

How to develop strong public sector character?

- Take responsibility for your actions.
- Develop personal discipline.
- Know your weaknesses.
- Align your priorities with your values.
- Admit wrongdoing and ask forgiveness.
- Place high value on people.



Corruption in the Public Service undermines the fight against poverty by putting money that is meant for infrastructure & development into the pockets of corrupt officials.

Reporting may be made anonymously to **PSC** via:

Telephone; **0800 701 701** toll free number

Reporting may be made anonymously to Enterprise Risk and Integrity Management: Telephone 040 608 4766

Walk in reporting may be made at: Enterprise Risk and Integrity Management (DoE):

Physical Address: Steve Vukile Tshwete, Education Complex, Zone 6, Zwelitsha



FOUR PRINCIPLES OF ETHICAL MANAGEMENT

As a Government Official you're going to find yourself in a position where you are required to regularly make decision. Consider the following principles before making a decision:

Respect for each employee –

While it's difficult at times, it is important to make sure you treat each of your employees or team members respectfully.

Mutual respect –

Your role as a manager involves making sure that your employees all treat each other respectfully as well.

Procedural fairness

You may not have control of the procedures your company expects you to follow but you do have control over the procedures you can implement within your team.

Decision making transparency

It's incredibly for you to make sure your employees understand why you make the decisions you do.



Province of the **EASTERN CAPE**
EDUCATION

“BUILD, IMPROVE AND MANAGE THE DEPARTMENT OF EDUCATION WHERE VALUES & ETHICAL CONDUCT MATTER”



Physical Address: Steve Vukile Tshwete, Education Complex, Zone 6, Zwelitsha

Chief Risk Officer

Mr L. Njobe

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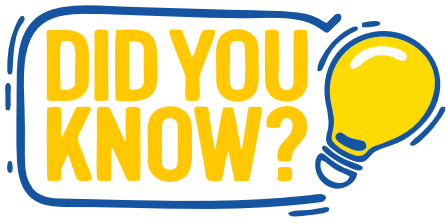
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ETHICS MANAGEMENT

Deals with the principles and standard that determine acceptable conduct in The Department of Education.

WHEN FACED WITH AN ETHICAL DILEMMA AND WANT TO MAKE AN ETHICAL DECISION.

FIRST ASK YOURSELF:

1. Is the action legal and consistent with government policy?
2. Is the action in line with my department's goals and code of ethics/ conduct?
3. Do I think it's a right thing to do?
4. What will the outcome be for the department, colleagues, other parties and me?
5. Can I justify doing it?

WHISTLE BLOWING POLICY

Section 1 of the Protected Disclosure Amendment Act of 2017.

What to report?

(a) The criminal offence that has been committed, is being committed or likely to be committed...**Read.**

REMUNERATIVE WORK OUTSIDE PUBLIC SERVICE (RWOPS)

- ❖ Ask for approval and the approval is valid for 12 months only.
- ❖ Procedures for approval are contained in section 30 of the Public service act, 1994 as issued by the minister on 1 November 2016

WHY DO WE CONDUCT AWARENESS WORKSHOPS?

To communicate the following:

1. To prevent Unethical Behaviour.
2. Section 8 (PAMA) Conflict of interest.
3. Whistleblowing Policy
4. Ethics Policy
5. RWOPS policy.
6. To develop and encourage an ethical culture within the Department of Education
7. As a preventative measure for fraud and corruption.
8. The practice of Favouritism, Nepotism and Transgression of any DoE policies.

1. What is e-Disclosure?

e-Disclosure system is an electronic system used by designated officials in the Public Service to disclose their financial interests. It replaces the conventional paper-based form. The system maintains a data base of the financial disclosures known as register of designated employees' interests.

Disclosure of financial interest is made in terms of Chapter 3 of the Public Service Regulations, 2001. Regulation C.1 specifies the period of the disclosure.

Category	Due date of disclosure
SMS members	30 April
OSD / personal notches (level 13 & above)	30 June
Level 12 (including OSD/personal notches)	30 June
Ethics Officers / PSC officials	30 June
Level 11 (including OSD / personal notches)	31 July
Employees below level 11 in Supply Chain & Finance Units	31 July
Newly appointed designated employees in all categories	30 days after assumption of duty

Why do Financial Disclosure?

1. To encourage transparency of officials.
2. To manage conflict of interest.
3. To promote integrity.