



September 2007

dfa **Now**

Your voice to be heard



President Thabo Mbeki, with UN Secretary-General, Ban Ki Moon at the High-Level Segment of the 62nd Session of the United Nations General Assembly, New York

DEAR COLLEAGUES

IT IS SEPTEMBER AND SPRING IS WITH US. While enjoying the rainy season, the DFA Now brings you the following for your reading timeout: *the High Level Segment session of 62nd session of United Nations General Assembly, the DFA Induction programme and the African Peer Review Mechanism Response. Get to know DFA's business: Labour Relations and the FSI Graduation.*

Please don't forget that we rely on your assistance in meeting the printing deadline. Therefore, in the future to ensure that the *DFA Now* is released on good time please assist us by meeting the submission deadline for the articles. Please forward your letters and articles to the Editor before the deadline. Thanking all contributors who have heeded this request.

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DFA welcomes new employees

A S PART OF THE INDUCTION Process more than 40 newly appointed DFA staff attended the Foundation Course during the month of August. The Foundation Course is aimed at training and equipping staff members with necessary skills required in order perform their duties effectively within the Department of Foreign Affairs, while also enlightening them about the Department's systems and processes. The *Wamkelekile Induction Course* was presented to staff members by the South African Management Development Institute (SAMDI) with a focus on rules, systems and processes within the Public Sector, and legislation such as the Public Finance Management Act (PFMA). This was followed by the Foundation Management Development Programme (MDP) aimed at the management development of Civil Servants within the Public Sector.

The Foundation Course is facilitated by the Human Resource Development and Training Directorate within the depart-



Newly appointed staff attending the Foundation Course

ment and it was the first time that a more comprehensive course was offered. This was evident as various tutors from tertiary institutions and external training institutions presented courses such as Project Management, Writing Skills and Management Development Programme. "Previously within the department the induction of new employees focused only on orientation, whereas the foundation course is more advanced as it focuses also on management training of staff members" said Ms Lynnette Pieterse, course facilitator. Various presenters from various

directorates within the department such as Public Diplomacy, Corporate Services and Protocol also presented on the department's organogram and the functions of branches within the department.

It can thus be deduced that the foundation course served as a warm welcome to new staff members while it also played a pivotal role in inducting staff about the department's Mission, Vision and Values.

We wish all new employees well during their stay within the department ■

by Somkgele Mnguni

The high-level segment of the 62nd session of the United Nations General Assembly

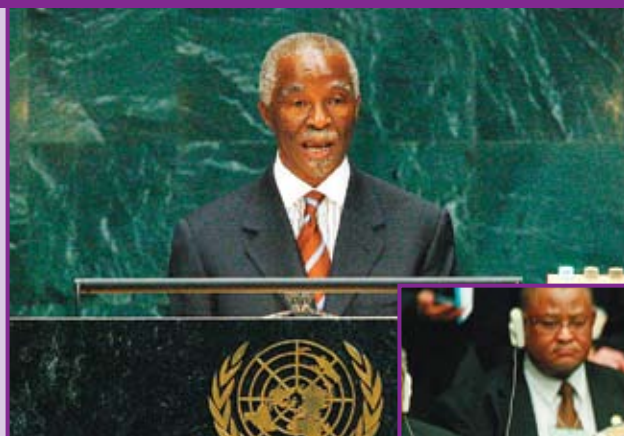
THE HIGH-LEVEL SEGMENT OF THE SIXTY-SECOND SESSION OF THE UNITED NATIONS GENERAL ASSEMBLY was held in New York from 25 September to 3 October under the theme “responding to climate change”. The high-level segment was addressed this year by over ninety (90) Heads of State and Government who commented on various issues of global concern. The South African delegation was led by President Mbeki.

In line with the theme many Heads of State and Government in their statements addressed the challenge of climate change calling for concrete decisions in the meeting of the United Nations Framework Convention on Climate Change to be held in Bali, Indonesia in December 2007. There was a sense that Bali would be a missed opportunity if it did not set the stage for negotiations on a post-2012 climate regime.

