



November/December 2012 ISSUE

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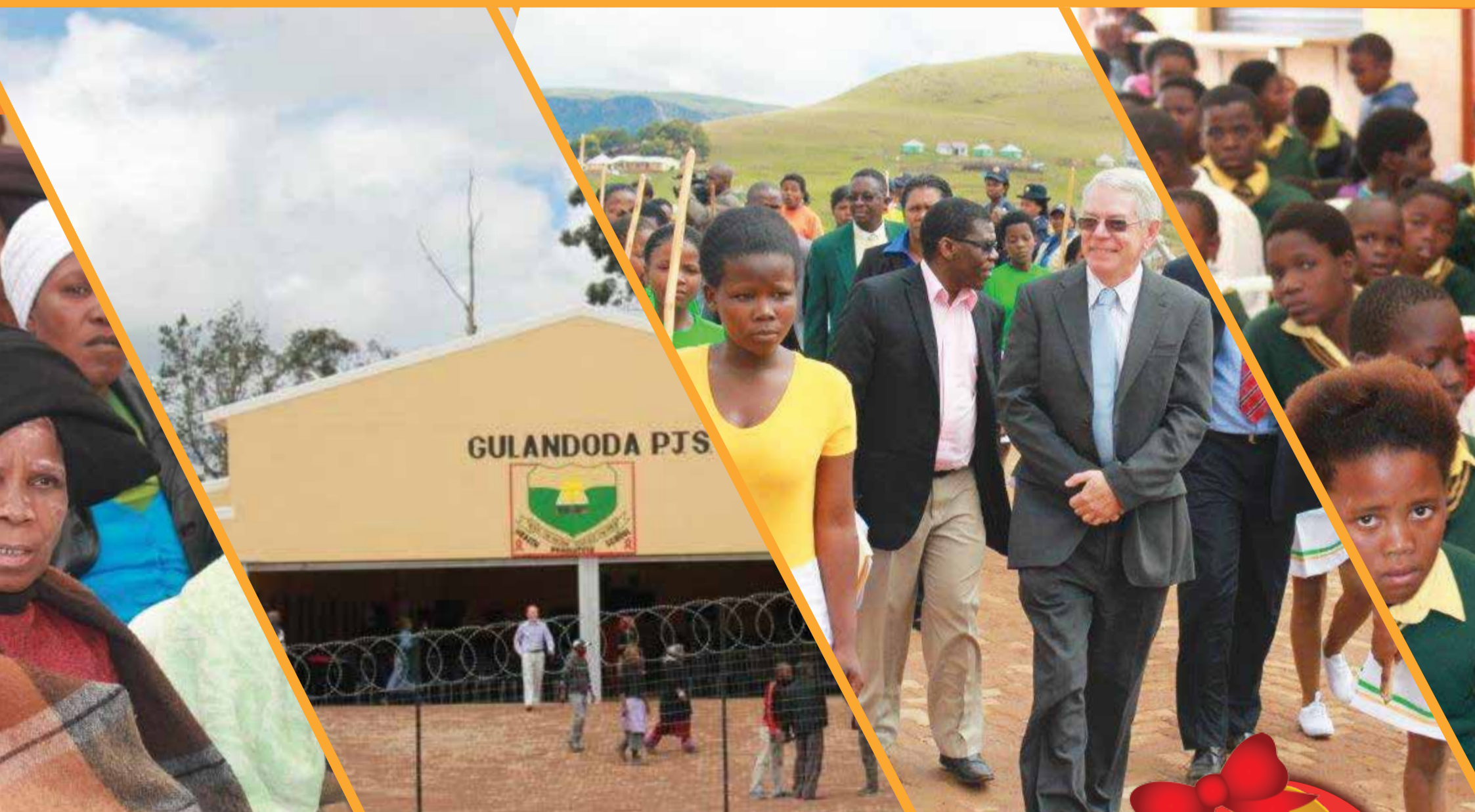
THE OFFICIAL NEWSLETTER OF THE

National Department of Public Works

# GULANDODA COMMUNITY ELATED

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public works

Department:  
Public Works  
REPUBLIC OF SOUTH AFRICA



EDITORIAL COLUMN

**‘You are the agents of change’**



Petrus Sibiya

With the year 2012 drawing to a close, it is time to take a deep breath, look back and ask ourselves as to whether we have achieved our targets for the year, both as a collective and as individuals.

So much has happened during the year, with two major turnaround workshops held with senior managers to craft a way-forward for the Department. What is left is for the Department to take a giant leap and do things differently in line

with the relevant prescripts in a quest to get a clean audit report. It is up to every one of us to work towards a clean audit.

Together, working towards a common vision, we can change the Department of Public Works for the better. It is up to us to sort out our differences, in case they exist, unblock all the bottle-necks, and work towards a common goal of a functional Department that we can pride ourselves with.

We as DPW Family can be the change we want to see in the Department. Together we can build the Department of Public Works brick by brick. We have the power to bring about the desired change, only if we can rally around a common vision of a Public Works with a clean audit report. Working together we can do away with the DISCLAIMER that continues to plaque the Department. Are you proud about the DISCLAIMER? If not, what is it that you can do to change things around you for the better? Don't underestimate the power you have. Only you can make the difference!

On the same note, it is encouraging to announce that our current issue of *WorxNews* has a trilling line up for you. You will read about the handover of the state-of-the-art school to the rural community of Gulandoda in the Eastern Cape. It is also pleasing to note that the school was built using an alternative method of building. Using this method, it takes lesser time to complete the structure, which is an effective method of fighting the shortage of proper structures (schools) in rural areas. It is also a breakthrough for the Eradication of Mud Schools Programme which is spearheaded by the Department through one of its entities - the Independent Development Trust (IDT). Read this and many insightful stories, specially packaged for you.

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 commend all our colleagues who are sending us articles on a regular basis. We say to them, congratulations and keep up the good work. We further encourage you to write letters to the Editor to comment about issues around you.

**Thank you and enjoy the reading.**

**What a year it has been**



Reggie Ngcobo

**Colleagues**

It is that time of the year once more where one has to reflect back on the past eleven months of the year. I doubt that anyone can disagree with me when I say this has been a very bad year for us as the DPW family.

We have been dominating the media space for all the wrong reasons and our clientele has also been complaining about how we conduct our business, the Auditor-General could not give an opinion on our

books. I think as we prepare to go on holiday, we will spare some little time and reflect back on our image as a Department, but most importantly come back with new vigour to do better. It should be our belief that it is within our power to change the situation we find ourselves in. I believe that we can be the change we want to see.


On a positive note and on behalf of the *WorxNews* team, I would like to thank all of you for the support you have shown the team during our endeavours to inform you about what is happening in our DPW family. The *WorxNews* Team wishes you a Merry Christmas and a prosperous new year. The struggle continues next year.

I would be failing in my duties if I don't sincerely thank the following colleagues for their positive and continuous contribution to *WorxNews*: Phafe Tlaka, Muzi Njoko, Ntobeko Dyani, Phindile Gwala, Collison Nxumalo and Richard Sabatini.

Sadly, I would also like to bid farewell to the following colleagues: Mr Trevor Tabane and Mr Ivan Ka-Mbonane and would like to thank them for their support and positive contribution to *WorxNews*. These two colleagues made it their business to constructively criticise and contribute towards *WorxNews* and their advice has indeed made an impact. Colleagues or Comrades, as I used to call you, I wish you all the best in your new career paths; I know you will do us proud **Aluta Continua**.

Colleagues, in our quest for better and creative ways to communicate we have changed the feel and look of this edition. We hope you will like it, but it is always appreciated if you can give suggestions on how to improve this medium. Next year we will start writing in other languages, like the Nguni languages. I hope this will assist in promoting our indigenous languages.

Finally I would like to congratulate the Mmabatho Regional Office Netball Team for being good ambassadors of our Department. They represented the Department in the Public Service games held in Kimberley last month and they were crowned National Netball Champions. We are proud of you ladies.



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.....is the official newsletter of the National Department of Public Works

It is a forum for discussion, debate and information for and about the Department, aimed at reflecting 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 represent the views of management.

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

Special thanks to the following staff members who contributed to this issue: Katlego Nthabiseng Mampuru, Tumelo Tsheto, Mashite Mogale, Thozama Mbili, Petrus Sibiya, Lesego Moretiwe, Eric Mkhunjulwa, Hendrik Noni, Mduduzi Zwane, Johanna Mogale, Brian Dlamini, Tshuluzi Nkoana & Reggie Ngcobo.

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## GULANDODA

## The DPW through the IDT delivers a state-of-the-art school to the rural community of Gulandoda

By Brian Dlamini

The Department of Public Works (DPW) together with its implementing agency the Independent Development Trust (IDT) has delivered a master piece school, in a small village of Gulandoda at eNgcobo in the Eastern Cape. This is in line with the department's mandate and vision to cement its role in transforming the conditions of the previously disadvantaged communities through the construction industry. The school is one of the 10 pilot schools built in the Eastern Cape by the department using new building technologies, as part of the mud schools eradication programme.

