



The KZN PPSTA is responsible for the training and development of public servants. However, during their skills planning cycle it became evident that there is an increase in the number of visually impaired learners attending training offered by the Academy.

These learners were not able to access the traditional printed learning material and had to rely largely on facilitators for learning. The result was that learning material was converted into formats suitable to visually impaired learners.

The formats identified were Braille and Audio. Braille is a method of reading and feeling text through touch (not sight). For individuals unable to turn pages in a book, the material was narrated and it is provided in Audio CD format. Four high demand courses were converted: Customer Care, Diversity Management, MIP (levels 1-5), MIP (levels 6-12)

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

- Awards for Excellence in Design and Development of Training are presented 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.
- Nominations were open to all facilitators, developers and institutions operating in this sphere.
- For historical reasons, in-house design and development competences are rare in the Public Service and outsourcing programme and course design and development skills is often the norm. A developmental and capable State required design and development competencies that are "in-house". Institutions and individuals who excel in this sphere deserve recognition, encouragement and reward.

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THE INSTITUTIONAL  
AWARD GOES TO:

THE INSTITUTIONAL WINNER IS  
THE KZN PROVINCIAL PUBLIC  
SERVICE TRAINING ACADEMY.



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The KZN PPSTA, together with the Operation Sukuma Sakhe (Stand Up and Build), was mandated to develop training materials that integrated the programmes of the Departments of Health and Social Develop, and to train Community Caregivers in KwaZulu-Natal to perform an integrated scope of practice.

The development and delivery of the six module course was successful and, very important for the provincial context, materials were also availed in IsiZulu.

Pre and post-test scores revealed excellent levels of content knowledge. Role-play and summative assessment results also revealed that participants were well prepared to perform in the classroom. Learner feedback and facilitator evaluation were also positive.

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## THE INDIVIDUAL AWARD GOES TO:

THE **INDIVIDUAL WINNER IS MR BRENT SIMONS**, GOVERNMENT COMMUNICATION AND INFORMATION SYSTEM (GCIS).



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Mr Brent Simons is the former Chief Director of Training and Development at the GCIS and is currently the spokesperson of the Ministry for Public Service and Administration.

After identifying the shortcomings of communication courses offered by academic institutions, he worked tirelessly with the University of Pretoria to design a six module course for all Government communicators. He travelled the length and breadth of South Africa to consult with key stakeholder and role-players.

The result was a short programme to induct and orientate all new Government communicators and a small number of Ministers, Deputy Ministers, Ambassadors and Councillors. About 110 Government Communicators from the Eastern Cape have also been trained.

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**AWARD CATEGORY:  
KHAEDU TEAM AWARD**

- The award is presented to the facilitator and the team that excelled in the field assignment of the Project Khaedu Programme aimed at improving service delivery.
- Project Khaedu is an action learning programme which equips managers with core competences on process design, organisational effectiveness and change management.
- It seeks to enable managers to practically apply what they learned from the core competences module at the site of delivery and make recommendations to the hosting site. In this way, managers and host sites are not only exposed to service delivery challenges but work together to be agents of change and have competences to solve service delivery problems.

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**THE AWARD  
GOES TO:**

**THE AWARD WINNERS ARE MR  
DEON BLOEMSTEIN AND THE  
HARRISMITH DOJ TEAM.**



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Deon Bloemstein and the multi-disciplinary team were deployed to the Harrismith Magistrate Court to identify challenges and recommend practical improvements. The challenges they identified cover human resources, training and development, organisational design, infrastructure and process shortcomings. Using the theory, methods and tools of analysis conferred in class, they recommended practical and rational steps to identify, address and overcome challenges.

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**AWARD CATEGORY:  
INTERNSHIP AWARD**

- Awards will be presented to a national department and a province that performed well in implementation of Internship, Learnership and Artisan Development Programme in the Public Service.
- The determination on interns in the Public Service requires departments to appoint an equivalent of up to 5% minimum of interns and or learners against its total staff establishment.
- In determining the best performing department and province a performance based measurement template was used to summarise data. The following three performance indicators were measured:
  - Indicator 1: 5% staff establishment contributed 60% of the weighting.
  - Indicator 2: Diversity - disability was the main consideration, after recognising that gender and race was considered. Contributed 30% of the weighting.
  - Indicator 3: The percentage of appointments into a post, contributed 10% of the weighting.

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**THE AWARDS  
GO TO:**

**National Winner:**  
Rural Development and  
Land Reform

**Provincial Winner:**  
Limpopo Province




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**AWARD CATEGORY:  
TRAINING EXCELLENCE SERVICE MEDALLION FOR LIFE TIME  
ACHIEVEMENT IN TRAINING, LEARNING AND DEVELOPMENT**

- The Training Excellence Service Medallion is presented to a public service trainer for dedicated and meritorious service to public service training over a period of at least ten years.

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THE AWARD GOES TO:

MR LESLIE FICK, DIRECTOR OF THE LEARNING CENTRE AND FUNCTIONAL TRAINING AT THE DEPARTMENT OF TRADE AND INDUSTRY.



