

CURRICULUM VITAE
MS LULAMA VIWE SIZANI [KNOWN AS LULU SIZANI]
GENDER: FEMALE

CONTACT

Address:

Email:

Mobile:

South African ID No.

PROFILE

Ms Lulama Viwe Sizani (affectionately known as Lulu Sizani) is a former Commissioner of the Public Service Commission, fit and proper and completed her full term of office of ten years in June 2024. She served her first term of office at national and the remaining years in a province. During her term of office as a Commissioner of the Public Service Commission, she participated and worked closely with other institutions supporting democracy such as the Human Rights Commission, and this she did in making sure that the rights of poor communities are protected and the services provided by government reach the people and are provided efficiently and effectively. She intervened in several cases of human rights such as taking services to the people, the provision of Identity Documents and improving of living conditions of people in rural communities.

EDUCATIONAL QUALIFICATIONS

Highest Qualification: Masters Degree (NQF Level 9)

Field of Study: Public Management

Institution: Cape Peninsula University of Technology (CPUT)

Other Qualification: Bachelor's Degree in Technology (NQF Level 8)

Field of Study: Public Management

Institution: Cape Peninsula University of Technology (CPUT)

Other Qualification: National Diploma (NQF level 7)

Field of Study: Public Management

Institution: University of South Africa (UNISA)

Mediation Course: CCAM15005 (NQF 5)

Institution: University of the Free State

FURTHER STUDIES

Qualification: Bachelor of Laws (LLB) – in progress

Institution: Nelson Mandela University (NMU)

Qualification: Advanced Course in Diplomacy – in progress

Institution: University of South Africa (UNISA)

Out of three modules, two completed and these are:

Diplomatic Practice (ADPDSO1) and South African Democracy and Development (ADPDSO2)

Outstanding module: Structured Analytic Techniques for Diplomats (ADPDSO3)

Courses completed

Introduction to Law, Legal Skills, Legal Interpretation, Academic English (Law) and IsiXhosa for Law Students.

SHORT COURSES COMPLETED

2010: Public Sector Monitoring & Evaluation (University of Stellenbosch)

2009: Orientation to Public Sector Finance for Line Managers (University of Stellenbosch)

2007: Performance Management (SAMDI / National School of Government)

2007: Job Evaluation Panel Training

2010: Integrated Public Sector Risk Management (Melrose Advanced Professional Training)

2005: Intermediate course in Protocol & Business Etiquette (International Protocol Consultants)

2005: Advanced course in Protocol & Business Etiquette (International Protocol Consultants)

SKILLS ACQUIRED

Investigation skills, mediation skills, people management skills, research skills, communication skills, presentation skills and advisory skills.

REGISTRATION WITH PROFESSIONAL BODIES

I am registered as an Associate (AAA Arb) of the Association of Arbitrators (Southern Africa) NPC.

I am also a registered professional with the South African Association of Public Administration and Management (SAPAAM).

WORK EXPERIENCE

2019 to 30 June 2024: [End of Term of office] Employed as a Provincially-Based Commissioner for the Public Service Commissioner for the Province of the Eastern Cape. **Employer: Public Service Commission.** The key responsibilities include the following:

- To promote the values and principles as set out in section 195 of the Constitution of the Republic of South Africa, 1996;
- To investigate, monitor and evaluate the organization and administration, and the personnel practices of the public service;
- To propose measures to ensure effective and efficient performance within the public service;
- To give directions aimed at ensuring that personnel procedures relating to recruitment, transfers, promotions and dismissals comply with the values and principles set out in section 195 of the Constitution;
- To report in respect of activities and the performance of the functions of the Public Service Commission, including any findings made and directions and advice provided;
- To investigate and evaluate the application of personnel and public administration practices and to report to the relevant Executive Authority;
- To report to the relevant Portfolio Committees of the Legislature on investigation reports and any other relevant work;
- To table an annual report at the Legislature;

2018-2019: Served as a Special Advisor to the Minister of Transport. **Employer: National Department of Transport.** The reasons for leaving the department is that I was offered a position as a Provincially-Based Commissioner in the Eastern Cape. The main responsibility as the Special Advisor to the Minister focused on corporate affairs of both the department and the entities. The advisory role was for a period of six months and then I moved to the role of Chief Operations Officer for the department and took responsibility for strategic leadership for the Branch Corporate Services. This role was responsible for Human Resources, Communications and Marketing, International Relations, Labour Relations and Legal Services.

