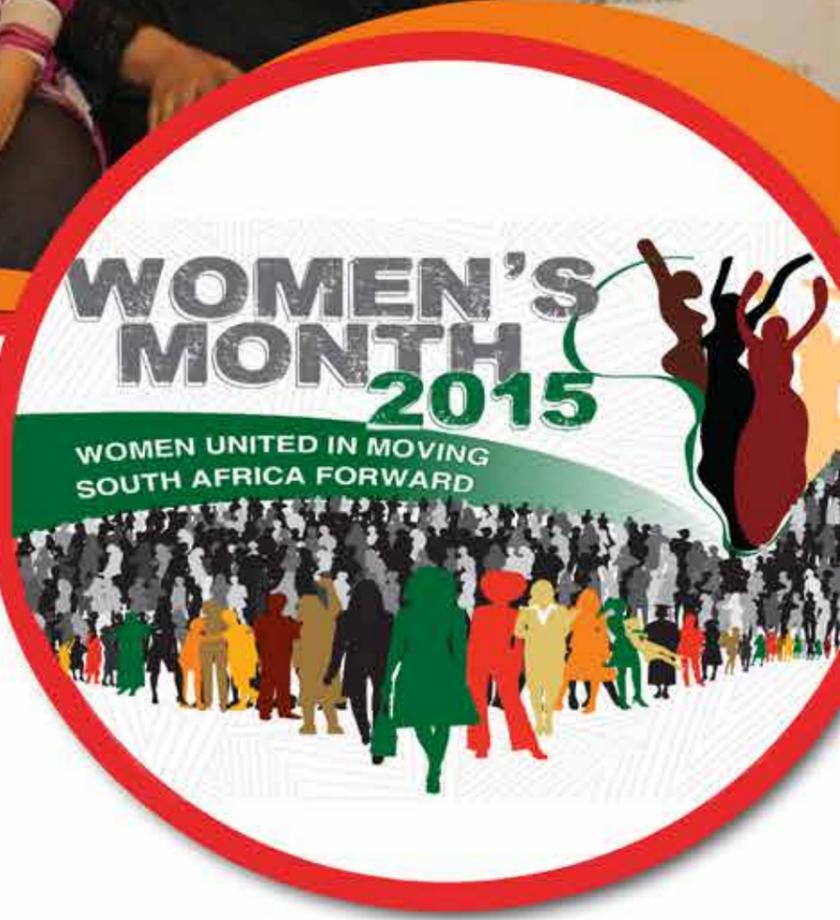




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The launch of Women Empowerment Advisory Committee



public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA

WORX-NEWS



Reggie Ngcobo



Petrus Sibiya

We become the masters of our own destiny

Many of us have experienced failure in one way or another, but I believe there is a fundamental difference between successful and average people. One of the differences is that successful people pick themselves up and try again after they fail.

I have learnt that in life you can choose to be paralysed by past events or you can choose to get back on the horse and achieve the success you are not afraid to seek.

My mentor once said: "Risks come with great rewards and it's more than just luck." If you decide you are going to be open to possibilities, you must also be prepared to put in more hard work. People generally know the things that they have to do to change any situation, but often choose not to take the hard and long road to success.

Those of us who have learnt things the hard way, know that successful people listen to advice. Often people become their own stumbling blocks to their success by refusing to listen to good advice. The truth is, success comes to those who are able to look back, reflect on their mistakes, listen to the advice of those who have travelled the road and have more experience, and are able to change strategy when needed to.

I am a firm believer in the fact that the only person preventing you from reaching your goals and having the life you want is yourself.

When I was growing up, I used to hear people say 'more money, more problems or money and power are the product of sin or having too much money is a bad thing'. The danger in believing these statements is that they limit your success. The reality is that money and power enhance the real you. If you are a corrupt and evil person who is without either power or money, you will still be the bad person when you have either. If you are a good person who is not selfish, with power and money, the good will be multiplied and will be able to help other people to achieve their dreams as well.

I would like to encourage everyone of you not to allow yourselves to be arrested by the past, break free and reach your potential. I have met people with low self-esteem who do not believe that they deserve to succeed. They never allow themselves to take risks and the chance to try. They unwillingly sabotage their own success and blame other people for their shortcomings.

As I conclude, remember that the only person who is a stumbling block to your success is YOURSELF.

Change your attitude and success is on the way!!!

As we celebrate our Women, Remember Women's rights are Human rights. Aluta Continua!!!

Power to the women in the built environment!

