



NCPT

NORTHERN CAPE PROVINCIAL TREASURY

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HEARTBEAT

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TREASURY PROFESSIONALISING THE PUBLIC SERVICE

BY TSHIDI MONETHI

The MEC for Finance, Economic Development & Tourism, Mr. Mac Jack launched the SAIPA Internship Programme on the 12 September 2018 in Kimberley. MEC Jack expressed his elation at “the robust action taken by the Northern Cape Provincial Treasury (NCPT) to address issues of scarce skills, especially accounting.” Adding that “as a province we are grateful to have been selected as one of the piloting sites alongside Mpumalanga Province.”

The internship is a collaboration of key role players in the finance sector such as the South African Institute of Professional Accountants (SAIPA), National Treasury, and the Finance and Accounting Services Sector Education and Training (FASSET). The internship is immensely significant to the selected trainees because at the end of three years the trainees will acquire an additional professional recognition at NQF level 8 which leads to a master’s programme. According to SAIPA, holders of the Professional Accountant (SA) qualification are empowered to perform numerous functions and issue reports in terms of several finance related pieces of legislation, such as the Companies Act, Close Corporations Act, Micro Lending Industry Regulations, Sectional Titles Act, Non-profit Organisations Act, Income Tax Act, the Schools Act and various other acts.



#ThumaMina #BeTheLegacy

SAIPA’s Prof Rashid Small explained that, unlike the traditional understanding of what an accountant does, which puts emphasis on the preparation of financial statements, a Professional Accountant (SA) is a business consultant/advisor who actively participates in the decision-making processes of a business, and can perform a broad range of functions. In addition benefits for a member in good standing who holds the Professional Accountant (SA) designation, is that they may make application to qualify for the Professional Tax Practitioner (SA) designation without writing the examination.



TREASURY PROFESSIONALISING THE PUBLIC SERVICE - Continues

The Northern Cape Provincial Treasury, the Department of Social Development as well as the Department of Roads & Public Works have been identified as training sites. These departments were identified based on officials who were found to be competent and in good standing after writing the SAIPA professional examination. All training sites will provide training, mentoring and coaching to the trainees. SAIPA will focus on supporting the trainees on tax related matters as not all areas of tax are covered by provincial departments. The NCPT will monitor the performance of trainees and the learning sites to ensure adherence to SAIPA set standards under the capable supervision of Heinrich Salome. And once the programme is successfully implemented, FASSET committed to provide funding for additional intake.

The MEC called upon the young trainees, “to be selfless leaders like Nelson Mandela.” He said: “Your sacrifice, determination and commitment should bring about change to the lives of the ordinary citizens of the Northern Cape. I implore you not to leave the province. I hope and trust that you will make us proud. I hope that in future you will be able to quote us.”

He expressed his heartfelt gratitude to the partners articulating his hope that the programme will extend to more than ten young people. He stated that he was indeed grateful for the opportunity and looks forward to working with SAIPA, National Treasury and FASSAT in professionalising financial management within the public sector.



GENDER MAINSTREAMING TO BE INSTITUTIONALISED AT ALL TIMES

BY GALALETsang MFEcANE



The 31st August 2018 was set aside for Women Senior Managers within the Northern Cape provincial Treasury for a roundtable discussion with the acting head of department to reflect on progress made on the implementation of the HOD'S 8-Principle Action Plan. The eight principles puts the responsibility of promoting women empowerment and gender equality within the public service workplace on the Head of the Department.

The annual meeting, which was chaired by the Acting HOD, Mr Thami Mabija, emphasized that the eight gender equality principles must be institutionalised and progress must be reported on a regular basis.

Some of the pertinent issues that emanated from the meeting were the barriers to the advancement of women, the introduction of leadership training to women managers, retention plans, succession planning and achieving 50% target of gender representation at senior management level.

The meeting also looked at ways of creating an enabling environment, which is still a challenge for women, women with disabilities and working mothers as well as ensuring that Supply Chain Management processes benefit all women.

It was also agreed that key institutional mechanisms were needed to support the gender mainstreaming such as the attainment of buy-in from senior management, allocation of resources (both personnel and financial), as well as political will.

Mr. Mabija was however concerned about the slow pace of resolutions implementation. He reiterated the need for constant monitoring and evaluation of implementation. He said, gender must not be recognized as a 'women's issue,' and that there must be a clear reporting strategy on the status of gender issues on a regular basis.

The newly established Departmental Women's Forum was also mandated to help fast-track issues of gender and women empowerment. In addition to that, the Acting Head of the Department will also sign a pledge as a sign of commitment to the advancement of women in the workplace.



WOMEN'S WORK MATTERS MORE THAN EVER

BY GALALETSANG MFEKANE

Treasury Women came in numbers to the event held recently at the Mittah Seperepare Convention Centre to reflect on the department's progress on gender transformational gains, including access to education, upward mobility, and acknowledge the heroic women of 1956 who stood up for their rights.

Women's Day goes beyond celebration; this was the view of Treasury women when they ascended the stage to voice their views through a play. The play demonstrated that indeed women are still experiencing workplace challenges either from their male counterparts or amongst each other.

One of the thorny issues that dominated this information-sharing platform was workplace bullying and harassment. It came out that bullying and harassment still exists in the workplace but not reported, as it is in most cases hard to prove.