During the handover ceremony on the 12th October 2012, Public Works Deputy Minister Mr Jeremy Cronin was joined by officials from the IDT and several government departments including the Department of Basic Education in the Eastern Cape.

The Gulandoda Primary and Junior School (PJS) was established in 1930 with just 90 pupils who used the local Anglican Church and mud huts as classes. In the beginning, pupils had to use mud bricks and crates as desks and chairs. Different grades also had to share classes. The school currently has just over five-hundred (500) enrolled pupils from Grade R to 9, from four villages. The town of eNgcobo has produced advocates like Walter Sisulu and Dr A B Xuma.

The newly built Gulandoda PJS consists of ten new classrooms, a multi-purpose centre, a new Grade R classroom, Administration block, two toilet blocks (with a total of 15 toilets) and security fencing. The school also has covered walkways, rain water harvesting tanks, security gates, roller shutter, storm water drainage, pavements and retaining wall.

The school which costs just above R9.5million (R9,570,476) created a number of job opportunities for the local community including women, youth and a person with a disability.

Addressing the beneficiaries of the newly built school, the Deputy Minister of Public Works Mr Jeremy Cronin said the community must protect the school as it belongs to them not the Department of Public Works or the Independent Development Trust (IDT). The Deputy Minister also praised the IDT for a job well done and also thanked the community for their contribution and support in making sure that the school is delivered to the community. The Deputy Minister assured the community of Gulandoda that the school is strong and built of quality material which uses light weight steel frames that are then clad with highly compressed fibre cement boards and filled with lightweight concrete mix.

The Principal of Gulandoda PJS Mr Dumisani Luke broke into tears while explaining how the children suffered during rainy season and in winter. "The newly built school gives me joy and motivates me to do more for the community at large, I can now sleep at night," said the tearful principal.

One of the pupils Sandile William Siphika said he hopes to see more development in his community. "We now see the light at the end of the tunnel and our future is bright," said the beaming pupil. He thanked the Department of Public Works and the Independent Development Trust for putting a roof over their heads by constructing the masterpiece school.

The handover ceremony was honoured by the presence of the Education Department representative Mr Ray Tywakadi, Independent Development Trust chairperson Dr Somadoda Fikeni, Independent Development Trust CEO Ms Thembi Nwedamutswu; the South African Social Service Agency representatives, Department of Health representatives, Eastern Cape provincial Department of Public Works, Roads and Transport and many other stakeholders.



Public Works Deputy Minister Mr Jeremy Cronin is welcomed by Gulandoda PJS pupils



Principal of the school Mr Dumisani Luke explaining to the Deputy minister how happy he is about the new school and his plans for the future



Unveiling the plaque

THE OPENING OF 3 SCHOOLS BUILT USING NEW BUILDING TECHNOLOGIES IN PICTURES



Deputy Minister handing over the school keys to the Principal and Chairperson of the School Governing Body of Gulandoda PJS



Officially handed over to the community



The old Gulandoda School



The new Setumo Secondary School



Public Works Minister Mr Thulas Nxesi opening Setumo Secondary School in Stell in North West



Gulandoda Before



The new Setumo Secondary School



Gulandoda after



Newly built MYRA primary school outside Taung in North West



Newly Built Myra Primary School in Myra outside Taung in North West province



The new Gulandoda School



Public Works Minister Mr Thulas Nxesi walking on the premises of the Myra School with MEC of Public Works, Roads and Transport



Newly Built Myra Primary School



Myra Primary school fitted with the new toilet system and water harvesting tank



The new Grade R classroom



Solar panel installed to the building

## KAMOSO AWARDS

## EPWP flaunts its success yet again

By Lesego Moretlwe and Eric Mkhunjulwa

As one of the government's initiatives aimed at reducing poverty and unemployment, the Expanded Public Works Programme (EPWP), in its quest to recognize national, provincial, local and other public bodies for their excellent implementation of the EPWP, hosted its annual ministerial Kamoso Awards at Birchwood hotel in Boksburg, Gauteng.

Through the EPWP Kamoso Awards which were first held in 2007, the National Department of Public Works (NDPW), as the lead and coordinator of the Programme rewards the most exceptional implementers of the EPWP across all its four sectors in the preceding year.



This year's Kamoso Awards nomination categories have increased enormously from 15 categories in 2007 to 33 categories in 2012. This is a significant expansion of the EPWP in its initiatives to create work opportunities for the unemployed South Africans through the labour intensive methods.

The Honourable Minister of Public Works Mr Thulas Nxesi, MP, together with the Deputy Minister of Public Works Mr Jeremy Cronin graced this prestigious ceremony. They were joined on stage by other dignitaries to hand over the trophies and certificates to the winners as they were announced for their outstanding performance. The Acting Director-General of the Department of Public Works Ms Mandisa Fatyela-Lindie, MECs of Public Works, Executive Mayors, Municipal Managers, Councillors, Chief Executive Officers, representatives of supporting Entities and senior government officials were amongst the delegates who attended the ceremony to honour and support the EPWP implementers.

Since the launch of the EPWP Second Phase in 2009, over 2 million work opportunities have been created towards achieving the 4.5 million target, thus positioning the Programme as one of the key catalysts as a government's initiative to create jobs and contribute to the Millennium Development Goals.



The ceremony had also marked an increase in the number of public bodies, particularly municipalities, who are implementing the EPWP. About 277 out of 278 municipalities

have signed participation protocols to utilize their budgets in the procurement of goods and services using labour intensive methods as set out in the EPWP guidelines to contribute to job creation, skills development and improved service delivery.

In his keynote address, the Minister of Public Works, Mr Thulas Nxesi MP, acknowledged the hard work and dedication displayed by the EPWP implementers and offered support to the implementing bodies in addressing the triple challenges of poverty, unemployment and inequality as identified by the President of the country in his State of the Nation Address in February 2012. "Our task as DPW is to lead a concerted effort from all spheres of government, business, public bodies and all other role players to implement EPWP, to optimise the allocated resources to address the challenges identified by the President," said the Minister. He also emphasised the need and significance of the impact of the programme in improving the socio-economic status of the EPWP beneficiaries in various communities.

The Minister has also highlighted the allocated budget for the implementation and expansion of the EPWP over the Medium Term Expenditure Framework (MTEF) as follows:

- An additional amount of R 4.8 billion has been allocated to the EPWP over the MTEF period summing the total allocation amount to R 77.8 billion.
- The Community Works Programme received an additional R 3.5 billion- adding up to a total budget of R6.2 billion which is aimed at increasing the creation of work opportunities to 332 000 by 2014/15.
- The Non-State Sector received an additional R345 million summing the total allocation to R 1.1 billion.
- The Working for Water and Working on Fire programmes received R 1.1 billion totalling the sum to R 7.7 billion in the quest to provide for 135 000 jobs over the medium term.
- R 300 million was added to the EPWP Environment and Culture Sector.

In conclusion, the Minister noted the hard work and commitment by all the role players implementing the EPWP by advancing the excellence of the Programme and to further the alleviation of unemployment and poverty in South Africa.

## KAMOSO AWARDS WINNERS FOR 2012



## Infrastructure Sector

- **Best construction project - Road and Storm water project** - Umjindi Local Municipality (Mpumalanga)
- **Best Maintenance project** - Siyatentela Road Maintenance project Department of Transport (Mpumalanga)
- **Best Public Body supporting contractor development** - Umsobomvu Vuk'uphile Learnership Programme (Northern Cape)
- **Best DPW Regional office implementing NYS** - Pretoria Regional office
- **Best Province** - KwaZulu-Natal
- **Best Metropolitan Municipality** - City of Johannesburg
- **Best District Municipality** - Sisonke District Municipality (KwaZulu-Natal)
- **Best Local Municipality** - Mafikeng Local Municipality
- **Best Provincial Department implementing NYS** - Mpumalanga
- **Recognition of the contribution of the State-Owned Enterprises** - Eskom



## Social Sector

- **Best Province** - Limpopo
- **Best Programme: Early Childhood Development** - Western Cape Early Childhood Development Programme
- **Best Programme: National School Nutrition** - Limpopo School Nutrition Programme
- **Best Programme: Home Community Based Care** - Gauteng Home Community Based Care
- **Best Project: Early Childhood Development** - Phakamisa Early Childhood Development: West Coast
- **Best Project: Home Community Based Care** - Social Auxiliary Workers - Mafikeng
- **Best Project: Community Safety** - Community Safety School Project (Department of Community Safety) Western Cape
- **Best Project: Mass Participation** - Mass Participation Programme, KwaZulu-Natal
- **Best Project: KhariGude** - Eastern Cape KhariGude Project
- **Best Municipality** - City of Johannesburg
- **Best Innovative Project** - City of Johannesburg-Community Safety (Tourism ambassadors)