In his address President Mbeki pointed out the need for urgent action on climate change noting that the pace of global negotiations on the subject is out of step with the urgency indicated by science. While he called for developed countries to take the lead in line with their historical responsibility he also made the point that we all have a common duty to do more and act within our respective capabilities and in accordance with our national circumstances.

The high-level segment also focused on the development challenges facing the world with many countries noting that 2007 is a halfway mark in the objective of achieving the Millennium Development Goals. There was a concern that many countries in the world are still far from achieving these development goals. In this regard developing countries called for the fulfilment of the commitments of the international community to resources flows.

Peace and security concerns also feature prominently during the sessions of the General Assembly and



President Thabo Mbeki, addressing delegates at the event of High-Level Segment of the 62nd Session of the United Nations General Assembly, New York

Photographs Courtesy of UN Photo/Mark Garten and Marco Castro

this year was no exception. This saw Heads of State and Government commenting on various issues that of concern to them in this area.

A number of Heads of State and Government reflected on the peace process in the Middle East. In this regard many hoped that the international conference to be convened in Washington towards the end of 2007 could offer a basis for a new consensus. There were States, though, who questioned whether the context was propitious for such a conference.

The General Assembly also sees a flurry of activities on its margins as it is, by far, one of the largest annual gatherings of Heads of State and Government. Therefore many multilateral and bilateral meetings are held on its margins. In this context President Mbeki and Minister Dlamini Zuma held a number of bilateral meetings with their counterparts. These meetings focused on both the global multilateral issues as well as on ways of enhancing South Africa's bilateral relations with various countries.

Among these meetings was a

Summit of the United Nations Security Council convened by France in its capacity as President of the Council during September 2007 focusing on peace and security in Africa. In this Summit Heads of State and Government applauded the progress currently being made in the resolution of conflicts in the African continent. This was accompanied by calls for decisive actions to address the remaining conflict situations including Darfur. The need to enhance cooperation between the UN and the African Union also became a recurring theme during the discussions in the Summit.

In addition to bilateral meetings Minister Dlamini Zuma participated in the annual ministerial meetings of the Group of 77 and China, the Non-Aligned Movement, the Community of Democracies and the Commonwealth, amongst others.

According to the United Nations this year's high-level segment was addressed by 189 Member States along with two observers: the Holy See and Palestine ■

African Peer Review: South Africa responds to the APRM country review report

IN 2001, THE ERSTWHILE Organisation for African Unity (OAU) adopted the New Partnership for Africa's Development (NEPAD) as its flagship socio-economic recovery plan. The successor to the OAU, the African Union (AU) at its inaugural Summit of Heads of State and Government in 2002 also adopted NEPAD.

NEPAD's principal objective is to eradicate poverty in Africa by placing African countries on a path of sustainable growth and development. For sustainable development to be achieved there are four (4) conditions, namely:

- (i) peace and security
- (ii) good governance (including good corporate governance)
- (iii) human rights and
- (iv) integration.

The method NEPAD agreed on to improve good governance and human rights on the African continent is the voluntary programme of the African Peer Review Mechanism (APRM).

South Africa was honoured and privileged to be reviewed by the APRM in 2006 and 2007. The review process was led by the Professor Adedeyi of the APRM's Panel of Eminent Persons. The country's self assessment report, conducted prior to the review was led by a National Governing Council, consisting of all the major civil sectors in South African society, namely the women, labour, business, youth, disabled, civic, faith-based and cultural sectors.

The South African Review was inclusive, participatory and innovative. It encouraged and assisted mass involvement in the self-assessment phase by training the Community Development Workers to educate the broader South African public on the APRM and collect information from communities on South Africa's progress in the main thematic areas of the APRM. The South African Review was conducted within the timeframes stipulated by the APRM Base Document.



Minister of Public Service and Administration, Geraldine Fraser-Moleketi

Hence, on the 1st of July 2007 President Thabo Mbeki met his peers, welcomed the African Peer Review Panel's Country Review Report on South Africa (the Report) and presented South Africa's response to the Report in the true spirit of peer review.

President Mbeki commended members of the APR Panel for their hard work and dedication to the process. The President highlighted that the Report was a positive report that acknowledges the huge strides made by South Africa in transforming the country into a vibrant democracy with one of the most progressive Constitutions in the world.

