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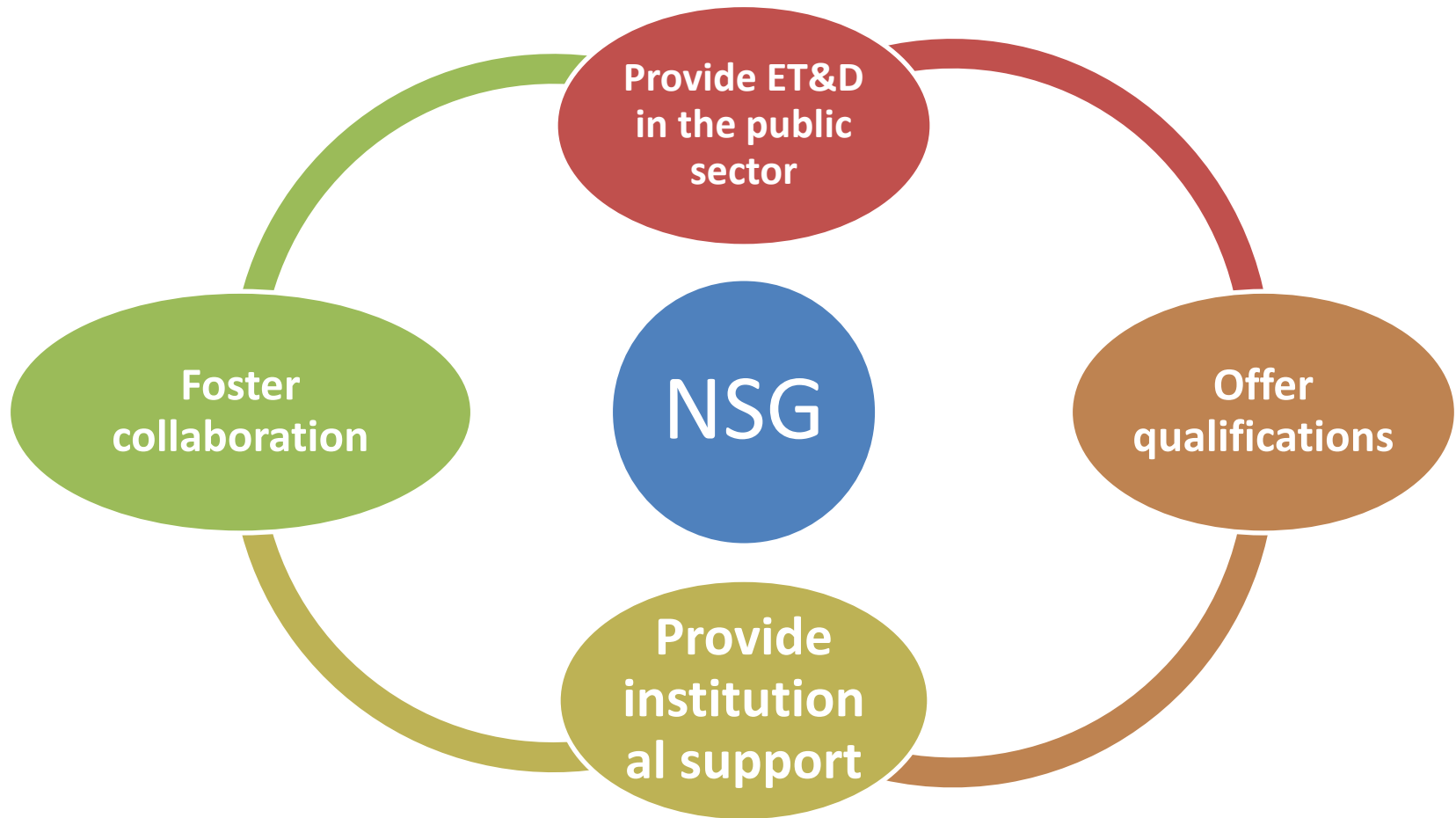
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Overview of the NSG Programmes Designed for Elected Officials

02 December 2021
Busani Ngcaweni, Principal: The NSG

The NSG Mandate



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Linking the Mandate with National Priorities

CAPABLE STATE

A capable state has the required human capabilities, institutional capacity, service processes & technological platforms to deliver on the NDP through a social contract with the people.

