put citizens first.

In terms of the new approach, PSW 2011 was preceded by the GovTech Conference, through which the Government ensures alignment of State programmes, campaigns and platforms for quality service delivery.

True to the objectives of the Batho Pele principles, the nationwide PSW was highlighted by the DPSA top brass’ random inspections of the quality of service and working conditions at two Bloemfontein township police stations.

In fulfilling one of the PSW’s traditional objectives, the inspections entailed the engagement of about 350 lower-level public servants from various departments in the Free State. The engagements, as in the SMS Conference that followed, centered around the Ministry’s drive for a clean public service under such campaigns as “My Public Servant, My Future, the Integrity Management Framework, the Public Service Anti-Corruption Unit as well as advancing the course of effective, efficient and developmental Public Service and an empowered citizenship through the use of Information Technology.

During the two-day SMS Conference, senior managers from both national and provincial departments discussed in detail challenges identified at service delivery points during the previous two days of Project Khaedu, as well as possible interventions.

These engagements were followed by a wrap-up Roundtable Conference of the Minister, senior government officials, leader of civil society, business and academia which also saw the launch of the e-Register of Financial Interests.

My Public Servant, My Future

In its mandate to reposition the Government as a developmental State and properly nurture public servants as agents for delivery, the Ministry for Public Service and Administration, uses this campaign to instill in public servants the sense of pride and create in them a positive image of who they serve.

The “My Public Servant, My Future” campaign places public servants at the centre of delivering quality services to the citizens in line with the values of the Constitution of the Republic.

The campaign promotes maintenance of high standards of professional ethics, impartial, fair, equitable and bias-free service; efficient, economical and effective utilization of resources.

The campaign is directly linked to the Batho Pele principles and public servants will be able to recommit themselves to an efficient public service through training programmes for professionalism.

Integrity Management Framework (IMF)

The framework provides for the management of a potential conflict of interest among senior managers in the public service through the more effective electronic mechanism for disclosures.

Through this framework the MPSA is considering whether public servants should be made to choose between being in business or in the public service and not both.

A cooling off period for former public servants who want to do business particularly with government is also being considered.

Introduced to delegates and launched during the Roundtable discussion session, the e-Register forms part of the Integrity Management Framework and will, once fully implemented, play a major role in managing potential conflict of interest among public service employees.

In terms of the e-Registration framework, which will apply to all public servants, electronic disclosures of business and financial interests will be much more stringently monitored to improve on the current system.

This results from the Government's zero-tolerance of corruption in the public service. "We have adopted zero levels of tolerance towards corruption and the low levels of compliance have prompted the introduction an electronic registering mechanism, the e-Register. The Minister said.

Public Service Anti-corruption Unit (PSACU)

The IMF is part and parcel of the Public Service Anti-corruption Unit. Launched as a pilot in 2010, the PSACU will, once fully operational, work closely with the existing legal units, and investigators will undergo intensive training.

The soliciting and or acceptance of gifts or the failure to properly declare them has also come under the MPSA's sharp scrutiny.

With the new developments, the MPSA's mission towards repositioning South Africa's public service as a leader into a developmental state is clearly gaining momentum.



The Public Service Week provided opportunity for participants to also receive knowledge on how Government works.



Some of the delegates taking a break after one of the workshops series



ODP SEMINARS SPELL NEW BEGINNING FOR PUBLIC SERVICE MANAGEMENT



By Colette Clark

The envisaged well-oiled and smoothly-run public service management free of inconsistencies is becoming a reality now that the DPSA has concluded its countrywide Organizational Design Principles and Processes (ODP) consultative workshops.

Emanating from a Cabinet request to former Minister for Public Service and Administration, Mr Richard Baloyi in November 2010 to look into management discrepancies in the public service, engage provinces for inputs and come up with solutions, the crusade for intense discussions for turnaround solutions took in earnest.

Commencing with the first workshop in North West in November 2010, the Minister and his team of senior managers criss-crossed the country and conducted workshops engaging provinces on the Government's efforts to bring uniformity in how public service should be administered.

In October this year, a full 11 months later, the KwaZulu-Natal Province hosted the last such gathering, bringing to a close the engagements that revealed an assortment of problems related to management anomalies in the public service.

These variances relate to the absence of clear definitions of reporting lines,

authority, chain of command and span of control among others which are currently, and have consistently either been interpreted differently from one department to the other in the provinces, or not followed to the letter in their implementation.

The objective is to try and centralize job grading and do away with scenarios where officials of the same level have irreconcilable responsibilities, or those performing precisely same duties are graded differently and earn conflicting remuneration, depending on which province they are.

Varying from one province to the other, circumstances whereby for example a public hospital superintendent in one province has responsibilities and earns a remuneration totally different from their counterpart in another province, have proved to have a direct impact on the movements of public servants.

These discrepancies have often resulted in the exodus of public servants from one province or department to the other, where they believe conditions and remuneration are better.

With the completion of these consultative which saw the Minister and his team meet with the Premier and Members of Executive Committee of each province, the next step of compiling a comprehensive report which the Minister will then table to Cabinet for consideration has begun.



