

## The Department provides ground for development for staff

Article by Shudufhadzo Mudau

The Department of Public Works continues to empower internal staff to fulfil their career dreams. A Security Officer under the Chief Directorate: Security Management, Mr Phuti Tlhako recently obtained his Financial Management Diploma, after he was given an opportunity to do experiential training within the Department.

Tlhako completed his National Certificate (N6) early in 2003, but as part of the college requirements, he had to get 18 months experiential training on the related field in order to get the National Diploma. He then attempted to get in-service training opportunity in different institutions so he could complete his curriculum – to no avail. The Department then decided to place him under its Supply Chain Management Unit to pursue his in-service training.

Tlhako had, in 2011, joined a private security company which was contracted to the Department of Public Works. He worked for the company from 2011 until 2014 when the company's contract with the Department lapsed. In 2015, he was absorbed by the Department as a Security Officer following a pronouncement by the Minister that the Department should consider insourcing certain functions such as Security and Cleaning Services.

Even though Tlhako had a permanent post as a Security Officer within the Department; his love and passion in the accounting field continued. He approached the Chief Director: Supply Chain Management, Mr Raymond Naidoo to volunteer and work extra hours in his unit for 18 months in order to meet his diploma requirements.

“Mr Naidoo and the Director in the unit, Ms Eulala Kruger didn't have any problem with my proposal and promised to arrange a meeting with the Security Management unit where I am based to seek approval and to arrange working shifts. The response from Security Management was positive hence I was allowed to work morning shifts from 05h00 until 14h00 during the day. I would then go to Supply Chain Management unit to perform my duties as a trainee until 16h00. Even though I have obtained my National Diploma in Financial Management, I still need to gain more experience in the field. My wish is to find myself working permanently in the Supply Chain Management field and to further my studies,” explained Tlhako.

In an interview with **WorxNews**, Mr Tlhako expressed gratitude to the people he said made it possible for him to get the opportunity which he has been waiting for, for almost ten years. “Thank you to Mr Naidoo, Ms Kruger, as well as managers and supervisors in the Security Management Unit for giving me this opportunity to learn and to complete my studies,” said Mr Tlhako in his concluding remarks.