## Non-State Sector

- **Best Province: Non-Profit Organisation Programme** - KwaZulu-Natal
- **Best Project: Non-Profit Organisation** - Kgapamadi Community Organization (Mpumalanga)
- **Best Innovative Project** - PhekokaKopanelo (Free State)
- **Best Project: Community Works Programme** - Msinga Community Works Programme (KwaZulu-Natal)



## Environment and Culture

- **Best Province** - KwaZulu-Natal
- **Best Programme** - Working on Fire (Department of Environmental Affairs)
- **Best National Project** - Provincial Nature Reserve-Goegap (Northern Cape)
- **Best Provincial Project** - LeoloLandcare project Department of Agriculture (Limpopo)
- **Best Metropolitan/ District Municipality** - Overberg-Abi Fire Fighters (Western Cape)
- **Best Local Project** - Pixley Kaseme Cleaning Campaign (Mpumalanga)
- **Best Innovative Project** - City of Joburg Sebenzela Emifula
- **Best Cooperative** - Rahlagane Table Grapes (Limpopo)

## A FAREWELL FOR THE CTA'S

# DPW bids Cuban Technical Advisors a farewell

By Petrus Sibiya



In a moving send-off of Cuban Technical Advisors (CTAs) which was held at Garden Court, O R Tambo hotel in Kempton Park recently, officials from Human Capital Investment (HCI), Supply Chain Management (SCM) and Information Services (IS) recalled and painted a picture of how it was four years ago when the CTA's were welcomed into the country. They relayed special moments they shared with the CTAs which left sensitive listeners and speakers in tears as they bid their Cuban counterparts farewell.

Mr Gideon Modutle, one of the longest serving CTA Technical Committee members took the audience on a trip down memory lane elaborating on the challenges they faced as they were working on the logistical arrangements to help the CTA's settle in the country.

In a moving farewell message, Mr Raul Forton Camacho, a director in the Union de Empresas Constructoras Caribe S.A. (UNECA S.A.), expressed mixed feelings of joy and sadness. UNECA S.A. which renders construction, design and consultancy services, was hands on in coordinating the programme on behalf of the Cuban government, to ensure its effectiveness. Mr Camacho said on one hand, they are happy because they will soon be united with their beloved families. "They are anxiously awaiting our return. On the other hand, we are saddened by the thought of leaving behind many good friends and good memories in South Africa. This country was a home away from home," said Mr Camacho.

The CTA's were recruited to the country in 2008 to boost capacity in the built industry, thus transfer skills to South Africans in the process. According to Ms Vangile Manzini, Director Human Capital Investment who is also the CTA Technical Committee member, the Republic of South Africa through the Department of Public Works identified a need to recruit and employ the Cuban Technical Advisors to address skills challenges in the country. To that effect, the government of South Africa entered into an agreement with the government of Cuba on the employment of the CTAs. The agreement between South Africa and Cuba was aimed at further enhancing the relations in the Bilateral Cooperation as contained in the joint Bilateral Commission on Economic, Scientific, Technical and Business Cooperation between the two countries. The agreement also aims to provide a framework to enable the Republic of South Africa to use the technical assistance services rendered by the technical advisors, thus addressing the skills challenges by providing advice and enhance the transfer of knowledge and skills in the construction industry.

The CTAs came into the country in two groups. The first group of 57 CTAs landed in South Africa in January 2008, while the second group of 50 arrived in July 2008.

As part of the programme, CTAs were assigned to various projects in the country and focused on the following, among others: project planning, project and programme management, designing & interpretation of designs, structural audits for defects and skills transfer.

**continued on page 7**



## A FAREWELL FOR THE CTA'S & TURNAROUND STRATEGY

### DPW bids Cuban Technical Advisors a farewell (continued from page 6)

According to the Impact Assessment Report on the CTA Programme, before the arrival of CTAs, some provinces did not have professionals to perform technical functions while others had insufficient number of officials to cope with technical expertise required. The CTAs brought with them scarce skills and technical expertise in the built environment which resulted in giving a boost to the implementation and monitoring of infrastructure projects in the provinces and the IDT. The Impact Assessment Report adds that with the arrival of CTAs, huge savings on cost was noticeable as the appointment of consultants was minimised and there was evident improvement on contract administration in the construction industry.

Although the introduction of the CTAs in the country brought with it countless benefits, it was not without challenges. Among others, the unendorsed professional status of the CTAs by professional councils (whereby they were often denied registration), brought about the limited use of their services. The language issue and the fact that some CTAs were not licensed to drive in South Africa were some of the challenges that prevented the optimal use of CTAs.

On passing a vote of thanks during the farewell party, Ms Nomaswazi Marambana from HCI, who is also a member of the committee thanked the Department for the leadership the programme demanded at its inception, and how the programme was constantly encouraged and supported to the levels of what it has accomplished.

She further thanked the Head Office, IDT and Provincial Technical Committees for the enormous cooperation. "We were fortunate to be backed by a team of dedicated colleagues who were result and solution-oriented. I cannot thank everyone enough for their involvement and willingness to take on the completion of various tasks beyond comfort zones, Security, Provisioning, Property, International Relations, Information Services, Communications and Human Capital Investment with emphasis to the Chief Director and the Director who were constantly highly challenged to up the bar and think out of the box.

"A deep sense of appreciation goes to the Cuban Government which provided us with the CTAs who respected their work and demonstrated commitment during their stay in South Africa. To the CTAs, we are grateful for the opportunity to work with the best people and to be part of such an interesting experience. We express appreciation for the way you cooperated, learned and lived with us. Your involvement, commitment and dedication was outstanding. You made history for our Department and our country. Your friendship is indispensable and invaluable. You are leaving memories never to be erased."

The appointment of the Cuban Technical Advisors goes a long way in cementing the already existing relations between Cuba and South Africa as strategic partners.

## Minister Nxesi sheds light on the status of the turnaround strategy of the DPW

By Thozama Mbili

Public Works Minister Thulas Nxesi says all the good work that the Department has and continues to deliver is endangered if the Department fails to combat fraud and corruption. Adding that this is why under the Turnaround Strategy for the Department; he would focus on those projects which have a direct bearing on issues of fraud and corruption. Minister Nxesi was updating Parliament on the turnaround campaign of the Department of Public Works (DPW), with a special focus on disciplinary and legal processes.

He re-iterated that the success of the Turnaround Strategy of the Department depended on two pillars, the first one being a zero tolerance to corruption, which he described as non-negotiable. "In this regard the investigations by the Special Investigating Unit (SIU) are continuing and more individuals will be charged," said Minister Nxesi. The Minister says the second pillar of the Turnaround is the improvement of the business practices of the Department, adding that in pursuing the second objective of the Turnaround, 15 crucial stabilisation projects have been identified. "At this stage I want to focus on those projects which have a direct bearing on issues of fraud and corruption," stressed the Minister.

Minister Nxesi has noted that the absence of a comprehensive and reliable register of the state's immovable assets has provided scope for fraud and corruption, adding that in May this year, the Department completed a desktop exercise to reconcile data with the Deeds Office. He went on to say that a physical verification of state assets is now being undertaken to verify the existence, condition and extent of the state's immovable assets. The Minister says as part of the response to the Auditor-General's report, the Department's Internal Audit and Investigations Branch will carry out sample investigations into procurement and tender processes in the construction projects of the DPW business. Minister Nxesi said that the need to focus on this has been highlighted by recent scandals including the failure to complete the Diepsloot Police Station. "I have said that the Turnaround of the Department of Public Works is a process, not an event. Realistically we intend to stabilise the Department over the next one to two years. Fundamental transformation



Acting DDG Corporate Services Mr. Butcher Matutle and Turn Around Strategy Project Manager Mr. Dhaya Govender during a turnaround strategy session

and improvement of business processes will take longer," emphasised the Minister.

In his address to Parliament, the Minister said that it was important to note that even as the Department strives to tackle systematic flaws, it still has a business to run and that in this regard, he can report positively as follows:

- During the financial year 2011/12 the Department has completed over two hundred construction projects.
- Going forward into 2012/13 – 2015, the Department is managing a building programme consisting of over 2 500 projects at various stages from feasibility studies, design, tender through to construction.

The Minister says with the help of the Special Investigating Unit (SIU) and other agencies, he believes the Department is making progress with regards to combating fraud and corruption.

## UPDATE ON LEASES AND DISCIPLINARY ACTION AT DPW

## Minister Nxesi updates Parliament on leases

By Thozama Mbili

Public Works Minister Thulas Nxesi says the Special Investigating Unit (SIU) has completed its review of various irregular leases handled by the Department, leading to disciplinary actions being taken against officials who are found to be on the wrong side of the law. The minister said this when he was providing an update in Parliament, on the progress regarding current investigations on fraud and corruption in the Department, as well as on disciplinary processes.

He has revealed that the SIU has recommended that the Department approach the courts to invalidate the audited leases and sue for damages. The Minister says the State Attorneys have been approached to assist the Department in this respect and that the Department's legal team was in the process of filing papers with the High Court.