Welcome to another issue of WorxNews, as always, fully-loaded with insightful articles for you our reader. For this edition, the *WorxNews* crew went to Diep In Die Berg in Pretoria East to witness the official launch of the Department of Public Works' Women Empowerment Advisory Committee that will serve as a mouthpiece for all women organisations in the infrastructure sector.

The official launch of the advisory committee by Minister T W Nxesi on 21 August signaled a turning point in the economic emancipation of women. In his address during the event, Minister Nxesi hailed the launch as a milestone; a step in the right direction that carried a lot of weight especially that it took place during Women's Month. He was however quick to warn that the journey for women empowerment is far from over.

For far too long, women organisations in the built environment were operating in isolation, which deprived them of their power to making their voice heard. With the launch of the advisory committee comes the benefit of unity and strength among women in the sector. This coupled with the commitment from the Minister to back the newly-established committee is a plus for the entire built environment.

Emanating from launch, women organisations and sector entities reporting to the Minister of Public Works expressed their delight at the official launch of the Women Empowerment Advisory Committee. Once up and running, the committee promises to bring about the real transformation of the construction and property sectors.

It is encouraging to note that the newly-established committee will have the power to establish the DPW Ministerial Accelerated Women Empowerment Programme (MAWEP). The committee will advocate for the identification of projects from existing DPW programmes that would form part of the MAWEP. It is also encouraging to note that the committee will have the power to monitor and evaluate the implementation of the MAWEP. *Power to the women in the built environment!*

On another note, in its endeavour to change things for the better, the Department through Change Management appointed and officially introduced Change Agents for various Regional Offices at a special event held at Nipilar House in Pretoria recently. Change Agents are a vehicle through which change management issues will be communicated throughout the Department. The Change Agents will also ensure that DPW employees are informed about the current developments within the Department and help fellow employees generate ideas to find solutions to problems within the organisation.

The introduction of the Change Agents couldn't come at a better time as the Department enters the second phase of the Turnaround Strategy - efficiency enhancement which aims to build on the gains of the first phase which focused mainly on the stabilisation of the organisation. These and many interventions by the Department to bring about change deserve a round of applause. It is up to all DPW employees to embrace and 'be part of the change we want to in the organisation'.

Thank you and enjoy the reading!

Editorial Team

Special thanks to the following staff members who contributed to this publication of WorxNews

Reggie Ngcobo, Petrus Sibiya, Thami Mchunu, Bukiwe Mgobozi, Tshuluzi Nkoana, Thokozani Ngema, Shudufhadzo Mudau, Nolwazi Ndhlovu, Michael Mokoena, Yondela Mzozo, Ernest Modise and Thozama Nzama.

Petrus Sibiya, Tel: 012 406 1836,
e-mail: petrus.sibiya@dpw.gov.za,
website: www.publicworks.gov.za

Design and Layout

Towder trading enterprise
Contacts: 012 771 8778
Out of office contact: 072 010 2814
Designer: Bruce 079 2898 154



DPWWEAC Committee members - seated from left to right: Ms Thuli Matlala, Ms Vuyiswa Ndzakana-Mabutyana, Ms Maphefo Mogodi and Ms Lucy Ngwabeni; standing from left to right: Ms Phindi Mokoena and Ms Molly Gallant

Minister Nxesi launches the Women Empowerment Advisory Committee

By Yondela Mzozo

Pictures by: Thokozani Ngema

Public Works Minister TW Nxesi, MP, has officially launched the Department of Public Works' Women Empowerment Advisory Committee (DPWWEAC) in Pretoria on 21 August 2015. The DPWWEAC seeks to advance the Department's agenda of empowering women in the property and construction sectors and the built environment at large.

The Construction Industry Development Board (CIDB) Chairperson, Ms Lindelwa Myataza congratulated Minister Nxesi and the Department on the role they played in planning this great initiative. "On behalf of the entities, delegates and the committee we would like to take this opportunity to thank you and the Department and all those who have persistently worked on this initiative to its realisation," said Ms Myataza.

The Minister committed his full support to the launch of the advisory committee and stressed the importance of creating opportunities for women in the economy of the country. "There is a sense that in launching the advisory committee, with the express intention of empowering women in the built environment sector, we are taking forward the demands of the women of 1954 when they called for full equality for women in every sphere of life including the economy," Minister Nxesi said.

The committee will provide a voice for women's organisations in the built environment and technical advice to the Minister as well as the Department on issues of women empowerment in the built environment and the property sector.