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Mr Leslie Fick has made an exceptional contributed to training, learning and development as educator, trainer and manager.

He started his career as a high school teacher in the late 1980s. While employed by Parliament during 1996, he contributed to the drafting of the South African Constitution. From there he moved to the National Department of Land Affairs, the South African Revenue Service Head Office, and the Department of Trade and Industry.

His passion for human resource development came naturally as he participated in, and supported, the transformation of South Africa as a student and a community activist. He maintains that through training and development he can contribute towards the socio-economic emancipation of the South African citizenry.

Seven horizontal lines for handwritten notes.

AWARD CATEGORY: NSG PRINCIPAL AWARD FOR EXCELLENCE IN TRAINING DEVELOPMENT OF NSG PROGRAMMES

- Awards are presented to an individual trainer as well as a Departmental unit or branch in a national or provincial institution that provided excellent service in capacity building and development in NSG programmes.
□ Nominations were open to all facilitators and public service training institutions.
□ The NSG (National School of Government) offers 146 courses and programmes. These programmes and courses can have lasting impact if they are institutionally well supported and delivered by high quality and professional facilitators, and they have the potential to play a meaningful role in developing a capable State as envisaged by Vision 2030.

Seven horizontal lines for handwritten notes.

THE INSTITUTIONAL  
AWARD GOES TO:

THE **INSTITUTIONAL WINNER IS**  
THE **FREE STATE CIP PROVINCIAL**  
**TRAINERS.**



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The Free State team of Compulsory Induction Programme (CIP) trainers made important strides in coordinating efforts to ensure that mandatory programmes are implemented across the provincial Departments.

They ensured that the province was the first to implement CIP on 22 November 2012, twenty two days after the publication of the CIP Directive. They also broke the record of training trainers on all CIP Modules and included technology in their networking system. The most effective social network they have been using to share best practices is "WhatsApp".

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THE INDIVIDUAL AWARD  
GOES TO:

THE **INDIVIDUAL WINNER IS MS**  
**NOMSHADO MATSELANE**



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Ms Nomshado Matselane (Free State) is currently the Deputy Director of Security Services Training. Her previous appointments include Deputy Director: Social Sector Provincial Coordination, Deputy Chief Education Specialist in the Thabo Mufutsanyana District, and part-time lecturer at the North West University (Qwa Qwa).

She is currently enrolled for a PhD with the Central University of Technology. She has played an instrumental role in the implementation the CIP Programme, was one of the first to qualify as a ready-to-train trainer of CIP and commenced with the delivery of Orientation and Module 1 sessions across five Departments.

She was also nominated for the Africa's Most Influential Women Award for 2014/5. Out of 9 000 nominations from across Africa, she became a finalist for the 2014/5 Africa's Most Influential Women in Business and Government: Government Employed Official Category.

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**AWARD CATEGORY:  
MINISTER'S AWARD FOR EXCELLENT SERVICE TO PUBLIC  
SERVICE TRAINING**

- Awards are presented to an individual trainer as well as an institution, departmental unit or branch nationally or provincially that provided excellent service to public service training and development.
- Nominations were open to all facilitators, developers and institutions operating in this sphere.

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THE INSTITUTIONAL AWARD  
GOES TO:

THE **INSTITUTIONAL WINNER** IS  
THE **WESTERN CAPE PROVINCIAL  
TRAINING INSTITUTE.**



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As the Western Cape government regards its human capital as one of its biggest assets, it established the Cape Administrative Academy, now the Provincial Training Institute (PTI) in 1997. As a fully SAQA accredited institution of learning the PTI actively contributes towards the development of a capable state through the quality programmes it rolls out in close cooperation with the National School of Government and other national institutions of learning.

Though the primary target of the PTI is provincial officials at all levels and occupations, it has recently expanded its client base to include learners from national local spheres of government based in the Western Cape Province. Its business is based on academically sound and universally endorsed principles of learning, covering the learning cycle in its entirety.

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Its services are broadly structured in seven niche areas, namely: Induction/Orientation, Management and Leadership Development, Financial Management, People Management, Service Delivery Improvement, Systems training/expansion of e-Learning and Curriculum Development.

The PTI actively drives its vision of "Changed lives through world-class skills development" by continuously developing, refining and implementing learning programmes to ensure that the institution remains current in its contribution to service delivery.

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THE INDIVIDUAL AWARD  
GOES TO:

THE INDIVIDUAL WINNER IS MR  
KAGISHO KENNETH MANGATE

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With more than ten years' experience in different sector in the education and training environment, Mr Mangate has contributed substantially to the improvement of the teaching and learning environment in the Free State Province.

He has contributed substantially with training PSETA accredited programmes such as Project Management and Change Management and is involved in training officials from the lower levels to SMS managers.

He is also dedicated and committed to training officials in the rural districts of the Free State where he has to overcome wide-ranging challenges, from non-availability of electricity to training for learners with special needs. He has been very innovative by developing assessment tools for learners who cannot read or write.

Finally, it is the positive feedback from learners and peers that has established Mr Mangate's reputation as a hardworking and excellent trainer, committed to the development of the public service.

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End of Awards

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