ETHICAL STATE

An ethical state is driven by the Constitutional Values & Principles of public administration & the rule of law, focused on the progressive realisation of socio-economic rights & social justice as outlined in the Bill of Rights.

DEVELOPMENTAL STATE

A developmental state aims to meet people's needs through interventionist, developmental, participatory public administration. Build an autonomous developmental state driven by the public interest & not individual or sectional interests; embedded in South African society leading an active citizenry through partnerships with all sectors of society.

Outcomes :

- ❖ Improved leadership, governance & accountability for a functional, efficient & integrated state;
- ❖ Professional, meritocratic & ethical public administration, & social compacts & engagement with key stakeholders;
- ❖ Enhancing confidence & trust on the State.



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Our Programmes Must Have Impact – Mastering Statecraft

Committed to the course of national development and transformation

Diligent in the execution of national priorities

Prudent in the deployment of public funds

Masterful and know what they are doing

Ethical and **Accountable** to the people

Innovative, always seeking new ways of doing things with precision



The Impact on Covid-19 - Open Distance eLearning

Removes barriers of place & time to learning & development: learners & facilitators don't have to be in the same space at the same time



Self-paced online learning offered at no cost

Create a profile and enrol here:
<https://elearning.thensg.gov.za/elearning2/>

- Know and Live our Constitution
- Basic Writing for Government
- Advanced Writing for Government
- Generally Recognised Accounting Practice
- Ethics for Internal Auditors

Self-paced online learning offered at low cost

Obtain a quotation from the NSG Contact Centre
contactcentre@thensg.gov.za

- Socio-Economic Impact Assessment System as a policy making and execution tool
- mSCOA (coming soon)

Facilitated online learning offered is a cost effective alternative to virtual / face-to-face training covering the same learning outcomes & having the same accreditation status

- Bid Committees (MFMA)
- Excellent Customer Service for Frontline Staff

We retain face-to-face training as the majority of public servants don't have data & devices, especially the Frontline

