



the premier

Department of
the Premier
FREE STATE PROVINCE

Simplifying audit, accountability and ethics practices

Free State Office of the Premier

Adv Kuni Ditira

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Communication is important and must be simple and easy to understand

Communication must be horizontal and vertical

A legal newsletter is issued every week dealing with legal related issues relevant to employees and it aims to make employees aware of the legal environment in which they operate.

This newsletter is distributed widely in the Department and the Province



Our Department is relatively small compared to departments such as Education and Health leading to an easy continuous interaction with all stakeholders

It is easy to obtain the buy-in of the Director General due to her open door policy.

The internal audit and ethics are located under the overall leadership of the Director General



The management of Conflict of Interest Disclosures is delegated to the Director General

The manager in the Office of the Director General will send out an email requesting that the forms be submitted by a certain date, any non-compliance is dealt with directly by the Director General.



The Director General always encourages informal contact at any given time. Meetings can be arranged quickly on short notice.

Compliance matters are dealt with rapidly through immediate and direct peer level engagements with officials



The Forum of Heads of Department is used to discuss and give direction on myriad transversal issues

Policies prepared for the Office of the Premier can be used as a basis for other Departments which ensures consistency in the Province.



Our Audit Committee is made of experts from outside the Public Service.

They meet six times a year. The Director General has an open door policy when it comes to interacting with the Audit Committee.

The Audit Committee is able to call any senior manager to their meetings to account and explain any non compliances and governance matters.



The Internal Audit assists the Department to comply and it uses simple and easy to read audit reports reflecting audit findings and solution based recommendations.

These reports are concise and to the point.



The Office of the Director General coordinates the complaints received from the National Anti-corruption Hotline.

The Director General will directly call a Head of Department whose Department is not complying with a 40 day reporting deadline to account.



The Provincial Anti-corruption working Committee meets every quarter to discuss reports of the Departments and issues pertaining to Anti-corruption in the Province

The aim of communication in the Department is towards ensuring practical implementation

Officials are made aware of the consequences of engaging in fraudulent activities through awareness.



Preventative and practical approach to issues are key to the achievement of the Department

The Department places emphasis on empowering officials and on drawing on wider skills and expertise of the officials within the Department



CONCLUSION

The size of the Department and the interactive culture facilitates face-to-face engagement and a strong culture of peer exemplary behaviour around compliance issues

Visible and easy to approach leadership assists in solving challenges quickly

Simple communication, use of newsletters, (short notice) meetings are strengths which can be exploited



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THANK YOU