The President reiterated South Africa's deep commitment to strengthening the Peer Review Process. He observed that the Peer Review exercise and the Panel's Report pointed to the importance of South Africa continuing on its trajectory of deepening democracy and democratic values as articulated in the Constitution. South

Africa and the APR Panel are of one mind on the centrality of governance and the soundness of the democratic frameworks that have been built over the last 13 years. South Africa emphasised that strengthening the APRM is essential to the development of Africa and the emergence of a common set of objectives linked among other things to the eradication of poverty and underdevelopment and the creation of inclusive non-racist, non-sexist, democratic and prosperous societies and countries.

The African Peer Review Member States strongly endorsed the process that South Africa undertook in completing the Country Self-Assessment Report, and agreed that South Africa's process was inclusive, participatory and innovative. The APR Report identified eighteen South African best practices worthy of emulation. They include Cooperative Governance, popular participatory governance practices, *Batho Pele*, Multi-Purpose Community Centres, the highly consultative Budget Formulation Process, achievements of the South African Revenue Services, the Johannesburg Securities Exchange, the JSE and Triple Bottom Line Reporting, the Mzansi Account for the un-banked, the Financial Service Charter, the King Reports, self-reliance in development funding, provision of basic needs and socio-economic rights and the successful promotion of gender equality in the public sphere.

The Report also raised critical issues of importance for South Africa to consider. These included issues related to inequality, poverty eradication, unemployment, crime, models of democracy, accountability of elected officials, race relations and corruption. These are issues of national importance and are in South Africa's comprehensive Programme of Action (POA).

In the area of Democracy and Political Governance, the POA contains actions to deal with amongst others: racism, sexism marginalisation, and



President Thabo Mbeki, Minister Geraldine Fraser-Moleketi with Professor Adebayo Adedeji of the APRM's Panel of Eminent Persons

crime, lack of awareness, and poor access to information, impairing the full enjoyment of human rights; the need for active engagement of all communities in the fight against crime and violence and the need to fight corruption and build a national integrity system. With respect to **Economic Governance and management**, the POA addresses issues of: Inadequate public consultation, education and feedback in policy making; underdeveloped capacity and skills; blockages to service delivery; lack of deeper economic integration within SADC and unemployment.

With respect to **Corporate Governance**, the POA contains actions to address the following challenges: company legislation not being transformative and requiring review; the underdevelopment of key institutions; the failure by consumers and shareholders to assert their rights and the need to develop strong corporate governance in civil society organisations. Finally, in the area of **Socio-Economic Development**, the POA addresses: the need to build consensus amongst stakeholders on definitions and measurements of poverty; the need for more effective land reform; strategies for ensuring children's nutrition, health and development need improvement; challenges of crime and violence particularly against women and children; the need to strengthen the integrated

and holistic approach to combating HIV and AIDS and the need to strengthen the current integrated and holistic approach to combating TB and malaria and other communicable diseases.

As stated above, African Peer Review Member States strongly endorsed the inclusive and participatory nature of the South African self-assessment phase. South Africa did raise concerns that the Review Process followed a methodology that seemed to abruptly reduce the involvement of the social partners. This abrupt reduction diminishes the inclusive nature of the Report and raises unnecessary suspicions. Further, South Africa did also raise certain issues around methodological flaws in the Report; however the President stressed that these were raised in the spirit of peer review and genuine debate and dialogue. Indeed, the Report was accepted and not rejected, and were raised in order to strengthen the process as a genuine peer review exercise.

A Country Review Report is not a report on the government of the day, but on the country as a whole including business, labour and civil society organizations. The President expressed South Africa's appreciation for the extensive engagement with the Panel and its secretariat around the Programme of Action (POA), which has incorporated most of the Report's

key recommendations. The POA responds to the major challenges in both the Country Self-Assessment Report and the Panel's Report. Central to the POA, among other issues is the fight against poverty, unemployment, underdevelopment, crime in particular against women and children and actions designed to deepen democracy and close the gap between the first and second economies.

