



*19th PSTF Achievers
Awards
17 October 2017
Gallagher Convention
Centre*

AWARD 1:

**EXCELLENCE IN DESIGN AND DEVELOPMENT OF TRAINING PROGRAMMES
AWARD**

**TWO AWARDS WERE CONFERRED, IN THE INDIVIDUAL AND INSTITUTIONAL
CATEGORIES**

Awards for Excellence in Design and Development of Training are in recognition of an excellent contribution to designing and developing programmes for Public Service training. It is awarded to the best Departmental unit or branch in a national or provincial department and for an outstanding personal contribution. As outsourcing of programme design and development often occurs, in-house competences in this sphere is crucial and those who excel deserve encouragement and reward.

Nominations were open to all facilitators, developers and institutions operating in this sphere.

The **individual winner** in this category: **Dr Lebs Mphahlele**.



Although **Dr Mphahlele** is currently the Deputy Director General Curriculum with the Limpopo Department of Education, he served at the Induction unit at the NSG.

He was the first senior serving public servant to successfully lead the design, development, piloting and delivery of a Compulsory Induction Programme for new entrants in salary levels 13 and 14, referred to as CIP 13-14. His contribution is noted for the excellent blended curriculum materials he developed and tested, the leadership role he played in developing on-board delivery capacity in national and provincial departments, and his efforts to create greater awareness for CIP 13-14.

Dr Mphahlele received excellent feedback from recipients and peers commending him for the programme content and design, as well as his facilitation. The design of the programme personifies the values and principles inherent to the Constitution and policy prescripts. As it is a blended programme, knowledge and skills are addressed through the online component, while values and attitudes are addressed through face-to-face peer learning exchange.



The **institutional winner** in the category for Excellence in Design and Development of Training is the **Gauteng Department of Infrastructure Development**.

The Gauteng Department of Infrastructure Development, in collaboration with MP Learning Solutions, developed the Boiler Operator Training programme. This programme is in line with the Boiler

Operator work profile and it was developed and rolled out in response to the need for formal training and a Boiler Operator qualification to regulate the competencies of all Boiler Operators. The Boiler Operator Training Programme is registered with the EWSETA as an accredited programme.

Through the implementation of the programme, a number of employees and unemployed youth have obtained accredited steam certificates. The programme is aligned to the DPISA's directive on benchmarking job descriptions and the grading of all Boiler Operators. As a result appointment requirements state that a Boiler Operator should possess a Steam Qualification.

The programme makes a valuable contribution to the current South African environment in terms of skills development and employment opportunities.

AWARD 2

COAL-FACE SERVICE DELIVERY TRAINING PROGRAMME AWARD ONE AWARD WAS CONFERRED IN THE INSTITUTIONAL CATEGORY

This award is presented for an excellent coal-face service delivery training programme, and an institution or individual that has excelled in training programmes aimed at improving service delivery at the coal-face.

Nominations were open to all facilitators, departments/units and public service training institutions

The **institutional winner** in this category is the **Justice College, Department of Justice and Constitutional Development.**



The Lean Management Training Programme was implemented at various courts in the Department of Justice and Constitutional Development. The programme is aimed at assisting courts in identifying problems in their processes, analysing the problems and finding solutions for such problem areas in order to enhance service delivery.

During the 2016/17 financial year, the Lean Management Training Programme has trained 48 officials from five different courts. The courts have made tremendous improvements through this interaction.

Indications are that the programme resulted in fewer complaints from members of the public, it increased staff morale and the smooth running of offices. In addition, courts were able to more effectively measure their performance, and visible improvements were the quicker payment of maintenance beneficiaries, and shorter waiting times at services points.

The Lean Management Training Programme adheres to the Batho Pele Principles, professionalism, a continuous commitment to constitutional values as well as a culture of human rights and dignity in service standards.

AWARD 3

EXCELLENCE IN YOUTH DEVELOPMENT TRAINING AWARD TWO AWARDS WERE CONFERRED, IN THE INDIVIDUAL AND INSTITUTIONAL CATEGORIES

The Award is in recognition of the most successful youth development training programme, implying a programme aimed at the 14 to 35 age group.

Nominations were open to all national and provincial units, branches and individuals for outstanding programmes related to youth development training.

The **winner** of the **individual award** for excellence in Youth Development Training is **Ms Colleen de Nysschen**.



Ms Colleen de Nysschen is awarded for the Phakamile Mabija Apprenticeship Programme of the Northern Cape Provincial Department of Roads and Public Works.