Our Education, Training and Development Interventions

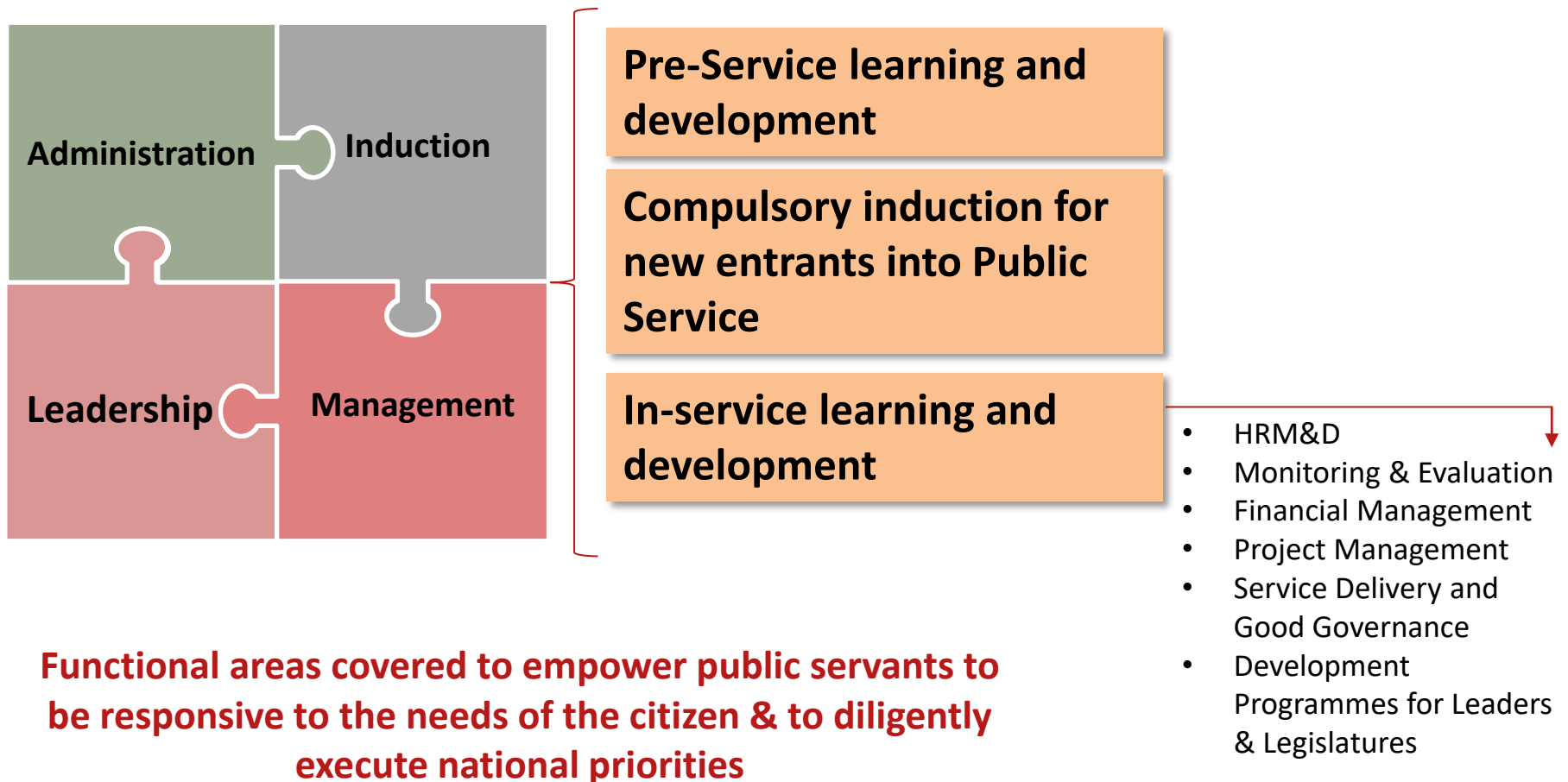


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Functional areas covered by the NSG



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Our Faculties

Cadet & Foundational Development

- Breaking Barriers to Entry to the PS
- Compulsory Induction Programme for Levels 1-5
- Excellent Customer Service for Front Line Staff
- Foundational Management Development Programme

Middle Management Development

- Compulsory Induction Programme for all Middle Managers
- Emerging and Advanced Management Development Programmes
- Supply Chain, Project Management & Finance Skills
- Professional Development

Senior Management & Professional Development

- Nyukela: Compulsory Pre-entry Exam
- Compulsory Induction Programme
- Professional Development
- Executive Development
- Project Khaedu
- Policy implementation

Executive Management & Leadership Support

- Compulsory Induction for DDGs & DGs
- Executive Coaching
- Economic Governance for Elected Officials
- Executive Programmes for Accounting Officers & their Deputies

There is a range of cross-cutting courses on offer to elected & appointed officials

Mandated & bespoke programmes

Nyukela
Step-up

Compulsory
Induction into the
Public Service

Ethics and
Anti-corruption

Seasonal Schools on
Economic
Governance

Etella – Executive
Education
Programme

Khaedu
Challenge

Mastering the Art of
Government
Communication

Socio-Economic
Impact Assessment
System as a Policy
Making and
Execution Tool

Economic Impact of
the COVID-19
Pandemic

Master Classes

Ethical Leadership
and Executive
Oversight
Programme

Chief of Staff &
Ministerial Advisors'
Bootcamp

Mastering the Art of
Execution

Scenario Planning in
Public Institutions

Changing the Narrative
of Public Entities: an
Induction Programme
for Boards

Supply Chain &
Contract
Management

Local Government
Leadership and
Oversight
Programme

Chief Information
Officer Training:
Grow your
Professional
Capabilities

Local Government
Leadership and
Oversight
Programme

Cyber Security
Course

Flagship Programmes

- Working with Department of Women, NSG launched an accredited gender course in August 2020 focusing on **Gender Mainstreaming in the Public Service, Gender Based Violence & Gender Responsive Planning & Budgeting**



Leading Change by Championing Gender Equality in the Public Sector



The National School of Government is offering public servants a five-day virtual Gender Mainstreaming training programme in support of the 16 days of no violence against women and children.