DPSA DELIVERS HI-TECH INFRASTRUCTURE FOR POOR RURAL MUNICIPALITY

By Zaid Aboobaker

The Nama and Khoi communities may be among South Africa's most disadvantaged in many respects, due to historical imbalances, but lately their municipality boasts a service delivery tool other municipalities of its nature don't – a state-of-the-art technology centre. Amid the widespread severe lack of infrastructure in the vast barren land of the Northern Cape, the Nama Khoi Municipality (Springbok), has become the toast of the province's countryside with a high-tech Information and Communication Technology (ICT) infrastructure that is already seen as a model for municipalities of a similar profile and rural nature. What used to be just a dream for the municipality was turned into reality with the involvement of several role-players led by the Department of Public Service and Administration (DPSA).

The celebrated ICT is a far cry from the days when the municipality used to face productivity decline due to an extremely slow wide area network, resulting in long queues at pay points. As a result, systems were often down and citizens started withholding their Rates payments thereby negatively impacting on the Municipality's cash flow.

Security was a major problem and IT systems were periodically breached. IT could not adequately support the business and its strategy, which negatively impacted service delivery. The road to a modern technology began when the municipality approached the Government Chief Information Officer (CIO) for assistance with their systems and infrastructure modernisation project.

Installing the new ICT system, which has been in place since May this year, was, however on easy ride since a lot of ground work had to be done towards modernising the ailing systems and infrastructure. A project was initiated to provide the Nama Khoi Municipality with an implementable IT Plan aligned to their business strategy to support the business and assist with its service improvement targets. The DPSA provided technical guidance and project management skills as the municipality contracted *Integr8 IT* and *Dimension Data* to assist with the infrastructure implementation and system upgrades.

Once the hardware, networks and applications were installed, tested and cutover to production, a number of benefits were realised: Systems showed 100% uptime, network bandwidth was increased which led to a significant improvement in response times.

The environment saw significant improvements as far as green IT is concerned, energy usage was decreased, virtualisation technologies were deployed, the user environment was standardised and the security was brought in line with industry standards. More importantly the agreed upon skills transfer has empowered the Nama Khoi Municipality employees with new expertise, while the project was implemented without affecting the municipality's day-to-day operations. A plan is in place to roll out more electricity vending machines which can now easily be accommodated. System and user data is automatically backed up. All the building blocks are in place high availability within the environment including Virtual System and San storage failover.

As soon as sufficient funds become available the second phase of the project will be executed. This will improve availability and security even further by implementing a perimeter security device, automated and managed backups and redundant storage. The leading role that the DPSA played, and will continue to play in projects of this nature' throughout the country, is not surprising as it is in line with the provisions of the Public Service Act which stipulates that the Minister for Public Service and Administration is responsible for information management and information technology in the public service. The legislation mandates the Minister to promote and manage the use of ICT's in the design and delivery of citizen-centred services, and to ensure that the internal and administrative operations of the public service are efficient and effective.



Nama-Khoi Municipality residents enjoy the fruits of the hi-tech infrastructure in both quality service and job opportunities.

MZANSI SHINES AT THE CONTINENT'S PREMIER PUBLIC SERVICE AWARDS



By Dr Mataywa Busieka

The African Association for Public Administration and Management (AAPAM) held its 33rd Annual Round Table Conference in Malawi between 14th and 18th November.

The glittering ceremony at Lilongwe's Cross-Roads Hotel was co-hosted and organized

by the Government of the Republic of Malawi and the AAPAM-Malawi chapter in conjunction with the AAPAM Secretariat.

As has been traditional with all AAPAM Round Table Conferences, the gathering closed with the much awaited awards ceremony.

South Africa's Independent Electoral Commission scooped the first Prize – a Gold Medal - in recognition of innovations in the public sector excellence. Other four finalists were: Area-wide Water Melon of Mauritius (Silver) and Malawi's Our People Our Pride (Bronze), while the two Glass Trophies went to Mauritius for e-service at the companies division, and Kenya for community learning information centres.

Another South African, Professor Malcolm Wallis of the Durban University

of Technology, went away with yet another gold when he was awarded the AAPAM Gold Medal Award for distinction and exceptional achievement in public administration and management in Africa.

Themed "Strengthening Citizen Engagement through Decentralization to Enhance Public Service Delivery in Africa", the summit was officially opened by Malawi President Ngwazi Bingu Wa Mutharika

About 365 delegates from 29 countries, including Cabinet Ministers, heads of public/civil services and secretaries to Cabinet, Permanent/Principal Secretaries and other high ranking government officials, Chairpersons and Commissioners of Public Service Commissions, heads of Management Development Institutes attended the Conference. AAPAM's partner organizations, including the United Nations Department of Economic and Social Affairs (UNDESA), the Institute of Public Administration of Canada (IPAC), the Commonwealth Secretariat, London and the United Nation Development programme (UNDP), United Nations Capacity Development Fund (UNCDF) were also represented.