The committee will also chart a way-forward for the establishment of a DPW Ministerial Accelerated Women Empowerment Programme (MAWEP). It will advocate for the identification of projects from the existing DPW programmes that would form part of the DPW MAWEP. The committee will also monitor and evaluate the implementation of the DPW Ministerial Accelerated Women Empowerment Programme.

In his address, Minister Nxesi reflected on the role played by women in the struggle against apartheid in South Africa. "It is entirely appropriate that the launch takes place in August - women's month when we are celebrating the contribution of women to the struggle for a free, democratic, non-racial and non-sexist South Africa. And we also take the time to remind ourselves that the struggle for gender equality is far from over," the Minister noted.

The DPWWEAC consists of six members: Ms Lucy Ngwabeni, Ms Thuli Matlala, Ms Vuyiswa Ndzakana, Ms Maphefo Mogodi, Ms Phindi Mokoena, and Ms Molly Gallant.



Gauteng MEC for Infrastructure Development Nandi Mayathula-Khoza, DPWWEAC Committee member Thuli Matlala and Public Works Minister TW Nxesi



Putting a spotlight on the emancipation of women within the DPW

By Nolwazi Ndhlovu

To many, it goes without saying that women were discriminated in the past, simply because of their gender. This particular topic has been an issue, not only in South Africa, but all over the world. Although women in South Africa have been liberated from this particular type of discrimination, the sad truth is, some women still experience unfair treatment in other parts of the world; they are being judged and undermined because they are females.

Being recently appointed as an intern under the Directorate Internal Communications and Mobilisation, within the Communications and Marketing Chief Directorate, and given that it is "Women's Month", I wondered about the gender differentiation within the National Department of Public Works. I was eager to find out, as a woman, what form of support can Public Works offer me? Where can I go for gender issues and who do I look to should I seek emancipation as a female in the Department?

To curb my obliviousness, I sat down with Ms Mankwana Masemola from the Chief Directorate: Gender, Youth and Persons with Disabilities Unit, who is the Deputy Director: Women Empowerment. She enlightened me about the main objectives of her unit. She explained that her unit's mandate was to ensure mainstreaming of gender issues and the empowerment of women within the Department of Public Works. By mainstreaming, this implies that there should be an integration of gender equity in all policies, laws, programmes, transformation and decision making towards the realisation of such equity in the Department. The programmes and policies must be gender sensitive, the development of women is thus their top priority.

In empowering employed females within the Department of Public Works, she said the gender unit established a forum the Director-General (DG) adopted. According to the Department of Public Service and Administration (DPSA), every year in August, there has to be a week assigned for women in Senior Management Service (SMS) positions where they meet with the DG and discuss issues such as the different principles within the forum. Currently, the Department of Public Works has a staff compliment of 5757, 3021 of whom are female. Of the 3021 females employed in the Department, 70 are in SMS positions, 4 are DDG's, 17 are Chief Directors and 49 are Directors. The approved implementation plan for gender equality aims to ensure alignment of DPW structure to the Eight (8) Principles Plan of Action for Gender Equality. It also seeks to provide clear guidelines on gender mainstreaming across all policies and programmes. The plan also aims to assist DPW to fulfil its mandate in order to achieve its objectives by providing an enabling environment that will assist branches to translate policies into action. It advocates for a culture of women rights as human rights and seeks to install good values and to change mind sets in order to protect the rights of women.

The Department, through the Gender Unit is tasked with the responsibility of ensuring that the principles by DPSA are implemented in the entire Department. According to the principles, at least 50% of SMS employees are supposed to be female. Unfortunately, there are only 38.46% of female employees within SMS positions; this is a shortfall of 11.68%, a shortfall that should be tackled by the Women Empowerment Unit, with the help of the Employment Equity Committee and the Human Resource Unit. The Directorate Women Empowerment is conducting awareness sessions on sexual harassment in the workplace to protect the rights of women and root out sexual harassment and violence against women in the workplace. As part of women empowerment, the Department also embarks on campaigns with focused themes as set by Government. In terms of capacity building, the Directorate is working in conjunction with Human Resource Development (HRD) to identify various training programmes and seminars to empower women in the Department. Most women, within the Department have already attended leadership conferences and/or empowerment programmes for personal growth and development. Believing that employment equity is crucial to the attainment of gender equality in the workplace, the Women Empowerment Unit has engaged HRD on its oversight role of monitoring Employment Equity (EE) targets within the Department. In so doing, the Unit aims to ensure that HR plans are aligned to EE with a special provision for target groups.