The course is aimed at developing capacity for gender-based policy making in the public service including building capacity to identify and respond to gender-based violence and femicide and also to identify opportunities to advance inclusion. Over 200 male and female participants have attended the course since inception in August, in partnership with the Department of Women, Youth and Persons with Disabilities.

The course targets both senior as well as middle managers in the public sector.

For More Information and Enrolment:

	Petunia Matsapola petunia.matsapola@thensg.gov.za Tel: 012 441 6353		Ntebogeng Mudau Ntebogeng.Mudau@TheNSG.gov.za Tel: 012 441 6709
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Flagship Programmes

Economic Governance School for Members of the Executive from all spheres of government. It is designed to broaden learning perspectives through analysis and critical reflection on the nature of challenges of government. It will be conducted by the NSG in partnership with the Wits School of Governance. *Top quality faculty mobilized*



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Flagship Programmes

Etella: a bespoke executive program designed for Accounting Officers & deputies



The NSG takes Senior Public Servants back to the “Simulator”

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ETELLA

A Flagship Executive Programme for Accounting officers

Course begins on 07 December 2020

Designed to empower public sector Accounting Officers to enhance their skills in executive leadership, digital transformation, building high performing teams, financial modelling and execution capabilities. Ensuring the broadening of leadership perspectives to improve the performance of the State for accelerated service delivery and inclusive growth.

For More Information and Enrolment:

Vuyo Mathapo
Vuyo.Mathapo@thensg.gov.za

Nompumelelo Lukhele
Nompumelelo.Lukhele@thensg.gov.za

@thensgZA

General enquiries may also be directed to the **NSG Contact Centre:**
0861 008 326 / 012 441 6000
www.thensg.gov.za

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Applying SEIAS Tools is an ex-ante **policy analysis tool** utilised to determine the likely costs & benefits of a **particular regulatory proposition** including public policies, legislation, regulations & other highly impactful regulatory instruments.

- As a quality assurance tool, determining impact assessment, as it improves public policy through designing & selecting evidence-based policy options; policy coordination & coherence, alignment with strategic national priorities, minimizing unintended policy consequences, anticipating & mitigating implementation risks, & embedding a costed implementation plan (M&E).



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SOCIO ECONOMIC IMPACT ASSESSMENT SYSTEM (SEIAS)

OFFICIALS AND PUBLIC OFFICE-BEARERS INVITED
TO SHARPEN POLICY MAKING SKILLS

Purpose

To improve the quality of public policies through sharpening the policy drafting skills of officials through the Socio-Economic Impact Assessment (SEIAS) tool. The SEIAS analysis tool equips officials to determine the costs and benefits of government or public sector policy proposals including legislation. The course is offered online with a one virtual classroom session.

Sign up for the Socio-Economic Impact Assessment (SEIAS) Course

For enquiries on the course, cost and enrolment contact:

Ms Donna McLaurie

Donna.Mclaurie@thensg.gov.za

021 462 7003 (office hours)

ENROL TODAY



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www.thensg.gov.za



eLearning@thensg.gov.za

contactcentre@thensg.gov.za

Contact Centre: +27 86 100 8326 Switchboard: +27 12 441 6000

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Flagship Programmes

Ethics in the public service

- In order to give effect to the constitutional obligation for public service employees to **uphold ethics & integrity**, as well as to promote the **Code of Conduct** as contained in the Public Service Regulations, 2016, the National School of Government in partnership with the Department of Public Service & Administration (DPSA) & the Public Service Commission (PSC) embarked on the development of an **online Ethics course** to ensure that we move forward on becoming a truly values-driven public sector.



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ETHICS IN THE PUBLIC SERVICE (COMPULSORY COURSE FOR PUBLIC SERVANTS)



Purpose

To help build an ethical culture in the public service. The course will empower participants with substantive knowledge of the Code of Conduct which is contained in the revised public service regulations. They will also gain a better understanding of the ethical standards in the public service, how to apply the ethical standards in the workplace and to identify and respond to ethical dilemmas.