Others were development partners, representatives of statutory institutions, scholars and researchers as well as 30 representatives from the AAPAM Young Professionals. The Malawian Electoral Commission, in conjunction with the

General Assembly, successfully conducted elections where the President and the new AAPAM Executive Committee and Council were elected. Public Service and administration Director-General Mashwahle Diphofa was elected to the new executive as one of the vice presidents.



THE RESPONSE ON HIV / AIDS STARTS WITH YOU GET TESTED



The combination of HIV / AIDS and Tuberculosis (TB) has long been identified as the leading destroyer of lives in this country.

As the custodians of the public service labour market, the Department for Public Service and Administration (DPSA) has decided to join forces with the South African Medical Association (SAMA) in a partnership of their own to counter this scourge that has ravaged many families.

They have embarked on a nationwide HIV Counseling and Testing (HCT) campaign that aims to test 500 000 people in six months.

As the country's largest employer of 1.3 million people in about 140 different government departments and with over 2 million dependants, the DPSA is easily the hardest hit socially, economically and otherwise when so many families perish under a plague that can be prevented.

There is no doubt that the Public Service has a crucial role to play in mitigating the impact of HIV/AIDS and TB as part of its overall focus on the health and well-being of its employees.

Large numbers of people are also direct dependants of Public Servants and as a result, the fate of society as a whole is closely intertwined with the health and well being of public servants.

This project will provide SAMA members the unique opportunity of not only making a considerable social contribution but also provides them the prospect of significantly expanding their practices.

On the other hand the venture offers Public Servants the opportunity to get tested for HIV and screened for TB, know that TB can be cured even if one is HIV positive, get treated for AIDS and TB before the sufferer's immune system becomes too weak.

The drive will also result in large-scale prevention of HIV/AIDS and TB-related deaths as well as prevent new HIV and TB infections.

Long life is a guarantee for those who test early, hence our catchphrase "get treated early and prevent TB disease which attacks those with unknown and untreated HIV infection."

The DPSA is responsible for the coordination of HIV/AIDS and TB response activities within the Public Service and to monitor, evaluate and report on such responses to the South African National AIDS Council including regional and global reporting obligations.

As direct dependants of public servants, the fate of large numbers of people as a result this scourge affects the entire society.

Health trends reported by Government Employees Medical Scheme (GEMS) annually reflect HIV&AIDS and TB as being among the top ten cost drivers for medical claims made annually.

GEMS further reports that employees often access disease management package at an advanced stage of their HIV infection, usually with low CD4 counts which may have great impact on their chances of responding well to antiretroviral treatment.

This problem of late diagnosis for HIV and TB infection is common even among the general public. The HCT campaign aims to offset this problem of late or no diagnosis where most of eligible HIV infected people die before beginning treatment.

These findings compel the Public Service to aggressively popularize regular HIV counseling and testing, to increase the

number of employees who know their HIV status, get screened for TB and can access treatment care and support early in the stage of their HIV infection.

The HCT campaign should be linked to empowerment of the vulnerable groups, like women, youth, low-income and non-professional groups, in line with the SADC initiative on mainstreaming of HIV&AIDS into social and health issues.

The HCT campaign should also be intensified on employees in the Departments of Health and Basic Education, where HIV prevalence has been confirmed to be higher.

We therefore urge government departments and their employees to step up their fight against this threat by partnering with SAMA on a national HCT campaign to get half a million civil servant and their families tested within six months.

In this DPSA-SAMA workplace HCT Intensification Project, public servants and their families will be provided with an opportunity to access HCT services from doctors nearest to their homes, away from the workplace, get tested and be screened during the hours that suit them, know their HIV status early before the CD4 count is below 350 cell/ml.

They will also be assured of high levels of confidentiality, and access GEMS disease management programme while their immune systems is still high with the possibility of responding well to antiretroviral treatment (ART).

"get treated early and prevent TB disease which attacks those with unknown and untreated HIV infection."

GEMS members will be tested at a reduced medical cost, while employees and their dependants not on medical aid will be tested for free.

Other employees and their dependants on other medical assistance schemes will also access these services, however no reduced cost have been negotiated yet.

This project will further provide SAMA members with the unique opportunity of not only making a considerable social contribution but will also provide them the prospect of significantly expanding their practices.

As partners of SAMA, the DPSA therefore urges all General Practitioners to get involved in the SAMA-DPSA HIV Campaign because it is our moral obligation to fight HIV/AIDS.

For more information on GP involvement please go to SAMA's website and follow the link under Private Practice. (www.samedical.org/doctorscorner/private-practice) to enroll in the course.

For more information on HIV&AIDS and free Health Education contact: The external HCT and Health Helpline at Sanlam Health – 011 707-8862

I AM RESPONSIBLE! WE ARE RESPONSIBLE! SOUTH AFRICA IS TAKING RESPONSIBILITY!





gems

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- It can cost a salary level 5 employee **R1 500** for a day's stay in a public hospital?
- A day in intensive care will cost you **R8 186**?

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