She contributed considerably to the development and rollout of the Phakamile Mabija Apprenticeship Programme aimed at addressing the scarce skills shortage in the Northern Cape Province and the country. The programme will contribute towards poverty alleviation through training and development and job creation as it focusses on general building and civil construction skills. The programme was rolled out in partnership with De Beers, who co-funded programme delivery, accommodation, protective clothing and meals during workplace training.

Ms De Nysschen supported the development of excellent curricula and materials that led to improvements in teaching and learning in the public service. The programme supports wider government initiatives as it is aligned to the National Directive of the Minister of Higher Education and Training regarding the Decade of the Artisan.

The **winner** of the **institutional award** for excellence in Youth Development Training is the **Western Cape Provincial Department of Cultural Affairs and Sport**.

The award is conferred for the MOD YearBeyond programme of the Western Cape Provincial Department of Cultural Affairs and Sport. The programme is known as the YeBo programme.

The Yebo programme are rolled out in the Province and the Department of Cultural Affairs and Sport supports the development of volunteers as tutors. The programme was developed along three core pillars namely self-development, leadership development and social innovation training. It is structured to equip youth participants with key interpersonal skills, self-confidence and awareness, as well as tools to develop emotional intelligence.

Through testimonials from programme participants and programme partners it is evident that YeBo made a considerable impact. Learners indicated that they were able to improve their academic outcomes and focus better in class, while volunteers reported much personal growth and the attainment of new skills. The programme contributes towards instilling a culture of learning amongst young people, specifically in enriching low quality education in under-resourced communities.

The YeBo programme is strongly aligned to the values implicit in the constitution as well as the outcomes associated with the National Development Plan.

AWARD 4

TRAINING EXCELLENCE SERVICE MEDALLION FOR LIFE TIME ACHIEVEMENT IN TRAINING, LEARNING AND DEVELOPMENT

ONE AWARD WAS CONFERRED TO THE BEST PERFORMING INDIVIDUAL

The Training Excellence Service Medallion is presented to an individual for dedicated and meritorious service to public service training over a period of at least ten years. The background of nominees should ideally include experience as trainer/facilitator of training, and nominations were enhanced by experience in support of training, facilitating of training and management of training processes.



The winner is **Mr Abbey Kgaile**

Mr Abbey Kgaile is a Director at the Free State Training and Development Institute and has 34 years' experience in the education and training sector. Besides his vast experience in public service training, learning and development both as a facilitator and as a manager, he has wide experience in education, as a principal, and in school management and development.

He is an acknowledged and respected veteran in the training, learning and development environment and has shown exceptional skills that has contributed to education, training and development in the Free State Province. He has also won numerous awards as trainer and best coordinator for public service induction

programmes.

Mr Kgaile is a committed public servant that is regarded as a visionary leader in his role at the Free State Training and Development Institute. Under his leadership the Institute obtained accreditation with PSETA against two qualifications 49 unit standards.

As a respected figure within the wider public service and community, the contribution he has made to public service training, as well as to education and development is broadly acknowledged and appreciated.

AWARD 5

NSG PRINCIPAL'S AWARD FOR EXCELLENCE IN TRAINING DEVELOPMENT FOR NSG PROGRAMMES TWO AWARDS, IN BOTH THE INDIVIDUAL AND INSTITUTIONAL CATEGORIES WERE CONFERED

This Award is presented to an individual trainer or a national or provincial institution that provided excellent service in capacity building and development in National School of Government (NSG) programmes. As the NSG offers more than 140 courses and programmes, these programmes could make a lasting impact if they are institutionally well supported and delivered by high quality and professional facilitators.

Nominations were open to all facilitators and public service training institutions.

The **individual winner** of the NSG's Principal's Award for training in NSG programmes is **Mr Anthony Canham**

Mr Anthony Canham is the National Compulsory Induction Programme (CIP) Co-ordinator at the Department of Justice and Constitutional Development. He also served in the PSTF structures for 15 years.

Mr Canham has made a remarkable contribution towards the mass roll-out of CIP in the Department of Justice and Constitutional Development. He has also trained and capacitated CIP facilitators in the various regions of the country, which made it possible to rollout CIP in larger numbers. Mr Canham has also provided direct support and coordinated CIP training in regions that do not have their own CIP facilitators. Mr Canham is also a seasoned facilitator of CIP, as he has trained the various CIP modules across the country for both levels 1 to 5 and levels 6 to 12.