The leases that have been audited include the building contract involving the South African Police Service (SAPS) and Roux Property Fund. The Minister says with regard to this case, last year the Department applied to the High Court for a declaratory to nullify the lease agreement and that the Department was waiting for a date from the Registrar of the Court to set the matter down for a hearing. He adds that an application by Mr Sam Vukela, to amend his affidavit was rejected by the court with costs. Mr Vukela is the Department's Acting Director-General who was suspended in connection with his role during the procurement of the SAPS lease agreement.

Minister Nxesi says the Auditor-General has also conducted a sample audit of leases and that the Department was awaiting receipt of the report. He says the Department is auditing the balance of the current leases.

**“The review process will be intensified with the acquisition of more resources with the aim of recovering from all landlords who benefited from this corruption,” said the Minister.**

He says the objectives of this exercise include:

- A forensic audit to establish lease irregularities
- A physical verification of the condition, extent, occupation and usage of leased properties to seek evidence of maladministration, fraud and corruption.

“To corrupt individuals, I want to leave you with the following thought: You can run, but you can't hide. If you steal from the poor, we are coming to get you,” concluded Minister Nxesi.

## DPW to Institute Disciplinary Action Against Corrupt Officials

By Tumelo Tshetlo



In a recent undertaking by Minister Thulas Nxesi to the Parliamentary Portfolio Committee on Public Works, he emphasised that the stabilisation of leadership was crucial to any successful turnaround of an organisation.

The Minister was providing an update on the progress with current investigations and disciplinary processes making available specific details of these current on-going disciplinary cases regarding fraud and corruption within the Department of Public Works.

**“The quiet, but relentless, work of the Special Investigating Unit (SIU), appointed through a Presidential proclamation to investigate claims of corruption in the Department in 2010, has uncovered detailed evidence to allow us to proceed with disciplinary processes against certain officials within the Department,” said the Minister.**

He stated that there are currently a high proportion of senior managers in temporary acting positions. Adding that the completion of disciplinary processes would allow the DPW to advertise and fill these senior posts within the Department on a permanent basis.

Minister Nxesi pointed out that the process of dealing with syndicates of corrupt officials was a slow one due to various factors. These include the destroying of evidence in the form of public records, as well as system of laws which protect the rights of individuals facing disciplinary charges, including the right to request postponements of disciplinary hearings on medical grounds.

The Minister then emphasised that the onus was on the employer to ensure that disciplinary cases against employees who have contravened policies are dealt with as speedily as possible. This, he said was the reason why he found it necessary to bring in additional legal resources to facilitate the process, including the sourcing of additional assistance from the thorough and professional forensic investigations carried out by the SIU.

“I have said before that the turnaround strategy at Public Works rests on two pillars:

- First, zero tolerance to corruption – and that this is a non-negotiable. In this regard SIU investigations are continuing and more individuals will be charged.
- The second pillar of the Turnaround is the improvement of the business practices of the Department.

“To corrupt individuals, I want to leave you with the following thought: “You can run, but you can't hide. If you steal from the poor we are coming to get you,” he said.

## WOMEN'S DAY EVENT

# DPW Women's Event: A day filled with loads of fun and inspirational speeches



The DPW ladies with the best traditional attires

As Charles Malik (a Lebanese philosopher) once said: "The fastest way to change society is to mobilise the women of the world." Almost every speaker at this year's Women's Day event in Pretoria concurred with these words, when they moved to encourage and challenge women in the speeches they conveyed on the day. This gathering held at Tshwane Events, on the 19th of September 2012 brought together women from the Department of Public Works' Head Office, with the aim of acknowledging the role played by around 20 000 women of all races who marched to the Union Buildings in 1956, demanding the abolishment of the pass laws. Many DPW women graced the event wearing their traditional attires, as the occasion coincided with the Heritage Month.



Acting Director-General Ms Mandisa Fatyela-Lindie

The day began with light moments where DPW women took to the stage showcasing their diverse and rich cultures, with beautiful attires, song and dance. The event's M C and Chief Director: Gender, People with Disabilities, Youth and Children Rev. Naledi Stemela opened the programme of the day by outlining the main aim of the gathering, which was to remember the South African women who paved a way for today's women. "Let's not forget

that we are here because of them, I am here because of o Mam'u Lilian Ngoyi who took to the streets and said enough is enough," said Rev. Stemela. She acknowledged that since 1956, a lot has changed for the better in South Africa with regards to women empowerment.

In his address, the Acting Deputy Director-General: Corporate Services, Mr Butcher Matutle urged women to continue making a positive change to society. He advised women of today to derive strength from what the women of 1956 did, whenever they are faced with challenges. "We must never in our lives take lightly what they (the women of 1956) did," said Mr Matutle. He said the weakness in the society was that many people become jealous of those who are pushing forward. He further urged women to unite in their

quest for success, adding that currently the Department accounted for 46% of women in management positions while the target was 50% - meaning there was 4% that the DPW women could still claim.

The Acting DDG: Corporate Services also challenged women to help change those perceptions that further suppress women. He asked the women gathered at the event if they promote certain contradicting values at their homes, where for example they say a man does not wash dishes or does not cook etc. "Changing stereotypes starts with women who are here today," advised Mr Matutle. He warned that certain men use culture to suppress women but stressed that no culture endorses the suppression of women. Mr Matutle mentioned that no culture also approves of the many disturbing things occurring nowadays. "No culture endorses the rape of children by older men, these things we see today, were not taught by culture," said Mr Matutle. He urged the event's attendees to teach the men in their lives about valuing women. Mr Matutle also shared some of his cooking tips and revealed he can actually take on any woman on many household duties including ironing.



Before officially welcoming the motivational speaker of the day Ms Jayshree Padayatchey, he pleaded with women to never put barriers on their way. "Tap into the unknown so there can be a change in the country," concluded Mr Matutle. Ms Padayatchey began her speech by telling women that they can achieve everything they set out to do. She stressed the importance of empowering oneself and motivating oneself in order to move forward.

(continued on page 12)

WOMEN'S DAY

# WOMEN'S DAY

IN PICTURES



KAMOSO AWARDS

# KAMOSO AWARDS

IN PICTURES



## WOMEN'S DAY EVENT

**DPW Women's Event: A day filled with loads of fun and inspirational speeches (continued from page 9)**

Ms Padayatchey said one needs to get up every morning and take time to look good, in order to feel good, saying if you're not feeling good about yourself, you can't expect other people to feel good about you. She also advised against placing the hope of being happy on someone else, making an example of some people who think their happiness will come from a marriage or a relationship.

While coaching women on how to improve their self-esteem, she warned them against seeking approval from someone else for everything they do. Instead she advised them to check whether there is weight in every reproach that they get before allowing that criticism to stress them. Ms Padayatchey also mentioned the importance of setting boundaries for oneself, adding that women must avoid over-promising their time because of the fear of disappointing people wanting assistance from them. Her list of things to do to improve self-esteem included, among others, getting a diary to capture things that one has learned, focussing on what's working and not what's not working, focussing on what one wants, not what one does not want as well as learning about one's own needs and finding out how one can accomplish these.

"Be the kind of woman who, when her feet touch the floor in the morning, the devil says Oh no, she's awake," concluded Ms Padayatchey. In her keynote address during the day, the Acting Director-General, Ms Mandisa Fatyela-Lindie passed

Minister Thulas Nxesi's message to the DPW women, highlighting the Minister's appreciation of the hard work of the employees, as well as the Department's commitment to ending the triple challenges of poverty, unemployment and inequality. The Acting DG raised her concern about women abuse, in particular grandmothers and children who are being raped in several parts of the country. Ms Fatyela-Lindie also urged women to further themselves through education, saying there were no short-cuts to education. "The world has changed a lot, so you need to get educated in order to understand the change," she said. She further pleaded with the DPW staff to begin to write stories about themselves and have these uploaded on the departmental intranet. The Acting DG urged women to ensure they protect girl-children, as well as the boys, stressing the importance of bringing-up boys in a manner that they understand responsibility.

In her concluding remarks, the Acting DG encouraged women to stand up and ensure that the Department meets its gender target balance. She said in this regard, a gender audit would be conducted within the Department and that colleagues' support was needed. The proceedings of the day were wrapped up with a fun quiz where attendees got to answer questions about the Department and its senior managers, bagging some cool goodie-bags in the process. Women also got to showcase their best pair of shoes, as well as their traditional attires and walked away with gifts.

## Mthatha Regional Office kills two birds with one stone through an 'extravaganza' event

By Tshuluzi Nkoana



Mthatha Regional Manager Ms Nomzingisi Tukela



In a trend-setting style, the Mthatha Regional Office celebrated its Women's Day event this year during the month of September, which coincided with the country's commemoration of the Heritage Month. This 'rare' and 'special' event was characterised by the beauty of different bright colours of traditional gear, food, song, dance and many exciting cultural activities, which made the celebration special and different from those of yester years. This is what probably made this one, an 'extravaganza' event.