REGISTER NOW



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Flagship Programmes



Senzela abantu! Board now!

PUBLIC SERVICE REORIENTATION PROGRAMME (ROP)

Learner Guide

The Public Service Reorientation Programme (ROP) enables serving public servants to **revive their understanding of the Constitution** & their mandate in creating citizen-centred service ethos, **enthusiasm** for public duty & commitment to improving service delivery. It also calls for serving officials to commit to **building a capable state** & an administration that is responsive, caring & proactive in dealing with citizens & their challenges.

ROP provides an opportunity for participants **to ignite their thinking**, energize their approach to work; reconnect with their colleagues **to innovate & problem solve**, with passion & commitment.



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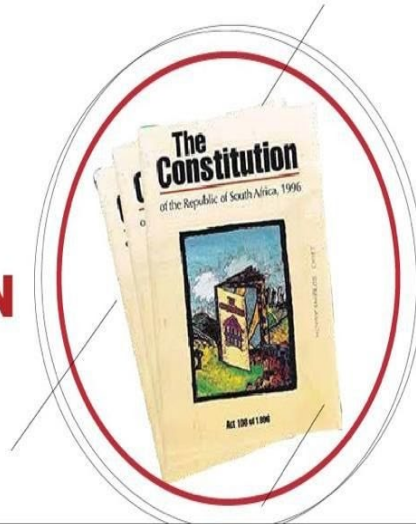


Flagship Programmes



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KNOW AND LIVE OUR CONSTITUTION TRAINING PROGRAMME

Purpose

To promote awareness of the Constitutional provisions in relation to the rights of citizens and the obligations of public servants on the provision of public services.

Note:

Public servants are able to enrol themselves and study at their own convenient time and pace.

REGISTER NOW



www.thensg.gov.za



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NYUKELA | PRE-ENTRY INTO SENIOR MANAGEMENT SERVICE

Purpose

For people who aspire to enter into senior management positions in the public service for the first time and those already in the Senior Management Service (SMS) who wish to progress to a higher level.

Note:

The course is compulsory for all aspirant SMS recruits from the 1st of April 2020.

REGISTER NOW



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contactcentre@thensg.gov.za

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08-10th December
2021

Ethical Leadership and Executive Oversight Programme

[Click here to register](#)



Designed as an intensive learning intervention, the Ethical Leadership and Executive Oversight Programme is intended for Ministers, Deputy Ministers, Premiers, MECs, Mayors and MMCs. It is curated to assist Members of the Executive to deal with and manage the varied ethical and leadership challenges. It aims to promote a culture of effective oversight and ethical leadership as envisaged in the Constitution, the Executive Ethics Code, the PFMA, MFMA, and other relevant prescripts.

We recognise that the oversight responsibility of Members of the Executive is complex, highly regulated and often requires profound 'in the moment' decisions with significant public value implications. Our goal is to go beyond compliance with norms and standards for oversight, accountability and ethical behaviour. We seek to nurture deeper reflection, active learning and peer engagements.

The programme will enhance awareness of conditions that affect Members of the Executive and their decisions, which are increasingly under public scrutiny. The NSG's core-creation model of delivery will offer space for Members to reflect on parameters of their oversight roles, and the prescripts governing their portfolios as Executive Authorities. They will gain practical insights for managing the performance of Accounting Officers, whilst also simulating scenarios that present moral temptations and ethical dilemmas.

The Ethical Leadership and Executive Oversight Programme is facilitated by seasoned professionals, current and former Ministers and Heads of Oversight Institutions.

3 days contact session is supported by online work that is completed before and after attendance.