CIP is an important programme for new entrants into the public service. It acquaints them with our national ethos and principals, as well as the functioning of government.

The **winner** of the **institutional award** for excellence in training development for NSG Programmes is **Justice College, Department of Justice and Constitutional Development**



The award to the Leadership Management and Administrative Training unit at Justice College, Department of Justice and Constitutional Development is for Compulsory Induction Training.

As the Department of Justice and Constitutional Development has a staff compliment of more than 13 000, Justice College has supported the mass implementation of the Compulsory Induction Programme since 2015.

In order to ensure the rollout of CIP within the Department, Justice College made special arrangements on strategic and operational level, which included additional budget provisions, the appointment of a National Coordinator to spearhead the project, as well as the training of facilitators for the various regions of the country. In addition Justice College has implemented monitoring and evaluation processes to ensure quality and the smooth facilitation of CIP.

Through their actions and initiatives in this regards, Justice College supports the values, principles and strategic goals of government, while ensuring that the delivery of CIP occurs efficiently and within the context of value for money.

AWARD 6

MINISTER'S AWARD FOR EXCELLENT SERVICE TO PUBLIC SERVICE TRAINING THE AWARD WILL BE PRESENTED IN THREE CATEGORIES

The Minister's Awards for Excellent Service to Public Service Training are in recognition for extraordinary efforts made by institutions and individuals to capacity building in the Public Service. This award will be presented in three categories namely

1. the first category is for the best departmental or provincial HRD unit or branch;
2. the second relates to the best national or provincial public service training institution, which includes public service academies, provincial and/or sectorial academies, institutes, and colleges, and
3. the third category is the best individual award.

Nominations in this category were open to all HRD units as well as public service training institutions. However, the best individual award is conferred to the person with the highest individual assessment amongst all the individual awards.

The **winner** in the Minister's Award category for excellence by a departmental or provincial HRD unit or branch, is the **Adult Education and Training unit in the Provincial Department of Human Settlement, KwaZulu-Natal.**



The core business of this unit is Education and Training. They conduct Adult Basic Education and Training Programme as part of the Premier's initiative to eradicate illiteracy in the Province.

The purpose of the programme is to create developmental opportunities in order to educate, equip and empower all learners in the Department. A total number of 538 employees were placed in the Adult Basic Education and Training levels 1 to 4.

Participants completing the programme receive a qualification known as the General Education and Training Certificate at NQF Level 1 with 120 credits. This qualifies them to enrol for matric, or at a Technical, Vocational Education College (TVET).

The Department developed the learning materials for training in IsiZulu, which enabled employees to converse and conduct meetings in IsiZulu. Training has also contributed towards building employees' self-esteem and dignity through literacy skills, and ensured greater adherence to public service financial management processes in the workplace.

Expanding learning and development opportunities is within the spirit of our Constitution and complies with Chapter 2 of the Bill of Rights, as everyone has the right to basic education.

The **winner** in the Minister's Award category for excellence by a national or provincial public service training institution is the **Provincial Training Institute, Office of the Premier, Western Cape.**



The Provincial Training Institute, Office of the Premier, Western Cape, renders training services to all provincial departments. It is a SAQA accredited institution with quality standards conforming to the highest national requirements. The competency based learning and development programmes it provides, results in improved employee and organisational performance. The Institute has also embarked on a Business Innovation Agenda to counter the effects of austerity measures. Through the implementation of this Business Innovation Agenda and by finding innovative ways to unlock resources, it is possible for the Institute to still respond to the increasing training needs of departments.

The Western Cape Provincial Training Institute is also innovative in its rollout of training in order to optimise its impact on service delivery. A good example is its E-Learning offering that has increased from one course in 2010 to ten courses in the 2016/17 financial year.

From feedback it is evident that the programmes offered by the Institute are well received. These programmes are aligned to, amongst others, the constitutional values of social rights and equity, Ubuntu and respect, accountability and responsibility, rule of law, non-racism and non-sexism.



The **winner** in individual category of the Minister's Award for excellence is **Mr Abbey Kgaile** from the Free State Office of the Premier.

Mr Abbey Kgaile from the Free State Office of the Premier has also received the Training Excellence Service Medallion which is presented to a public service trainer for dedicated and meritorious service to public service training over a period of at least ten years.

Mr Abbey Kgaile receives this awarded because he has the highest individual assessment amongst all the individual awards.