The APRM is ultimately about building good governance, democracy and accountability in all sectors of society. There have been lessons learned both for South Africa and the APRM process itself. The South African experience, its level of citizen engagement and the innovations introduced will all prove to be invaluable to other countries seeking to embark on the APRM process. As we in South Africa now enter the fifth and final stage in the APRM process, it behoves us to act responsibly and to be ready and willing to share our experience and expertise when called on in order to strengthen and deepen peer review across the continent.

Peer Review is inextricably linked to our commitment as South Africans to break the yoke of poverty and all its attendant ills ■

Geraldine J Fraser-Moleketi
Minister for the Public Service and
Administration

Repositioning Labour Relations

Introduction

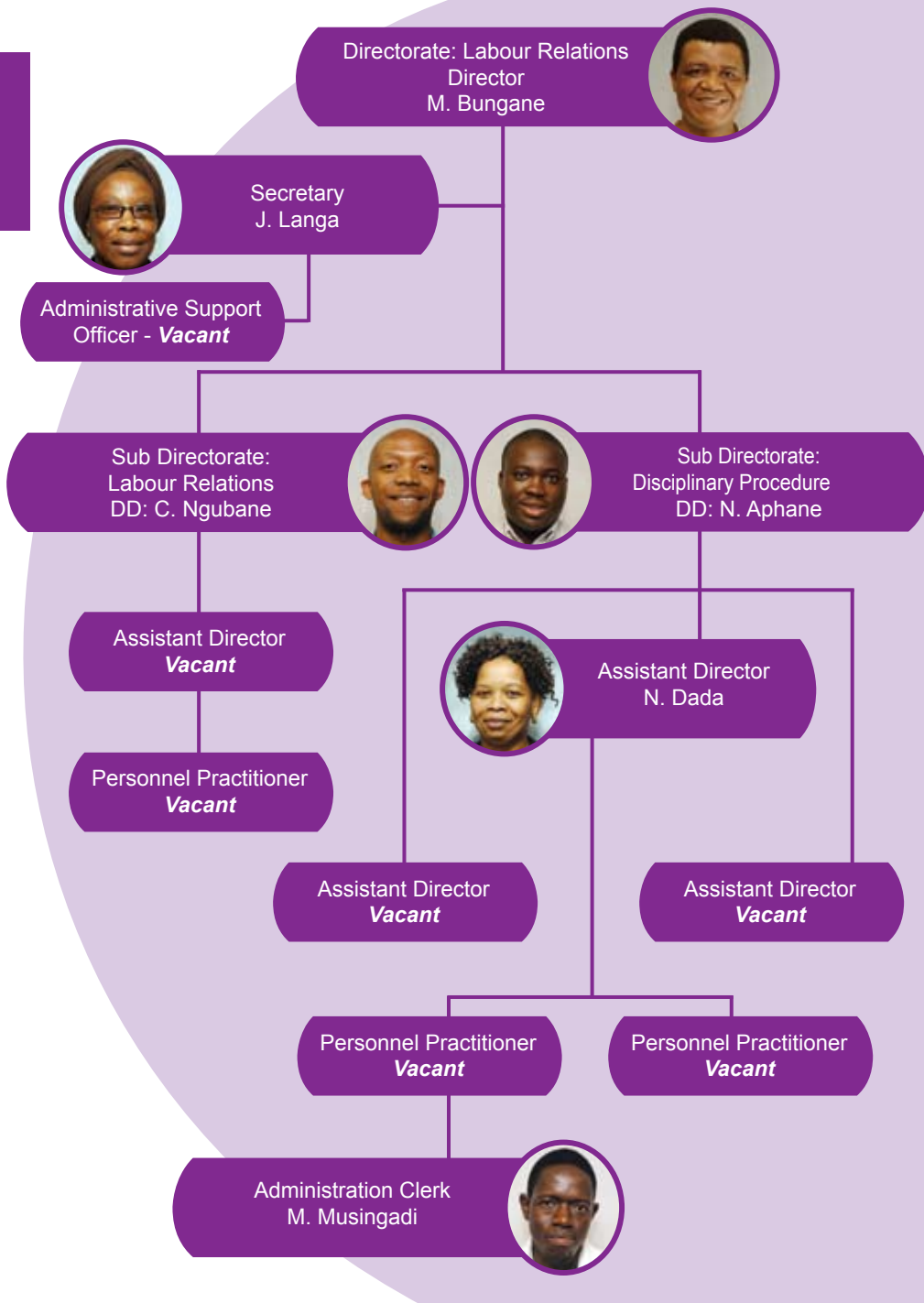
The Department has an important and critical role to play in the successful reconstruction and development of the country through the effective implementation and co-ordination of government's foreign policy. Management has the primary responsibility to ensure that this mandate is achieved. There is a necessity for employees including their representatives to understand this mandate and to cooperate with management for its realisation. There must therefore be a common understanding and a shared vision of the strategic goals of the Department between management and employees.