Delivering the keynote address on behalf of the Acting HOD, Ms. Mamiki Mooki said, that, gone are the days when women were considered the weaker sex. Today's women occupy senior positions in both public and private sector not merely as tokens for gender representations but because they have proved themselves to be equal if not over competent than their male counterpart. She urged women to draw inspiration from women of 1956, to speak out against all life atrocities at work and in their respective communities. She also advised them to keep record of all harassment incidents and report them to the Legal Services and Labour Relations Unit or the newly established Departmental Women's Forum.



Ms. Mooki also said Gender Mainstreaming is neither a human resources nor compliance issue, but both a strategic and transversal matter. She advised female staff to manage stress well and when overwhelmed to seek professional help from the departmental Employee Health and Wellness Unit.

The event was commended by the participants advising the coordinators to host such kind of occasions more often as it will also assist to improve the working relationship amongst Treasury officials.



CONGRATULATIONS TO THIS YEAR'S EBFAC GRADUATES

BY GALALETSANG MFEKANE



The National Treasury awarded twenty-seven Northern Cape government officials who participated in the 2018 Essentials of Budget Formulation and Analysis (EBFAC) course with competency certificates.

The course facilitated by Mr. Roscoe van Wyk, Mr. Khaya Ntimbela and Ms. Noxolo Mbambo, from the National Treasury, addressed budgeting concepts, principles, preliminary requirements and legislative requirements for budget preparation.

The Director for Provincial Budget Analysis at the National Treasury, Mr. Khaya Ntimbela, said that even though the course targets budget and oversight professional staff in all treasuries and line departments, it can also be extended to officials in other working areas who aspire to understand the essentials of budget preparation processes and analysis within the context of the South African public sector.

Participants in the EBFAC learned basic concepts and principles of budget examination and analysis, which begins with an introductory lesson, followed by three complementary lessons and case studies. Each lesson covers a key part in the budget examination and analysis process within the framework of the South Africa budget cycle.

The Provincial Treasury congratulates the graduates for their devotion and passion for continuous learning. The Acting HOD, Mr. Thami Mabija recognized their outstanding achievements and encouraged them to implement the acquired knowledge.

In conclusion, Mr Bakang Moea indicated that it is the intention of the Provincial Treasury to also include programme managers who drive and manage expenditures, especially in the departments of Health and Education as well as district directors across all provincial departments in the next budget cycle. This will affirm non-financial managers in the budget preparation and execution environment. This will empower them to better manage the limited resources at their disposal. This approach also gives expression to the spirit of the PFMA which clearly indicates that programme managers must be responsible for the resources allocated to them and held accountable for decisions taken in the execution of rendering services to the public.



PUBLIC SERVANTS LIVE THE BATHO PELE PRINCIPLES

BY TSHIDI MONETHI

On the 31st of July 2012, the Agreement on Salary Adjustment and Improvements on Conditions of Service in the Public Service was signed between the Minister for the Public Service and Administration and organised Labour.

The agreement stipulates amongst others, that pay progression of new entrants to the public service appointed after 1st July 2012 will be linked to the successful completion of a Compulsory Induction Programme (CIP). The new official will be eligible for confirmation of probation once Module One of the CIP is successfully completed. The programme aims to challenge public servants to live the Batho Pele principles and to instil knowledge and understanding of the intrinsic values and building blocks of our democratic state. These values and building blocks of our democracy represent the:

- # Cornerstone of our Constitution
- # Bill of Rights and related legislation
- # Legislative frameworks, such as the Public Service Act, Public Financial Management Act and Human Rights Act

The directive on the implementation of the compulsory induction programme in the Public Service is issued by the Minister for Public Service and Administration in terms of Chapter 1, Part IX (C1) of the Public Service Regulations, 2001. The curriculum is offered as blended learning – using e-learning, face-to-face contact as well as self-study and peer learning. Training for the CIP is arranged by the National School of Government (NSG), in cooperation with the client department. To activate the training request clients should complete the prompts below and the Induction Manager who is responsible for your department will contact you.

According to Pam Galane, a facilitator of the CIP in the province, “The CIP is a formal programme intended to develop and introduce new entrants into the culture and functioning of Government. It is therefore both a welcome and orientation session, which allows new entrants to the State regardless of their differing backgrounds, skills and experience to be orientated around a common programme to understand and implement the agenda of the State. Entrants also refer to former state employees who resigned and have now returned to the public service to resume either promotional or previous positions.”

The CIP must be conducted over a 24 months period and consists of five modules of 5 days contact-time. Some of the very fundamental aspects addressed are:

- The constitutional values and principles that inform the Public Service on South Africa, and how to apply these through Batho Pele.



- Understanding how the democratic governance system works and what democratic accountability means in practice.
- Key government policies, terms and conditions of appointment and operational procedures which govern employee's work.
- The application of these principles to employee's work and articulation of that through the mandate of the performance agreement.

An employee must enrol for module one within six months of his or her appointment date to the Public Service, and this will serve as a pre-requisite for the confirmation of probation. Supervisors are required to ensure that all workplace assignments are completed, signed-off and submitted to the NSG, by the stipulated date. Employees will only be eligible for pay progression after successfully completing all modules within the 24 month period.

To obtain more information about the CIP contact the NCPT Human Resources Development unit: Mr Kenneth Melakeco – 053 830 8262 or Ms Pamela Galane – 053 830 8399.

EVENTS GALLERY

Women's Day Celebration 2018



Departmental Strategic Review Session



Assets and Liabilities and Internal Audit Strategic Planning Sessions



Mandela Day



PMTEC



Municipal Finance Management Internship Programme

