

NEWSLETTER



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May - June 2012 ISSUE

The official newsletter of the National Department of Public Works



**A One-on-One with
Acting Director-
General
Ms Mandisa
Fatyela-Lindie**

<<INSIDE>>



THE MINISTER'S BUDGET VOTE SPEECH



FREEDOM DAY



public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA

**SOUTH
AFRICA
WORKS
BECAUSE OF
PUBLIC
WORKS**

'AS PUBLIC SECTOR WORKERS, WE ARE THE CRITICAL AGENTS OF CHANGE'



Petrus Sibiya

With the introduction of the Turnaround Strategy in the Department, there seems to be light at the end of the tunnel. The Department was recently

awarded the title of "Winners of the Week" by journalist and talk show host, Justice Malala.

This followed the tabling of the Budget Vote for Public Works in Parliament recently, where Minister Nxesi acknowledged the problems the Department was faced with, the broad strategy that was developed to turn the Department around, and the willingness of the officials of Public Works to implement the strategy.

In welcoming the good news, the Minister noted: "Despite flaws, major sections of the DPW remain functional and productive – due to the commitment and hard work of officials. This gives me hope for the future. Remember, it won't happen overnight, but I believe that we can turn around the fortunes of DPW and reclaim the mandate of this Department to deliver quality service to clients. I am convinced that with hard work and commitment we can all be winners – and not just for a week."

This is a good start that we as a Department need to build on to put Pub-

lic Works on the map. If we can all fold our sleeves and put our hands on deck, more good news will come our way. As Public Sector Workers, we have the power to bring about the change we desire. We are actually the agents of change, critical elements of the very same change we so much desire. It is in our hands. If we can put our minds to it, we can do it. Let's turn the Department around with words and deeds.

On the same note, it is encouraging to announce that our current issue of WorxNews has a thrilling line up for you. You will read about the in-depth interview with the Acting Director-General, Ms Mandisa Fatyela-Lindie who happens to be the first Chief Director to be at the helm of Public Works as an Accounting Officer – who will share with us her experiences in the BIG office, and map the way-forward for the Department. You will also read about progress made to date in the updating of the DPW Immoveable Asset Register as one of the stabilisation measures which were announced in the Turnaround Strategy.

In conclusion, the WorxNews team once again appeals to all employees in the Department to assist in identifying information and articles (stories) worth sharing about themselves, their units, their projects and events in an effort to enhance information flow. We further encourage you to write letters to the Editor to comment about issues around you.

Thank you and enjoy the reading

WHY ARE WE HURTING OUR OWN CHILDREN?



Reggie Ngcobo

There is a saying that goes: "People Aren't Always Who They Appear to Be."

Sometimes people surprise me.

Sometimes they outright shock me.

Sometimes they turn out to not be at all who I thought they were. And sometimes the clues were right in front of our noses all the time. Maybe we don't want to see them for who they are, or maybe the truth seems impossible. Maybe we just want to think the best of those we think we know.

We often hear of "things" people do on the news, and can't believe they could do such things. We wonder how they could sleep at night. We wonder if they just thought they wouldn't get caught. We feel sorry for their families. We're glad we don't know them. What happens when it turns out to be someone you know?

There are people we consider to be kind and generous individuals. Sometimes they have problems that we are not aware of. They can even be overtaken by addictions we didn't know about. It might be alcohol, drugs, sex, or gambling. They hurt children in the process of satisfying their own selfish needs. They may not hurt children only, but everyone within their path is affected in some way. I am disappointed in them and ache for their families. This brings me to the point of wondering how well we really know others. We can be friends with people for years and not know them on an intimate level. You only get to know people as well as they allow you unless you have a gift of seeing things beneath the surface. And even these types of difficulties get past the radar. You can work with someone for years and still have no idea what they do after work. You can go to church with someone and work charitable events with them and not have any idea what kind of a person they are inside. You assume because they go to church and give to charity that they are good people. Maybe they just got caught up in something bigger than they can handle.

Now is the time to come together to protect the children who suffer due to abuse and neglect, as well as those who live under extreme poverty and exploitation. Section 28 of our Constitution outlines all the rights that our children are entitled to. In 2010, the Children's Act came into operation to give effect to these rights. Let's make an effort to know the Children's Act so we can protect our children. We all know the saying from our African culture that "My Child is Your Child", which basically means that every child has a parent, irrespective of whether that child's biological parents are alive or not. Let's stop abusing our children. How does one sleep at night knowing that he/she has destroyed a particular child's future? It all begins with you. If you see a neighbour struggling, provide the necessary help, this will take nothing away from you.

The abuse of children brings another question for me. How well does the average person really know him/herself? Maybe he knows what he likes or dislikes. Does he/she really know what motivates him/her to make the decisions he/she takes in life? Is it his/her genetic makeup? Is it his belief system? Is it his/her personality? Is it his/her environment? Is it his/her family? What propels him/her to move forward in life? Does he/she reflect on his/her choices to help him/her know himself and push him/her to become a better person? You can be a better person by protecting our children; hence the future of our country lies in them. The next time you are shocked at someone's action or reaction, think about how well you really know them. Do you know them well enough to predict their movements? Are they really who you thought they were or did you only know the mask they were wearing? Could you see something wasn't quite right? Were you close enough to offer assistance? Are you who everyone thinks you are? Finally, do you even know who you are?

Together We Can Stop Child Abuse by simply asking ourselves the above questions and answering them honestly.

It all begins with You, **Our Children - Our Future, Let's Unite To Protect Them!**

review and plan priority areas. This is crucial even on day-to-day tasks because that is what counts for the overall performance. Every excellent performance has room for improve-

ment. If such performance is recognized, one should see a need to maintain and immediately improve performance.

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2011/12 PERFORMANCE CIRCLE HAS ENDED

The performance circle has ended; employees are eagerly waiting for feedback.

Most public servants take performance feedback personally and emotionally. Although it is crucial not to detach yourself from the performance feedback, the ratings should not be the validation of one's self-worth. It is important for the officials to

realize that there are many things, above one's control that may bring about these ratings e.g. an influence by political climate, top management measures resulting in shifting budget priorities in the middle of the performance circle etc. It is also important to realize that years are not the same, there will be a good year and not so good year. Differentiate the personality from the performance. There will be fluctuations in terms of performance but there is always a need to take effort and work towards achieving better performance in the delivery of service. Regular meetings are crucial to understand,



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All employees are invited to send in articles, which may be of interest to the Department and its stakeholders.

Views expressed in WorxNews do not necessarily represent the views of management.

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“IT’S HISTORY IN THE MAKING FOR PUBLIC WORKS”

A one-on-one interview with the first Chief Director to be appointed Acting Director-General!

Minister Nxesi took everyone by surprise when he appointed a Chief Director to act as a Director-General, a first time occurrence in the history of the Department. In the last three months, her name has been the most mentioned in the whole Department. WorxNews’ Reggie Ngcobo took some time to listen to her sharing her experiences and the vision for the Department.

“Talking to the Acting Director-General, Ms Mandisa Fatyela-Lindie made me realise that behind this important title, there is a very kind but decisive woman. Ms Fatyela-Lindie is very savvy and she makes you feel at ease. I felt very nervous when her secretary said she is available and ready for our interview. To be offered tea and cakes by her was the last thing on my mind. And after taking some few pictures our interview began:”

Congratulations on your appointment as the Acting Director-General!

Thank you Reggie!

1. How does it feel to be the first Chief Director to be appointed as an Acting Director-General?

I feel very privileged and honoured that the Minister whom I met for the first time here at Public Works decided to appoint me as Acting DG. I am also committing that I will use the experience I have gained since I joined the Department in 2004 to steer this ship going forward. I’m also bringing a woman’s touch of paying attention to detail to the Department.

2. How have your first three months (first 100 days) in the BIG office been?

In my three months in charge, I have cruised because of my experience in the Department. I think if I hadn’t been working for the Department at the time of my appointment, I would have found it very difficult because since day one, I’ve been managing crisis after crisis. I have been presiding over meetings that I should have not been presiding over, which is an indication of weak leadership in the Department. Another downside which saddens me is the communication I’ve been getting from other departments telling me how unhappy they are with the service we have been providing them. I am planning to meet with all the DG’s so that we address challenges. During my first three months in office, I have also been doing unannounced walk-about in the Department, going office to office and I have picked up a lot of things that I would have not known if I had not conducted the walk-about.

3. Can you share with us the scope of work of the Portfolio of a Director-General?

As the Director-General, you are basically the CEO of the business or the Department. Basically the buck stops with you as the DG. When the Department does well, you take the credit and when it does not, you must take responsibility of that as well. Staff in the Department must understand that as an accounting officer, sometimes you have to take unpopular decisions in the best interest of the organisation. This Department has a wide ranging portfolio from providing accommodation, facilities management, providing strategic leadership with regards to EPWP and other strategic issues relating to the release of land and other buildings to the Department of Human Settlements to support the building of low cost housing. We are also looking after national key points of the country such as the Union Buildings, and we are also managing the Heritage portfolio of government. This includes the Robben Island and the Marion Island. Simply put, the Minister of Public Works is the custodian of all immovable assets of the State and reserves the

“I’m also bringing a woman’s touch of paying attention to detail to the Department.”

right to delegate all custodial functions, in concurrence with other ministers.

4. What has been your focus area in the past few months in the office?

The focus has been the turnaround strategy - making sure that we have put in place all the strategic pillars for the strategy to succeed. We have advertised positions in place for professionals who will form a stabilisation team, which constitutes built environment professionals, labour and human resources personnel, change management specialists, business strategists, property management and supply chain management experts. We need an overhaul of the Supply Chain Management Unit - as this Department adjudicates on almost R150 million worth of tenders per month, therefore SCM is very key to the Department. I am even thinking that it is one of those areas that need to be elevated because Public Works is different from other government departments by virtue of that supply chain volume.



So we are bringing in all these experts to assist us to rejuvenate the Department and ensure that we do everything according to the book and that we don’t attract audit queries. There’ll

be a team leader who is attached to my office who will be assisting me with the actual running of the turnaround of the Department. The stabilisation team will be led by this team leader based in the

DG’s office and the Minister has explained that clearly, when he said this is because Ministers come and go. Let me also remind everyone that this is the beginning of the transformation of Public Works which can take years, so

we have to put in place all those fundamental pillars mentioned above. I have also met with various people and organisations with the help of Treasury Technical Assistance Unit (TAU), negotiating how they can assist us on

issues of lease and financial management in the Department and for them to make people available to assist in the regions. We are also approaching the South African Association of Unemployed Graduates to second through SETA, B-Com graduates to come and assist the eleven Regional Offices

with financial accounting and management. I have set up the following teams: a Lease team to work with National Treasury, a Team to look at variation orders and I have also engaged the Department of Monitoring and Evaluation (DPME) in the Presidency to assist to set up a proper Monitoring & Evaluation unit in the department. I have also presented the Turnaround Strategy to the Public Works Portfolio Committee in Parliament and the MP’s were very supportive. National Treasury is also assisting with a Rapid Review of the Property Management Trading Entity (PMTE) because without a proper structure, systems and processes in relation to the PMTE, the Department will continue to attract

qualified audit.

qualified audit.

qualified audit.

5. What do you think are the immediate challenges that need your urgent attention?

It’s definitely leases because of the scale of the lease portfolio. The magnitude of corruption that has been unearthed by the Special Investigating Unit (SIU) in that function, clearly calls for the supply chain

to be overhauled because if it is not, the Department will never be functional. We need to send

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“IT’S HISTORY IN THE MAKING FOR PUBLIC WORKS”continued

A one-on-one interview with the first Chief Director to be appointed Acting Director-General!



people on training so that they understand government-wide supply chain management prescripts. This is because if you work with supply chain, you are an advisor to the managers of the Department on how to do things right in terms of procurement needs. I’m also happy that departments like Public Works are going to benefit a lot from the National Treasury with the establishment of a Chief Procurement Office there. Government departments in general and Public Works in particular will tap on the expertise of the Chief Procurement Officer for a focused supply chain that would minimise corrupt and fraudulent activities and alleviate some of the leakages in the lease and projects portfolios which is a worrying factor.

6. The main focus area for DPW in the recent months has been to turnaround the organisation, as the engine (DG) of the organisation how are we faring in that field?

I have asked EXCO and all the heads of branches to make presentations on the areas they need support on. We already have the Asset Register Project that started last year which is a stabilisation project because we need a credible Immovable Asset Register (IAR). We have had many interventions dealing with IAR that were never followed up previously. Every time someone does something good, when that person leaves, those left behind do not own up and take the process forward. Basically we have been tabling to Parliament a Strategic Plan with unverified IAR data and that needs to be corrected. We have two people seconded from IDT to assist with our finances and we have also appointed a new Acting CFO Ms Sue Mosegomi to run Finance and SCM in the interim. We will improve on our Key Account Management Branch (KAM). I think there is a lot of good will in terms of staff in the KAM unit. They need support on how to be key accounts managers, how to structure a key account management function. We need to do an assessment to check whether we have enough resources to deal with our client departments needs with the current staff compliment. People must remember that this branch is the face of Public Works. Whoever wants to engage the Department on accommodation starts there, so they must know their story and be on top of issues. We need an HR Plan to resource the department properly to fill positions in the core areas of the department. We have just bloated the structure in non-core areas and that needs a review and redirecting.

We must build a well-resourced Professional Services function. We must also make sure that there is a major review of the role of Human Resources (HR), Key Account Management (KAM), Supply Chain Management (SCM) and Monitoring & Evaluation (M&E), as I indicated previously. I have spoken to the Monitoring and Evaluation (M&E) DG in the Presidency to second people to assist us to establish a proper M&E with requisite skills and competencies.



7. As an overseer of all the operations of the Department, how do you think we are doing with regards to the implementation of the Auditor-General’s recommendations in an effort of reversing the disclaimer for a clean audit report in the Department?

The most disturbing thing is that we know that we are probably heading for another Disclaimer and that it’s clear that we haven’t done anything in the 2011/12 financial year to improve the 2010/2011 Disclaimer. One of the things we need to do apart from addressing the basic issues with the finance team, we have to build good relations with the office of the Auditor-General (AG). We have to be able to do certain

things with people from the AG’s office and bring them closer to understand Public Works better. If we explain ourselves and give them a properly mapped direction wherein we explain our challenges and how we hope to deal with them, they will understand, open up and help us. Most importantly, we need to stop treating them with disrespect like we have done in the past. The current management letter is receiving my absolute attention. The Finance team will be very useful in making sure that we pay attention to the AG’s recommendations in the draft management letter. The biggest challenge is that we are currently dealing issues that date back to previous years, issues of contingent liabilities, debtor’s book and all other matters. We have to be open with the AG and say this is what we can do and this is what we can’t do. If we had started to address some of the issues in previous years, we would be far by now in terms of the current management letter.

8. Can you share with us any breakthroughs in the Department?

Public Works is a strategic state department that should be at the strategic centre of service delivery and this is one of the reasons why I’ve decided to stay here. I must also add that EPWP has been our flagship programme in terms of strategic positioning of Public Works in the eyes of the public. We recently held an EPWP Non-State Sector Summit that was opened by the Minister and I had to close it. That summit has revealed a lot of how Public Works is perceived and that it confirmed something for me that we are on the right track when it comes to the implementation of the EPWP and that we really need to push ahead quickly. I also treat the good will of DPW staff as another breakthrough. I think more than 99% of staff members are willing to work and help their country. I don’t pay attention to a minor percentage of staff members who are negative.



9. What are the key things that you think should be done for Public Works to win back its mandate?

With the support from staff, we will be able to change attitudes about this Department. People will believe in the DPW brand again. Our brand has been damaged by the negative media publicity in the past 2 years.

Despite the way we have been doing business, the South African Police Service (SAPS) has met with us to discuss their plans to hand-over their construction portfolio. We are also setting up a joint team with the Department of Basic Education (DBE) in the school building programme. We must also deliver accommodation to about five client departments with speed, which also entails the construction of new buildings. This means that a new way of doing things is therefore required.

10. Are there any interventions/programmes/projects that are run from the DG’s office on the turnaround drive that you would like to share with the readers?

The current focus areas are the Asset Register, the Disclaimer, the Overhaul of KAM, SCM, HR as well as Communications & Marketing.

11. Any message to the readers from the DG’s Desk?

I am a firm believer in the Constitution. This is a constitutional state and therefore the constitution says we must celebrate our diversity as a nation. I want to say to DPW employees, put your country first and nothing will ever go wrong. Pledge your allegiance to the Republic before anyone and everything will fall into place.

“The most disturbing thing is that we know that we are probably heading for another Disclaimer”

MINISTER NXESI DELIVERS HIS HIGHLY ANTICIPATED MAIDEN BUDGET VOTE SPEECH TO PARLIAMENT

By Thozama Mbili

Public Works Minister Thulas Nxesi says while the Department is coming from a dark place characterised by corruption and mismanagement, evidenced by 8 years of qualified audits – there is light at the end of the tunnel as the Departmental authorities now know what the problems are, and have developed a broad strategy to turn the Department around.

The Minister was delivering his maiden Budget Vote Speech before Parliament in Cape Town on 08 May 2012.

Minister Nxesi has also welcomed the allocated budget of nearly R8 billion for the DPW in the 2012/2013 fiscal, saying “while it represents an increase of approximately 2% from the previous year’s budget, it sends a clear message that the Department must not think of a real increase in budget, until there is real improvement in performance”. He however noted that the budget reflected the government’s priorities and the Department’s efforts to address the issue of creating decent employment through inclusive economic growth.

The Minister remarked that despite the remarkable flaws, major sections of the Department remained functional and productive due to the commitment and hard work of officials. “This gives me hope for the future - EPWP is a case in point,” he said.

The Minister went on to say that the Expanded Public Works Programme – which is a flagship programme of the Department and of the government, was part of the Departments’ response to the triple challenges of poverty, unemployment and inequality which were highlighted by President Jacob Zuma in his State of the Nation Address. The Minister vowed that in the coming year, EPWP would expand into new areas including, rehabilitation and maintenance of branch railway lines; maintenance of border fences; road maintenance; as well as expanding the National Youth Service programme.

On the arena of capacity building, the Minister highlighted the need to resuscitate the Departmental Workshops to develop in-house maintenance capacity, as well as providing training opportunities for some 500 graduates and students in the built environment sector. “This will include the training of professionals, technicians and artisans. We have also undertaken to review the out-sourcing of jobs – such as security and cleaning – to further create quality jobs,” the Minister emphasised.

The Minister says while it’s an indictment of the Department that comprehensive, reliable and compliant registers of the Immoveable Assets of DPW and other custodians still do not exist, great strides have been made. He says the Department’s officials are working closely

with the auditing firm Ernst and Young on a desk-top exercise to reconcile deeds records and other existing databases to identify gaps. “This exercise will be complete by the end of this month,” adds Minister Nxesi. He says the cleansing of all gaps identified, accompanied by physical verification of select properties contained in the cleansed database, will take a further year to complete. “Currently we’re talking about some 35 000 properties – so even my quick win takes a year to complete,” adds Minister Nxesi. He says the cleansing of the Immoveable Asset Register allows the Department to complete the devolution of some 50 000 properties to provinces and fast track the vesting process across the board.

On the leases, the Minister said there were no quick wins as years of poor management, under capacity and lack of financial control had provided fertile terrain for fraud and corruption. Minister Nxesi says serious irregularities have come to light, thanks to the detailed work of the Special Investigating Unit. “It is for this reason, that shortly after my appointment I removed certain financial delegations to regions of the Department, such as withdrawing their powers to sign leases,” stressed the Minister. He says 22 such leases have already been identified in one region alone – involving payments of over R64 million. In response to the challenge, the Department had instructed its lawyers to approach the High Court to nullify these irregular lease agreements and institute civil action against whoever unduly benefited. The Minister says he expects the review of current leases of the Department, conducted by the Department and the National Treasury to be completed within the next 12 months.

Minister Nxesi says while too little, too late had been done to fundamentally change the audit outcome for the financial year 2011/12, he is confident that the first positive results from the employment of additional capacity in the current financial year 2012/13 - will be visible by mid-year, when the Interim Audit results are presented by the Auditor-General. He says core people are on board and will be driving the first phase of interventions to stabilise key areas that have been identified through a preliminary diagnostic. “DPW is still in ICU, but we are now stopping the bleeding and stabilising the patient – before deciding on the appropriate long-term treatment,” says Minister Nxesi.

The Minister concluded by thanking several entities for assisting the Department with its turnaround strategy. He also thanked DPW officials, who despite the existence of corruption – remain honest, professional and committed; who despite the negative publicity – have not lost hope and are actively assisting in the turnaround of the Department.



ABOVE: Minister Thulas Nxesi addressing the media

Minister Thulas Nxesi and Acting DG Mandisa Fatyela-Lindie at a pre-Budget Vote Speech media briefing in Cape Town



PHAKAMANI SENIOR SECONDARY SCHOOL, A BEACON OF HOPE FOR THE COMMUNITY OF ENGCOBO

By Motlhabane Skade

Melodic echoes filled the atmosphere as the Phakamani Senior Secondary School choir welcomed guests during the opening ceremony for the handover of a new block of classes at the school in Engcobo in the Eastern Cape. Songs included *Zangekubenje aph'ekhaya*, loosely translated as 'it has never been like this here at home'.

Indeed it has never been like this at this school of Engcobo District, the birth place of one of the founding leaders of the African National Congress, Dr Alfred Bitini Xuma, who was the President General of the ANC from 1940 – 1949.

The school which houses 816 learners was established in 1995 and is the first of its kind in the area to receive a unique facelift brought by the Independent Development Trust (IDT) which is an entity reporting to the Minister of Public Works. In 2011, the IDT was appointed by the National Department of Public Works to construct schools using alternative methods. In total 12 schools, 10 in the Eastern Cape and two in North West were identified for the pilot phase. All the identified schools have been completed and two of them in the Eastern Cape i.e. Hlwahlwazi and Willowvale Senior Secondary School were launched in April and July 2011, respectively.

As a result of its face lift, Phakamani Senior Secondary School is described as a 'mall' by its learners who brag to their fellow students in the area, saying that when it is extremely hot they don't feel the heat and when is extremely cold they feel warmer at their school. This is attributed to the alternative building material that was used to build the school – a board made of polystyrene mixed with cement and concrete instead of bricks and cement.

In his address, National Department of Public Works Minister Thulas Nxesi who officially handed over the building to the school reminded the teachers, the pupils and the parents about their responsibilities. He encouraged the school to live by its motto which is "Excellence through learning". To the teachers, the Minister said they should strive for excellence at all times. He said that the teachers should be on time, on task and professionally behaved at all times. He also praised the school Principal Mr Nkosikho Mtshotane, his staff and the pupils for the commendable work of obtaining a 98,2% matric pass rate for the 2011 academic year.

To the learners, the Minister said they should work hard, be punctual and disciplined. He further cautioned the learners to stay away from things that will distract them, like drugs, crime and alcohol. To the parents he said they should encourage their children to learn, support the school and take care of the new structure because it is going to benefit not only the school but the entire community. "This structure belongs to you, the Churches will use this structure, the community will use the sports ground in this school," said the Minister.

In his concluding remarks, Minister Nxesi further described the school as a beacon of hope in the midst of poverty for those in the area of Engcobo. Quoting from the problem statement that was written by the school when motivating for the Information Communication Technology (ICT) centre, Minister Nxesi read, "Nothing compounds poverty more than the poverty of information". He said he was moved by the school's achievement, its tenacity and innovative ideas to the point of making a joint commitment with the IDT of building another block of classes similar to the one he presented to the school and a commitment to offer a full bursary to two 2012 grade 12 learners, a boy and a girl who will obtain very good marks from Phakamani Senior Secondary School who wish to pursue studies in engineering.

In support of the Minister, the IDT Chairperson, Ms Pumla Radebe who was with the IDT Chief Executive Officer Ms Thembi Nwedamutswu and Mr Ayanda Wakaba, an Executive responsible for Development Programme Services Unit, thanked the school principal and his team for working together with the IDT team in ensuring that the school is completed on time. He also thanked the community for accepting the structure that was build using an alternative building material instead of bricks and mortar that the community is accustomed to. According to Ms Radebe the school structure which has 14 new classrooms, an admin block, resource centre, 676 desks, new toilets, new rain water tanks and security fence has cost the Department R10, 151-million. The material used to build the school has received an approval of Agrément South Africa, another entity of DPW and the South African Bureau of Standard (SABS). The other good attribute of the new structure according to Ms Radebe is that it is sound proof, meaning teachers and learners will not hear the sound from the class next door. In conclusion, Ms Radebe assured the Minister that the IDT was ready and on task to help the Department of Public Works eradicate inappropriate structures and mud schools in the country. She further said that the second phase of the school project which includes paving and landscaping will create job opportunities for the community.

RIGHT: Minister Nxesi and Ms Pumla Radebe, the Independent Development Trust Chairperson opened the new structure



BELOW: The new structure of Phakamani Senior Secondary School that was officially handed over by Minister Nxesi.

RIGHT: A local imbongi who did what imbongis do best 'invaded' the stage unannounced



Statistics of 565 inappropriate School Structures in the Eastern Cape

Mud Schools	395
Wooden Schools	13
Metal/Corrugated iron Schools	22
Pre-fabricated Schools	135

PRESIDENT ZUMA RENAMES KINGS HOUSE TO DR JOHN LANGALIBALELE DUBE HOUSE

By: Reggie Ngcobo

DURBAN- President Jacob Zuma says the process of renaming buildings and streets is not meant to obliterate any part of the country's history. The President was speaking during the official renaming of his official residence – “the Kings House” in Durban’s Morningside area, KwaZulu-Natal. The Kings House will, from now onwards be known as Dr John Langalibalele Dube House.

The Department of Public Works has been responsible for the refurbishment of the house through execution of cosmetic repairs (ceiling painting, façade painting, gutter replacement, fascia board installations and driveway power cleaning, all furniture, curtains, carpets deep cleaning and dry cleaning), provision of gardening services and manufacturing and installation of the corner stone with the new name. President Zuma has mentioned that this exercise is a form of symbolic reparations to address South Africa’s unjust past and contribute to an inclusive society. The President was joined by Dr John Langalibalele Dube’s daughter Ms Lulu Dube as they unveiled the plaque.

“Through registering new names and changing others, we hope to build a country that all our people can call home, in which the majority does not feel alienated,” said the President. President Zuma also emphasized that it is only those who were in denial about atrocities perpetrated against indigenous populations by colonial powers, who would think that the renaming processes are not necessary.

“We are truly proud today, to rename Kings House Presidential Residence, after Dr John Langalibalele Dube, *uMafukuzela onjengezulu*, one of the most outstanding patriots and personalities in our country, and the founding president of the ANC,” said President Zuma. The President also emphasized that while changing the names, it is also important to keep the historical artefacts safely stored, so that future generations can be able to see the twists, turns and pains of our history, and ensure that they do not repeat the suffering of the past.

Speaking on behalf of the Dube family, Mr Langa Dube, the grandson of Dr John Dube thanked the Government for recognizing the contribution made by his grandfather in the liberation struggle. The event was attended by the Premier of KwaZulu-Natal Dr Zweli Mkhize, as well as some members of his provincial Cabinet, Ministers and Deputy Ministers, Mayors, the DG in the Presidency and his counterpart in the province Mr Nhlanhla Ngidi and many other dignitaries.

Premier Zweli Mkhize who was the Programme Director for the day said the renaming of the Kings House reconnects with the province’s history. The Minister in the Presidency responsible for Monitoring and Evaluation, Mr Collins Chabane thanked all those who attended the event for making history, as this was a historic day in the life of the country. Minister Chabane said he will make sure that the names of all those who attended the event will be packaged and kept in the Dr John L Dube House as part of history.

The Department of Public Works received a word of gratitude for the work well-done from the House Manager of the Dr John L Dube House Mr Mahindra Hendry Singh as well as the Presidency.



ABOVE: Ethekwini Mayor James Nxumalo, KZN Premier Dr Zweli Mkhize, Ms Lulu Dube (Dr John L. Dube’s daughter), President Jacob Zuma and Langa Dube (Grandson of Dr John L. Dube)

2011/12 PERFORMANCE CIRCLE HAS ENDED

....continued from Page 2

That on its own adds pressure to keep up the excellent work. It is obvious for any loyal public servant to get worried about poor performance. Never use stumbling blocks as scapegoats but identify them to work towards achieving better results next time. I remember the concept of Charles Horton Cooley (1902) who said ‘The Looking-Glass Self begins at an early age and continues throughout the entirety of a person’s life as one will never stop modifying their self unless all social interactions are ceased’.

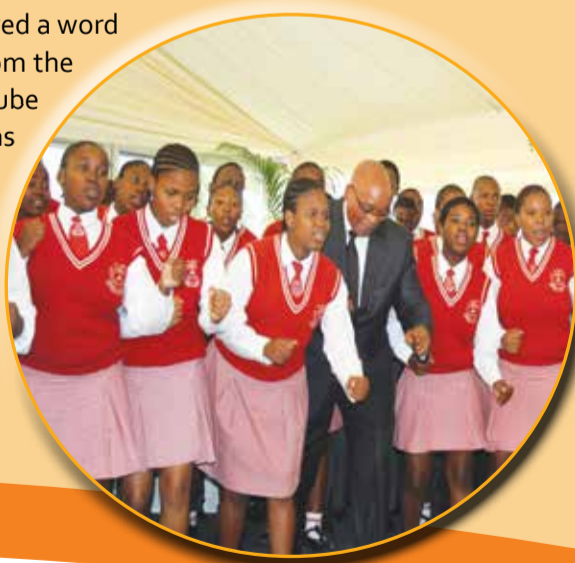
As a proponent of his thinking, I further maintain that an employee’s self grows out of workplaces’ interpersonal interactions and the perceptions of others. In other words, the term “looking-glass self” refers to public servants shaping themselves based on other official’s perception, which leads the employee to reinforce other employees’ perspectives on themselves. This happens in our case formally, professionally and structurally during appraisal period.

Supervisors need to make sure that constructive feedback derived from the assessments, whether positive or negative, is communicated to their personnel. Supervisors should have a way of meeting their personnel at regular intervals and provide them with guidance and support. Jointly employee and supervisor should focus on the development side of the post appraisal period rather than to focus on the monetary one only. Major chunk of public servants are not poor but not excellent in their work. It appears ironic to realize that some employees spend more than four performance circles without attending a single training despite changes in strategy and technology.

Without being skeptical about synchronization of systems; conclusion can be that every manager regardless of which sub-directorate, has HR responsibilities towards his or her personnel. Employees should GET MORE INVOLVED in their work and try not to get affected by negative performance feedback even though it is not easy.

Please note that if you think everything is fine, then you are definitely overlooking something.

By Phafe Tlaka (Polokwane Regional Office)



RIGHT: Learners from the J G Zuma High School with President Jacob Zuma at the renaming event in Durban.

STAFF'S VIEWS ON FREEDOM DAY

WorxNews crew caught up with departmental officials and asked them what Freedom Day means to them and this is what they had to say:

By Lungile Mndawe

Freedom in Africa has meant that we are free from the confines administered by apartheid legislations (this is something I still fail to understand, as to what kind of a human being would discriminate and oppress another, based on skin colour). If we were to give members of the public a chance to define what freedom is, the majority would certainly come with very different definitions. Freedom in South Africa has meant that brown people can partake in activities with Caucasian people and other groups, we are free to move, free to be considered as a human beings for the first time in 2000 years of slavery. I have deliberately mentioned the 2000 years of slavery because South Africans have adopted the history that began in 1976 "apartheid struggle" leaving out the rest to history books. I have created a short summary according to my understanding of freedom today, here's an example:

You come into my property, - repossess it, come into my house - humiliate my husband, my father, rape my children and keep me in captivity -, use my strength, riches to build your Powerful nations and then years later you release

me, without an apology, compensation - nothing and tell me I am free.

It wouldn't be serving justice if I failed to recognize the freedom fighters or as I like to refer to them as the "captivity rebellions" particularly those who rebelled for the sake of their children and the general public. It is by them that I was able to be recognized but the question is: are we really free. If freedom is defined by the aforementioned then how come so many of us are still struggling today? How come the gap between the rich and the poor (much of them being those that have been directly and indirectly victims of slavery) has doubled in the past 18 years? Nothing depresses me more than seeing my brothers and sisters suffering in the name of freedom. We have now entered into a new struggle, a struggle that is prescribed by the policies of slavery. We have not succumbed to imperialism and neocolonialism. Until we gain the economic power and liberation of our traumatized, victimized minds, I think we have a long way to go, not only for South Africans but Africa as a whole.

By Mashite Mogale

Dear Colleagues,

I would like to express my view about Freedom Day in my language (Setswana) as follows:

Letsatsi la kgolosego ke nako ya go leboga bagale le bagale ba basadi bao ba kgarathileng go re tlišetsa kgololosego le go phutlhamisa mmuso wa Kgethololo. Re itumelela gore re na le molaotheo o o sireletsang ditshwanelo tsa batho botlhe mo Aforika Borwa. Mmuso wa kgethololo o phutlhamame mme re itumelela mmuso wa temokerasi eo e sa tlaoleng go ya ka lotso, puo, bong, bonno jalo le jalo. Se se bothokwa thata ke gore ma Aforika Borwa a kgona go tthagisa megopolo ya bone ka merero e e farologaneng eo e amang matshelo a bone. Fa re dirisana re ka fithelela go le gontsi go ya ka go farologana ga rona! Nelwang ke pula ya medupi bagaetsho le ketekeng Letsatsi la Kgololosego.

Translated version

Freedom Day is a day to applaud the heroes and heroines who struggled to destroy Apartheid regime. We are grateful that we have a Constitution that protects the rights of all South Africans. The Apartheid regime has collapsed and we have a democratic government that does not discriminate in terms of race, language, gender, demographics etc. What is crucial is that South Africans are able to express their views on various topical issues that affect their lives. By working as a collective we can achieve more in our diversity! May peace and harmony prevail as we celebrate Freedom Day.



FREEDOM..... Forever!!!

Mustakim Gierdien

High school was a ground that cultivated a spirit of fighting for what one believes in and the right to be seen as a dignified human being in a country which did not 'necessarily' recognise my existence as a 'human being'.

It was here that I came to learn about and realise that the limitations placed on my / our parents were forcibly done so, to benefit the lifestyle of a few who had sought to enrich themselves upon the blood, sweat and tears of other human beings. An 'ideology' that entrenched itself in a system used to govern the masses called "APARTHEID".

Freedom to move where one wanted to, speak to whom one wanted to, live where one wanted to, being able to use an ablution facility as one needed to, contribute ideas as freely as one wanted to, have ideals as one wanted to, work where one wanted to, become what one wanted to become and ultimately exist as a dignified human being as one wanted to was abruptly limited and / or stopped in its tracks by this evil called "APARTHEID".

Having had to sacrifice so much: having to leave school prematurely because of 'terrorist activity'; having had to walk the streets looking for a job; having had to work on weekends to earn the money which was used to fund the education which was sacrificed at the time; having had to be beaten by the riot police, security police etc. and being willing to

die for an ideal that would mean so much to so many fellow citizens is called "FREEDOM".

The only regret that I ever had and will ever have is this:

If persons today only knew the sacrifices made by so many who have given their lives and many who were willing to die for this 'terrorist activity' called "FREEDOM", they would appreciate the fact that they can live, breath, run, work, play freely. They have "FREEDOM"!!!



I AM AN AFRICAN

By Tumelo Tshetlo

"I am an African" is the title of a speech made by Mr Thabo Mbeki on behalf of the African National Congress in Cape Town on 8 May 1996, on the occasion of the passing of the new Constitution of South Africa. At the time, Mr Mbeki was the Deputy President of South Africa under the presidency of Nelson Mandela.

Every time I read former President Mbeki's 'I am an African' speech I get goose bumps all over my body. The speech itself reminds me of a poem or praise song that could be recited by the likes of Mzwakhe Mbuli, and many other great poets in Africa. My chest swells with pride each time I reach the last line of the speech. I am tempted to stand on the roof top and scream from the top of my lungs that "I am an African". Then sanity takes over and I instead decide to smile to myself.

The month of May is Africa Month with the 25th of May marking Africa Day. It's on this day that we as Africans look back at our continent's rich history and remember how far we have come as a continent. How our struggles have strengthened us, how our pain and loss have built us and have given us a better understanding and appreciation of the gift of life. The African continent is diverse in culture, heritage and is blessed with large beautiful land-scape. Africa's magnificent tourist sites are one of the reasons why it has been such a popular tourist destination, drawing foreigners from all corners of the world. From animals to scenery, to culture, to music, to art, Africa has a lot to offer both its occupants and the world at large.

As a South African thinking back to the apartheid era, I am pained but also proud that the struggle produced heroes such as Nelson Mandela, Steve Biko, Chris Hani, Chief Albert Luthuli, Walter Sisulu, Joe Slovo and many others. The role played by these heroes is celebrated world-wide. The struggle put Africa and South Africa on the map. It was negative publicity but it was none-the-less publicity. People from all over the world can only dream about

meeting Nelson Mandela. A man, born, bred, liberated, imprisoned, and freed in Africa, whose roots are in South Africa, the same country where I was born.

A friend of mine who grew up in the States told me a very interesting story about his father and his father's friend. Of how they started a business, and made quite a fortune selling sand. This was not just ordinary sand. It was sand that was said to have come right from Nelson Mandela's home in Soweto. Sand that the man himself was said to have walked on. Of course it was not true, it was just ordinary sand. Yet to the poor gullible Americans the chance of owning sand that had a hero's footstep was an opportunity they were not willing to let pass by, and in the process many were ripped off.

The point I am trying to make is that Africa has produced many sung and unsung heroes. This is something that we should all be greatly proud of as Africans. It is something that we should embrace and learn from. What qualities do you have that embody a hero?

As Africans we are heroes, for overcoming our trials and tribulations as a nation, we are heroes, for being able to continue living as different races in harmony after everything we've been through. We are heroes, for continuing in the struggle for economic and social equality. With all that said, I am proud to be an African. Regardless of the negative reports written in newspapers and reported on the news about gruesome attacks, killings, rape, abuse, slavery, poverty, disease and corruption, I do not lose hope in this beautiful continent and what it is capable of achieving. I only hope that we are yet to see more heroes of Nelson Mandela's caliber whose roots are in Africa. I myself would like to be one of these.

Let us continue in our struggle and let not the negativity we see

around us discourage us into thinking our Africa is useless and hopeless. Former President Thabo Mbeki ends his speech with these words of hope which I would like to use to encourage you with as we celebrate Africa Day, but also as we celebrate our African roots daily.

**"Whatever the setbacks of the moment, nothing can stop us now!
Whatever the difficulties, Africa shall be at peace!
However improbable it may sound to the sceptics, Africa will prosper!
Whoever we may be, whatever our immediate interest, however much we carry baggage from our past, however much we have been caught by the fashion of cynicism and loss of faith in the capacity of the people, let us err today and say - nothing can stop us now!"**



**AFRICA UNITE
I'M PROUD TO BE AN AFRICAN**



Minister Thulas Nxesi at a media briefing in Parliament



Acting DG Mandisa Fatyela-Lindie at a media briefing in Parliament



Minister with stakeholders



Stakeholders in Cape Town



DPW officials visited the exhibition stand



Marimba Jazz Band entertaining the guests

...SEEN AT THE MINISTER'S REGIONAL ROADSHOWS



Mr Xolisa Yakobi, Project Manager at Mthatha Regional Office posing a question to the Minister



Durban Regional Manager Mr Kenneth Khanyile and Ms Belinda Mlota in Durban



Staff from the Durban Regional office



Minister of Public Works, speaking to the media during his visit to Mthatha Regional Office



Minister interacting with staff following his turnaround speech in Durban



Mthatha Regional Office staff listening to the speakers

PUNCTUALITY IS ONE OF THE MOST IMPORTANT WORK ETHICS! - DPW WORKING HOURS

By Katlego Nthabiseng Mampuru

It seems there are employees in today's market who think getting to work late is not or should not be a big issue. More and more workers in the workplace are getting to work late more times than not. But remember! Punctuality is one of the most important work ethics there is.

Not only should you get in the habit of getting to work on time as it is considered a good work ethic, but it is also a requirement.

As with any other organisation, the Department of Public Works (DPW) has also set working hours which all DPW employees must adhere to. The Working hours and Overtime Policy of the Department of Public Works which was revised on 09 November 2004 states that:

1. General Working Hours are from 07h30 or as fixed by the Head of Department.
2. Normal working hours will not exceed 40 hours per week or 8 hours a day if the employee works 5 days or fewer days a week, and 7 hours if the employee works more than 5 days per week.
3. Lunch time: Employees are entitled to a 45 minute lunch and 15 minute tea time (break). The indicated tea time must still be regarded as official working hours.
4. **Emergency work:** Head of Department may require an employee to perform work outside normal working hours if the work must be performed urgently owing to circumstances which are beyond the control of the Head of Department and for which she/he could not reasonably have expected to make provision.

Where the employee is required to work outside normal working hours as a result of an emergency or due to the circumstances that could not have been foreseen by the Department, the time so worked shall be deemed to be overtime.

5. Employees may from time to time be required to work outside ordinary working hours, over weekends or on public holidays. The Department will give as much notice as possible if such working time is required.

Conditions for the approval of overtime:

- The number of overtime hours that may be performed are limited to an average of 3 hours per day or 10 hours per week and 8 hours on weekends and public holidays.
- Only those employees who perform work in excess of normal working hours for a period of time may receive overtime compensation.
- Overtime compensation may not exceed an average of 30% of the employees' monthly salary.
- Managers should minimise overtime work in general
- Managers should only authorise compensation overtime when their components have to take on additional tasks for a period of time. This could be because of vacancies, projects and /or short term requirements due to the changes in circumstances.
- Overtime should not be allowed when employees have to attend courses, except where the work is of crucial importance for the employer.

Time management is an important aspect of any employee's life. If you are unable to manage your time in order to show up for work, your manager may not trust you with being able to complete projects on time. That means your ability to show your true skills may be hampered and your professional growth can be stunted. Being on time is like a deadline -- if you constantly miss it, others will notice.

DEDICATION AND HARD WORK DEFINITELY DOES PAY OFF

The WorxNews' **Tshuluzi Nkoana** caught up with one of the Department's employees who've proven that with dedication and hard work, everyone can attain what he/she aspires to achieve. **Ms Tsakani Ndlovu** who started working for the Department as a Cleaner/Food Service Aid is now a Secretary in the office of the Labour Relations Director.

Q. Congratulations Ms Ndlovu on your new job, how are you finding your new position and what are your duties?

A. I find my current job more challenging and I now see myself more like a service provider. I truly believe that we are what we think, for example: if you think you can't make it to the top or you think you can, you are probably right. I'm currently appointed as a Secretary in the Directorate of Labour Relations.

Q. How would you describe yourself in a few words?

A. What you see is basically what you get. I like keeping busy with constructive things and being around positive people. I'm not the type of a person who believes in waiting for divine intervention or for someone else to make things happen for me. I can't stand it when people lie, I hate dishonesty.



honesty.

Q. Tell us about your previous role as a Cleaner and how you rose to this position.

A. I started working for the Department in 2006 on a contract for Food Service Aid. In August 2007, I was appointed on a permanent basis in Food Service Aid. On the 1st of December 2010, I was appointed as a Secretary in the Labour Relations Management Unit. I applied for this post because I have the relevant qualifications. During my time as a food service aid, we would prepare boardrooms for meetings and ensure that the kitchen we were using was always clean. I learned to be punctual all the time because time wasted is never regained. I also learned that teamwork builds morale and improves productivity. I'm a passionate person who is always prepared to work hard. Another important factor is education, because it's a key that opens many doors.

Q. How did you work your way up (How did you prepare yourself for success)?

A. I found a mentor, someone who has walked the same path as myself and who was willing to help me get to where she is. Mentorship is a formal relationship and not a casual chat now and then.

Q. What kind of challenges are the cleaners faced with and what do you think are the possible solutions?

A. What I realised a while back, was that if you are a cleaner people undermine you, they think you are not qualified to do any other job, you can't read, or even communicate in English. This is a challenge because the treatment that you'd get was not good and communication with people that we were serving was very poor, as many people did not treat us as human-beings. I'd like to urge employees in the cleaning sections to be the best they can be even when there are people who may take for granted their roles as cleaners. At times you'll hear people saying I don't care, I just want to get done with this thing (referring to their jobs) and I believe that such words have a negative impact on our lives and will affect our career and relationships with our colleagues. "If you strive for excellence, I assure you that this will move you to higher levels no matter what other colleagues think of you."

Q. What are your new goals?

A. Although it's certainly difficult to predict things in the future, I would however like to be someone that others can rely on and for people to feel comfortable that I can take any great responsibility based on my experience. I also plan to further my studies.

Q. What would you like to share with fellow colleagues who would like to follow in your footsteps?

A. I'm always looking for opportunities to explore and gain more experience in whatever environment I find myself in and I believe in trying rather than failing to try. I have good communication skills, I'm dedicated, work hard and I'm a highly motivated person who is not afraid to take on challenges.

INTERVIEW WITH MS FLORENCE RABADA

One of the matters raised by Public Works Minister Thulas Nxesi in his Budget Vote Speech in Parliament on the 8th of May 2012 was the issue of the absence of a comprehensive, reliable and compliant register of all Immovable Assets of the Department. He, however noted that great strides have been made and hence



WorxNews' **Thozama Mbili** decided to engage with Chief Director: Asset Register Management, **Ms Florence Rabada** – to find out the latest developments on the updating of the register, and this is what she had to say:

Q. Kindly share with us a brief history of the Asset Register Project.

In April 2011, the Department of Public Works took a decision to appoint a Programme Manager to assist in programme managing the Asset Register Enhancement Project to ensure a complete and accurate Immovable Asset Register. The successful Programme Manager was appointed in October 2011.

Q. What necessitated this project?

A. The Auditor-General (AG) asserted that the Department of Public Works' Immovable Asset Register was incomplete and inaccurate, and this has resulted in the Department receiving two qualified audit reports and a disclaimer in the past three years.

Q. How is the project meant to benefit the Department?

- To maintain and report credible, complete and accurate immovable asset information in order to ensure effective and efficient immovable asset management, and to obtain a clean internal as well as external audit report;
- To create a complete and accurate Immovable Asset register that:
- Complies with legislation and accounting standards;
- Is supported by appropriate audit evidence; and
- Addresses all management assertions.

Q. When did the process/project start?

A. The Programme Manager commenced with the status quo analysis of the DPW Immovable Asset Register in October 2011.

Q. What is its end date?

A. The project is envisaged to end on 31 May 2013.

Q. Kindly take us through the process highlighting different stages of the project.

A. Phase 1

GAP 1– Reconciliation of data from the required sources (Department of Public Works Immovable Asset Register, Department of Rural Development and Land Reform's Immovable Asset Register, Provincial Immovable Asset Registers, Deeds Web download for all state land and Publand database).

GAP 2 –

- Assess the Immovable Asset Register fields.
- Determine total reconciled DPW population for data enrichment as per minimum requirements issued by the National Treasury.
- Analyse compliance to Generally Recognised Accounting Practice (GRAP), Public Finance Management Act (PFMA), Government Immovable Asset Management Act (GIAMA), National Treasury Sector Specific Guide and the National Treasury Chapter 9 – Accounting for Capital Assets.
- Address management assertions and provide sufficient audit evidence:
 - Existence;
 - Completeness;
 - Rights and Obligations;
 - Accuracy;
 - Valuation and Allocation;
 - Presentation & Disclosure.
- Address vesting of state land (overlap to phase 2)
- Oversee the Amnesty Initiative (Operation Bring Back) (overlap to phase 2)
- Determine the terms of reference for Secondary Service Provider (SSP).
- Appoint the SSP.

Phase 2

- Agree and finalise the project plan with SSP.
- Commence with physical data gathering process.
- Regular analysis, final analysis and handover.

Q. How is the progress so far? If you can, please share with us the statistics of the state assets identified so far.

A. Desk-top analysis was conducted to reconcile existing databases (Deeds, All national and provincial custodians' registers), identify gaps, and confirm data by reference to Aktex downloads - 99% complete.

Q. Where do we go from here?

A. The next phase involves physical verification of properties and collection of data through the use of a field work team or Secondary Service Provider.



Q. Is there anything that DPW employees can do to help the process?

A. The Asset Register Management, Regions and Programme Manager are jointly working together as a team. There is regular interaction with relevant units including Finance within the Department to obtain required information.

Q. Any message to the readers regarding the project?

A. The Immovable Asset Register is the bloodline of the Department of Public Works, and its enhancement is a continuous effort, and will not end when the current project is completed. The Immovable Asset Register is the greatest determinant of the successful implementation of DPW's Mandate to "make South Africa work" and to achieve its Vision. It is therefore a no-brainer that every DPW employee needs to contribute immensely towards a complete and accurate immovable asset register...now and in the future!!!

WORKING TOGETHER TO CREATE WORK OPPORTUNITIES – EPWP NON-STATE SECTOR SUMMIT

By: *Lesego Moretlwe*

The Minister of Public Works Honourable Thulas Nxesi, MP, hosted the Expanded Public Works Programme (EPWP) Non-State Sector summit (NSS) with government departments, business, labour and civil society organisations on 13 April 2012 at Birchwood hotel in Boksburg (Gauteng). The summit was held under the theme: **Working together to create work opportunities through the EPWP: Non-State Sector**”.

The objectives of the summit were:

- To raise awareness about the work undertaken by Non-Government Organisations (NGO’s) in partnership with government
- To partner with private sector and other role players to ensure sustainability of the NSS
- To review the current NSS implementation model and to get views from other stakeholders on how best the model can be improved.

The EPWP Non-State Sector (NSS) was launched in 2009/10 with the aim of partnering with Non-Profit Organisations (NPOs) to draw a significant number of the unemployed into productive work, thereby contributing to alleviation of poverty and unemployment among communities as per the EPWP mandate. Since its inception, the Non-State Sector has contributed to creating 35 000 work opportunities through the Non-State Sector NGOs wage subsidy.

In its 4th year, the NSS through its successful implementation has raised increasing interest from various forms of NPOs, business and organised labour.

In his keynote address, Minister Nxesi urged all the role players responsible for the implementation of the Non-State Sector projects to exercise accountability in utilizing the allocated resource and commit to the delivery of quality services to the most vulnerable communities who depend on the EPWP projects to earn a better living. “The most remarkable impact of the Non-State Sector NGOs Programme is its contribution to the delivery of basic services in highly marginalised communities. In many of the projects visited, the beneficiaries interviewed expressed how the programme has changed their lives,” the Minister added.

The Chairperson of the Portfolio Committee on Public Works, Ms Manana Mabuza offered her support in ensuring that the EPWP becomes a success and also acknowledged that there were challenges in the implementation of the EPWP and was pleased that they were taken into consideration and resolved accordingly.

Among the resolutions taken at the summit, the EPWP NSS committed to execute the following:

- To forge strategic partnerships with other governmental, developmental and private sector organisations;
- To ensure that awareness campaigns focuses on target group forums and that forums for women, youth and people with disabilities are established;
- Develop exit strategies for NPOs to address the issue of sustainability post their participation in the EPWP Programme;
- Provide training to NGOs on the requirements of the NSS programme;
- To ensure that EPWP partners with other organisations or departments to leverage resources available to create more work opportunities; and
- To ensure capacity building for NPOs on project management and Monitoring & Evaluation (M&E).



Acting DG- Ms Mandisa Fatyela- Lindie addressing the audience during the Summit



Attendees at the Gala dinner

EPWP BENEFICIARIES SUCCEED THROUGH THE NATIONAL YOUTH SERVICE

BY: Eric Mkhunjulwa

The Expanded Public Works Programme's (EPWP) National Youth Service programme (NYS) handed out competency certificates to 18 beneficiaries during a graduation ceremony at the National Department of Public Works' (NDPW) Head Office in Pretoria on April 26, 2012.

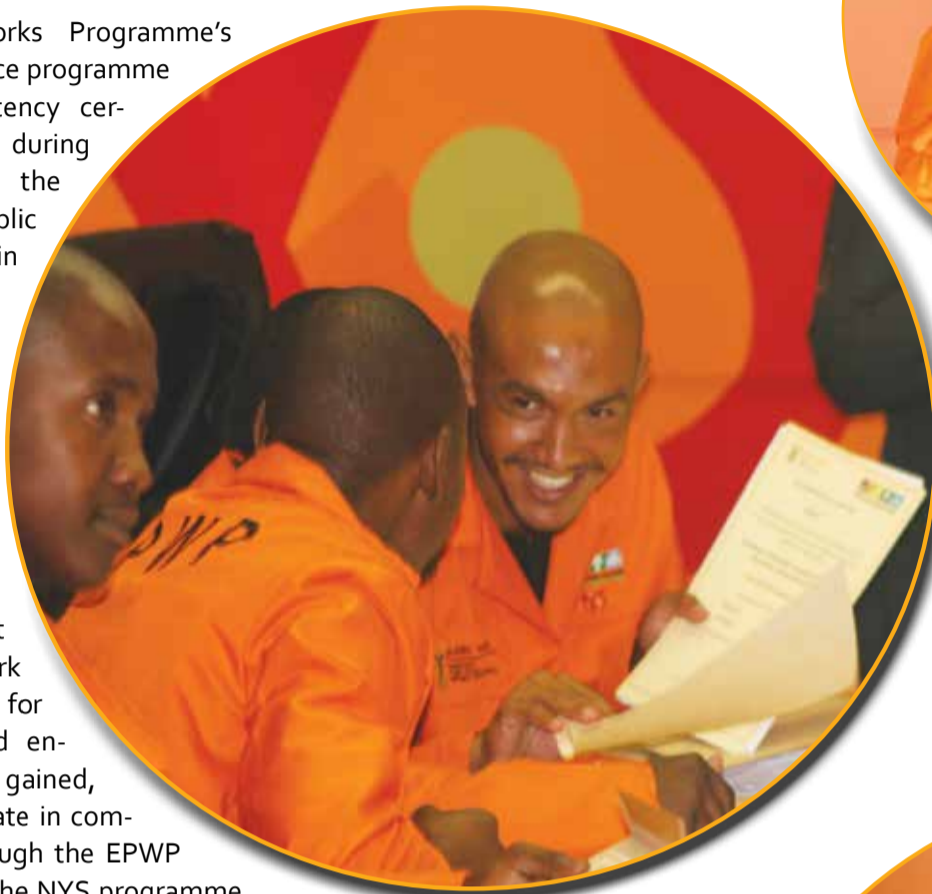
The graduation ceremony was another symbol of victory for the EPWP through the NYS programme. The programme is aimed at youth skills development and ensuring an understanding of working within the built environment. It creates work and training opportunities for the unemployed youth and ensures that through the skills gained, the youth is able to participate in community service delivery through the EPWP projects. At the same time, the NYS programme is addressing the shortage of artisan skills in South Africa in the built industry.

These 18 young, energetic and vibrant beneficiaries did not only receive their competency certificates, but they also received toolboxes and on-site safety boots. Ms Rirhandzu Mthebule who headed the NYS programme congratulated all the beneficiaries for their perseverance, patience and endurance throughout the project. She further maintained that there were 50 learners at the beginning of the training programme but, "today there are only 18 beneficiaries who are graduating because they endured. You guys were the best group because you were forever focused", she said.

"There were too many of us at the beginning of the programme but the few left behind proves that they are dedicated to succeed in life," Petrus Rampeng, the NYS programme director who also conducted the NYS graduation ceremony, added.

"Let us go out there and use the knowledge that we have gained throughout our training," said Kgomotso Mokwela, who is one of the NYS programme beneficiaries. She further encouraged her fellow beneficiaries at the graduation ceremony to grab every opportunity that comes their way.

Mr Gift Mphahlele who is also a beneficiary expressed his gratitude and appreciation for the programme and hailed it



LEFT: Kgomotso Mokwela, EPWP NYS Programme Beneficiary of Roodeplaat SAPS project

as an eye-opener that met his expectations. "I hope and strongly believe that with the skills acquired during the training, we will be able to establish our own companies in the next coming five years," he noted with anticipation.

This NYS training commenced in January 2012 and learners were offered four months of intensive training by the Buzaphi Construction Company.

LEFT: EPWP NYS Roodeplaat SAPS project beneficiaries exchanging success chuckles and congratulating each other during the EPWP NYS graduation ceremony



ABOVE: Mr Petrus Rampeng of NYS and the EPWP NYS Roodeplaat SAPS project beneficiaries singing the National Anthem at the opening of the EPWP NYS graduation ceremony



LEFT: Rirhandzu Mthebule, NYS Programme Consultant handing out toolboxes to EPWP NYS Roodeplaat SAPS project beneficiaries during the EPWP NYS graduation ceremony



ANTI-TOBACCO CAMPAIGN MONTH, MAY 2012

Although most of us are aware of the health dangers associated with smoking, millions of South Africans still light up. This is unfortunate because smoking puts you at risk of developing illnesses such as lung cancer, chronic lung diseases and heart disease.

As part of the Government Employees Medical Scheme's (GEMS) on-going effort to educate existing and future members on a range of healthcare topics, we would like to explore certain important healthcare issues. This article looks at the subject of smoking this Anti-Tobacco Campaign Month.

Smoking is addictive

Tobacco contains nicotine, a highly addictive drug that you start to crave when you are without it. This is what makes it so difficult to give up. Your body and brain soon starts to need nicotine in order to feel good, resulting in addiction.

Smoking is unhealthy

With more than 4 000 chemicals in cigarette smoke, it is no wonder that smoking represents such a health risk. Over and above lung cancer, there are a lot of other health problems you can develop if you smoke, for example:

- **Colon cancer** – individuals who smoke for many years have a greater risk of developing colon cancer.
- **Pancreatic cancer** – smoking increases the risk of developing pancreatic cancer.
- **Skin cancer** – your risk of developing skin cancer increases.
- **Diabetes risk** – tobacco may raise the risk of developing type 2 diabetes.
- **Double colic risk** – pregnant women who smoke have double the chance of having a colic baby.
- **Sexual dysfunction** – smoking may contribute to sexual dysfunction in men.

Even if you prefer not to think about the harm smoking does to you, the evidence will stare you in the face when you look in the mirror. Smoking causes wrinkles and pre-mature ageing, which most people want to avoid.

Your smoke affects others

Just inhaling another person's cigarette smoke can be harmful to your health. Some of the short and long-term health effects of second-hand smoke include:

- Headaches, eye irritation, a sore throat and an increased heart rate and blood pressure.
- Children who inhale second-hand smoke are more likely to develop allergies like asthma, middle ear infections and colds.
- Exposure to second-hand smoke and smoking while pregnant are both linked to stillborn births, miscarriages and a low birth weight.

Protecting yourself

Even if you are not a smoker you are bound to encounter smokers in either your workplace or at a public place such as a restaurant. There are however some precautionary measures you can take to protect you and your children:

- Complain if restaurants are not complying with the anti-tobacco legislation. You may even consider reporting them to the authorities.
- Try to make your workplace and your home smoke-free zones. Ask your employer to assign designated smoking areas and ensure that the door to a smoking room is always closed.
- Do not be afraid to stand up for your health. Ask your friends and family not to smoke near you and your children.
- If you live with a smoker, ask them to always smoke outside and try to encourage them to quit.
- Ask visitors not to smoke in your home.

Smokers can quit

Unfortunately, giving up smoking is not nearly as easy as starting. According to statistics, 80% of smokers have tried to quit at least once and most people quit five to seven times before they are successful. However, the good news is that if you can refrain from smoking for two years, chances are slight that you will ever start again.

The benefits of stopping

It all starts with a firm decision and an iron determination that you want to quit. Luckily there are many benefits to focus on and encourage you never to light up again. For example, just 20 minutes after your last cigarette, your blood pressure and heart rate start to return to normal. After only a day, the risk of a heart attack begins to diminish.

The long-term benefits are even greater. Fifteen years after their last cigarette the ex-smoker's risk of heart disease and cancer is almost the same as someone who never smoked.

The challenge is to get through the first couple of days as most smokers relapse then because the withdrawal symptoms are the strongest. But if you manage to stay smoke-free for four to six weeks, the withdrawal symptoms will subside and you will begin to enjoy the benefits of being smoke free.

Your doctor can help

Find healthy ways to replace your smoking habit and remember it is a long-term commitment. You can also ask your doctor for nicotine-replacement products or programmes that you can participate in to help keep you from relapsing.

For any GEMS member queries please phone the GEMS call Centre on 0860 00 4367 or visit our website at www.gems.gov.za. GEMS will assist you in every way possible to ensure your family's health and wellbeing.

Sources:

1. 'The Dangers of Smoking and Quit Smoking Methods', www.quitteersguide.com
2. 'The Dangers of Tobacco', www.tobacco-facts.info/dangers_of_tobacco.htm
3. 'Smoking', Government Employees Medical Scheme (GEMS), pamphlet available at <https://www.gems.gov.za>



DPW LIBRARY WEEK MAY HAVE COME AND GONE, BUT THE LEGACY REMAINS

By: Doris Segoale

The Directorate: Knowledge Management under Strategic Management Unit celebrated Library Week from the 19th - 23rd March 2012, highlighting the theme "Develop @ Your Library". DPW Staff were abuzz with variety of activities that got them participating in the fun, as it gave them an opportunity to voice some of their information needs. It is an established culture that DPW joins all other libraries across the world in celebrating Library Week.

The activity that had preceded this event was a call for proposals, whereby DPW staff members were requested to participate in a newly coined initiative "IDEAS FESTIVAL" wherein DPW colleagues are urged to come up with practical ideas to change their work environment. A total of 40 valuable ideas were received from Head Office and Regional Office staff members, and since it was a competition, 8 winners were selected. The winners were all happy to receive their prizes including certificates of recognition.

Library Week celebration is part of the strategy to raise awareness and support to promote the Library use several exhibitions livened up the Sun Court Yard of Central Government Offices that included external Exhibitors for the event: Emerald Group Publishing, Government Communication and Information System (GCIS), International Labour Organization (ILO) and LexisNexis. Internal Exhibitors from DPW Business Units: Human Capital investment (HCI), EPWP, Marketing and Communications, Records Management and Knowledge Management were also marketing their units. DPW staff members received a number of benefits from attending the event ranging from access to Emerald Database for trial purposes, a thorough understanding of various services offered by different organizations and Business Units who were part of exhibitions.

Acting CD: SMU Ms Pumza Makubalo rewarded and recognized officials who were nominated under the following categories:

- For being very responsive, participative, and supportive to KM at Executive level
- The best contributing and enthusiastic Content Managers for 2011/12
- For being KM Flag bearer at Executive level
- For being active Library resources User at Senior Management level.
- For being Library the best active Library User and ILL borrower
- For providing the IT needed support on Knowledge Base System
- For being the best and frequent Library newspaper reader

The celebration was a resounding success with a total attendance of 400 from various Business Units, and the closing ceremony on the 23 March 2012 was honoured by the presence of Library and Information Association of South Africa Public Relations Officer (LIASA PRO) Ms MP Reetseng and LIASA Gauteng North Treasurer, Mr. H. Nkadimeng.

The "Ideas Festival" was such a success that choosing the best was not easy. All ideas received were useful and very valuable! It is therefore envisaged that this initiative becomes an annual event. In the pictures are some of the "Ideas Festival" winners.



ABOVE: Mr Phafe Tlaka - One of the "Ideas Festival" winners



RIGHT: Some of the "Ideas Festival" winners from Head Office: from left Ms Ntebo Rankwe, Mr Setlo Ratlou, Ms Doris Segoale (Knowledge Manager) and Ms Tumelo Tshetlo displaying their certificates

OFFICIAL LANGUAGES MATTERS AT DPW

By Mashite Mogale



Pre-1994, South Africa in general and the Department of Public Works (DPW) in particular used English and Afrikaans as official languages of communication. After the 1994 elections, South Africa was declared a multilingual country with eleven official languages which are isiNdebele, isiXhosa, isiZulu and siSwati (referred to as the Nguni language group); Sesotho, Sepedi and Setswana (referred to as the Sotho language group); Tshivenda, Xitsonga, English and Afrikaans. This is in line with section 6 of the Constitution (Act No. 108 of 1996).

The Constitution also prescribes affirmative action for the African languages, stipulating that they must enjoy 'parity of esteem and must be treated equitably' in relation to the official languages of the pre-1994 era.

In 2003, the Department of Arts and Culture which is the lead department on issues of Language Policy and Implementation drafted the National Language Policy Framework - 2003, the Implementation Plan and a South African Languages Bill, 2003 after extensive consultation that began in 1995 with the appointment of the Language Task Group (LTG).

The aims expressed in the framework are as follows:

- To promote the equitable use of the 11 official languages, including Sign, Braille and the Khoisan languages;
- To facilitate equitable access to government services, knowledge and information;
- To ensure redress for the previously marginalized official languages;
- To initiate and sustain a vibrant discourse on multilingualism with all language communities;
- To encourage the learning of other official indigenous languages; and
- To promote good language management for efficient public service administration.

Currently the South African Languages Bill that enjoins every national department, national public entity and national public enterprise to promote the use of eleven official languages is being debated in Parliament and the DPW is actively involved in those discussions.

In order to intensify efforts to manage linguistic diversity in the post-apartheid South Africa, the DPW is resuscitating its 2006 draft Language Policy. This policy is in response to linguistic and cultural diversity and to the challenges of constitutional multilingualism in South Africa.

Play your part and embrace multilingualism by having keen interest in learning a language other than your own.

We are constantly in search of better ways to communicate and for any further advice/enquiries regarding the current state on the use of 11 official languages, please contact the Language Policy Implementation Unit on 012 406 1837, Email: mashite.mogale@dpw.gov.za

Ambani luambo lwanu, Khuluma ulimi lwakho, Bua puo ya hao, khuluma lulwimi lwakho, Praat jou taal, Thetha ulwimi lwakho, Bolela polelo ya geno, Vulavula ririmi ra wena, Speak your language, Bua puo ya gago, Khuluma ilimi lakho.



By Alice Phophi

IRREGULAR EXPENDITURE

What is irregular expenditure?

The Public Finance Management Act defines irregular expenditure as expenditure, other than unauthorised expenditure, incurred in contravention of or that is not in accordance with requirement of any applicable legislation. Loosely translated irregular expenditure is expenditure incurred due to failure to follow Departmental Policies and Procedures. For example, an official engages services of a contractor without an official order being issued.

What causes irregular expenditure?

Within the DPW environment irregular expenditure normally occurs when: -

- procurement of goods and services is not done through the LOGIS system;
- Leasing acquisitions and capital goods procured in contravention of normal procurement process of the Department;
- extension of contracts (Variation Orders), without following Departmental processes and delegations;
- non-compliance with the Public Service, other regulations relating to compensation of employees and any other Act or regulation applicable to the Department's operations.

According to the Department of Public Works Annual Report for the 2010/11 Financial Year, the Department made payments amounting to *R16,552,542 without following Supply Chain Management requirements.

How to report irregular expenditure?

Section 9.12 of the Treasury Regulations states that when an official of an institution discovers unauthorised, irregular or fruitless and wasteful expenditure, that official must immediately report such expenditure to the Accounting Officer. Heads of Finance and SCM at Regional Offices must on a monthly basis report to the Inspectorate and Compliance Directorate any cases of irregular expenditure reported in a month. The Inspectorate and Compliance Directorate must report to the National Treasury on a monthly basis any irregular or fruitless expenditure. The relevant Manager whose unit has caused irregular expenditure must prepare a memorandum requesting approval for the payment to be made to the service provider.

Procedure to follow after a payment has been made

An analysis is performed by an official in Inspectorate and Compliance Directorate for each suspected case or irregular expenditure to validate the expenditure as irregular or fruitless. If the expenditure is found to be irregular, the schedule must be updated and it must indicate if the case must be referred to either Fraud Awareness and Investigation for a forensic investigation, Labour Relations or Law enforcement agencies, where applicable.

Condonation and action to be taken

A submission is then made for condonation of the irregular expenditure or to make payment to the supplier or to institute a forensic investigation. Based on the results of the investigation corrective action usually includes recovery of losses or disciplinary action, this is to ensure that there is no recurrence of this practice. All DPW officials are encouraged to familiarise themselves with the DPW Policy on Irregular Expenditure Management which can be accessed via the Department Intranet portal.

National Hotline: 0800 701 701.

It's a free call - make it - Blow the whistle on Fraud and Corruption.

For internal reporting, officials can call: CAE Ms Tebby Tukisi @ (012) 406 1334 or Acting Director: Fraud Awareness and Investigation Mr Matomo Mabotja @ 012 4061328

MEET THE NEW HEAD OF THE COUNCIL FOR THE BUILT ENVIRONMENT!

By Thozama Mbili

Ms Gugu Mazibuko has begun her term of office as the CEO of the Council for the Built Environment (CBE). The Council is one of the four entities reporting to the Minister of Public Works. She commenced her duties as the head of the CBE on the 2nd of May 2012.

Ms Mazibuko, who holds a Master's Degree in Town Planning from the University of Natal - brings with her, experience in all aspects of commercial property, gained while working for the JHI saacs Property Services Group in Johannesburg. She started her career in land and housing in Durban before joining this independent property services company in Johannesburg.

She served the National Department of Public Works as Chief Director State Property Holding & Asset Management from 1996 to 2005. Ms Mazibuko was responsible for the South African national government property portfolio in South Africa and internationally, estimated at R120 billion.

Until August 2008, Ms Mazibuko was the Managing Director of the Johannesburg Property Company, a property services company managing R8.2 billion property portfolio, owned by the Johannesburg Municipality. She packaged R20 billion worth of private sector property development investments projects on municipal land that was under-utilised before her three year tenure as Managing Director. Under her stewardship, the Johannesburg Property Company was voted one of the top 300 best performing companies in South Africa, for 2007.

She has served as a Board Member for Plant-bio, an organisation that looks at commercialisation of biotechnology. Ms Mazibuko was also a Non-Executive Board Member of Diversified – the property fund company – which was at the time, listed at the Johannesburg Stock Exchange. She was a Trustee of the Greater Durban Community Foundation Trust, a foundation that acts as a grant-maker for community social programmes in the fields of education, health, environment, social services, civic affairs, arts and culture, as well as community development.

To the 31st of May 2010, Ms Mazibuko was the CEO of the Durban Chamber of Commerce and Industry - a Business Representative Association with a large component of International business. Just before joining the Council for the Built Environment (CBE), Ms Mazibuko was the Managing Director of Economic Development Services, a company that consults in various aspects of economic development initiatives.

The Department of Public Works wishes Ms Mazibuko well in her position at the helm of the CBE.



LEFT: Ms Gugu Mazibuko who has begun serving the CBE as the new Chief Executive Officer

THE CONSTRUCTION INDUSTRY DEVELOPMENT BOARD (CIDB) HAS A NEW CHIEF EXECUTIVE OFFICER!!!

By Thozama Mbili

It's official, Ms Ursula Ntsubane is the new Chief Executive Officer of the Construction Industry Development Board (CIDB) – one of the four entities reporting to the Minister of Public Works! She was appointed to the helm of the construction industry regulator in April 2012. A strong development stalwart and champion with extensive experience and expertise in the built environment, Ms Ntsubane is strongly positioned to take construction development into a new era.



Ms Ntsubane brings with her strong leadership and a woman's touch to the regulation of the otherwise traditionally male-dominated construction industry. She has charted her leadership career holding critical roles in various construction client departments including the Ekurhuleni Municipality where she headed the Economic Development Department, and the Johannesburg Development Agency (JDA) where she oversaw implementation of high budget economic infrastructure projects.

ABOVE: Ms Ursula Ntsubane is the new Chief Executive Officer of the Construction Industry Development Board (CIDB)

Her leadership ushers in the second decade of regulation in the construction sector and phase two of the CIDB Register of Contractors which has seen over seventy-five- thousand (75 000) construction companies graded for capability to deliver infrastructure projects in the public sector. Government has announced an ambitious R84,5 billion budget for infrastructure projects over the next MTEF period.

Ms Ntsubane's challenge as CIDB CEO includes among others, striking a healthy balance in the regulator's mandate to promote efficient Government delivery of infrastructure whilst promoting access to work by swelling ranks of emerging contractors on the CIDB Register of Contractors. No stranger to contractor development, Ms Ntsubane's background in enterprise development and economic transformation should bode well for the construction industry.

The Department of Public Works welcomes Ms Ntsubane to the family and wishes her well in the tasks that lie ahead!

"A strong development stalwart and champion with extensive experience and expertise in the built environment, Ms Ntsubane is strongly positioned to take construction development into a new era."

DPW NETBALL TEAM SHINES AT A TOURNAMENT ORGANISED BY THE POST OFFICE AND OLD MUTUAL

Netball team dominated the tournament organised by Post office and Old Mutual in SABS sport complex earlier this month. While the team has told WorxNews' **Tshuluzi Nkoana** that winning the tournament is still their dream, our team's discipline and a beautiful gear won them an award. Standing category of best disciplined and best dressed team has been taken by DPW team and supporters who stood closely to their team.



We've got the spirit, Yes we do (Awarded the well dressed team, good behavior and team spirit)



How high can she jump?



Multi-talent shown during the tournament "beauty and sportmanship"



Medals missing in our Director Generals cabinet



Officials and sponsors of the tournament



The netball court was action packed



Newly formed DPW Netball team pose just before playing their very first match of the tournament



Netball supporters bright with corporate colours rallying behind their team



Anxiously hoping for a goal