The employees of the Department play a crucial role in its work. It is therefore in the interest of everyone that good human resource practices including sound labour relations are in place in the Department. It is also critical that the concerns of employees are dealt with effectively and fairly and that they have a voice in the policy formulation process as well as on decisions affecting the workplace to ensure their ongoing dedication and commitment to the strategic goals of the Department.

Labour Relations policy framework and 2007 priorities

The Labour Relations Directorate recently developed a labour relations policy framework for the Department. A formal consultation process with the unions on the policy framework will be undertaken shortly. The policy framework looks a set of principles, rules and procedures that will govern labour relations in the Department. It also deals with issues relating to trade union organisational rights, structures for collective bargaining, consultation and information sharing, platforms for direct employee engagement, as well as discipline, grievances, incapacity procedures.

The policy framework entails the Labour Relation's vision for the Department which is, "To attain a workplace environment where the rights and responsibilities of employees, trade union representatives and management are respected and there is an open



NB: A recommendation was made to combine the Assistant Director posts to form two Deputy Director posts who will deal with disciplinary and other individual matters.

and co-operative engagement on all workplace issues". It also clarifies the role and purpose of the Labour Relations Directorate. The role of Labour Relations Directorate is, "To provide an objective and professional labour relations services to both line managers and employees. Its purpose is to assist the Department realise its strategic objectives by promoting sound labour relations between management and employees within DFA".

Sub Directorate: Labour Relations (Collective Bargaining)

What is collective bargaining?

Collective bargaining is a mechanism to address matters of mutual interest between the employer and employees (as represented by representative trade unions). In the public service, collective bargaining occurs centrally, sectorally and departmentally. Collective bargaining at departmental level only deals with matters with regard to which the Minister has the requisite power. Bargaining will take place in the Departmental Bargaining Chamber (DBC).

Continued from pg 6...

Implementation of collective agreements

Implementation of collective agreements reached will be subject to the General Public Service Sectoral Bargaining Council (GPSSBC) noting the agreement and satisfying itself that the agreements fall within the jurisdiction of the DBC and is not contrary to any sectoral or national agreement.

Our principal business activities in 2007/08 financial year are -:

To implement the Labour Relations Policy Framework.

In order to realise this, we aim to -

- Facilitate consultation between Management and the Unions on this policy
- Market the Labour Relations services within the DFA
- Build good relations with all Unions
- Implement the Service Delivery Improvement Plan
- Facilitate meetings between top management and employees
- Promote employee satisfaction surveys and suggestion boxes

To provide Education, Training, Information and Communication on Labour Relations

In order to realise this objective, we aim to -

- Facilitate training of Investigating Officers, Presiding Officers and Departmental Representatives in disciplinary hearings
- Facilitate information sessions at all Branches
- Have a Labour Relations column in the DFA Now, where we post articles on topical Labour Relations issues monthly, and thereafter post them on the Intranet
- Facilitate training of Corporate Services Managers on Labour Relations processes
- Facilitate information sessions for Corporate Services Managers at Missions

- Facilitate information sessions for Head of Missions at the Foreign Services Institute

To implement the Service Delivery Improvement Plan

In order to achieve this objective, we aim to -

- Develop and distribute the Labour Relations toolkit
- Communicate and implement SDIP
- Build capacity for Labour Relations staff

Sub Directorate: Individual Matters

Discipline is a management function. It is therefore the duty of management to ensure that -

