



PSTF 2015 AWARDS CEREMONY



school of government

Department:
National School of Government
REPUBLIC OF SOUTH AFRICA



Province of the
Northern Cape
REPUBLIC OF SOUTH AFRICA



PSTF ACHIEVERS AWARDS

AWARD 1: EXCELLENCE IN DESIGN AND DEVELOPMENT OF TRAINING PROGRAMMES

- 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.
- 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 requires design and development competencies that are “in-house”. Institutions and individuals who excel in this sphere deserve recognition, encouragement and reward.

THE INDIVIDUAL AWARD GOES TO:

WARREN HANDEL
OFFICE OF THE PREMIER
(WESTERN CAPE)



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Currently Mr Warren Handel is a project manager within the ICT training unit of the Centre for e-innovation in the Premiers Office of the Western Cape.

Mr Handel has customised Moodle through the open source to design a course management and monitoring tool for use by the ICT training unit. This course has been designed to make it possible to attend 50% of the course in face-to-face workshops and then complete the rest of the course online.

This has made it possible for the usual 20 week intervention to be completed in only ten weeks. Mr Handel has also created an online baseline assessment feature with a pre-course test as well as post-course tests. The post-course tests indicate the readiness of learners for the course and it can also be used to measure the progress learners make during the course. Assessment of assignments is also conducted online by either the trainer or the quality assurer.

A total of 1 395 educators participated in the intervention and over 90% of respondents reported that they have benefited from the programme. This excellent work has been recognised by at least two other Western Cape Government Departments who have requested Mr Handel to assist them with setting up Moodle learning-management systems for their own online staff development programmes.



AWARD 2: COAL-FACE SERVICE DELIVERY TRAINING PROGRAMME AWARD

- These awards are presented for an excellent coal-face service delivery training programme and facilitators who excelled in training programmes aimed at improving service delivery at the coal-face.



THE INDIVIDUAL AWARD GOES TO:

MS RONWYNNE RHODA
OFFICE OF THE PREMIER
(WESTERN CAPE)



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Ms Ronwynne Rhoda is currently a project manager in the ICT training unit in the centre for e-innovation in the Premier's Office, Western Cape.

Ms Rhoda has made a major contribution in the rollout of ICT skills for the educator's project that has directly led to the improvement of teaching and learning in the Western Cape Province.

This project uses a blended learning approach for a period of 20 hours face-to-face or contact time and 20 hours online. Trainers attend three Train-the-Trainer workshops per year. Excellent feedback from peers and recipients of training has been received and it indicates that the project has made a significant contribution to improved coal face service delivery.

ICT is used as an enabler to provide greater success to learning opportunities, redressing inequalities, improving the quality of teaching and learning and providing the impetus to accelerate the achievement of national education and development goals.

THE INSTITUTIONAL AWARD GOES TO:

WESTERN CAPE PROVINCIAL
TRAINING INSTITUTE



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The nominated programme is the Professional Secretarial Learning Programme present by the WCPTI.

This programme was implemented to equip administrative assistants and secretaries with competencies to comply with the minimum requirement of a certificate in secretarial studies. The institute, in collaboration with the Cape Peninsula University of Technology, developed and designed the learning content which is specifically aimed at administrative assistants and secretaries. Participants attended class once a week for three months and had to coordinate a business event for their application of learning assessment. The programme achieved a 100% success rate for those who participated in the project. Feedback from stakeholders rated the programme as excellent.

As part of their training programme, the group hosted an outreach and fundraising event to coincide with the 16 Days of Activism Against Abuse of Women and Children and they also adopted a shelter for women and children. They raised considerable social awareness for their cause by also using the local media and radio. Through these activities they succeeded in gaining sponsorships to refurbish the shelter and provided it with essential support and commodities.

AWARD 3: EXCELLENCE IN YOUTH DEVELOPMENT TRAINING AWARD

- The Award is in recognition of the most successful youth development training programme (in the 14-35 age group). Nominations were open to all national and provincial units, branches and individuals for outstanding programmes related to youth development training.
- ***There is no individual winner award.***



THE INSTITUTIONAL AWARD GOES TO:

KIMBERLEY INTERNATIONAL DIAMOND AND JEWELLERY ACADEMY



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The Academy belongs to the Northern Cape Provincial Department of Economic Development and Tourism.

The Academy is seen as a centre of excellence offering training of unparalleled standards to prepare learners for an exciting career in the diamond and jewellery industry.

The Academy offers bursaries to students and also offers skills development programmes aimed at laying a foundation of learning in the diamond and jewellery industry. Its courses consist of a theoretical component of 60 percent and a practical application of 40 percent. The Academy has capable instructors, some of whom are also well skilled in sign language to assist those with hearing impediments. Successful students receive certificates of attendance as well as certificates from the Mining Qualifications Authority.

The Academy has been successful in creating unique opportunities to young people and contributes towards opening doors in an exclusive industry.

AWARD 4: 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. 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 AWARD GOES TO:

MR FAZAL SAFLA,



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He has 25 years' experience in the public service training, learning and development environment at both provincial and local government levels. Mr Safla is an acknowledged and respected veteran in the training, learning and development environment.

His experience covers training administration and coordination; training needs analysis and skills audits; materials and course development; facilitation of courses up to senior management level; monitoring and evaluation; impact assessments in training; macro policy and planning in skills development; and management of training delivery at different levels.

Those who benefited from his experience as facilitator, mentor and manager testified to his high levels of professionalism, his pioneering of many innovative ideas and the fact that he always strives for excellence.

He places considerable emphasis on our commonly accepted national values and principles that should underpin training and education in the public service. This is also a characteristic of his management and leadership style.

AWARD 5: NSG PRINCIPAL AWARD FOR EXCELLENCE IN TRAINING DEVELOPMENT OF NSG PROGRAMMES

- This Award is presented to an individual trainer 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 more than 140 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.
- ***There is no institutional winner in this category.***

THE INDIVIDUAL AWARD GOES TO:

TEBOHO MANAKA

DEPARTMENT OF JUSTICE AND
CONSTITUTIONAL DEVELOPMENT
(FREE STATE)



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Mr Teboho Manaka is a Deputy Director: Human Resource Training and Development and a Compulsory Induction Programme trainer with the Department of Justice and Constitutional Development, Free State Region.

He facilitated and coordinated various CIP sessions in the region whilst also managing and coordinating other NSG programmes such as the Grievance and Disciplinary Procedures Programme, Supply Chain Management Programme, and the Disability Management Programme. He also trained individuals with disabilities.

From the feedback of peers as well as recipients of the training he facilitated and coordinated, it is evident that he is regarded as an excellent facilitator, coach and mentor. Through the training he presented and his role as facilitator he embodied the constitutional values and *Batho Pele* principals of the Public Service. As tokens of appreciation, participants in his training programmes have often shown their gratitude by providing him with various books as gifts. He is a busy man as he is furthering his study through enrolment for a PhD with the University of the Free State.

AWARD CATEGORY: DPSA INTERNSHIP AWARD

- This Award is in recognition of:
- DPSA to provide breakdown of sub-categories and a citation of not more than 200 on each of the winners.
- DPSA representative to be appointed to read the citations during the awards ceremony.



AWARD 6: EXCELLENCE IN INCLUSIVITY TRAINING AWARD – ONE AWARD

- This Award is in acknowledgement of exceptional and visionary facilitators, developers and institutions in the field of inclusivity training for the public sector.
- Nominations were open to all facilitators, developers and institutions operating in this sphere.
- No individual award will be conferred.



THE INSTITUTIONAL AWARD GOES TO:

FREE STATE TRAINING AND
DEVELOPMENT INSTITUTE



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The Free State Training and Development Institute was accredited by PSETA in 2013 and is a highly reputable provincial training institution.

The Institute offers training to all levels of officials in the public service, including learners who have barriers to learning. For this group the Institute has developed innovative ways of adapting presentation and assessment tools in the language that learners could utilise and understand. In order to achieve this, the Institute utilised translators and converted programmes into Braille to deliver programmes and avail course to learners with various disabilities. Feedback from the recipients of training as well as impact assessment reports confirm that these efforts have been highly successful in providing training to learners that might not have had such a benefit in the past.

By expanding the scope of the training offering, the Free State Training and Development Institute embodies the principles of inclusivity that forms an inherent part of our value base.

AWARD 7: MINISTER'S AWARD FOR EXCELLENT SERVICE TO PUBLIC SERVICE TRAINING

- Awards are be presented for excellent service to public service training in three categories:
 - Individual award.
 - Departmental or provincial HRD unit or branch.
 - A national or provincial public service training institution (e.g. public service academies, provincial and/or sectorial academies, institutes, colleges).
- Nominations were open to HRD units and public service training institutions.



THE DEPARTMENTAL OR
PROVINCIAL HRD AWARD
GOES TO:

GAUTENG DEPARTMENT OF
INFRASTRUCTURE DEVELOPMENT
(HRD UNIT)



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As the core business of this department is in the construction and built environment and, it employs engineers and related technical specialist to manage infrastructure developments in Gauteng.

However, as South Africa does not produce sufficient specialists in the required technical fields, the department awards bursaries to unemployed youths in order to create a pool of qualified individuals from which it could source future employees. Scarce skills are prioritised, specifically in engineering, and the construction and built environment.

In addition to the bursaries, the department has also developed a support programme in collaboration with the University of Johannesburg and the Engineering Council of South Africa with the purpose of providing a mentoring service to beneficiaries of bursaries. Since the implementation of this support programme student access to examinations have increased and the number of drop-outs have substantially reduced. Thus far seventeen students have successfully completed their qualifications and four have registered as candidate engineers with the Engineering Council of South Africa.

THE NATIONAL OR PROVINCIAL
PUBLIC SERVICE TRAINING
INSTITUTION AWARD
GOES TO:

KZN PROVINCIAL PUBLIC
SERVICE TRAINING ACADEMY



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The KZN Provincial Public Service Training Academy is a PSETA accredited institution. It provides high quality competency based learning and development programmes and interventions that lead to improved employee and organisational performance.

The Academy performs the following skills development functions: skills planning compliance and monitoring; leadership and management development; generic and transversal training; transversal bursaries; curriculum and materials development; adult education and training; and knowledge management and library services.

The Academy is regarded as an institution of excellence and during the previous financial year it trained more than 7 000 provincial officials across the KwaZulu-Natal province and more than 17 000 people (including youth and adults) have broadly benefited from the Academy's training, development and support programmes.

From feedback it is evident that the programme offering of the KZN Provincial Public Service Training Academy is well received by recipients across the board. These training programmes are appreciated as they support the values of government in order to ensure that public servants have the right mind-set and professional attitude.

No nominations were requested in the category for the individual winner. The highest rated individual winner in all the other individual categories was selected as the winner in this category.



THE INDIVIDUAL WINNER FOR 2015 AWARD GOES TO:

MR FAZAL SAFLA,

GENERAL MANAGER OF THE KZN
PROVINCIAL PUBLIC SERVICE
TRAINING ACADEMY



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End of Awards