As part of the audience on the day, you could see patches of men around the auditorium since the programme of the day accommodated two celebrations in one. Ululation, poems and dances incited the mood to celebrate Women's and Heritage Day. The Mthatha Regional Manager, Ms Nomzingisi Tukela gave a historical background of the Women's Day, emphasising the importance of commemorating calendar days. "Umntu ongazazi apho avela khona, ufana nomntu ongazi apho ayakhona," (someone who doesn't know where he/she comes from is like someone who doesn't know where he/she is going). "We cannot celebrate this day without embracing brave women of 1956 who marched to the Union Buildings to demand their rights," said Ms Tukela.

Public Works Department's Chief Director: Gender, People with Disabilities, Youth and Children Reverend Naledi Stemela advised women to familiarise

themselves with the core business of the Department. Her advice followed a brief engagement, where staff members were asked questions about the Department and were then awarded prizes for their answers.

Looking at the heritage part of the event, men and women displayed the beauty of their cultures through different bright colours that defined their roots. What branded the day as unique was the way of celebration, rendition, dance and the food prepared. The Mthatha Regional Office has a staff compliment of predominantly Xhosa-speaking colleagues, and this could be heard through the songs led by the Programme Director, Mr Tshepo Dombolo Ntelwa. The audience was also entertained with a play titled *Ndixolel'Ukufa* written, composed and directed by Mr Martin Mtukwana, who is the Transport Officer in the Region. The play brought all the mood of the stage play in the Auditorium.

Mr Mathemba Matola, who is a well-known Imbongi in the area, recited his wonderful Xhosa poems for the audience. Another well-composed, produced and directed stage play was shown, (written and played by colleagues in the Regional Office) before everyone filled their stomachs with traditional food. Dishes enjoyed on the day varied from umngquso (samp and beans), isophu (beans and maize) to umfino (wild spinach).

## HUMAN CAPITAL INVESTMENT

# HCI Unit embarks on an outreach programme in Olievenhoutbosch

By Tshuluzi Nkoana

The Department of Public Works' Human Capital Investment Unit (HCI) has showcased career development programmes that the Department has, during an exhibition held in Olievenhoutbosch Community Centre, in the South West of Pretoria.

The exhibition - organised by the City of Tshwane was aimed at sharing information on the development opportunities available to the people of the area. The exhibition targeted unemployed youth, students, young entrepreneurs and learners. The City of Tshwane had called on the Department of Public Works, other Departments and organisations to help provide the networking opportunities to assist young people.

Ms Vuyo Sibeko and Mr James Maitsapo attended to around 185 young people who visited the HCI stand, wanting to find out what the Department of Public Works has to offer. The HCI Unit representatives advised the youth to consider careers in the built sector (Engineering etc.), noting a skills shortage in the core business of the Department of Public Works. The youngsters were also urged to strive to get good results in Maths and Science, as these subjects remain a prerequisite for most built-related careers.

Following the exhibition, the HCI Unit realised a need from the 31 CV's collected, to avail internship in the following fields:

- Degree Baccalaureus Technology in Public Management for internship
- National Diploma Mechanical Engineering for internship
- National Diploma Electrical Engineering for Internship
- 26 Matric Learners

During the exhibition, the Departmental programmes such as the Young Professionals, Internship Programme, Experiential Training Programme, Artisan Programme, Learnership, Skills Development Programme and Job Shadow Programme were shared with the youth of the area.

The Expanded Public Works Programme and its sister programme - the National Youth Service were also communicated as a large number of community members wanted to have a deep understanding of these programmes.



Ms Vuyo Sibeko feeding information to the community members



Mr James Maitsapo from HCI representing the Department



Mr James Maitsapo doing the right thing for our future leaders



Organisers of the exhibition with happy faces

## INTERNATIONAL TRANSLATION DAY

# DPW recognizes International Translation Day

## DPW e tlotlomatsa Letsatsi la Boditšhabatšhaba la Phetolelo

SETSWANA VERSION

Go kwala jalo Mashite Mogale

**“Re tshwanetse go rarabolola tlhalelo ya tekatekano ya tshedimosetso mo setšhabeng sa rona, mme phetolelo ke nngwe ya didiriswa tsa go ka fitlhelela seo mo temokerasing ya rona e e golang”.**

**D**PW e ipaakanyeditse go ka dirisa dipuo tsotlhe tsa semmuso ka matsetseleko mo dikamanong tsa yone le beng ba ka fa lefapheng le ba ka kwa ntle mme ka go rialo e tlotlomatsa Letsatsi la Boditšhabatšhaba la Phetolelo leo e leng tiragalo ya ngwaga le ngwaga eo e ketekiwang lefatsheng ka bophara ka di 30 Lwetse. Letsatsi le le amogetswe ke Mokgatlho wa Boditšhabatšhaba wa Bafetoledi ka 1991 go supa popagano ya bafetoledi lefatsheng ka bophara mo maitekong a go tswetsa tiro ya bofetoledi mo dinageng tse di farologaneng. Moono wa monongwaga ke “Phetolelo ke Tlhaeletsano e e Ralalang Ditso”.

Godimo ga fao, DPW e tswetsa molawana wa dipuo jaaka o kailwe ka fa molaotheong wa Rephaboliki ya Aforika Borwa, Molao wa bo 108 wa 1996 o o tlotlomatsang tiriso ya dipuodintsi go akaretsa Puo ya Matshwao, Mokwalo wa Difofu le dipuo tsa ngwaoboswa le go tlagisa thulaganyo ya go tlhamiwa ga ditheo tseo di okameng tiriso ya dipuodintsi tse di jaaka Lekgotla la Dipuo tsotlhe tsa Aforika Borwa le Tirelo ya Dipuo tsa Bosetšhaba.

Puo ke sediriswa se se botlhokwa sa go ka rarabolola mathata a batho. Ke sengwe se se ka dirisiwang go netefatsa gore rotlhe re tsaya karolo mo temokerasing ya rona ya molaotheo le go nna le phitlhelelo e e lekalekanang ya tshedimosetso ka dipuo tsotlhe tsa semmuso. Re gakologelwe gore nngwe ya ditiro tse di botlhokwa thata e e thusitseng merafe e e farologaneng go ya ka dipolotiki le lemologo la setso go tlhaeletsana ke phetolelo. Ka mafoko a mangwe phetolelo jaaka tlhaeletsano e e ralalang ditso ke mokgwa wa go fetisetsa mekgwa ya botshelo, kitso, botlhale, dingwao mesola ya setso se se rileng go ya kwa ditsong tse dingwe.

Nna le seabe mme o dirise dipuodintsi ka go nna le kgatlhegelo ya go ithuta puo eo e seng ya gago. Re tswetse go senkana le mekgwa e e botoka ya tlhaeletsano mme fa o tlhoka kgakololo kgotsa o na le dipotso mabapi le seemo sa jaanong sa tiriso ya dipuo tsa semmuso tse 11, tswetswee ikgolaganye le Yuniti ya Tiragatso ya Pholesi ya Puo mo go 012 406 1837, kgotsa romela Emeili kwa go: mashite.mogale@dpw.gov.za

- **ISIZULU:** Usuku Lomhlaba jikelele Lwezokuhumusha, **Ukuhumusha:** Didiyela Amasiko
- **ISIXHOSA:** Imini Yokuguqulela Emhlabeni Jikelele, **Ukuguqulela:** Kumanya inkcubeko
- **SISWATI:** Lusuku Lwekuhumusha Emhlabeni, **Kuhumusha:** Kuhlanganisa Emasiko
- **ISINDEBELE:** ILanga leenTjhabatjhaba lokuTjhugulula, **Ukutjhugulula:** Ukuhlanganisa AmaSiko
- **XITSONGA:** Siku ro Hundzuluxela ra Matiko ya tinxakaxaka, **Vuhundzuluxeri:** Ku Hlanganisa Mifuwo
- **TSHIVENDA:** Duvha la Vhupinduleli la Lifhasi, **Vhupinduleli:** U Tumanya Dzimvelele
- **AFRIKAANS:** Internasionale Vertaaldag, **Vertaling:** Oorbrug Kulture
- **SETSWANA:** Letsatsi la Boditšhabatšhaba la Phetolelo, **Phetolelo:** E Kopanya Ditso
- **SESOTHO:** Letsatsi la Matjhabatjhaba la Phetolelo, **Phetolelo:** E Kopanya Meetlo
- **SEPEDI:** Letšatši la Phetolelo la Boditšhabatšhaba, **Phetolelo:** E Kopanya Ditšo
- **ENGLISH:** International Translation Day, **Translation:** Bridging Cultures

ENGLISH VERSION

By Mashite Mogale

**“We must address information inequality in our society, and translation is one of the effective tools of dealing with this disparity in our fledgling democracy”.**

**T**he Department of Public Works (DPW) is gearing itself up for the effective use of all official languages in its interactions with internal and external stakeholders and duly recognizes International Translation Day which is an annual event celebrated worldwide on 30 September. This day was founded in 1991 by the International Federation of Translators to show solidarity of the worldwide translation community in an effort to promote the translation profession in different countries. The theme for this year is “Translation as Intercultural Communication”.