- Discipline is consistent and fair
- Corrective disciplinary action is followed
- That accountability for discipline is vested in line management
- Discipline is dealt with in terms of Resolution 1 of 2003 of the PSCBC as well as Chapter 7 of the SMS Handbook for Members of Senior Management Services but taking into account the specific Departmental factors
- There is no tolerance in respect of misconduct related to fraud, theft, corruption, sexual harassment and physical violence in the Department

Our principal business activities in 2007/08 financial year are -:

Individual matters

To ensure that disciplinary processes are handled fairly and within the required time frame through -

- Creating a pool of Investigating Officers and Presiding Officers
- Formulating and implementing mechanisms for monitoring and managing investigations and other disciplinary processes
- Creating a database of decided cases / precedents in DFA and

other Departments

To handle employee grievances fairly and within the required time frame through -

- Formulating and implementing monitoring mechanisms for grievances
- Facilitating and mediating grievances

To ensure that recalls are handled fairly, objectively and based on valid reasons through -

- Communicating the Administrative Justice Framework to Missions
- Developing a strategy to minimize recalls from Missions
- Facilitating recalls from the Missions

To have incapacity and poor performance processes that are handled according to the incapacity code, through -

- Educating Managers and Supervisors about the code and guidelines
- Facilitating incapacity and poor performance processes

To minimise unfair labour practice and collective disputes through -

- Facilitating discussions between management, employees and trade unions
- Coordinating preparations and representation for conciliation and arbitration

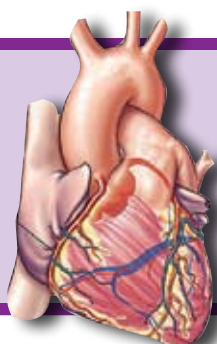
All staff members must note that Labour Relations will be posting articles on DFA Now on a monthly basis. Everyone is welcome to communicate with us both verbally or editorially with regards to future topics or matters for our discussion or any suggestions; Contributions may be sent to:

Cebolenkosi Ngubane

Email: ngubanec@foreign.gov.za

Post Park North, 201

Extension: 11452 ■



Coronary heart disease is responsible for about 30% of deaths in men and 25% of women, in most western countries. It is still the number one killer world-wide. What's healthy for your heart is what's healthy for your body. In other words, by following a healthy eating plan and regular exercise you will not only be assisting your heart, but preventing many other conditions that may arise as a result of lifestyle.

Did You Know..?

1

The month of September saw South Africa celebrating its diverse, rich and multi-faceted heritage. Not entirely divorced from the country's celebrations of its heritage is the Department of Foreign Affairs' leading role in the African Union's soul-searching quest to reconnect with Africans living in the diaspora. The month of September saw the Minister of Foreign Affairs, Dr Nkosazana Dlamini Zuma attending the African Union-African Diaspora Regional Conference in Paris, France. Addressing the conference, the Minister pointed out that the various regional conferences that have been held on the African Diaspora are a build up towards an African Diaspora Summit to be held in 2008. These, she pointed out, are meant to open up more avenues and create more opportunities and possibilities for Africans as they seek to influence the direction and shape of the world. Minister Dlamini Zuma pointed out that as Africa engages the European Union, it has to address challenges faced by the African Diaspora in Europe such as xenophobia, racial discrimination, political and socio-economic marginalisation. The Minister also said that interactions with Africans in the diaspora furthermore have to address questions of why Africa's best educated and productive citizens are not at home where their skills and resources are needed.

2

One of the highlights in South Africa's international engagements during the month of September was its participation in the 62nd Session of the United Nations General Assembly (UNGA) held at the organisation's headquarters in New York. The theme for this year's UN General Assembly was "Responding to Climate Change." What is of special significance is South Africa's first participation in the UN General Assembly as a non-permanent member of the UN Security Council. This is within the context of South Africa's continued resolve and commitment to strengthen multilateralism, with the United Nations occupying a pre-eminent role.

3

Tackling the UN General Assembly's theme "Responding to Climate Change," President Thabo Mbeki's address to the 62nd Session pointed out that "the costs of doing nothing about climate change far outweigh those of taking concrete measures to address this challenge." And that, "it is clear that delaying action on this matter of climate change will hit poor countries and communities hardest." The President furthermore asserted that, "Though we have different responsibilities, and developed countries clearly have an obligation take the lead, we all have a common duty to do more and act within our respective capabilities and in accordance with our national circumstances."