In terms of economic empowerment, the Minister has launched the Women Empowerment Advisory Committee. The Committee seeks to create opportunities for women within the built environment and the property to access and benefit from projects in the Department. Through the Committee, women from different sectors will have representatives who will meet with the Minister to discuss different difficulties women are faced with. The Committee will serve as a mouthpiece for all women employed within the Public Works Sector and will allow women a platform to raise issues and concerns directly to the Minister.

Currently, members of the Department of Public Works' Women Empowerment Advisory Committee (DPWWEAC) comprise (but not limited to) the following women organisations within the built-environment sector;

- South African Women in Construction (SAWIC)
- Women in Engineering and Built-Environment Professions (WiE-BEP)
- Divuseni Women with Disabilities
- Tertiary Institutions (UJ Women in Engineering and the Built-Environment Programme)
- Women's Achievement Network for Disability
- Association of Women in Property
- Women in Property Network
- All DPW Sector Entities
- Construction and Property Sector Charters

In another attempt to empower more female professionals, the Department has joined hands with the University of Johannesburg to offer training to Women in Engineering and Built Environment.

The issue of the fight for women empowerment is not new. It dates back to many decades ago. In February 1954, a crowd of 700 women gathered outside the administration building in the New Brighton township of Port Elizabeth, demanding that the manager of Native Affairs take back all the residence permits he had issued. When he refused, 100 women burned their permits, declaring that New Brighton women were no longer willing to carry them. On 17 April 1954 the Founding Conference of the Federation of South African Women adopted the Women's Charter which outlined the aspirations of women for national liberation, emancipation – including political participation of and equality for women. In October 1955, while 2000 women were marching in Pretoria, 1000 were protesting in front of the Native Administration building in Durban. In Cape Town, hundreds of women marched through the streets in protest of the permit regulations. The third campaign was masterminded in Johannesburg from 1954 to 1956, culminating in the march in 1956 of nearly 20 000 women to the Union Buildings in Pretoria, which was regarded as a fortress of Apartheid. Although the Federation acknowledged that the primary task at hand was the struggle for national liberation, it warned that the struggle would not be won without the full participation of women. Therefore, the South African Government declared August as a women's month and 9 August is celebrated annually as Women's Day. The Women's Month is celebrated annually in August as a tribute to women who marched to the Union Buildings on 09 August 1956.

A very happy women's month to all the females who wake up every day and get things done for themselves and those around them!

**WOMEN'S
MONTH
2015**

WOMEN UNITED IN MOVING SOUTH AFRICA FORWARD

DPW invests in the education of Platfontein children as part of Mandela Day



By Petrus Sibiya
Pictures By Bukiwe Mgobozi

Life will never be the same for the small remote rural community of Platfontein in Kimberley, Northern Cape.

This after Public Works Minister TW Nxesi visited two Early Childhood Development (ECD) centres and a combined school in the area to paint, donate items including computers, blankets and clothes, and plant trees as part of the Mandela Day contribution on 17 July 2015.

The Minister was accompanied by the Director-General Mr Mziwonke Dlabantu, Deputy Director-General: Corporate Services Mr Clive Mtshisa, Chief Financial Officer Mr Cox Mokgoro, the Kimberley Regional Manager Ms Sylvia Moholo and DPW officials from the Head Office and the Kimberley Regional Office.

As part of the activities for the day, the Minister and his entourage, accompanied by traditional leaders from the area, visited one of the centres where they painted walls before proceeding to the second ECD centre where they planted trees and donated blankets and toys. The delegation also went to !Xunkhwe-sa Combined School where the Minister donated 20 computers to enhance education in the area.



Minister TW Nxesi paints the wall of an Early Childhood Development centre in Kimberley, Northern Cape

Addressing the Platfontein community at the combined school, Minister Nxesi urged parents and the community at large to protect the donated computers. "We have renovated the school and installed burglar guards on the windows and doors. We have donated computers. Whenever we donate computers to schools, in many areas they get stolen. We therefore appeal to parents and the community to look after these computers because they are meant for the education of your children. Protect them from thugs. This is a small way of giving to this community. Tata Nelson Mandela use to say that we need to make sure that we invest in the education of our children," said the Minister.

In his closing remarks, the Minister reminded the community that the donations were not only from the Department, but Public Works officials had also contributed from their pockets to add to the list of items donated to the schools. He thanked the officials for the generous offer to the schools and for making the Mandela Day event a success.



EPWP celebrates Mandela Month

By Michael Mokoena
Pictures By Michael Mokoena

The Seshupo Primary School in Mahikeng, North West was a hive of activity on 30 July 2015 when the Department of Public Works' (DPW's) Expanded Public Works Programme (EPWP) staff members from the Head Office and the Mmabatho Regional Office wrapped up the Nelson Mandela Month by celebrating with the children and educators at the school.

For the entire day, the premises of the school were painted orange, as EPWP staff clad led by the Deputy Director-General (DDG) Mr Stanley Henderson honoured Tata Madiba's legacy by working in the school's food garden, painted the school building and prepared nutritious meal for the children at the school.

Addressing the EPWP team, the principal of the school Mr Hendrik Kgobokoe remarked: "The children are happy that you are all here today. In fact our community is humbled and honoured that you travelled all the way from Pretoria and from other parts of South Africa to bring us joy. Thank you for what you have done today and I'm sure that uTata Mandela is also happy wherever he is."

As he addressed the team, Mr Kgobokoe was so emotional that tears of joy rolled down his cheeks. "No one has ever done such a wonderful thing for us. We thought we had been forgotten. The presence of EPWP staff members here today has brought hope back into our lives. You have all shown us that we are alive and that the Government loves us too," he added.

Earlier in the day, Mr Henderson and the principal planted a tree at the school as a token of remembrance.

The EPWP also used the celebration to handover certificates to the North West Food Security and Empowerment Cooperative Ltd, a food security cooperative that is operating in the area of Mahikeng. EPWP provided finance and training to members of the cooperative.

In his closing remarks, Mr Henderson thanked the school and the EPWP staff for being part of the event to celebrate the life of former President Nelson Mandela at the school.

"The importance of this event is to honour our father – the father of the nation uTata Mandela by paying through sweat to improve the lives of our communities. It was great to see all of us working together in the food garden, painting the school's building and cleaning the premises of the school," he said.

Mr Henderson said that Government would continue to use programmes such as EPWP to honour the life and legacy of uTata Madiba.



MinMec visits state-of-the-art infrastructure projects in Gauteng

By Thami Mchunu

Pictures By Tshuluzi Nkoana

The Gauteng Province is streaking ahead of all other provinces as a technology hub of the country. Just to confirm this reality, the Provincial Department of Infrastructure Development put on an impressive show of cutting edge infrastructure projects that have recently been concluded in Gauteng. During the meeting of the Minister and MECs (MinMec) hosted by Gauteng in early July in the gleaming Headquarters of Ernst & Young (EY) in the "Richest Square Mile in Africa" in the heart of Sandton.

From the gleaming offices of EY, the entourage of the Minister, MEC's and officials was whisked off in swish buses to three sites of cutting edge technology. The first site was the Thele Mogwerane Hospital in Vosloorus, Ekurhuleni. This hospital has replaced the old Natalspruit Hospital in Katlehong, which was unsafe as it was built in a high dolomite area. The Hospital is a Level 1 and 2 hospital providing 769 beds. The design allows for optimised natural lighting, and it spans over 71 000 m2 which offers modern designs, utilising space, volume, natural light and ventilation.



From this state of the art facility, the entourage was taken to a building site across the road, where a campus for doctors and nurses was being built. The building encompasses living quarters, a gym, sports facilities as well as study facilities.

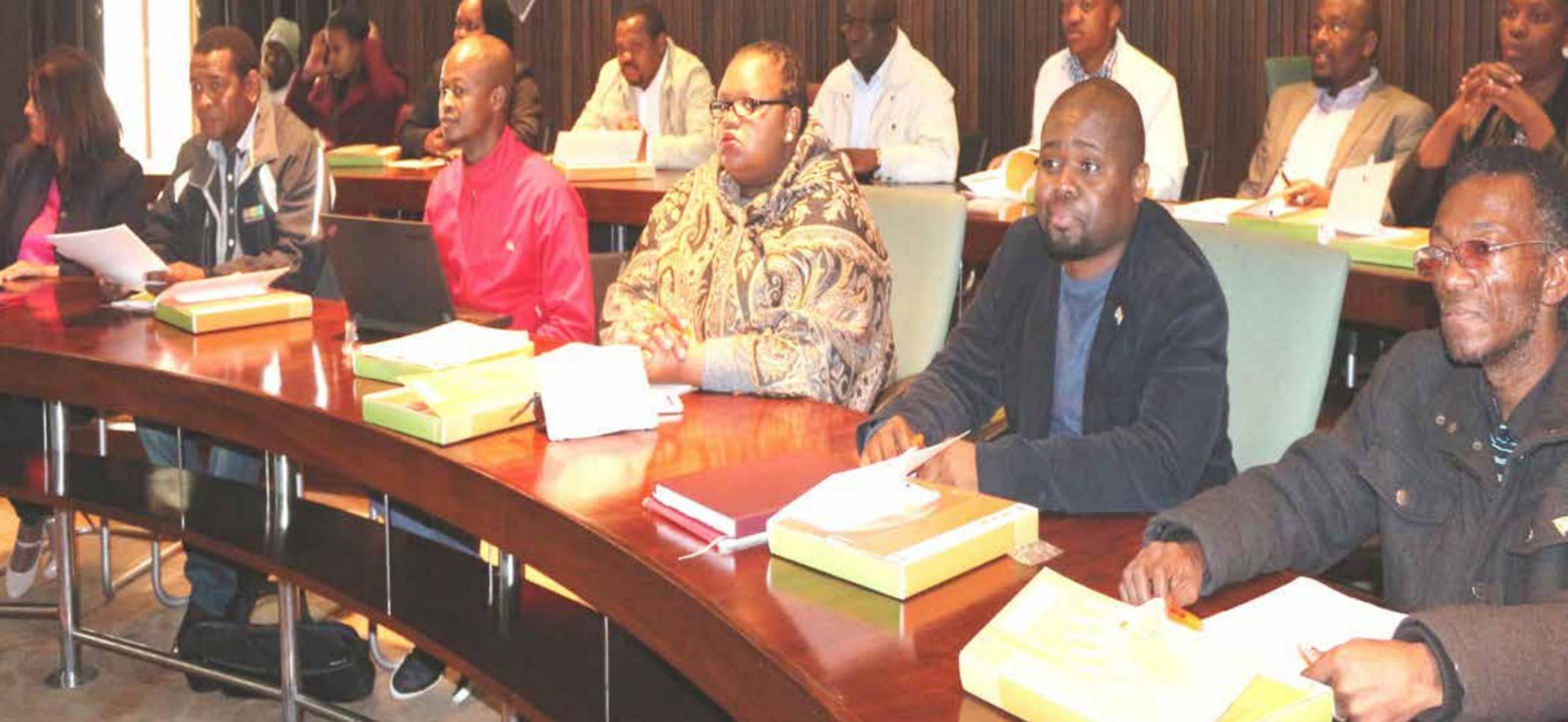
Next was the turn of the Noordwyk Secondary School as an example of a "Green School". Due to the widespread effect of climatic change, the Gauteng Department of Infrastructure Development (GDID) and the Gauteng Department of Education (GDE) incorporated some elements of green buildings during the construction of the Noordwyk Secondary. Green initiatives in this school include roof insulation, energy saving lighting, laminated glazing; solar water heating, rainwater harvesting, motion sensitive lighting and use of solar photovoltaic "on-grid" tie power system. It has lawns and trees. The only drawback to this excellent facility is the recent theft of a large number of solar panels by a group of thugs that held up security guards and ripped off many solar panels from the panel farm. But police are on the tracks of the masterminds. With the solar system in full working order, this school plans to supply surplus power to the national grid. A real innovation!!



From the Green School, it was straight to the "classrooms of the future" at Boitumelong Secondary School in Tembisa. The concept of Smart Classes has been put into practice and Gauteng is the first province to pilot this new way of learning and teaching. The concept is anchored by an advanced Information Communication Technology platform that is replacing the chalk board and text books. The teacher interacts with the learners using an LCD Smart Board and tablets. The tablets that are allocated to learners are wirelessly connected and synchronised with the Smart Board technology, allowing the teacher to provide electronic notes without using a traditional chalk. Tablets enable learners to view a range of multi-media, including videos. Electronic text books are downloadable to tablets and teachers can also download teaching material Smart Boards. Indeed, education impartation will never be the same in the country.



After a hectic day of site visits, the first day wound down with a well-deserved lunch at the Busy Corner Shisanyama in Tembisa, where a smorgasbord of African cuisine was served.



Change Agents to assist DPW staff to understand the Turnaround process

By: Thozama Nzama

Pictures By: Tshuluzi Nkoana and Thokozani Ngema

Change Management Agents should be fully equipped with the latest information on Change Management to ensure that communication on the Turnaround Strategy is improved in all the regional offices of the Department of Public Works (DPW).

This emerged during a two-day Workshop for Change Agents held at Nipilar House offices in Pretoria from 8 to 9 July 2015.

The Workshop was aimed at providing Change Agents with important information on the Turnaround projects and most importantly the operationalisation of the Property Management Trading Entity (PMTE) as well as the review process of the functional organisational structures of the Department, among others. The workshop also educated delegates about their roles and responsibilities as Change Agents. Their roles include finding out what would likely delay change from happening in their different regions so they could determine the steps most likely to manage obstacles and bring about success. The change agents also need to ensure that DPW employees are informed about the current developments within the Department and help fellow employees generate ideas to find solutions to problems within the organisation.

The majority of Change Agents however, felt that they still needed to go through departmental documents dealing with change to ensure that they fully understood the Department's Turnaround Strategy, thus putting them in a much better position to lead change in their respective regions.

Change Management Committee Chairperson Mr Jabulani Nkwanyana acknowledged that the Change Agents had been excluded from the process. He assured them that going forward, the committee would share all the Change Management related information with them. Mr Nkwanyana advised the Change Agents to read documents circulated to staff, including Minister's speeches, saying those contained the latest information where the Department is at in terms of the Turnaround Strategy.

Mr Nkwanyana also shared with the Change Agents what happened in the Department regarding Change Management since Minister TW Nxesi, MP announced the Turnaround back in April 2012. He explained that after the Change Management specialist who had been running the project left the Department in 2014, the project was handed over to the office of the Corporate Services Deputy Director-General Mr Clive Mtshisa to ensure continuity. He further explained that the project has nine Work Streams that included among others, Legacy, Labour Relations, Communications and Research.

During the Workshop, the leaders of the different Work Streams and their representatives made presentations on what they have done and are continuing to do with regards to Change Management. The Change Agents asked questions and engaged with the different presenters.

Change agents were also given an update that the Department had progressed from Phase 1 of the Turnaround Strategy, which was the Stabilisation phase that focused on immediate challenges of compliance, and is now on Phase 2. The new phase, which is the Efficiency Enhancement, focuses on systematic improvements across the organisation to deliver on government's priorities. During Phase 2, the Turnaround Strategy is driven by two pillars, namely, Fighting Fraud and Corruption as well as Service Delivery Improvement Interventions. The office of the Governance, Risk and Compliance Deputy Director-General, currently led by Mr Imtiaz Fazel is driving Phase 2. The final phase of the Turnaround Strategy will be Phase 3 which is Sustainability and Growth.

Way forward

It was agreed at the Workshop that the Change Agents would be given appointment letters. Change Agent leaders would also be appointed in all regional offices and would be nominated from the Change Agents that have already been appointed in regions.



DG addresses concerned Durban service providers

By Reggie Ngcobo

Pictures By Reggie Ngcobo

Public Works Director-General (DG) Mr Mziwonke Dlabantu has met with concerned service providers working with the Durban Regional Office over late or non-payment for their services.

The DG was accompanied by the Department's Chief Financial Officer (CFO) Mr Cox Mokgoro and the Deputy Director-General (DDG): Regional Co-ordination Mr Butcher Matutle.

Service providers have accused the DPW of failing to pay them for services rendered within the prescribed 30-day period after the submission of invoices.



DG Mr Mziwonke Dlabantu

Mr Dlabantu's visit to the Durban Regional Office comes after the service providers staged a protest outside the office. The contractors led by their interim chairperson, Mr Sandile Ngwabe thanked the DG for attending to their grievances.

In response, the DG promised the service providers that their issues will be speedily addressed. He also warned DPW officials who neglect their duties that they will be dealt with. He also urged service providers to submit all the required documentation on time to prevent delays in the processing of their payments.

DG Dlabantu also made a commitment that he and the CFO will meet with all the parties to check on progress.

Meanwhile, the Director-General also met with the staff in the region to discuss various matters ranging from disciplinary issues, Property Management Trading Entity (PMTE), the audit outcome, change management, and fraud and corruption.

Staff members also voiced their concerns and challenges with the DG and got first-hand information on the developments in the Department.

Mr Dlabantu encouraged staff members to report any corrupt activities in the Department to him so that culprits can be apprehended.

For the staff visit session, the DG was accompanied by the DDG: Corporate Services, Mr Clive Mtshisa, CFO Mr Cox Mokgoro, DDG: Regional co-ordination Mr Butcher Matutle and the Acting Chief Director: Communications and Marketing, Mr Vuyo Bavuma.



DG visits rural municipalities in the northern KZN

By Reggie Ngcobo

Picture By Reggie Ngcobo



From left to right: The late Uthungulu District Municipality Deputy Mayor Mr Thulani Mashaba, Municipal Manager Mr Mandla Nkosi and DPW Director-General Mr Mziwonke Dlabantu

A special task team has been set up to assist in implementing the Expanded Public Works Programme (EPWP) projects in the Uthungulu District Municipality, north of Kwazulu Natal. It was set up after Public Works Director-General (DG) Mr Mziwonke

Dlabantu and his delegation visited the area in July 2015.