Furthermore the DPW advances the language clause as contained in the constitution of the Republic of South Africa, Act 108 of 1996 that gives due recognition of the notion of functional multilingualism including Sign Language, Braille and heritage languages and also makes provision for the establishment of institutions such as the Pan South African Language Board and the National Language Services that are the custodians of multilingualism.

Language is an essential tool to solve common human problems. It is also an instrument that could be used to ensure that we all participate in our constitutional democracy by having equal access to information in all official languages. Bearing this in mind, translation is one of the most important tools that help people of diverse ethnic origins and different political and cultural backgrounds to communicate. In other words, translation as intercultural communication is a means of transporting the ways of life, knowledge, wisdom, customs, attitudes and values of one particular culture across time and space to another culture or other cultures.

Play your part and embrace multilingualism by having a 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.

- **ISIZULU:** Usuku Lomhlaba jikelele Lwezokuhumusha, **Ukuhumusha:** Didiyela Amasiko
- **ISIXHOSA:** Imini Yokuguqulela Emhlabeni Jikelele, **Ukuguqulela:** Kumanya inkcubeko
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- **ENGLISH:** International Translation Day, **Translation:** Bridging Cultures

## LIBRARY WEEK &amp; BREAST CANCER AWARENESS

## NATIONAL BOOK WEEK A PERFECT PLATFORM TO REVITALISE THE CULTURE OF READING FOR DPW

By Johanna Mogale

The Knowledge Centre opened its doors to DPW staff at Head Office during the National Book Week from the 3rd -7th of September 2012, with a focus on the theme **“Read and Share”**. DPW officials were reminded about the importance of reading and its major role in bringing people together. Reading helps them to function more effectively and make better decisions, thereby contributing to all aspects of life e.g in the economy, at work and in families.

The awareness campaign included the display of books, journals; brochures etc. in the Knowledge Centre in order to achieve the following:

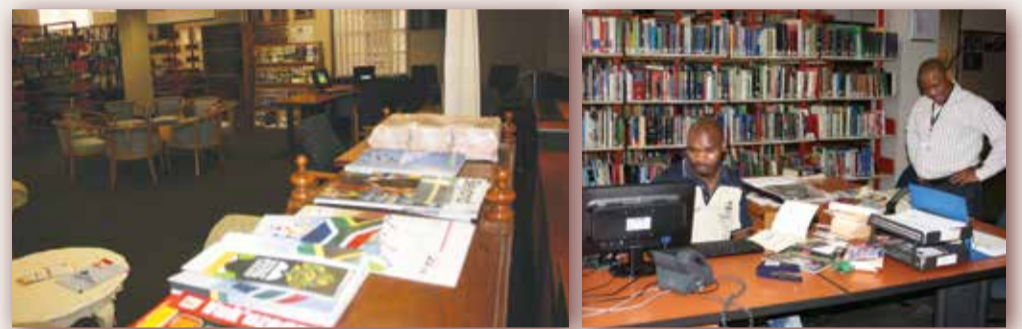
- Revitalize the culture of reading within DPW,
- Create awareness of the types of books and journals available to them,
- Encourage users to loan books and to read daily newspapers in the Centre,
- To encourage users to recommend Library material relevant to their area of responsibility for selection and acquisition.

According to the organisers, the National Book Week Campaign was a success as it managed to attract 55 visitors who stormed the Centre to read newspapers

and used the internet café for network access. During the campaign, a total of 18 books were requested. The Business Units who visited the Knowledge Centre during the campaign included among others, the Expanded Public Works Programme staff, Legal Services, Director General’s Office, Internal Audit, Property Portfolio Management, Information System, Asset Register, Logistics, Civil and Structural, Internal Relations, Human Capital Investment, Strategic Management Unit and Property and Facilities Management.

“As the Knowledge Centre staff we are happy that the book awareness week was a success because of the response we got from the staff, admiring the display and decorations and more importantly loaning books and other items housed in the Centre”.

The Knowledge Centre is the heart and information hub of the Department. A majority of officials used the National Book Week as a platform to share with the Knowledge Centre officials their areas of special interest and information needs. This campaign also gave the Knowledge Centre officials a rare opportunity to promote the utilization of the Knowledge Centre to the staff at large.



## Breast Cancer Awareness Month

The pink ribbon has become one of the most meaningful symbols to women across the globe, representing awareness about breast cancer and support for those fighting it. In South Africa, it is estimated that approximately one in every 29 women is diagnosed with breast cancer, according to the Cancer Association of South Africa, making it the most prevalent cancer in women in the country. While it is sad that so many women have been and continue to be affected by this terrible illness, more is being done each day to reduce the rate of breast cancer. As part of the Government Employees Medical Scheme’s (GEMS) ongoing 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 breast health this Breast Cancer Awareness Month, October 2012.

### What is breast cancer?

As with all types of cancer, breast cancer occurs when abnormal cells in the breast become cancerous and begin to multiply, forming a tumour. This tumour will continue to grow and can invade and even destroy the surrounding tissue if it is not removed. There are different types of breast cancer, which grow at different rates. Some of these types grow quickly and spread to other parts of the body - this is referred to as metastasis. Other types of breast cancer spread very slowly, and if they remain undetected, can sometimes take years to spread beyond the breast.

### What does it mean if a tumour is malignant or benign?

Just as there are different types of cancer, there are different types of tumours. The good news here is that not all tumours are bad. Sometimes you can develop a tumour that is not cancerous, in which case it is referred to as being benign. This type of tumour is not dangerous to your health. Malignant tumours, on the other hand, are cancerous and do pose a threat. It is important to visit your doctor for tests if you feel an unusual tumour or lump in your breast, because even though it may only be benign, there is a chance that it is malignant, in which case you will need to begin treatment as soon as possible.

### What are the symptoms of breast cancer?

- The first sign of breast cancer is usually a lump in the breast or underarm that does not go away after your menstrual cycle. The lump will most probably not be painful though it may cause a prickling sensation. A lump can often be seen on a mammogram before you are able to feel it, which is one of the reasons why regular mammograms are particularly important for women at risk of breast cancer.
- Ongoing swelling in the armpit.
- Pain or tenderness in the breast that continues after your menstrual cycle.
- A change in the appearance of the breast, such as the size, shape, feel or temperature. A flattening or indentation may indicate the presence of a tumour. Reddish, dimpled skin on the breast can indicate advanced breast cancer.
- A change in the nipple, including shrinking, dimpling, ulceration, itching or a burning sensation. Unusual nipple discharge that is clear, bloody or another colour should also be looked out for as it is most probably a sign of a benign condition, it could signal cancer.

### Who is at risk of developing breast cancer?

All women are at risk of developing breast cancer. It can also occur in men, although this is much less common. There are certain factors that put you at greater risk, including:

- Being age 55 and older
- Having had breast cancer before
- Having a mother, sister or daughter who have had breast cancer
- Having certain inherited genetic mutations
- Having been exposed to radiation treatments to your chest at some point
- Being obese or even just overweight
- Having started your period before the age of 12
- Having started menopause after age 55
- Having your first child after age 35
- Undergoing postmenopausal hormone therapy
- Drinking more than one alcoholic beverage per day

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## BREAST CANCER AWARENESS &amp; INJURY AT WORK

**Breast Cancer Awareness Month (continued from page 15)****What screening tests should I have and when?**

Having the right check-ups regularly can significantly increase your chances of beating breast cancer should you ever develop it, as the sooner you are diagnosed, the sooner you can begin treatment. Speak to your doctor about when you should start having which screenings, as opinions vary and each case is different. The following screening tests are important for early detection of breast cancer:

- **Breast self-examination** – speak to your healthcare provider about how to do this if you are unsure. You should conduct a breast self-examination on a regular and ongoing basis to check for any lumps and other changes.
- **Breast examination by a healthcare provider** – during this check-up your healthcare provider will do a thorough check of the appearance and feel of each breast to detect any lumps or other changes. Starting from the age of 20 you should have this check every one to three years, depending on what your doctor advises. From age 40 onwards you should have this check annually.
- **Mammogram** – this is an X-ray of the breast and is a highly effective way of identifying any lumps that may be too small to feel. It is generally recommended that women have an annual mammogram from age 40 onwards. If an abnormality is picked up from your mammogram, then a diagnostic mammogram will need to be conducted.

Women who are at higher risk of developing breast cancer may need to start having certain checks earlier than others and may need to have additional tests done. If your doctor is concerned about the results of any of your tests, then a sample of the tissue in the affected area of your breast may have to be taken in order to ascertain whether or not you have breast cancer.

