

**THE DEPUTY MINISTER OF PUBLIC WORKS, MR NTOPILE KGANYAGO,  
MP, TO DELIEVER HIS ADDRESS ON THE OCCASION OF LONG SERVICE  
AWARDS CEREMONY AT THE JOHANNESBURG REGIONAL OFFICE**

**VENUE: JOHANNESBURG**  
**DATE: 20 JANUARY 2006**  
**TIME: 12:30**

- **The Regional Manager, Ms Hellen Elhaimer**
- **All senior officials**
- **Our beloved long-timers**
- **Ladies and Getlemen**

It is such an honour to stand in front of a group of people who epitomize loyalty, steadfastness and commitment. This is even more remarkable when contrasted with today's trends where it has become almost fashionable to job hop, often driven by desire to make immediate material gains.

Without sounding critical or cynical, it is common experience particularly among our young generation today to look for work and join organizations, all for wrong reasons, such as instant promotions, big salaries and exquisite fringe benefits – all expected within a short period of time without a corresponding effort to consolidate one's experience, grow a body of knowledge, contribute to growth and profitability and become a valuable asset to the life of the organization.

The result is that by the time some of them have spent, say, ten years in the industry, chances are that theirs will be a fragmented experience, made up of a collection of pockets of experiences which individually amount to nothing much. This leads to a situation of having senior managers with junior attitudes, leaders who can barely visualize the future nor analyze the present. In short, unless curbed, this Kamikaze – type of job hopping has serious consequences for the country, among others:

- Poor levels of productivity
- Unbridled culture of consumption
- Detrimental competition
- Loss of respect for leaders and professionals
- Stunted growth of skills

As leaders we will be failing the society and the country if we do not speak out against this culture of instant gratifications. South Africa as a country which has emerged from the ruins of apartheid, which nearly was destroyed by apartheid, owes it to itself to double its inputs in order to rebuild the political, social, economic and moral fabric of the society. We need to start by promoting a

strong work ethic as a foundation for a productive nation, if we want to be competitive and prevail.

It is always depressing to see a successful young South African person, wearing a Swiss jewelry, talking on a Swedish mobile phone, with a British network, talking in an American accent, driving a German car and wearing the latest Italian designer clothes and a French Perfume puffing a Cuban cigar, sipping an Irish whisky, with a house full of Japanese and Korean electronic appliances, with nothing but his ego bearing a badge: MADE IN SOUTH AFRICA. Unless we become productive and inventive, we as a nation, will always be a society of consumers, spurred by senseless pop culture and insensitive advertising – both of which seem to be saying – IT IS OK TO BE USELESS.

On behalf of the Department, we like to salute men and women of steel, people who have spent virtually their lifetime in the service of the public, strengthening the machinery of government and sharpening the instincts of responsive governance. The Department of Public Works is part of government and as such has an obligation to improve public service and its deliverables. Without happy, motivated and excited employees, that goal is not achievable, hence we are here today to celebrate the life of pioneers, pathfinders, people who have been there before us, to show the path and lead the way.

In November 2005, the Department launched the Service Delivery Improvement Programme popularly known as SDIP. The Programme builds on the earlier one called Leadership Way. Whereas Leadership Way appealed to our attitudes towards our work, SDIP raises the bar further and call on all of us to do things differently. We shall soon be coming to introduce the SDIP to you in Johannesburg. All this is part of an attempt on the side of the Department to build a world-class Public Works, characterized by efficiency and competitiveness, driven by passion and dedicated to client satisfaction. We are creating a better environment for performance and delivery.

The upcoming Municipal elections will test our maturity as public servants to mete out quality services and products to the people of South Africa. We appeal to you all to go and cast your vote. Apathy does not promote democracy. A decision not to vote will not mean that service delivery will happen any quicker. Be a patriot and vote, with the knowledge that you will be an active part of this country's history and that your children and their children will be grateful to you that you voted. We are grateful to you that over the years, you resisted apartheid, fought relentlessly against injustice meanwhile holding together the fabric of public service delivery. We salute you as heroes.

For those already on pension or considering taking any soon, remember your communities require your experience. Volunteer to assist and promote community development through active participation. The skills you acquired and the experience you gained should stand in good stead as you interact with

your community members. Like our former President, Mr. Mandela, go on and become beacons of hope to the masses.

At this juncture, I call upon the Regional Manager, Ms Hellen Elhaimer to join me as we give awards to the long-timers.

I thank you