4

South Africa furthermore continues to be seized by the need to reform organs of the United Nations organisation, especially the UN Security Council. In his address to the 62nd Session, President Mbeki argued that one of the reasons for the UN's failure to demonstrate decisive progress in dealing with problems besetting the world is that the organisation itself reflects "the skewed distribution of power in the world." The President said that, "Although concepts of freedom, justice and equality are universal and fully embraced by the United Nations, this global organisation has not itself transformed and designed the necessary institutions of governance consistent with the noble ideals that drive modern democratic societies."

5

The quest to strengthen South Africa's relations with fellow African countries continues to gain momentum. During the month of September South Africa hosted the South Africa – Mozambique Heads of State Economic Bilateral Commission which was co-chaired by President Mbeki and his Mozambican counterpart President Armando Guebuza. This session of the SA-Mozambique Heads of State Economic Bilateral Commission was hosted by South Africa within the context of the country's priority to consolidate bilateral trade and economic relations with Mozambique with a view to advancing the African agenda. The Bilateral Commission explored ways of strengthening the two countries' and the region's capacity on tourism and environment to ensure that the Southern African region has the necessary supporting infrastructure by 2010. As a reflection of deepening of relations between South Africa and Mozambique, concrete agreements were also reached around issues of finance, trade and industry, minerals and energy, transport and communication, agriculture and immigration.



Continued from pg 8...

6

This month also saw South Africa continue in its efforts to strengthen its political, trade and economic relations with the People's Republic of China through the 3rd session of the SA – China Binational Commission. In this regard, Deputy President Phumzile Mlambo-Ngcuka led a South African delegation and co-chaired engagements with China which included: reviewing economic relations, promoting Africa's interests through multilateral fora, engagement on UN reform and cooperation in addressing conflict resolution.

7

The month of September furthermore saw Deputy President Mlambo-Ngcuka paying a visit to Italy as part of South Africa's efforts to strengthen its relations with members of the European Union and the Group of Eight (G8). The visit to Italy also sought to look into preparations for the official visit of Italian Prime Minister Romano Prodi to South Africa in 2008. Engagements with the Italian government furthermore saw Deputy Minister Aziz Pahad hosting his counterpart Italian Deputy Minister Patrizia Sentinelli during his visit to South Africa.



8

As part of the South African Government's programme "Political Champions at nodal points" which seeks to improve local government, ensure service delivery and reduce levels of poverty, Deputy Minister Sue van der Merwe visited the Central Karoo Municipality. As a political champion of the Central Karoo nodal point of development, Deputy Minister Van der Merwe provides ministerial oversight on issues of local governance and service delivery in the region.



9

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10

With regards international conferences held during the month of September, a South African delegation participated in the Eighth Session of the Conference of Parties to the UN Convention to Combat Desertification which was held in Spain, while the Department of Water Affairs and Forestry hosted the Second African Sanitation Conference in Durban.

*Prepared by the Media Liaison Directorate
Public Diplomacy*

Foreign Service Institute (FSI) excels in excellence again

AFTER HAVING COMPLETED six intensive months of training, a group of sixteen diplomatic trainees are now preparing to enter a new world. They are now fully prepared to represent our country, our government, our people and indeed the people of the African continent as a whole.

For the first time, the graduation ceremony held at the Presidential Guesthouse on 30 August 2007 was addressed by Dr Nkosazana Dlamini Zuma. Before the ceremony, she shared her ideas with the first and second groups of cadets.

“In working in transforming the world” she told cadets said, they “are extending the practice of freedom.” What they have learnt must be a foundation for what they will learn throughout their life in order to enhance their work.

She emphasised that diplomacy is not simply an occupation, but a pre-occupation – a calling, a vocation. Therefore, the kind of learning that they have experienced during their training has indeed been education for furthering our liberation, education for deepening our humanity.

The Minister also emphasised that “we have been driven by the desire that there should be peaceful resolution of the problems of the world. Our new responsibilities have enabled us to contribute to this agenda of world peace and development and to push back the frontiers of poverty.”

It is this holistic view of who we are that drives our national and international agenda. This understanding dictates that the interest of our nation is best served by contributing to the wellbeing of others. There can be no free and prosperous South Africa in a poor African continent.

To the new diplomats, she made it clear that to serve in the Department is to serve the country’s vision. It is not enough to just have memorised these ideals but they have to internalise them and commit themselves to see

their fulfilment, albeit only in part during their life time.

Diplomats in the Department of Foreign Affairs are civil servants of a special kind. They need to know not only the work of their Department, but the work of all other government Departments as well. They need to understand, articulate and defend the Department, but those of our government and our people.

During the years that they have spent within public service, they have realised that public service delivery continues to be a challenge that requires the commitment of all civil servants to work towards meeting commitments we have made to our people.

More importantly, it also requires that they continue satisfying the members of the public in ensuring their access to quality services and the quest for a better life for all.

For this to happen at an international level, they need to serve and do so with a high degree of commitment and a sense of duty. As civil servants of a different kind, they need to be exemplary (at an international level) and embrace the ideals of the South African public service captured in the phrase: “We belong, We care, We serve”. Therefore, nothing should justify our failure to respond to these expectations for they are legitimate, noble and sacrosanct.

She also touched on the multifaceted role of the 21st century diplomat.

In the world today, so much more is expected of diplomacy in general and of our diplomats in particular. Yet, despite the complexity in present-day diplomacy, the most fundamental requirement of successful diplomacy is honesty, total commitment, loyalty and hard work.

Today’s diplomats are faced with entirely new and complex sets of challenges. Our own diplomats have to deal with issues such as the environment, population, health, science and technology, economic and social development, international crime,



(Top): Minister Nkosazana Dlamini Zuma presenting Zintle Koza with top achiever award. (Center): Minister with the DG Dr Ayanda Ntsaluba, Acting DDG Mathu Nompozo and Chief Director at the FSI Maud Dlomo. (Bottom): Zintle Koza addressing delegates at the ceremony



(Top): Graduate diplomatic trainee group at the graduation ceremony, Presidential Guesthouse, Pretoria. **(Bottom):** DFA Deputy Directors and their Instructors and Course Co-ordinators at a Debriefing session after a successful completion of a Public Management Development Programme at the University of Pretoria

sustainable energy and so on. They have to function in a multimedia, multilingual and technologically advanced environment.

They need to have an understanding of the “interconnectedness, inter-relatedness and interdependence” of events and issues. In the modern world, they have a much wider responsibility. In many ways, our new diplomats will be representing the interests of our nation as well as the policies of the government. But, in every respect, our will be serving the national interests of our country in the broadest possible terms.

For South African diplomats, integrity is among the most important qualities they need to have. This is how they must relate to others - not only in what they say and do but also in the detail of their daily work.

The qualities that we look for in our diplomats are, among others, a sharp, analytical, enquiring and inquisitive mind and being a good listener. While being patient in understanding, they need to be activists in searching for solutions to problems that we refuse to live with.

Many of the graduands will be posted to one of our missions abroad during the 2010 FIFA World Cup. The event will offer them many exciting opportunities to promote their country and Africa.

Another highlight of the occasion the issue of nomination of Ms Zintle Koza as the top achiever among this group.



In her moving speech, she emphasised she humbled and honoured she had been to have been distinguished as a top achiever in my class especially in August when our commemorated and celebrated the heroic actions of women in our country.

“we have been driven by the desire that there should be peaceful resolution of the problems of the world. Our new responsibilities have enabled us to contribute to this agenda of world peace and development and to push back the frontiers of poverty.”

“Her achievement,” she said, “symbolises the progress that has been made by the current dispensation to propel women rights issues to the fore, conscious of the fact that the sacrifices that have been made by our mothers were not in vain.”

“Our empowerment cannot be in isolation” she continued “it has to translate into the empowerment of our communities, our people and our nation” ■

*By Mthembeni Khumalo –
Directorate: Media Research, Analysis
and Speechwriting*

Where were you.. (way back)?