**What should I do if I am diagnosed with breast cancer?**

We at GEMS understand just how physically and emotionally devastating cancer is for the patient, and how important it is to have a support system you can lean on during this trying time. It is for this reason that we offer the GEMS Oncology Management Programme. If you or a member of your family is diagnosed with cancer, it is important to register on the Oncology Management Programme as soon as possible as all oncology treatment requires pre-authorisation and case management.

**How do I register on the GEMS Oncology Management Programme?**

- Your doctor must fax your treatment plan to the GEMS Oncology Management Programme on 0861 00 4367.
- Once the Oncology Management team has received the treatment plan from your doctor, we will record your details, disease information and proposed treatment.
- Your treatment plan will be reviewed and, if necessary, a member of the clinical team will contact your doctor to discuss more appropriate or cost effective treatment alternatives.

After the treatment plan has been assessed and approved, an authorisation will be sent to your doctor. You will also receive an authorisation letter. The letter will show the treatment that GEMS has authorised, the approved quantities and how long the authorisation is valid for. For any GEMS member queries please phone the GEMS call centre on 0860 00 4367 or visit our website at [www.gems.gov.za](http://www.gems.gov.za). GEMS will assist you in every way possible to ensure your family's health and well-being.

**Sources:**

1. The World Health Organization, [www.who.int](http://www.who.int)
  2. The Cancer Association of South Africa, [www.cansa.org.za](http://www.cansa.org.za)
  3. The Mayo Clinic, [www.mayoclinic.com](http://www.mayoclinic.com)
  4. WebMD, [www.webmd.com](http://www.webmd.com)
  5. Breast Cancer.org, [www.breastcancer.org](http://www.breastcancer.org)
  6. Pink Ribbon International, [www.pinkribbon.org](http://www.pinkribbon.org)
- Health24, 'Cancer in South Africa: What are the stats?'**  
[www.health24.com](http://www.health24.com)

**Injured at work?**

By Katlego Nthabiseng Mampuru

According to a website providing health, medical news and information –WebMD.com, most injuries occur while people are at home. However, the workplace probably comes close second. After all, if you're like an average South African employee, you probably spend most of your time at work during the week than you do at home. So what should you do if you've been involved in a work related injury/accident? First things first, the injury on duty must be reported immediately to your employer through your immediate supervisor. The employer is compelled by Occupational Health & Safety Act, 85 of 1993, the General Administration Regulation 8 sub section (1) (a) to report the incident/accident within 7 days after the occurrence to the Compensation Commissioner by completing the WCL 2 Form with the assistance of the injured person.

The injury on duty must be recorded and the file be created for future reference so that if the problem resurfaces, it can be easily tracked and the matter can be resuscitated for follow-up. This will assist a lot in-case you require treatment in the near future. Injuries often seem insignificant when they occur but eventually become more serious. By having your incident on record you won't be asked to prove that it happened on the job. Without reporting it at the time it happens, you may have difficulty proving that it was work-related at a later stage. Don't take the chance, do the right thing.

**PROCEDURES FOR REPORTING AN INJURY ON DUTY**

Whenever an employee sustains an injury on duty; while performing his/her normal work-related activities, the following procedures should be followed:

- Report any injury to your supervisor within 24 hours, no matter how trivial the injury may seem. You will need to tell them when and where the injury occurred, what happened, and if anyone witnessed the injury.
- Employer's report of an incident /accident form (W.Cl.2) should be completed by your supervisor
- The forms are obtainable from the Human Resources Administration (HRA) and after completion, the forms should be taken back to HRA for the employee's details and departmental registration number
- These forms will then be used during consultation with your preferred medical practitioner / hospital
- Make sure you attach all the necessary information i.e. first medical report, x-rays etc.

Only the Compensation Commissioner shall decide whether liability in respect of an incident should be accepted in terms of the provisions of the Compensation for Occupational Injuries and Diseases Act (COIDA).

Injuries sustained by an employee in the course of their employment must be reported to the Compensation Fund within 7 days of the occurrence. The fund covers permanent, casual workers, trainees and apprentices who sustain injuries or contract an Occupational Disease in the course of their employment and happens to lose their monthly income.

All workplaces have a designated manager or person responsible for health and safety but the Department is responsible for mitigation of any hazard prevailing at a workplace. This is in terms of Section 8 of the Occupational Health and Safety Act, Act 85 of 1993 (OHSA). Health and safety in the workplace is not the duty of the employer alone or the Risk Manager, but the responsibility of every employee at work (Section 14 of OHSA).

## FEMALE DPW PROJECT MANAGER &amp; HORTICULTURE UNIT

## Meet one of the DPW female Project Managers

By Worx-News Reporter

WorxNews caught up with one of the few female project managers in the Department, Ms Koketso Masilo. She runs major projects in the country's ports of entry and here, she tells us more about her work:



Koketso Masilo  
Project Manager

### 1. What is positive about the Public Works Department, despite the negative media publicity?

**A.** The fact that service delivery is still continuing despite the challenges – is a positive factor. I believe that the turnaround strategy will also assist in increasing the pace of service delivery and also strengthen governance.

### 2. Take us through your normal day at the office. What do you do on a normal working day?

**A.** I verify and check contractors' and or consultants' payments. I also check the correctness of final accounts and prepare variation orders.

### 3. What are your specific responsibilities in your unit?

**A.** My role is to execute and manage projects from design, procurement, construction and close-out phases. Basically, it is to support and manage delivery of projects in the Department.

### 4. Can you explain the importance of a Project Manager located in Projects (DPW) responsible for border posts?

**A.** Border posts – land ports of entry are the face of a country, the first image which a traveller comes across. They need to be operational at all times. The Department is responsible for ensuring that infrastructure is also functional at the ports of entry.

### 5. What is your definition of today's woman?

**A.** Whether she is a mother, a wife or CEO, today's woman is one who knows that the trick is not to forget your feminine touch. All the roles which a woman plays are equitably important.

### 6. If you were to be given a platform to change/improve any aspect of the business (organisation/department), what would you change/improve and why?

**A.** I'd improve staff morale so that everyone can take ownership of their work.

### 7. What's your take on the turnaround strategy?

**A.** I'm 100% behind the campaign. There are challenges in the Department and I think the campaign will help enhance our organisation to be more efficient.

### 8. How do you strike a balance between work, social life and other responsibilities?

**A.** Delegation is the key. It ensures that one gets time to focus on other equally important tasks. Lastly, don't forget to ask for help if you need it.

### 9. Where do you draw your inspiration from on a daily basis?

**A.** Knowing that I'm making a contribution to service delivery, no matter how small it may seem to the next person.

### 10. Any last words you want to share with the DPW family?

**A.** Let's make a contribution to our economy through service delivery.

## DPW Cape Town Regional office's Horticulture Unit plays its part in sustaining the environment

By Worx-News Reporter

The WorxNews crew caught up with Mr Ntobeko Dyani - a young man appointed by the Cape Town Regional Office as a Management Trainee in the Horticultural Unit – who talks about an initiative that he led in order to help beautify the area outside the Regional Office's Woodstock side Gate, in an environmentally friendly manner. Mr Dyani is Horticulture and Environmental Management alumnus who has benefited through the National Department of Public Works' Management Trainee Programme, which seeks to give graduates, advanced practical experience in horticultural management through a coordinated mentorship approach. Under the programme, an experienced horticulturist supervises and gives guidance to the trainee for a prescribed period.



In commemoration of National Arbor Week 2012, Mr Dyani headed a project aimed at converting a once barren and water-stressed piece of land next to the Customs House (Cape Town Regional Office) into a beautiful garden. The young man says he wants the area, which had slowly turned into a picnic site for vagrants - to become a productive landscape that entices both the public and other members of the natural environment. He says the garden, which looks like a version of a world map, was created using indigenous plants propagated in the DPW nursery at Acacia Park. "Organic amendments such as mulch and compost were also added to improve nutrients and stimulate microbial activity in the garden," says Dyani.

He adds that these were sourced from the Fernwood Estate where they are readily available from chipped tree branches. Dyani believes the Department should re-use more than 70% of its organic material, saying this could help alleviate the burden in the City's brimming landfills. Explaining the choice of the design and the layout of the garden, Dyani says he believes a garden is the mirror of the soul and that when he looks at it, he sees a portrait of the inner self.

Dyani says the garden hasn't only improved the aesthetic appeal of the area, but created a sanctuary for living organisms which include birds, insects and improved microbial activity in the area. He says on their second day of plant installation, a couple of bird species which included the African Olive pigeon, were observed roaming in the area.

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## DPW HORTICULTURE UNIT & SPORTS

### DPW Cape Town Regional office's Horticulture Unit plays its part in sustaining the environment (continued from page 16)

Dyani says the creation of this garden wouldn't have been possible without his coach – Chief Horticulturist Mr Engedzani Mphephu who recommended the project, as well as the maintenance team at Customs House under the leadership of Senior Foreman Mr Arthur Haywood. The garden was officially handed over to Customs House team for maintenance.