2017-2018: Served as the Special Advisor for the Minister of Higher Education and Training. **Employer: Department of Higher Education and Training.** For this role, the key responsibilities were mainly advisory services for the department and its entities. The Minister was redeployed to the Department of Transport and I was requested to join him there.

2011-2016: **Employer: Public Service Commission.** During this period, I served a term of five years as a Nationally-based Commissioner for Public Service Commission. Key responsibilities were as follows:

- Promotion of Constitutional values and principles governing public administration in the public service;
- Conducting public administration investigations;
- Handling of grievances of employees in the public service;
- Conducting research and develop research reports to assist improve performance in the public service;
- Monitor compliance with policies in the public service;
- Report to national Parliament;

2006-2011: Employer: National Department of Sport and Recreation South Africa. During this period, I was appointed as the Chief Director: Corporate Services in the Department of Sport and Recreation South Africa responsible for all the support Directorates such as Human Resource Management, Labour Relations, Legal Services, Auxiliary Services, Information Technology as well as Communications and Marketing.

I transferred laterally from the National Department of Public Works to continue with the work I had been asked to do in the Department of Sport and Recreation South Africa, to lead the work of the integration of the Sports Commission in the department. This work included the placement of staff in the expanded structure and due to a lot of senior positions that were not filled, I ended up asking for a permanent transfer to the Department of Sport, a position I occupied until I was appointed as a Commissioner for the public service as a national level. My key responsibilities at the department of Sport and Recreation South Africa were as follows:

- Strategic leadership and management of the Branch Corporate Services which included the Directorates Human Resources, Communications and Marketing, Information Technology, Labour Relations and Legal Services;
- Acted as the Director-General for a period of eight (8) months, a period on which I was able to lead a team in the department to coordinate the hosting of the 2010 FIFA World Cup.

2000-2005: Employer: National Department of Public Works. I served as the Chief Director: Corporate Services later transferred to Chief Director: International Relations in the National Department of Public Works. When I joined the department at the first instance, I was appointed as a Chief of Staff in the Ministry where I was responsible for the management of the Office of the Minister and the Deputy Minister. I then moved to the department to lead the Chief Directorate: Corporate Services and later International Relations. My key responsibilities for my later position were as follows:

- Management of bilateral and multilateral agreements between the department and other countries that signed with the country and the department;
- Co-ordinate all international visits within the department and arranging all necessary approvals and note *verbales*;
- Responsible for all international relations matters and policies in the department in order to promote foreign policy and relevant domestic matters;
- Monitored two international projects at the time i.e. the building of the Chancery in Germany and another building project in Angola;
- Travelled to Germany to prepare for arrangements for the official opening of the Chancery in Germany when the project was completed;

1995-2000: Employer: Eastern Cape Provincial Legislature. Appointed as the Director (Office of the Speaker of the Eastern Cape Provincial Legislature). I resigned from this position when I took up a promotion post with the National Department of Public Works. The key responsibilities for this position were as follows:

- Management of the Office of the Speaker of the Legislature;

- Responsible for the coordination of the work of the Legislature and the office of the Speaker;
- Compilation of Constituency reports of the Speaker and other Legislature and political work;
- Supporting the business of the House sittings in relation to the role of the Speaker as the Presiding Officer of the Legislature;
- Assist in policy development within the Legislature as a Member of the management team;
- Manage budget of office of the Speaker as well as other resources such as staff management in the office;

1994-1995: **Employer: Border Technikon (now Walter Sisulu University)**. During this period, I was appointed by Border Technikon (now Walter Sisulu University) as a Public Relations Officer. I occupied this role for a period of one year only and I joined the Legislature of the Eastern Cape. The main responsibilities for this positions were as follows:

- Marketing of academic programmes for the institution;
- Career guidance;
- Public Relation, marketing and branding;
- Newsletter production;
- Student affairs;
- Managing events;
- Media liaison, press statements and media conferences;
- General administration and management of staff within the unit;
- Assist during registration, exams and graduation ceremonies;

1990-1994: **Employer: Public Service (Ciskei Government)**. I took up the position of Deputy Director in the public service from the University of Fort Hare. This was the time a Commission of Inquiry led by Advocate Jardine was appointed to investigate malpractices in the Ciskei Government. When the Commission of Inquiry was disbanded, I then moved to the Ciskei Institute for Civil Service Training where I occupied a role as a Trainer. Overall responsibilities in the public service were as follows:

- Coordination of the sittings of the Jardine Commission of Inquiry;
- Compiling documents and witness statements;
- Arranging venues and other logistics for sittings;
- Manage resources in the office including staff, budget, fleet etc;
- Writing reports and general reporting;
- General office duties;

1986-1990: **Employer: University of Fort Hare**. University of Fort Hare - Office Manager (office of the Registrar: Administration). I took up this position from my previous employer, Lovedale Press where I had a relationship with the University of Fort Hare as a Key Accounts Manager for their Bursary Account. When I joined Fort Hare, my main responsibilities were office duties in support of the Units the office was responsible for such as Human Resources, Hostel Administration, Stores and Provisioning, Health Services, Gardening Services and Campus Control.

1984-1986: **Employer: Lovedale Press.** Position: Lovedale Press – Key Accounts Manager. I did not start as a Key Accounts Manager, I started my selling books at the Book Store of Lovedale Press, but from time to time I would assist in the Office of the General Manager on balancing accounts of the University of Fort Bursary Account. Then, a vacancy opened up and I moved to the post of Key Accounts Manager. Key responsibilities were as follows:

- Responsible for the Bursary account;
- Balancing books and prepare refunds for bursary holders;
- General office duties such as filing, ordering stock, typing and processing salaries for casual staff at the Bookstore;

ACHIEVEMENTS

- Successful intervention on delayed pension pay-outs by Government Pensions Administration Agency (GPAA);
- Assisting in tracing a number of former civil servants who are beneficiaries of unclaimed pension benefits from the Government Pensions Administration Agency (GPAA);
- Interventions on matters of a matter of fraudulent nomination for pension benefits which led to the arrest of the perpetrator and employer of the South African Police Service (KZN matter).
- Led a successful restructuring process for the office of the Premier (Eastern Cape Province);
- Successful led an integration process of the Sports Commission in the Department of Sports and Recreation South Africa as well as the placement of staff in their expanded structure;
- After the Citizen’s Forum delivered by the Public Service Commission, successfully initiated a project of Youth Development in cooperation with the National Youth Development Agency (NYDA) to introduce youth and training development programmes in the villages of Link and Nqwathi (King Sabata Dalindyebo Local Municipality);
- Initiated a Youth Development project at Tyutyu Village in cooperation with the Department of Rural Development and Agrarian Reform for the department to conduct information sessions to create awareness regarding opportunities for unemployed youth;

MEMBERSHIP OF PROFESSIONAL BODIES

South African Association of Public Administration and Management

Membership status: Public Sector Professional

Membership Number:

Association of Arbitrators (Southern Africa) NPC

Membership status: Associate (AAA Arb)

Membership Number:

INTERNATIONAL TRAVEL FOR OFFICIAL PURPOSES

International travels undertaken for official purposes to countries such as China, Britain, Brazil, Germany, Thailand, Singapore, Malaysia, Australia, New Zealand, Cyprus and Mauritius.

OTHER ROLES WITHIN THE PUBLIC SERVICE

2017 to-date: Training Facilitator

Institution: National School of Government (NSG)

2016-2019: Deputy Chairperson (Language Committee)

Institution: Gauteng Provincial Government

COMMUNITY INVOLVEMENT

Visiting frail care centres, youth centres, and run soup kitchen for the unemployed.

REFERENCES

Ms PC Ntombela-Nzimande

Email:

Mobile:

Ms M Mabuza

Email:

Mobile:

Mr A Gxoyiya

E-mail:

Mobile: