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August/September 2011 ISSUE

The official newsletter of the National Department of Public Works

# ANOTHER MILESTONE BY PUBLIC WORKS - BLOEMFONTEIN REGIONAL OFFICE BUILDING



## <<INSIDE>>

WOMEN'S MONTH: DPW CHANGING LIVES OF THE WOMEN OF GOMBANI Pg. 03



public works

Department:  
Public Works  
REPUBLIC OF SOUTH AFRICA

DPW SUPPORTS BOKKE FRIDAY CAMPAIGN

## Editorial



Petrus Sibiya

Welcome to another issue of WorxNews, where in we feature the Bloemfontein Regional Office as a trendsetter in the rollout of Minister Gwen Mahlangu-Nkabinde's vision of relocating government departments to state-owned buildings.

In her 2011 Budget Vote Speech, the Minister remarked: "Investment in repair and maintenance, continuous maintenance and construction of new government buildings could generate major savings for the state." This Regional Office is among the first organs of state to move into their own building.

This is seen by many as a bold move in ensuring that the Department's accom-

modation provisioning function, meets the end-users' operational, technical and social needs, following a thorough need analysis of the client before the structure is built. It is an approach that gives the Department a chance of embracing the client's needs during the construction process. We applaud this move and hope other Regional Offices and Government Departments will follow suit.

In this issue of WorxNews, you will read about the official handover of a school and other projects to communities, Women's Month activities, the Department embarking on the breathtaking Sport Tournament and many other insightful stories.

The WorxNews team would like to take this opportunity to thank all officials who go an extra mile and contribute articles and pictures of activities around them. We really appreciate your effort.

The team once again appeals to all of you to continue assisting in identifying information and articles (stories) worth sharing about yourselves, your units, your 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!**

### I'm deaf but I still want to be heard

By Phindile Gwala

The last week of September is an important week to us as deaf people. Deaf Awareness Week is a week where communities all over the world recognize the language, culture, and everyday experience of people who are deaf or hard of hearing.

I am one of those people. I have a hearing impairment. I lost my sense of hear-

ing while growing up. As a result, I use hearing aids. Myself and all of us who have hearing problems face challenges on a daily basis at work, educational institutions, and society as a whole.

Living with a hearing challenge is not easy, being deaf or hard of hearing you lose touch with people. I battle with numerous communication breakdowns as I go about my daily routine. It's very difficult for us to participate in meetings, attend public gatherings, use the phone as well as communicate with those who we work or live with.

*continued on page 4*

## Do we really need titles and positions to be great leaders



Reggie Ngcobo

In this materialistic world we chase titles, fast cars, big bank accounts and higher positions in a search for greatness, when in reality all that we really want, we already have and the happiness and the excellence we are craving for is within us. The thing is! We are looking for it in wrong places: in positions and in social status. But even before you know it, we all soon become dust, and life is very funny because you find a street sweeper buried next to a Managing Director, and you come to realize that it is true when they say at the end, titles and prestige does not matter.

Please don't get me wrong, I'm not against getting richer but for me all that matters is whether you showed leadership by using your potential to positively contribute to the lives of other human-beings in your community.

Don't think tough times are meant for others and not for you. Sometimes life has to break you down so that you can be rebuilt better, after which you can wait for the breakthroughs you will experience. Always remember that tough times make strong leaders.

Colleagues, let me also take this opportunity to salute all the women of South Africa in general and women of Public Works in particular. Lets us celebrate our women 365 days.

Colleagues, I would like to dedicate this article to great leadership. To be a great leader, first become a great person. An excellent organisation is really just a cluster of people showing personal excellence in all they do.

I have met many leaders in my career both as a journalist and as a proud government communicator.

I have come to realize that the big problem with people, is that they like titles and positions, instead of doing work to the best of their ability. I don't think you need any formal authority to do your work to the best of your ability.

A great leader must first become a great person. Lead yourself first and only then you will be able to lead other people.

Start off by cleaning up your negative beliefs and your false assumptions about the kind of the leader you can become, as well as about the profound achievements you can create. Develop a self-awareness to arrive at a deep relationship with your once dormant potential, your largest ambitions and your highest aims. Do some interpersonal check to make your character richer, your intentions purer and your acts bigger.

I think I will also be failing in my duties if I don't congratulate Mmabatho Regional Office sport teams for being crowned Public Works Soccer and Netball Champions.

Finally, I would like to bid farewell to a colleague of mine, Mmuso Pelesa who is joining the private sector. Chief, go there and become a good Public Works ambassador, your work ethics and your sense of humour will be dearly missed.

**Aluta Continua**



Printing and Design done by  
Tsimoloko Communications  
(022 343 455/072 609 8746)

.....Is the official house journal of the Department of Public Works

This is a forum for discussion, debate and information  
relating to the Department, aimed at enhancing  
the Department's goals and objectives.

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  
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PUBLISHED BY:  
Department of Public Works Chief Directors  
Communications and Marketing

would like to express its profound gratitude to all the Directors and individuals who have given their  
sincere support towards the production of

Special Thanks to the following Editorial Committee Members: Mothabane Skade,  
Lucky Mochalibane, Tshuluzi Nkoana, Lunga Mahlangu, Reggie Ngcobo, Thamsanqa Mchunu and Mmuso  
Pelesa.

## DPW on a 'life changing mission' for the women of Gombani

By WorxNews Reporter

The launch of the Alternative Building Technologies pilot project in Gombani near Thohoyandou, Limpopo was more than just a women's month celebration, it was a life changing experience.

Deputy Minister Hendrietta Bogopane-Zulu, accompanied by Departmental officials and other stakeholders rolled up their sleeves and got their hands dirty in Gombani during the weekend of 27 to 28 August 2011 as part of their contribution for Women's Month. The Department of Public Works, through the Agrément South Africa a public entity reporting to the Minister of Public Works, is spearheading the use of alternative building technologies to improve the quality of life of rural women and other communities, and to facilitate their active participation in infrastructure development and the economy.

On this particular occasion, the Deputy Minister was joined by partners from the South African Women in Construction (SAWIC), the Mmabatho Foundation for Women Empowerment, the Independent Development Trust (IDT) and Hydraform. In the spirit of co-operative governance, the Deputy Minister extended invitation to the Provincial Department of Public Works, the National Departments of Human settlements and Rural Development to the project.

The Department has so far identified 12 families in Gombani who are extremely affected by poverty and underdevelopment as beneficiaries of the housing project using alternative technologies. As part of the pilot project, the Department aims to build 12 houses in the area. So far, two of the 12 houses were handed over to the Mulungufhala and Livhuwani families. To date, 12 women – one from each of the 12 families have been trained in brick-making by Hydraform – an international company that specialises in alternative building technologies using interlocking bricks that use less water and cement. The women have been organised into a cooperative and registered as an Expanded Public

Works Programme (EPWP) project under the Mutale municipality. They will get a stipend for a period of six months from the Department, through the EPWP. One of the beneficiaries, Ms Phatutshedzo Mulungufhala, a single mother of seven, said she is happy to be chosen as one of the beneficiaries. "My family will now have a house to accommodate all of us, unlike in the past when we lived in a single room (mud) hut. Since this mud hut could not accommodate all of us, my children had to sleep at my neighbours. Now that we have a proper house, worrying about rainy days and chilly winter nights is something of the past," the delighted beneficiary remarked.

During the launch of the pilot project, the Deputy Minister encouraged the trained beneficiaries to pass on their skills, so that more houses are built in the area. This she said will also ensure that the newly established cooperative becomes sustainable. According to the Deputy Minister, the project is meant to change the lives of the rural women who live under absolute poverty by empowering them to participate in the economic activities. "The overall objective of government is to develop and implement a comprehensive strategy for rural development aimed at improving the quality of rural households, enhancing the country's food security through a broader base of agricultural production and exploiting the varied economic potential that each region of the country enjoys," the Deputy Minister emphasised.

The establishment of a co-operative in Gombani is in line with President Jacob Zuma's commitment during the 2011 Women's Day event at Peter Mokaba Stadium where he said: "There are a number of support programmes across government departments, designed to assist women to remedy the constraints they are faced with. One of these is the promotion of cooperatives especially in rural areas to enable women to participate in the economy. Cooperatives allow the benefit of bulk-buying and joint marketing which improves women's bargaining power in the market place. The Department of Public Works has set a target of supporting 120 cooperatives and 950 beneficiaries by 2014 for its sector."



A single hut wherein eight family members live



The house of the first beneficiary under construction



Doing final touches to the structure

## Learn to love yourself and take other women with you when you rise



Minister addressing women at the Voortrekker Monument

By WorxNews Reporter

**"Learn to love yourself and take other women with you when you rise" –Women's Month 2011**

Women from the Head Office and the Pretoria Regional Office came out in their numbers and converged at Voortrekker Monument, in Pretoria on 01 September 2011.

This was in response to an invitation by the Gender Unit who hosted an internal celebration to officially mark the closing of Women's Month 2011. This event was characterised by song, dance and ululation and was celebrated under the theme: "Working Together to Enhance Women's Opportunities to Economic Empowerment."

In her address during the event, Minister Gwen Mahlangu-Nkabinde called on all women in the Department to

help each other. "As women we should always ask ourselves, 'What is it that I do to lift other women up,'" she asked.

She went on to warn women against making other women feel inferior. "Even an analogue clock that has stopped working is at least right twice a day. This says to us that no one is useless. We are not going to change the world if we don't start with little steps of accepting other women and human beings as our equals and helping them where we can. We must have wings strong enough to lift other women as we go up," the Minister told the gathering.

"As Public Works women, let's do something to push away the frontiers of poverty. I must also remember that I was a woman before I was a Minister. As women, let's help each other regardless of our social standing. As a woman, leave footprints wherever you go – do something about your life that you will be remembered for. Make sure that you are counted - stand up and rise to the occasion. Public Works women - go out there and show the world that you can make a difference.

"Happy Spring Day and Women's Month! Make every day a women's day. I wish you all the best today and beyond."

In her address, Ms Angie Diale - a mo-

tivational speaker, an activist and a business woman of note who has been living with HIV for the past 17 years encouraged women to love themselves. "Don't belittle yourself. Always ask yourself as to who you are? Where are you going and how do you get there? In answering all these questions, put God before you," she said.

"Since I started knowing where I am going as Angie and after I discovered my HIV status, I have so much peace it's not even funny. I know I am counted as one of the women who do a lot with the little they have. I forgive myself for what I've done to myself. And rest assured, where I am today is nothing compared to where I am going. As the bible says, write down your dream and live it. Set trends wherever you are," she encouraged the gathering.

Speaker after speaker during the event stressed the importance of 'the role of women in society'. The proceedings of the day were wrapped up with a vote of thanks by Ms Jacobeth Moloto from Food Aid Services who thanked the Minister for giving them an opportunity to undergo training in computer literacy – something which she said has made a huge difference in the lives of cleaners and other staff members in the Food Aid Services unit.

*continued from page 2*

Impaired hearing affects our social lives. Even with hearing aids it's hard for me to follow a conversation when two or more people talk at once. Unlike reading glasses, hearing aids do help but not sufficiently. Even when using them, it is difficult to follow the conversation from one person to another fast enough without seeing each speaker's face as they speak and I lose the ability to read their speech.

As much as the community accepts us, we are still faced with challenges in performing our daily duties in the working environment. An example would be telephonic communication where you find it hard to have a conversation with the person on the other end of the line. Sometimes even in meetings or gatherings you can't express your opinion because you don't follow the whole conversation to the end. This affects my work performance as I always rely

on the availability of people to assist me, and they are not always willing to do so. The only communication method available for me at the moment is through e-mails or text messages which takes time and is not as effective as verbal communication.

Some people who's hearing is not impaired don't understand for example when you ask them to repeat what they said. Their tone and facial expression tells you that you are bothering them.

My self-esteem is crushed and this leads to anger, frustration and isolation, which is why in most cases you find us alone. I prefer to be alone than be surrounded by these people. Being surrounded by negativity is just no way to live for anyone. For us it helps to be surrounded by people who understand, people whom we can share our experiences with, people who help

us to remember that life is good and worth living, and people who listen and encourage us. Sometimes we forget how difficult it is for other people to understand our limitations, or how hard it is for them to always remember how best to communicate with us. When speaking with us, get our attention before you speak, speak louder but do not shout. You don't have to talk slowly but articulate and speak clearly, make sure that you face us so we can lip read and be patient.

I feel that our lives will be much better if we can be considered for classes that can help us understand better when people are talking like Lip Reading, Speech Reading, Sign Language or any other means of communication that can make our lives easier.

Colleagues, please bear with us, and also remember that this is not just my hearing loss but it's our hearing loss because you also have to deal with it. We all have to work together to make it easier for us. We appeal for your patience and understanding when we ask for your help. Lastly, I would like to thank those employers who believe in us by giving us a chance to make a difference in someone's life. In particular, my employer –the Department of Public Works, I salute you for affording me this opportunity and for allowing me to share my inner feelings with the world/community.

**"TOGETHER WE CAN BUILD A BETTER SOUTH AFRICA"**

# WOMEN AT THE HELM OF PUBLIC WORKS CAUGHT ON CAMERA DURING WOMEN'S MONTH

## 'Celebrating Women'



Ms Cathy Motsisi, Chief  
Financial Officer



Ms Carmen-Joy  
Abrahams, Chief Director - Part-  
nership Support (EPWP)



Ms Juanita Prinsloo,  
Chief Director -  
Financial Planning



Ms Manini Dumane, Acting  
Chief Director: Key Account  
Management



Ms Pinkie Modisane, Chief  
Director - Facilities and  
Property Management



Ms Florence Rabada, Chief  
Director - Asset Register  
Management



Ms Kelebogile Sethibelo,  
Chief Director -  
Operations (EPWP)



Ms Mandisa Fatyela' Chief  
Director - Strategic  
Management Unit



Ms Nyeleti  
Makhubele, Pretoria  
Regional Manager



Ms Thembi Hlatshwayo, Act-  
ing Deputy Director General -  
Corporate Services



Rev. Naledi Stemela, Chief  
Director - Gender Unit



Ms Nokwazi Zulu,  
Bloemfontein Regional  
Manager



Tebogog Francinah Tukisi,  
Chief Audit Executive



Dr Miranda Mafafu, Chief Director  
- Key Account Management



Ms Sylvia Moholo, Kimberley  
Regional Manager



Ms Nthabiseng Mosupye,  
Chief Director -  
Information Services



Ms Jeanette Monare,  
Johannesburg Regional  
Manager



Ms Lydia Bici Deputy Director  
General - Policy



Ms Sasa Subban, DDG - Asset  
Investment Management



Ms Nomzingisi Tukela-  
Mthatha Regional Manager

*NB: Photos of Ms Petula Makhethla and Ms Sue Mosegomi  
could not be captured due to their unavailability.*



*Deputy Minister Bogopane-Zulu posing with the beneficiaries*



*Representatives from the IDT and Mmabatho Foundation for Women Development posing with the family of the beneficiary*



*Beneficiaries hard at work*



*Ms Victoria Mphahlele from the Polokwane Regional Office making bricks in Gombani*



*Doing it for the women of Gombani*



*Departmental officials hard at work*



*The house of the first beneficiary under construction*



*Doing final touches to the structure*

# VOORTREKKER MONUMENT - WOMEN'S DAY IN PICTURES



*SAWIC President Thandi Ndlovu, Pretoria Regional Manager Nyeleti Makhubela and Chief Director: Information Services Nthabiseng Mosupye*



*Sonny Mnisi and Annah Mathibela*



*Marauti Legodi and Mothopane Makhubela*



*Lesego Mogopodi and Mogau Mphahlele*



*Departmental officials caught on camera*



*Precious Moeti, Lesibo Phahladira and Maud Mamabolo*



*Annitjie Hindes, Zelda Bothma and Melanie Cronje*



*Minister Gwen Mahlangu-Nkabinde, Acting DG Mr Sam Vukela and their guest during the event*

## In Celebration of Women breaking new ground and gender barriers

By Brian Dlamini

More and more women are breaking into the male-dominated world of construction. These women have proven that hard work, sweat, heavy machinery and dirty nails don't scare them. Their determination, drive and passion finally paid off.

The Minister of Public Works Ms Gwen Mahlangu-Nkabinde celebrated the last day of women's month by honouring women in construction at the fourth Annual CIDB Women in Construction Excellence Awards 2011 held at the Sax Arena in Centurion on 31 August 2011.

"The aim of these awards is to motivate women to break gender barriers in construction by encouraging a culture of performance and good practice. Preferential procurement has opened doors for greater women participation in the sector. This is evident in the ever increasing number of enterprises owned by women on the CIDB Register of Contractors. Construction is tough and gender alone is no longer a sufficient competitive advantage, as women are now competing against each other for fewer available work opportunities. Inevitably, those who achieve excellence in delivering value to clients and are running sustainable businesses get ahead," said the Minister.

In her address to more than a hundred

women, the Minister also added that the Department of Public Works was committed to the transformation of the construction industry and that the issue of women empowerment through active participation remains an Apex priority in the transformation initiatives. Furthermore, the Department's support of the hosting of the awards ceremony is an occasion to motivate women to realise that their efforts are acknowledged and appreciated. She also added that women should take advantage of opportunities offered by the Department of Public Works and its priority programme EPWP. By doing so, it would enable them to work together with the Department to do more, the Minister remarked.

The Minister also recognised the role played by former struggle heroines to break gender barriers and praised the award recipients for continuing in this struggle and for striving for excellence in the male-dominated field of construction.

She also added that the success of one woman in this sector encourages other women to also enter the industry, creating a rippling effect.

In closing, the Minister encouraged women who didn't receive any awards to continue to work hard and also encouraged winners to remember to empower other women as they climb up the ladder of success.



Minister awarding excellence

## New board appointed for Agrément South Africa

By Tshuluzi Nkoana

The new board of Agrément South Africa - the body responsible for certifying non-standardised construction products - has been inaugurated by the Minister of Public Works, Ms Gwen Mahlangu-Nkabinde. Agrément South Africa is part of the CSIR Built Environment.

During her keynote speech, Minister Mahlangu-Nkabinde said advocacy of new innovation by providing scientific evidence of its dependability was critical to changing the mindset of those who were uncertain about the performance of innovative products and services in the built and construction industries.

During her address, Ms Mahlangu-Nkabinde posed the question whether Agrément SA's role should be limited to the setting of standards for non-standard products (as opposed to the SABS, which sets standards for conventional products), or whether it should also be involved in innovative processes. She emphasised the need for synergy between the various agencies within the Department of Public Works and the Department of Science and Technology.

During his address, Joe Odhiambo, the Chief Executive Officer of Agrément South Africa, paid tribute to Ms Mahlangu-Nkabinde as an inspiring leader and applauded her efforts to support the organisation.

The new board comprises of the following members:

- **Pepi Silinga** - CEO, Coega Development Corporation and Agrément South Africa board chairperson (2nd term)
- **Ntebo Ngcobo** - Lecturer University of Johannesburg and civil projects engineer (2nd term)
- **Mr M.F Makamo** - South African Bureau of Standards
- **Dr J. Mahachi** - National Home Builders Registration Council
- **Mr Hans Ittmann** - Council for Scientific and Industrial Research
- **Ms M Marneweck** - National Regulator for Compulsory Specifications
- **Representatives from the public**
- **Ms AD Ranape** - WBHO Construction
- **Mr DC Fredericks** - Shem Services
- **Mr Joe Odhiambo** CEO (Ex-officio)



The inauguration of the new board by Public Works Minister, Hon. Gwen Mahlangu-Nkabinde

## Minister keeps her promise in the Eastern Cape

By Reggie Ngcobo

The Learners of Hlwahlwazi Junior Secondary School in the Eastern Cape could not believe that they are going to occupy a brand new school with 21 fully furnished classes and an administration block.

This after the honourable Minister of Public Works Gwen Mahlangu-Nkabinde kept her promise of building a new school for the community of Hlwahlwazi through the Independent Development Trust, an entity reporting to her.

The IDT built the school using new alternative and innovative methods of construction assisting the Department to deliver on a seemingly impossible promise that was made by the Minister to the country at the beginning of the year.

Addressing the gathering during the handover of the school that was attended among others by the Eastern Cape MEC for Public Works Ms Thandiswa Marawu, King Zanozuko Singcawu and other local leaders, the Minister said, "Education is one of the top priorities of our ANC led government. As we hand over this school to the community, we do so with the confident knowledge that we are handing over a brighter future to the children of this and other surrounding villages. Education forms part of our Government's top priorities. It is this Government's goal to create an environment that is conducive to learning for all."

The honourable Minister further said that the Eastern Cape Province remains one of the provinces in the country with the highest number of mud schools and other improper structures. "The infrastructural challenges of that province, post 1994, do not reflect well given that it is the birth province of many of our liberation movement heroes and heroines, and the full extent of development and progress should be clearly visible and evident within the province.

"I believe that today's event will be a good indication of the intentions that

the Government has towards ploughing back to this province that has given so many of its sons and daughters to the struggle for freedom and independence in this country," said the Minister.

Minister Gwen Mahlangu-Nkabinde also alluded to the fact that the school will be the corner stone on which the success of this community is built and the foundation on which the hopes and aspirations of the community and the province are anchored. "Seven hundred and thirty five (735) minds and lives will be shaped and nurtured in those classrooms, each year for generations to come and we are confident that the walls will stand erect to support that important process throughout the ages.

"Receiving a call from this and other communities around the province and the country about the lack of proper school infrastructure meant for Government, that decisions had to be made instantly," said Minister Gwen Mahlangu-Nkabinde.

She concluded by saying the Department of Public Works' project for the eradication of mud schools and improper structures was the vehicle through which government could respond speedily and effectively to this call.



A block of classrooms at the new school



The Minister officially opening the school



Tree planting in progress



Celebrating the new school

## Bloemfontein Regional Office moves into the state of the art building

By WorxNews Reporter



The Bloemfontein Regional Office building in President Brand Street in the Central Business District (CBD) which was recently officially opened by the Public Works Minister, Hon. Gwen Mahlangu-Nkabinde has completely changed the face of Bloemfontein.

The DDG: ICRP, Mr. Rachard Samuel, the former Regional Manager, Bloemfontein Regional Office was instrumental in initiating the project.

The building is constructed on a site owned by the National Department of Public Works. President Brand Street where the building is has a historical importance in that it accommodates some of the best preserved heritage buildings in South Africa. This new building thus becomes an extension of the historical surrounding which is declared a heritage site.

The positioning of the building in the CBD sees the con-

tinuation and hopefully a trend towards enriching the existing urban infrastructure as part of the Inner City Regeneration Programme, which is geared towards a meaningful variety and complexity in the urban content.

During the planning stages, a design approach was identified through studying the lay-out of the historical buildings in the area and aligned the new building accordingly. In aligning the new structure to other buildings in the vicinity, the building was given a definable podium giving institutional structure.

Accommodating the special needs of the client meant that the consultant / contractor had to consider aesthetic ideals, accommodation ideals as well as functional ideals of the structure. The new building accommodates various activities such as a three level basement parking, large office area, an exhibition

space at ground level, a large meeting room and a number of boardrooms, among others.

The physical layout of the building utilises courtyards which not only acknowledges the historical planning of the buildings in the area, but is also functional in that it provides adequate light and air into all offices, thus minimising the need for active ventilation and lighting. The building also utilises other sustainable technologies such as an energy-saving lighting system and re-cycling of grey water for ablution facilities.

The building was constructed in phases which were planned and executed independently from one another. Phase one included the earthworks for the construction of the office block. This phase covered the preparation of the

site which included mainly the bulk excavations.

The phase two of the project was mainly focused on the actual construction of the office block with a contract period of 30 months valued at R 102 469 972.25.

The construction of the new offices for the Bloemfontein Regional Office is in line with the Minister's commitment in her 2011 Budget Vote Speech where she said: "Investment in repair and maintenance, continuous maintenance and construction of new government buildings could generate major savings for the state, a process we will be embarking on in the three years. This will also include ensuring the relocation of national departments to state-owned buildings where it is feasible to do so."

## Interviews with DPW employees



Mr Abrie Visser demonstrates in the Control Room

By WorxNews Reporter

### Mr Abrie Visser co-ordinates the construction of a massive structure in Bloemfontein.

Meet Mr Abrie Visser - a Senior Project Manager for the Bloemfontein Regional Office who also project-managed the construction of a massive office block structure for this Regional Office.

Mr Visser joined the Department of Public Works in April 1988 as an Apprentice and then as Apprentice Trainee. He was later appointed as a Works Inspector before climbing the corporate ladder to the position of a Senior Project Manager.

In 2005, Abrie as he is affectionately known in the Regional Office, started with the construction of the new office building for the Regional Office.

Outlining his functions, Mr Visser said he started off by appointing professionals for the construction of the new structure. The professionals were briefed, tender documents compiled, advertised and a contractor appointed. He then managed the project through the various stages of construction.

Commenting on the challenges he

came across during the construction of the new building, Mr Visser says what springs to mind is the fact that the building is on a heritage site and had to comply with all heritage principles. "This proved to be a mammoth task that goes with a lot of responsibility," he said.

Commenting on how he feels about the completed structure, Abrie says it was a breathtaking moment for him to see the completed structure. "When we started, there was nothing on site. It was just an old open parking area full of trees until this magnificent structure was erected. I am proud of this new building as it defines a highlight of my career.

"Having co-ordinated different facets of the building, I can proudly say that it takes a lot of responsibility to put everything together and come up with a complete structure like this."

Conveying his message to the readers about this new office building, Mr Visser attributes the success of the project to team work. "The success in the delivery of this massive structure is a joint effort of everyone involved, starting from the Cleaners, all Admin Support in Projects section in Bloemfontein Regional Office, to Project Managers and the Director: Projects who supported me throughout the different stages of construction,

as well as all Head Office and Regional Office personnel who were involved in the project.

"Credit also goes to my family, my wife in particular who allowed me to work long hours, during weekends and holidays to finish what I had started.

"This structure will leave a living memory in the minds of many. It was a long tiring journey which is worth every second of it. Thanks to all who were involved in the construction of the structure that stands out in the Bloemfontein CBD. The building has really changed the landscape of President Brant Street."

## Some of the outstanding features of the new building



Sensors that automatically switch lights on when one enters the room

The following items were addressed as part of the building design and have been allowed for in the contract:

- The building is orientated North-South. All external windows and glass doors are double glazed
- The type of glass specified was chosen to have the best possible thermal isolation properties
- Horizontal sun louvers to the outside of the tower block form part of the catwalk system
- The design of the air conditioning and ventilation system was done to be as energy efficient as possible
- All lower concrete roofs have been supplied with a 2nd tile roof
- The sizes of windows vs walls were amended with the help of specialists thermal engineers
- As far as possible cavity walls were used



Toilets that operate on sensors

## Interviews with DPW employees (continued)



Ms Judith Barnes

By WorxNews Reporter

### The new building brought luck with it to Ms Barnes

The new Bloemfontein Regional Office building might have brought joy to many officials at this office, but for Ms Judith Barnes from Projects unit, it also brought blessings.

After Judith, as she is affectionately known in the corridors of the Regional Office bought a cell phone from Game Store in the area, her name was drawn for a competition run by this chain stores (Game) and was nominated as one of the five qualifying people for the competition. "The whole thing happened shortly after we moved into our new offices," she said.

"I remember it was on a Monday when they called me to say I had won a trip to New Zealand to watch the Rugby World Cup live."

The prize valued at R120 000 includes among others, flight tickets for two to watch the opening game, the first South African game, accommodation for six nights, return tickets and a hamper sponsored by Nokia.

Asked as to how she feels about her winnings, Judith said: "I am running out of words to describe exactly how I feel. It is still like a dream to me. With the new building came the prize, a promotion at work and new equipment. I don't consider what happened to me as pure luck, but more as a blessing from above (God the creator). My message to the readers is that they should believe in faith and trust God at all times."



Ms Setshwarapelo Mojatau



Mr Justice Jabari shares his experience with WorxNews

By WorxNews Reporter

### "It is a world-class building that motivates us to give quality service comparable to the quality of the structure" – Mr Justice Jabari

Mr Justice Jabari is a Director: Property Management who has been with the Department for the past nine years.

He is responsible for the management of states immovable assets, procurement of leased office accommodation for client departments and the provision of general property management services in the Bloemfontein Regional Office. Mr Jabari was also working closely with the project team that constructed the new office building for the Regional Office.

Asked to comment about the new office building, Mr Jabari remarked: "It is so fulfilling to see how a piece of land used as mere parking area a few years ago was transformed into this state of

the art facility from where hopefully excellent service will be rendered by officials of the Regional Office."

Mr Jabari was the Acting Regional Manager during the completion stage of the project and as such participated in the groundbreaking decisions taken to overcome challenges encountered during this critical phase.

"The new building makes us all proud to be associated with DPW. It puts the Department in a favourable position to win back the confidence of clients as a service provider of choice taking into account the quality of the final product. More importantly, as the key player in Construction/Property industries it makes sense that as government we have a building of this grade to demonstrate DPWs project delivery capabilities and level of quality expected in leased office accommodation.

"The building is a world-class and motivates us to give quality service comparable to the quality of the structure."

Interviews with DPW employees (continued)



Ms Tlaleng Moroole, Assistant Director: Cleaning Services

By WorxNews Reporter

Ms Moroole pours her heart out on the new Regional Office building

During the visit to the Bloemfontein Regional Office recently, WorxNews caught up with Ms Tlaleng Moroole, Assistant Director: Cleaning Services to find out to how she feels about their move to new offices and this is what she had to say: "The move was very challenging for the Cleaning Services Unit as the building is bigger and needs extra hands. We had to appoint a service provider in an

effort to build capacity in this unit to match the demand. Other than that, the structure is beautiful, clean, spacious and the security is very tight. We have a big hall and a lot of boardrooms which contributes to service delivery as multiple meetings can be held at the same time. We also have enough parking space as there are three levels of parking area unlike in the past when we had parking for senior personnel and officials with subsidised vehicles only. What I like most about the new building is that we now have a ladies' gym which helps us to stay healthy. Remember the saying that goes 'healthy minds in healthy bodies'."



Mr Alfred Motloung



Mr Sepanka Letube



Mr Phaphama Dzulisa

By WorxNews Reporter

'Wow!!! A totally new working space,' - says Mr Dzulisa

Mr Phaphama Dzulisa - one of the Senior Project Managers in the Bloemfontein Regional Office joined the Department in 1998 as a Works Inspector. In 2001, he joined project management where he worked on the repairs and renovation of the Boshof Police Station. Ask on how he feels about the new building, all he could say was: "Wow!!! A totally new working space that has immensely improved our working con-

ditions and performance. "The new building provides a more professional working space than the old one. I feel proud and I can easily take my clients to my office where I will provide them with quality service that matches the standard of the building without looking back.

"The new office building has enough boardrooms which makes it easy for us to hold meetings to map our way-forward in terms of service delivery. All I can say is that other Regional Offices can learn from the Bloemfontein Regional Office."



Mr Thabiso Mofokeng - Senior Personnel Practitioner at the Bloemfontein Regional Office

By WorxNews Reporter

During the visit to the Bloemfontein Regional Office (BFN RO) recently, WorxNews caught up with colleagues from this office and asked them how they felt about their new building and this is what they had to say:

Thabiso Mofokeng, a Senior Personnel Practitioner at the BFN RO who has been with the Department since 2004 had this to say about the new building: "The structure is great, up to standard as it accommodates all personnel for this Regional Office under one roof. The environment around here is friendlier, but we are still trying to find out where everyone is stationed. We will ultimately get used to this new bigger building with time. One thing I like about the building is that it makes you look forward to coming to the office every day. Just because of the new structure, officials are motivated and want to do more in delivering services to the clients."

## Interviews with DPW employees (continued)



*Ms Washeila Kariem caught on camera serving with a smile*

**By WorxNews Reporter**

### **'Bloemfontein Regional Office is a trendsetter' – says Ms Kariem**

During the visit to the Bloemfontein Regional Office recently, WorxNews caught up with Ms Washeila Kariem – (the Office Manager in the Regional Manager's Office, who has been with the Department since 2005) to ask her how she feels about the new office space for this Regional Office and this is what she had to say:

"Generally, people are scared of change. Like any move or change, there will always be minor challenges that are intrinsic to the process such as the networks and telephone lines being down because of the transition.

"But having said that, I hope I am speaking for everyone when I say that as a Bloemfontein Regional Office we are over the moon about the new building. I am however, also very sad about leaving, I have such fond memories of the time I spent there. I miss the closeness of working together as a family. The structure was much smaller than the new building and people are scattered in this huge structure. We don't see each other as often as we used to. Other than that, I am extremely excited about this state of the art structure."

Asked as to whether she has any message to the readers about the new structure, Ms Kariem noted: "I hate to say this, but as usual, the Bloemfontein Regional Office is a trendsetter. We lead and others follow. Or used to!!!"



*Ms Goitsemang Skwentu*



*Ms Marieta Bann*



*SOD Turning for the Bloemfontein Regional Office*



*Foundation phase for the Bloemfontein Regional Office*



*The second phase of the building*



*The completed structure*

This is how Kimberley celebrated Women's Day



Cape Town Regional Office is fully behind the Bokke



## DPW uplifts Garankuwa youth by donating learning equipment

By Brian Dlamini

As part of its youth development and outreach programme, the Department of Public Works through Human Capital Investment (HCI) donated about 250 books and five computers to VT Sefora Library in Garankuwa targeted at the youth of Garankuwa and surrounding villages.

The five computers were donated by Information Technology Directorate (IT) within the Department.

Public Works officials experienced first hand the great need for books and computers when about 70 young people were busy studying and about 20 of them queuing to use the only computer in the library. This privilege and access would afford more youth access

to computers as the library only had one computer which was used by more than 50 young people per day. The computers consisted of flat screens, keyboards, mouse's and cases. The books were donated by ABZ Holdings and Notary International Book Company who are on a joint venture to improve learning in disadvantaged communities and schools by providing learning material.

A tearful Ms Rethabile Mhlongo, a Librarian in the area expressed her joy and excitement upon receiving the learning material for the library. She thanked the Department of Public Works for what it has done for the youth of Garankuwa. She said the move would go a long way in attracting more youth to the library.



DPW staff posing for a picture with the learning material donated to the Library



Five computers that were donated

## DPW spreads a ray of hope to the Community of Tiyani, Magorho Village

By Brian Dlamini

The Government is at war in its efforts to alleviate poverty and illiteracy in the country. In its radical efforts to achieve this task, the Department of Public Works has initiated a programme to address the situation and invest in the development of the youth through Human Capital Investment programmes.

The Human Capital Investment Directorate visited a village called Tiyani, Magorho in Limpopo Province, located about 70 km from Giyani where they (HCI) held a community outreach programme. The audience comprised of unemployed youth and grade 11 and 12 leaners. The Community outreach programme is in line with Public Works' efforts to address challenges faced by previously disadvantaged communities and to bridge the knowledge gap between the educated and the less educated.

The community currently has a shortage of knowledge as there are no information centres such as libraries, access to technology e.g. internet cafés and also has a lack of resources for youth development and career exhibitions. These resources go a long way in providing opportunities for the youth to access education and to develop their talent and pursue potential career paths when they complete grade 12.

HCI Outreach programme contributes towards the Department's drive to lure young potential talent into its ranks and thus ensure that its functions and mandate are well understood.

The Human Capital Investment Directorate has stated that in order to access learnerships, one is required to have completed Matric and have acquired a certificate. The internship programme is designed to assist in meeting the strategic staffing needs of the Department by providing practical training which in turn builds essential occupational competences required by the Department. The Artisan training programme is designed to assist trainees to achieve occupational competencies, meaningful workplace ethics and standards as well as National Qualification Framework (NQF) from an accredited trade test centre as set out in Quality Council for Trades and Occupations (QTCO). Presentations during the event were conducted by the Human Capital Investment team which consisted of Ms Nancy Makhado, Mr Thabang Matjila, Ms Nthabiseng Chilloane and Mr Donald Baikgaki.

Chief Elias Shihimo of Tiyani (Shihimo Village) thanked the Department of Public Works for its efforts to alleviate poverty and illiteracy in the community and for honouring their invite to exhibit in this community. The Chief hailed the HCI exercise as informative and an eye-opener for the young people of Shihimo Village.

Mr Ronald Mkhari a Sound Engineer graduate appreciated what the Department of Public Works has done for the community and shed tears when asked about past experiences of exhibitions or community outreach programmes the community had, he said... "we never had such an event in the community. This will be the beginning of good things for the community."



Ms Nthabiseng Chilloane of HCI sharing information with one of the youth



Durban Regional Office celebrates Mandela Day



Durban Regional Office celebrates Mandela Day



Port Elizabeth Regional Office celebrates Mandela Day



Port Elizabeth Regional Office enjoys the day with the elderly



Nelspruit Regional Office celebrates Mandela Day



Nelspruit Regional Office celebrates Mandela Day



Port Elizabeth Regional Office celebrates Mandela Day



Nelspruit Regional Office celebrates Mandela Day

## Stakeholders get to grips with the CIDB Act

By Tshuluzi Nkoana

The Department of Public Works is both procurement and tender driven. With the numerous projects that the Department oversees, it is important to ensure that the management of these projects is a smooth sailing and is in line with the Act.

With this in mind, the Project Management Unit joined hands with Supply Chain Management (SCM) officials and representatives from the Construction Industry Development Board (CIDB) in a workshop held recently to overview procurement in the construction industry as regulated by the CIDB Act 38 of 2000.

The workshop was among other things meant to improve the understanding and the efficiency of the Act. It was targeted at the Project Managers and Supply Chain Management officials as the executors in the field.

Representatives from CIDB defined and explained policies to attendees. WorxNews spoke to one of the Project Managers, Mr Thulasizwe Masina to establish what prompted this workshop and this is what he had to say:

"Since Project Management and SCM are responsible for the execution of Capital Works Projects, Maintenance and Leases, this kind of workshop is vital. We have been allocated the budget to improve the existing state infrastructure in Pretoria, such as C Max Prison, Health Depot in the Department of Defence, SAPS Dog Unit and Central Government Building (CGO) for Public Works. All the above prompted the need for this kind of workshop."

The workshop focused more on the procurement of the service providers in the construction and property industries since they are being governed through the CIDB, with the spotlight being on the guidelines and policies. "We think this workshop will equip the team with the required knowledge to ensure that projects are executed within allocated time frames, are of good quality and are within the allocated budget, aligned to critical areas of Project Management which are time, cost and quality," Mr Masina remarked.

The workshop brought about a sigh of relief to attendees to learn that tenders will now be advertised through the CIDB. The unit also confirmed to WorxNews that the pronouncement made by the Finance Minister regarding the new measures in the procurement of goods and services may not affect the construction sector since its procurement is being regulated through the CIDB and not Public Finance Management Act, directly.

CIDB is mandated to regulate Construction procurement and also has a legislative mandate to that effect. It oversees the standard for uniformity in construction procurement and also looks into the procurement processes, procedures and methods. The Act mandates CIDB to promote the standardization of the procurement processes as well as to determine and establish the most suitable practice that promotes procurement and delivery management reform. The procurement in construction and property sectors is governed by the CIDB Act, which gives guidelines on how to procure the services of the contractors and consultants.



Project Managers and Supply Chain Managers during their workshop with CIDB

## Small and Emerging Contractor Indaba saluted

By Brian Dlamini

Emerging contractors should learn to be patient and understand the industry jargon and regulations, Deputy Minister of Public Works Ms Hendrietta Bagopane-Zulu said.

She was addressing more than 400 emerging contractors at the Soweto Small and Emerging Contractor Indaba held at the University of Johannesburg, Soweto campus.

The conference was organized by Cashbuild to empower emerging contractors with skills to enable them to interact with government departments and agencies involved in the industry.

Speaking during the opening of the conference, Deputy Minister Bogopane-Zulu said that emerging contractors should learn to be patient and understand the industry jargon and regulations. She also challenged big firms to enter into joint ventures with small firms for them to gain experience and exposure. She also called on emerging contractors to accommodate the youth and people with disabilities

"We have an incubator programme which caters for existing small, medium and micro contractor enterprises, which have high growth potential with tailored guidance in areas such as basic enterprise development, enterprise practice and performance improvement. This will assist them to increase their ability to begin, manage and complete projects within stipulated timeframes and budgets, whilst incorporating community involvement and job creation aspects and participants in this programme are provided with CETA Accredited training. We bring people for mentoring so that they can go up and move with the CIDB grades. We also advise contractors to form joint ventures among themselves and use labour intensive methods of the Expanded Public Works Programme as it saves money, create more jobs and impart skills."

The delegates welcomed the news that the Independent Development Corporation (ICD) had introduced a funding model that will focus on the construction sector.

The Deputy Minister warned against corruption, adding that the Department was working closely with the National Treasury to blacklist corrupt companies. "For an example, if we give a contractor a project, that contractor has the responsibility to finish the project, if not, we provide the details of that contractor to the National Treasury for further action. But before contractors are blacklisted, the Department refers them to programmes that assist them with whatever challenges they might have in delivering the projects." The Deputy Minister also highlighted the issue of fronting as a serious obstacle that hampers government's initiative to support and develop small and emerging contractors.

In his presentation, Mr Bheki Nkosi, Gauteng MEC for Infrastructure Development made a commitment to fast-track payments to service providers doing business with them. He said that payments will be made within 21 days of receiving (complete) invoices. "For this financial year, the Department will spend a budget of R822 million for the maintenance of public infrastructure on behalf of the Department of Health and Agriculture. Infrastructure maintenance is one area that has minimal scope of risk and as such should be considered as a fertile ground for emerging contractors," he said.



Deputy Minister, Hendrietta Bagopane-Zulu addressing the delegates during the opening of the Contractor Indaba

## Water Treatment Project to boost job creation and fight poverty

By Reggie Ngcobo

It's a known fact that we all need clean water to survive, that is one of the reasons the Water Care and Treatment Project was initiated. During the launch of the Water Care and Treatment Project of the National Department of Public Works (NDPW) in Msinga on 22 August 2011, the Deputy Minister of Public Works, Ms Hendrietta Bogopane-Zulu inducted 105 learners.

The launch of the programme follows an undertaking by the Minister of Public Works, Ms Gwen Mahlangu-Nkabinde during the Presidential Anti-Poverty campaign in Msinga in April this year.

At that campaign, the Minister committed the Department to contributing to poverty alleviation, job creation and providing critical skills to the youth of Msinga.

The Department identified areas of contribution to the National Skills Development Strategy by adding value to the Department's skills requirements by skilling the youth between the ages of 18 and 35.

The decision of the NDPW to execute Departmental projects internally, without the use of consultants in the Water Care and Treatment unit has provided the opportunity to address the skills deficiencies affecting the country and the Department.

The NDPW has an extended responsibility to provide waste treatment and management services on facilities that

are not connected to municipality infrastructure. Such facilities are mainly in prisons, border posts, police stations and military bases. These operations of sewerage plants and water purification have been managed largely by private contractors. After realising that some contractors are neglecting their work which resulted in poor quality of effluent flowing into rivers and streams, the Department decided to take over the operations itself.

The Department is bound to comply with regulations of the National Water Act of 1998, especially Section E which demands that all effluent that flows into rivers and streams be of acceptable quality and should be constantly monitored.

The learners that have been appointed will be given the opportunity to learn and improve their lives. As one of the learners' representatives captured their joy, he said that the programme had already injected three Es in their lives: enjoyment, enthusiasm and energy. He said that the programme has the potential to banish the scourge of poverty and underdevelopment in their area.

The learners will be trained and mentored by fully qualified water treatment artisans and professionals who have also been identified. The Deputy Minister had an opportunity to meet with all identified Professionals at a gala dinner that was held in Durban on the evening of Monday, 22 August 2011 where she outlined the Department's expectations from the newly-launched project.



Some of the learners who are employed by Department for the Water Treatment and Care Project



The full-house



Professionals receiving the welcome packages from the Deputy Minister



Ntombifuthi Maphumulo, Phindile Zuma, Deputy Minister Hendrietta Bogopane-Zulu (centre), Sanele Sibiyi and Dumisani Sikhakhane

## Northern Cape Youth Given A Lifetime Opportunity Through Training

By **Bukiwe Mgobozi and Katlego N Mampuru**

**T**hirty-two (32) weeks of hard theoretical training has finally paid off for learners of the Northern Cape who took part in the National Youth Service (NYS) training programme.

This as the Deputy Minister of Public Works Ms Hendrietta Bogopane-Zulu, MP, handed over certificates at a graduation ceremony on Friday, 16 September 2011 to 98 students who have completed the first part of the artisan development training programme

The 18 month course is spearheaded by the Expanded Public Work Programme's National Youth Service of the National Department of Public Works.

The 98 students completed 32 weeks of the theoretical training component at the Nuclear Energy Corporation of South Africa. Deputy Minister Bogopane-Zulu said the next phase of the course is the 80 weeks on-the-job training.

The graduation of these learners is a continuation of the commitment of the Department of Public Works to making 2011 the year of job creation as proclaimed by President Jacob Zuma in his State of the Nation Address.

The Department of Public Works has secured on-job training with prominent mining companies in the Northern Cape and the learners will have to complete the 80 week training before they can be registered for a trade test.

The course, launched in 2007 by the NDPW, aims to engage young South Africans in strengthening service delivery, promote nation-building, foster social cohesion and to assist the youth to gain occupational skills necessary to access sustainable livelihood opportunities.

Unemployed youth of the Northern Cape were recruited and screened by NDPW and NECSA officials in November 2010 and 100 youth were admitted to the training project that was officially launched by the Deputy Minister of Public Works, Ms Hendrietta Bogopane-Zulu in February 2011 in Pretoria.

Addressing the learners during the graduation ceremony, Deputy Minister Bogopane-Zulu noted: "The world owes you nothing, this country owes you nothing - government should just create opportunities. It is your responsibility to improve your lives."

Encouraging the students never to give up and to appreciate the opportunities given to them by government, the Deputy Minister narrated her often challenging journey to where she is now - coming from a poor background and being visually impaired. She warned the students that as a pilot group, the future of the programme depended on them: how they carried themselves and how they perform, before it can be spread to other areas as well.

Deputy Minister Bogopane-Zulu highlighted the fact that the Department has set aside funding to cater for the R660 monthly stipend for each student in the theoretical component and a further R1200 monthly stipend for on-job training. She said that on top of the fully funded education, the Department of Public Works pays for the accommodation, meals, artisan toolboxes and transport for all students for the duration of the course.

The Deputy Minister of Higher Education Prof. Hlengiwe Mkhize was also there to encourage the learners. She said that South Africa had turned the tide against unemployment and underdevelopment through the introduction of opportunities such as the skills development programmes.

NECSA CEO Rob Addams said that their company was committed to empowering the youth and equipping them with the necessary skills that are needed for the workplace.

Courses covered in the programme include Boiler making, Welding, Electricity, Fitter and Turning. Of the 98 students, 32 are women.

In her concluding remarks, Deputy Minister Bogopane-Zulu stressed that the programme speaks to skills development, which is a huge challenge in the country.



*Dancers from Vusani Amasiko Dance Project at the NECSA graduation ceremony entertaining the guests*



*Joy is written all over the faces of the recipients of the certificates*



*One of the learners receiving his certificate from the Deputy Ministers*



*The Honourable Deputy Minister addressing the Learners*

## Zero Tolerance to Corruption



By *Siyabulela Ralane*

### Internal Audit and Investigation Services

#### Fraud and Awareness Campaign

##### Cover quoting

Cover quoting refers to the manipulation of a request for quotations/tender documents, and it undermines the integrity of the Department's procurement procedures. To simplify the concept of cover quoting, it simply refers to a submission of multiple quotations/tender documents as if they were independent.

Cover quoting in most instances occurs as a result of collusion between a service provider and official in the Procurement Unit. The Procurement Official would contact one supplier and request that supplier to submit multiple quotations/tender documents, under the pretext that they are from different entities. When received, the procurement officer would process or present these as independent quotations/tender documents. This enables the service provider to artificially inflate prices, as he/she is assured that one of his/her quotes/bids is the lowest, regardless of how expensive it may be. The fact that all quotations received emanate from one service provider, the competitive nature is eliminated.

Here are few examples which might indicate that cover quoting does exist in our environment:

- Director/s or member/s of the bidder/s submitting bid/s is/are the same person/s;
- Physical or postal addresses of the bidders are similar or the same;
- Telephone, fax numbers and emails of the bidders are similar or the same;
- Amounts quoted by the bidders are similar or the pattern of pricing is the same; and

- Quotations or invoices submitted are the same format or similar.

Officials dealing with bidder's documentation must report all suspicious activities of fraud and corruption. Officials of the DPW are encouraged to adhere to policies and procedures of the Department.

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) 337 3280 or Acting Director: Fraud Awareness and Investigation Mr Matomo Mabotja @ 012 337 2014

#### Fraud and Awareness Campaign

Following the successful **Fraud Awareness Workshops** that were conducted at the Durban, Polokwane, Nelspruit and Mmabatho Regional Offices during February/March 2011, the Fraud Awareness and Investigations Unit will be embarking on the second phase of the roll-out of the Fraud Awareness Presentation to other Regional Offices.

The forthcoming Fraud Awareness Presentations will be held at our Mthatha, Port Elizabeth, Kimberly, Bloemfontein and Cape Town Regional Offices during August and September 2011.

These Presentations are conducted with a view of creating awareness to DPW officials on the Department's Fraud Prevention Plan.

It is the responsibility of **all employees** to immediately report all allegations or incidents of fraud and corruption to their immediate managers, Acting Director: Fraud Awareness & Investigations and / or the Chief Audit Executive of the Department.

## DPW extends the Cuban Technical Advisors' Contract

### A Cuban Technical Advisory Programme Improvement Plan Workshop

By *Tumelo Tshetlo*

"Do we really need to recruit Cuban technical advisors?" This was the 'hot' question laid on the table by the Acting Deputy Director General: Corporate Services, Ms Thembu Hlatshwayo at the Cuban Technical Advisory Programme Improvement Plan Workshop held at the Ministry of Public Works offices in 'cold' Cape Town on the 14th September 2011. Cape Town's unpredictable weather had no effect on the clear and straightforward agenda of the workshop which was organized by the Human Capital Investment (HCI).

The aim of the workshop was to outline and identify the challenges and benefits of the decision to be taken by the Department of Public Works to recruit Cuban technical advisors and extend their contract for another 12 months. The Memorandum of Understanding between the South African government and the Cuban government to recruit skilled Cubans in the fields of engineering, architecture, hydraulics, project management and geology in exchange for monetary assistance was first signed in 2007. The group of 57 construction experts was recruited from Cuba and arrived in South Africa in 2008 to assist the country's skills shortage in the building sector.

The agreement entailed South Africa employing Cuban technical advisors in the building and property industries, a move necessitated by shortage of skills in the country. The recruitment of these experts was one way of dealing with the crisis of lack of skilled artisans to carry out all the massive infrastructure projects to be completed by the Department.

The main task and purpose of the CTA programme is transfer of skills, knowledge provision, completion of DPW projects, as well as training, mentoring and supervision of project leaders, contractors, artisans, trainees and interns.

Representatives from provinces includ-

ing North West right up to Limpopo flew down to Cape Town to present on the successes and failures they experienced in 2008 when the CTA's were first recruited and deployed to their provinces.

After each presentation it was clear what each province and the different regions would have to improve on and rectify to ensure that the CTA Programme would fully benefit the Department and all those involved this time around. Emphasis was on pre-planning and regular meetings to ensure proper management of the programme. Apart from mistakes made and lessons learnt it should not be overlooked that the CTA's have made an improvement in the quality of construction work including tender documentation and reporting in the country. Despite the language barriers, the CTA's have managed to renovate hospitals and clinics in rural areas, do maintenance work on government buildings, as well as eradicate mud houses in many poverty-stricken villages around South Africa.

With the scarce and much needed skills that the CTA's bring, their responsibilities include passing on those skills to DPW employees, contractors as well as interns. In that way after they have left, projects will continue and their departure will not leave a void in the Department. The CTA programme has also strengthened strategic partnerships and ties between the Cuban and South African governments respectively. This is one of the factors that led to the decision to reconsider the recruitment of CTA's again this year.



Senior managers from the Department taking questions from the floor during the workshop

# SPORTS TOURNAMENT - A GROUNDBREAKING EVENT FOR DPW

**W**ellness Unit with the blessings of top management put together the first ever eventful sport tournament in Bloemfontein.

The arrival of the regions in Bloemfontein's new premises started the two-day tournament. Before Wellness practitioners looked into issues that affect the wellbeing of all the employees, Bloemfontein Regional Manager, Ms Nokwazi Zulu tried her best to make the stay comfortable for the visitors. Topics introduced during the wellness session that kick-started the event evolved around issues of HIV/Aids. The house was divided into two i.e. the men and women groups which saw representatives from both groups reporting about their findings and that completed the first day of the event.

Regions competed in Soccer and Netball as a number of the regions were without Volleyball teams. The elimination rounds started on the 2nd and the final was hosted on the 3rd of September.

Mmabatho Regional office won in both Soccer and Netball which adds gold medals to the Regional Manager's cupboard.

**Worx-News** got the opportunity to talk to the local organisers and colleagues from different regional offices regarding the tournament and this is what they had to say:

**Mr Don Manus, the local organizing committee member from Bloemfontein shares his experience:**



*Sir, you managed to put together the first ever tournament organised under the banner of Wellness unit, what is your view regarding the wellness session you attended?*

I personally think the wellness session conducted was a great initiative and the Chief Directorate HRM & OD in conjunction with the National Sports Committee should be applauded for that. It would thus be advisable to en-

gage into such discussions more often at national and regional level.

**What is your overall feeling about the tournament?**

"Sjoe!" The magnitude of the logistical arrangements to host such a big number of employees should never be underestimated. Despite some challenges here and there; it is imperative to note that we definitely had fun. The sporting codes were highly competitive and we wish to congratulate the winning teams. This was indeed a learning curve; hence I am sure if we have to do it again, we will definitely do some things differently.

**What challenges did you go through when organizing this event?**

We were basically faced with budgetary constraints. Although some funds were ultimately made available, it was not sufficient; hence we had to negotiate with accommodation service providers for lower rates.

**Based on the challenges that you went through, how best do you think you can refine the tournament in future?**

These events should be budgeted for way in advance. Improving communication between all stakeholders involved should also assist a great deal.

**What more can you share with Worx-News regarding the tournament?**

The tournament went well, despite some challenges, but we need to be aware that we will not be able to satisfy everybody. I think the Local Organizing Committee needs to be applauded for a job well done. They worked tirelessly to make this event a success.

**How well can you define the success of the event?**

As I mentioned earlier, this was a learning curve and it would not be fair to rate the success of the event at 100%, but we can safely say it went well.

**Nosipho Ntabeni from Mthatha Regional Office has her own view:**

**The event started with wellness session what is your take about the engagement?**

I do not think we have done justice to such an important topic as we were very tired, but I guess we tried our best under the circumstances, in future we must allocate sufficient time.

**What is your overall feeling about the tournament?**

It was an awesome experience, something that I think should be on the departmental calendar and be an annual event.



**What do you think should be changed to give this tournament a new face?**

The Department should get professional empires from the Department of Sport and Recreation, people who will be impartial and make sure that there is fairness. Before any game is played, all players who will be partaking should produce their departmental identification cards.

**How would you define the success of the tournament?**

It was very successful as it contributed to team building within the Department. This afforded us an opportunity to meet people whom we usually communicate with via email. Yes, there were some hiccups here and there, but it was a learning curve. We will be able to beat all odds in future.

**You came up position two, what went wrong and how are you hoping to beat the 2011 champions in future?**

The match was abandoned 10 minutes into the 1st quarter because of an ankle injury to one of our key players and we had no reserve for that position. The injury was so serious and it lowered the spirit of the team. Moving forward, we will ensure we have enough players and improve on our game.

**Netball player, Ms Mtshaza Madyira from Cape Town Regional office shares her own views**



**What is your overall feeling about the tournament?**

The tournament is a good initiative to promote team building within NDPW. It also encourages the regions to be active in sports. I salute the team that came up with this idea.

**What do you think should be changed to give this tournament a new face?**

There should be clear budget allocations for the event so that we know well in advance as to which unit is going to fund the tournament. The organising committee should also look into the issue of identification of players using documentation such as IDs, persal report or access cards. Other things that should be considered should include the tabling of the rules and regulations of the tournament, the hiring of professional referees/empires, strict time management, transparency in fixture draws, circulation of fixtures at least three weeks prior to the tournament, dress code and the separation of Pretoria Regional Office from Head Office, among others.

**How would you rate the tournament?**

It was successful as it finally took place for the very first time in our history. I believe the next one will be more successful especially if the above mentioned items can be addressed.

**What more can you share with the Worx-News regarding the tournament?**

The Mmabatho netball team deserved the win I just wish all those players are the NDPW employees. It would be much appreciated if all regional coordinators can be given a chance to go and support them in the National Tournament.

Wrapping up the tournament, the award giving ceremony saw the Pretoria Soccer team collecting bronze medals, the Durban Soccer team collecting silver medals and the reigning champions - the Mmabatho Soccer team collecting gold medals and a trophy.

**Mmabatho Netball team collected gold medals and a trophy, followed by Mthatha Netball team scooping silver and Pretoria collecting bronze.**

# INTER-REGIONAL TOURNAMENT TEAMS



*Bloemfontein Regional Office Netball team*



*Mthatha Regional Office Netball team*



*Capetonians Netball team*



*Pretoria Regional Office Netball team*



*Bloemfontein Regional Office Netball team*



*Durban Regional Office Netball team*



*Polokwane Regional Office Soccer team*



*Port Elizabeth Regional Office Soccer team*



*Pretoria Regional Office Soccer team*



*Johannesburg Regional Office Soccer team*



*Cape Town Regional Office Soccer Team*



*Nelspruit Regional Office Soccer team*



*Bloemfontein Regional Office Soccer team*



*Durban Regional Office Soccer team*



*Mthatha Regional Office Soccer team*

## In Memory of our Fallen Colleagues - REST IN PEACE COLLEAGUES



*Mr Awelani Madzema*



*Mr Frans Joubert*



*Mr J M Leope*



*Mr Shadrack Rens*



*Mr Sipho Xego*



*Mr Zithulele Zacharia Sokhulu*



*Ms Thandi Nkosi*



*Mr Vusumzi Phillip Klaas*

## Mmabatho outshines the rest at the Inter-Regional Tournament

*By Tshuluzi Nkoana*

Following their landslide victory at the Inter-Regional Sport Tournament held at Tempe Military Hospital sport grounds in Bloemfontein recently, the ecstatic Acting Director-General, Mr Sam Vukela could not contain his excitement when congratulating the Mmabatho netball and soccer teams upon receiving the good news of their triumph.

The victory saw Mmabatho Regional Manager Mr Ramabele Matlala's hands glittering with gold after lifting both trophies for netball and soccer and collecting all gold medals of the tournament, which meant that the Mmabatho scooped the tournament in which all Regional Offices participated.

The Mmabatho soccer team disappointed their Durban Regional Office counterparts after the penalty shootout, while amantombazane from Mthatha lost 4-1 to the Mmabatho team after their key defender, Ms Thembela Mjoko landed in hospital after twisting her ankle. This saw men and women in blue and white from Mmabatho wearing medals on their shoulders before lifting their trophies.

Marathon of engagements happened during elimination stage just before the final stage, but that landed the champs to the final. The victory will see the Region representing the Department in the upcoming Interdepartmental Tournament.

WorxNews had a word with Sports Chairperson in the Region Mr Keobaka Makgamo who was over the moon and this is what he had to say: "The moral in the office is very high, and we are walking with our heads high in the sky because of this victory. We have been embraced and praised the whole day. This victory brought the spirit of togetherness which we also want to take to our work. We went to this tournament with one intention, that is to win and nothing else."

When asked about their preparations for the tournament he said: "Most of our players are playing in different leagues which gave us an upper hand in the tournament. Our teams also comprise of young players who are easy to train – they are also passionate and determined. Lastly, I want to applaud the support that we are getting from the Regional Manager Mr Ramabele Matlala.

"We are ready to represent the Department during the Interdepartmental Tournament. Our intention and approach will be the same, though the stage will be different. We are going to lift the trophy for the Department. We are hoping to beef up our squad with few players who were not playing during the Inter-Regional Tournament."

Commenting on the victory, the Regional Manager, Mr Matlala said: "We attribute the victory to teamwork in the Region. We think this is a result of the team building exercise that we embarked on in October 2010. We are optimistic that the victory will also enhance our performance as a Regional Office."



Mmabatho Regional Office Soccer team



Mmabatho Regional Office Netball team