Ntobeko Dyani flanked by the rest of the team members behind the new beautiful garden



The view of an African map

## Ms Mutelo does it again for DPW

By Tshuluzi Nkoana

**D**PW employee Ms Agnes Muthelo scooped her first Gold medal last year on her first ever race during the National Employee Wellness tournament and she has done it again this year while defending her title by finishing first. WorxNews took some time to speak to her.



Ms Agnes Muthelo

**1. WorxNews: Congratulations on your victory, can you share your feelings with us?**

I feel honoured and very happy to have won this title once again.

**2. WorxNews: What was different with this year's race, compared to the previous one?**

This year's race was not an easy one at all. Firstly, I arrived late when everyone had already started the race, and the weather conditions were not favourable at all, as it was very windy and hot. I started the marathon 20 minutes late and I was prepared to run a 5km's race like the previous one, but I only found out halfway through the race that it was a 15km race.

**3. WorxNews: Taking into account that you've now won this competition twice, what is your future goal in this regard?**

I plan to keep on running this marathon until I leave the Department, my goal is to run and win the Two Oceans Marathon in the near future.

**4. WorxNews: Where do you draw your strength from?**

The honour and pleasure of holding the Departmental flag is what keeps me going and is the main driver that motivates me to participate in this tournament.

**5. WorxNews: How does this relate to your wellness at work?**

Every employee is entitled to wellness at work and I really appreciate the fact that our Department is taking initiatives to ensure that the wellness programme is implemented. Wellness programmes boost morale, improve health, fitness, boost energy levels and increase productivity. An employee with a healthy mind in a healthy body is more effective.

**6. WorxNews: Given a platform to motivate your colleagues, what would you say?**

Women, if you are looking for a way to lose weight and look younger for longer, running is a free and natural way to achieve this. Running will also keep you healthy and fit at the same time.

## Ms Mannukoana Ramotheba scoops silver medals two years in succession

By Tshuluzi Nkoana



Smiles all the way Mannukoana Ramotheba

**M**s Mannukoana Ramotheba the Silver medallist who just scooped a silver medal for the second time during National Employee Wellness Sport Tournament in Kimberley shared her feelings about her victory with WorxNews, hear what she had to say:

**WorxNews: Congratulations on your achievement during the Inter-Departmental Tournament, how does it feel to scoop a silver medal for the second year running?**

Thank you very much, I'm very excited moreover because I started running later than everybody else because I arrived late at the starting point.

**WorxNews: How did you manage to retain your position?**

Hard work and dedication to what I do is what helped me to retain my position.

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## SPORTS

**Ms Mannukoana Ramotheba scoops silver medals two years in succession(continued from page 16)****WorxNews: How was the stage this year as compared to last season?**

It was tough because this year we ran 15 km and I only realised that we were doing 15km when I was about halfway, but I told myself that I have to finish what I've started. It was not easy because I didn't prepare my mind for that distance, but I'm glad I made it.

**WorxNews: How did you manage to maintain this position and also help the Netball team at the same time?**

I think regular exercising helped me a lot in this regard because if I don't go to netball practice, I go to the gym just to uplift my strength and stamina. What I think also kept me going is my passion for sport.

**WorxNews: Regions were well represented at the tournament, what do you think is the reason for the Head Office not competing?**

I think the biggest challenge with Head Office is that we don't know who is responsible for sport in terms of funding. If we could get a guidance and know who is responsible, I think that Head Office can be able to stand on its own because there are a lot of people who want to be part of sport within Head Office.

**WorxNews: How do you find these games?**

They are helpful in keeping us healthy. They help us retain healthy minds in healthy bodies and they also serve as a platform for networking.

**WorxNews: What does your future look like regarding the marathon?**

I'm looking forward to the next marathon. I will be happier if I can be the first to reach the finish line.

**WorxNews: Your last word?**

I would like to thank the Department and those managers who support us whenever we knock on their doors with sports issues. I hope those managers who still lack interest in sport will change their attitude with time and provide the necessary support to their participating subordinates, thus promoting the wellness programme within the Department.

## Mmabatho Netball team puts gold medals in the Departmental cabinet

By Mduzuzi Zwane & Tshuluzi Nkoana

The Department of Public Works' Mmabatho Netball team continues to collect gold medals for the DPW Regional Office in the platinum province. The team has, without any apology, just collected two trophies in a space of two weeks. This collection started in Polokwane during the Inter-Regional Tournament on the 26th of September 2012. As if this was not enough, the team went on to rule out its opponents on a bigger stage in Kimberley during the National Employee Wellness Sport Tournament held on 03 to 06 October 2012.

This tournament was first hosted in the KwaZulu Natal province in 2004 with 22 teams from the entire country participating and it's been rotating to all provinces with Kimberley been the latest, but the Department of Public Works only joined the ranks in 2005. The Mmabatho Netball team was the first DPW team to reach the finals and to book the gold for the Department of Public Works, adding some bling-bling to the DG's cabinet. Sporting codes for this year's tournament ranged from soccer, netball, volleyball to golf. The winning team had just come from an Inter-Regional Tournament in Polokwane. The fact that team members had not rested enough before the national tournament had not deterred them from lifting high the National Department of Public Works' flag by scooping gold in the tournament.

Mmabatho girls knocked out the Gauteng Community Safety Provincial Department 41-23 in the finals. WorxNews had a telephonic chat with the team captain, Ms Oduetse "Dudu" Koloane who said that the team was extremely delighted with the achievement. "Despite all the negative comments about us being too skinny, looking fresh from school and some alleging we do not work for the Department of Public Works, we managed to pull ourselves through to win the tournament," said Ms Koloane. When asked about preparations for the tournament, she said: "We train from Monday to Friday after work. We don't wait for any pronouncements of any tournament or competition before we start training. We truly enjoy the kind of support we are getting from our office, (Team Managers and Regional Manager)."

The Team Manager, Ms Selloane Ramathe also shared her observations about the tournament with WorxNews. She said that the stage in Kimberley was very tough, but they managed to pull themselves together. "It was easy for us to motivate our team because of the discipline that the members have and it was also easy to beat the tough side of the Eastern Cape Community Safety even though they were well-built and big as compared to our side," said Ms Ramathe. She went on to note that it's however true that the size of the bull is not that important but the fight in the bull. "I am working closely with Ms



Fans could not contain themselves after the team saw victory

Boitumelo Bolokwe our coach, the whole team and we are able to analyse the style of play of our opponents and capitalise on their weak points. I would like to conclude by saying that we highly appreciate the support we are getting from the Department, more especially from the Regional Manager, Mr Ramabele Matlala. Sport is forging unity and enhancing team work in the Regional Office. It also enhances the well-being of our employees. Soccer, Netball and Volleyball teams from Pretoria, Mmabatho and Kimberly fought alongside to put our Department on the map, but unfortunately the stage could only accommodate one champ," concluded Ms Ramathe.

According to the organisers, the upcoming tournament will be hosted in the North West next year. Good news is that this year's champion will represent South Africa in Southern African Development Community (SADC) stage, meaning the Human Settlement soccer team and Department of Public Works (Mmabatho Netball team) will have to travel to Swaziland for the tournament. The team and sport organisers in the Department have expressed gratitude to the Director-General and the Management of the Department for their unwavering support of the tournament.

## INTER-REGIONAL SPORTS TOURNAMENT

# DPW hosts the annual Inter-Regional Sports Tournament in Polokwane

By Hendrik Noni

The Department of Public Works hosted its annual Sports Tournament in Polokwane from 26 to 28 September 2012. All the 11 Regional Offices of the Department participated in various sporting codes which include soccer, volleyball and netball. The tournament aims to encourage employees to participate in sport, thereby boosting their wellbeing. It is common knowledge that sports people are generally healthier and are more functional than those who do not participate in sport. Sport plays a major role in decreasing work related stress and it gives employees a chance to interact with one another.

This year's tournament was followed by a Wellness Evening Event that was intended at addressing the issues around HIV and AIDS which has become a burden for many governments around the globe. Ms Elizabeth Dudu from Cross-Over Project addressed the players and supporters who attended this event. The main aim of this part of the tournament was to sensitize employees about the importance of knowing ones' status and educate them on how to live a positive lifestyle.

The results of the tournament are as follows:

**Soccer**

- 1. Pretoria
- 2. Mmabatho
- 3. Polokwane

**Volleyball**

- 1. Mthatha
- 2. Kimberley
- 3. Pretoria

**Netball**

- 1. Mmabatho
- 2. Mthatha
- 3. Pretoria



**Pretoria Soccer Team after winning in Polokwane**



Mmabatho Soccer Team



Pretoria Netball Team



Bloemfontein Netball Team



Polokwane Soccer Team



Bloemfontein Soccer Team



Johannesburg Regional Netball Team



Johannesburg Regional Soccer Team



Durban Soccer Team



Kimberley Soccer Team



Kimberley Netball Team



Kimberley Volleyball Team



Durban Volleyball Team



Nelspruit Soccer Team



Umthatha Netball Team



Nelspruit Volleyball Team



Pretoria Volleyball Team