For More Information and Enrolment:

Khomotso Radebe

Khomotso.Radebe@thensg.gov.za

Nompumelelo Lukhele

Nompumelelo.Lukhele@thensg.gov.za



www.thensg.gov.za

General enquiries may also be directed to the **NSG Contact Centre:**
0861 008 326 / 012 441 6000

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Induction Programme for Boards of Public Entities

Changing the Narrative of Public Entities

A 5-day hybrid course



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Executive Education Programme for SA Government Officials

Delivered by University College London
and
the National School of Government



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HIGH LEVEL TRAINING FOR SENIOR AND MIDDLE MANAGERS INVITATION

Public Affairs Management in the Digital and Data Era
Leadership in Times of Crisis and Complexity

The National School of Government (NSG)

In partnership with École Nationale d'administration (ENA) of France the NSG will present two short courses on:

- (i) Public Affairs Management in the Digital and Data Era (01-12 February 2020)
- (ii) Leadership in Times of Crisis and Complexity (15-26 February 2021)

Courses will be conducted virtually. The target audience of the courses are Senior Managers and Deputy Directors.

Departments in the three spheres of government are invited to nominate Officials to attend these courses. The official must hold a Postgraduate Degree, and hold a position of responsibility or demonstrating an equal level of competence.

Names and details of nominated officials as well as the course they will attend to should be sent to the following officials indicated below.

Ms Tiego Vuma

Tiego.Vuma@thensg.gov.za
Tel: 012 441 6621

Ms Boipelo Legwabe

Boipelo.Legwabe@thensg.gov.za
Tel: 012 441 6739

General enquiries may also be
directed to the **NSG Contact Centre:**
0861 008 326 / 012 441 6000



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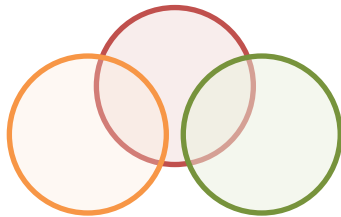
In December 2020, the MPSA released the **Implementation Framework towards the Professionalisation of the Public Service** for public comments

- **Cabinet approved** the publication of the draft framework in November
- The **NSG is leading** this project on behalf of the MPSA.
- Professional bodies, interested parties, civil society organisations, institutions of higher learning, think tanks, organised labour & public servants are making input on how to deepen the transformation of the public service into an ethical, effective and development machinery
- **Two-week public consultation** process started on 15 February 2021
- What is being proposed:



Delivery modalities

ASYNCHRONOUS	SYNCHRONOUS (REAL TIME)	
Open Distance eLearning	Virtual training	Face-to-face training
Own place, time and pace	Own place	
Self-paced courses (no cost)	Virtual conferences	Conferences
Self-paced courses (paid for)	Webinars	Seminars
Facilitated programmes/courses	Programmes/courses via Zoom/Teams	Programmes/courses
	Master classes via Zoom/Teams	Master classes
	Workshops via Zoom/Teams	Workshops
	Online coaching	Coaching



Blend of asynchronous and synchronous training



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Delivery modalities



International partners



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Local higher education partners



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA



RHODES UNIVERSITY
Where leaders learn



University of Fort Hare
Together in Excellence



UNIVERSITY of the
WESTERN CAPE



UNIVERSITY
OF
JOHANNESBURG



Tshwane University
of Technology
We empower people



UFS

UNIVERSITY OF THE FREE STATE
UNIVERSITEIT VAN DIE VRYSTAAT
YUNIBESITHI YA FREISTATA



DURBAN UNIVERSITY OF TECHNOLOGY
INYUVESI YASETHEKWINI YEZOBUCHWEPHESHE



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Our Education, Training and Development Interventions for Local Government Councillors



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Leadership Development for Local Government

- Co-hosting of **leadership platforms** (dialogues and seminars) with CoGTA and SALGA
- **Local Government Leadership Development Programme (LGLDP):** Designed to enable leaders to structure governance arrangements so that there are politically stable, well-administered, financially sustainable, for service delivery at local government level.
 - Accredited by the Local Government Sector Education and Training Authority (LGSETA) against the Further Education and Training Certificate: Leadership Development at NQF Level 4
 - Delivered in blend of face-to-face and online modes, and pre- and post- attendance components
 - Informed, among others, by the Macro Leadership Learning Pathway for Municipal Councils (2016-2021) and 5 pillars of the Back-to-Basics approach for Local Government



Leadership Development for Legislative Sector and Local Government

- **Legislature Capacity Building Programme (LCBP)**

Component 1: **Certificate in Governance and Leadership** (short learning programme) with 4 modules

- Values based leadership and decision making for the public sector
- Democratic governance and public institutions
- Basic research methods for the public sector
- Media communication for the public sector

Component 2: **Graduate Certificate in Advanced Governance and Public Leadership** with 4 modules (in partnership with higher education institutions)

- Power, politics and policy
- Managing delivery: programme, project and policy implementation
- Values based leadership and decision making for the public sector
- Financial oversight and accountability
- Exercising oversight: monitoring and evaluation

These programmes were offered in partnership with Wits School of Governance – expected to restart in 2022 with the new tripartite MoU with Parliament



Functional and Specialist Training

- **Contract Management MFMA**

- Purpose: To train and broaden the knowledge and skills base of practitioners involved in contract management on a regular basis. This will ensure that contemporary methods of dealing with and addressing issues within contract management are brought to the fore.
- Target: Supply Chain Management Practitioners and non-Practitioners in the local government.

- **Bid Committees: MFMA**

- Purpose: To build the capacity of public service bid committee members who serve on bid specification, evaluation and adjudication committees as well as Supply Chain Management practitioners who are responsible for support functions of the Bid Committee system.
- Target: Supply Chain Management Practitioners, Senior Managers, Managers, CFOs, Accounting Officers



Functional and Specialist Training cont..

- **Project Khaedu: Modules**

- To prepare managers for site visits at the coalface of service delivery. “Khaedu” means “challenge” in Tshi-Venda and Project Khaedu has been designed as an action learning programme to empower managers, through various processes of learning reinforcement and practice, to bring about change within their own area of operational control.
- Target: The programme is available to all middle and senior managers in the public sector across national, provincial and local government departments.

- **Ethics Management in Local Government**

- Purpose: provides a basic overview of how to manage ethics within municipalities. designed to assist municipal officials who play a role in ethics management and corruption prevention.
- Target: Section 57 managers and those managers who report to them, as well as councillors.



Functional and Specialist training cont..

- **Mainstreaming Gender in the Public Service**
 - Purpose: enable participants to integrate gender considerations into their daily planning activities across all levels of the public sector.
 - Target: senior managers in the public sector
- **Foundation Management Development Programme (FMDP)**
 - Purpose: is the first building block in a manager's career path and lays a solid foundation for further development.
 - Target: First line supervisors on salary levels 3-5
- **Emerging Management Development Programme (EMDP)**
 - Purpose: targets emerging managers and focuses on exponential career growth. Target Group Emerging managers
 - Targets: salary levels 6-8.
- **Advanced Management Development Programme**
 - Purpose: designed for middle managers and prepares them for the challenges of Senior Management Service.
 - Targets levels 9-12



Functional and Specialist Training cont..

- **Gender Responsive Procurement**
 - Purpose: To build the capacity of municipal bid committee members who serve on bid specification, evaluation and adjudication committees as well as Supply Chain Management practitioners who are responsible for support functions of the Bid Committee system and oversight bodies that oversee the planning and implementation of SCM policies.
 - Target audience: Supply Chain Management Practitioners, Senior Managers, Managers, CFOs, Accounting Officers, Mayors, Finance MMCs
 - Duration: Two Days
 - Cost: R2920 per learner
- **Ethical Leadership & Executive Oversight Programme**
- **The Generally Recognized Accounting Practice (GRAP)**
- **The municipal Standard Cart of Accounts (mSCOA)**
- **The Gender Empowerment Procurement (customization from Bid Committees MFMA)**
- **Championing antidiscrimination in the public service**



Thank you

Ke a leboha	Ngiyathokoza
Ke a leboga	Ngiyabonga
Ngiyabonga	Baie dankie
Ndzi khense ngopfu	Ndi a livhuwa

The National School of Government:

Learn: expanding learning opportunities for public servants to master state craft

Serve: building the capacity (and culture) of public servants to serve society effectively

Grow: helping public servants to combine learning and service to grow professionally



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