Mr Dlabantu was accompanied by the Deputy Director-General (DDG): Regional co-ordination Mr Butcher Matutle, Expanded Public Works Programme (EPWP) Operations Chief Director Ms Kelebogile Sethibelo, and the Acting Durban Regional Manager Mr Sduzuzo Simelane. Also in attendance from the Durban Regional Office were Director for Projects Mr Thuthuka Mbhele and KZN Independent Development Trust (IDT) Provincial Head Ms Nonhlanhla Khumalo.

The DG's visit to the area which is 80% rural, was an effort to forge good working relations between the District Municipality and the Department of Public Works. The Municipality is home to six local municipalities, including Umhlathuze, Nkandla, Ntambanana, KwaMbonambi, Umlalazi, Mthonjaneni and is home to more than a million residents, a large number of them unemployed.

Mr Dlabantu met with various stakeholders within the District, focusing on how the EPWP could be spread across the district, in a bid to address the high rates of unemployment and poverty in the region.

The District Municipal Manager Mr Mandla Nkosi applauded the DG's efforts and urged that there be continued good relations with the National Department of Public Works through EPWP, for the benefit of the people.

DG Dlabantu also urged the municipality to utilise all the EPWP sectors, advising the Municipality to put more effort to agricultural programmes, as the district is mainly rural and has plenty of vacant land.

Uthungulu District Deputy Mayor Mr Thulani Mashaba thanked the DG for visiting their Municipality and re-introducing some of the EPWP projects.

The DG and his delegation also visited a number of projects within the District, including the Mbongolwane de-bushing community project.

2015 Mandela Day in Pictures

By: Thokozani Ngema, Shudufhadzo Mudau and Tshuluzi Nkoana



Bloemfontein Regional Office staff members donated groceries to the St. Martin Day Care Centre in Mangaung in the Free State



Pupils from Lutholi Junior Secondary School in Libode, in the Eastern Cape with sanitary towels donated by the Mthatha Regional Office



Polokwane Regional Office staff members build a kitchen for the Bangwanate Disabled Project at Tshamahansi village in Limpopo



Pretoria Regional Office employees at the Khomotso Children Centre in Soshanguve, north of Pretoria



Nelspruit Regional Office staff donated groceries to the St. John's Care Centre in Barberton, in Mpumalanga



Head Office staff members at the Thoto ke Lesedi Early Childhood Development Centre in Laudium in Pretoria West

2015 Winter School in Pictures

By: Thokozani Ngema, Shudufhadzo Mudau and Tshuluzi Nkoana



EPWP to train hundreds of young artisans



By Michael Mokoena
Pictures By Michael Mokoena

In an effort to develop scarce skills in South Africa, the National Department of Public Works (NDPW) through the Expanded Public Works Programme (EPWP) will train a total of 330 young people across South Africa in various artisan trades.

The four-year multi-million rand EPWP Artisan Development Programme is an initiative of the NDPW, National Department of Higher Education and Training (NDHET), the Mechanic, Engineering and Related Services Sector Education and Training Authority (MerSETA) as well as 30 private sector companies.

The Artisan Development Programme is one of the key EPWP programmes aimed at skilling the youth and providing them with better employment prospects.

The Minister of Public Works, Mr TW Nxesi launched this programme in June 2015 as part of the government's programme to work with the youth and the private sector to move South Africa forward.

During the launch, Minister Nxesi explained that the youth of all provinces will benefit from this programme.

"The success of our people, especially our youth, remains in the hands of public private partnerships such as this one. In fact private companies are very critical in the growth of our economy and in our drive to deal with unemployment and skills development," the Minister said.

He urged young people to seize all opportunities offered to them. "Every young person must take responsibility for their own development and for the path towards economic freedom. While Government and the business community can provide these opportunities, young people themselves must take the initiative to develop themselves and those around them. We urge you to play a role in building a better, stronger and united nation," he added.

Delving deeper into the EPWP Artisan Development Programme, Minister Nxesi explained that the programme was aimed at assisting the youth to obtain Artisan status.

"The programme started in 2014 and by 2019 a total of 330 young people will have received Artisan Development training. The programme is jointly funded by the National Department of Higher Education and Training through the National Skills Fund, and the MerSETA."

He pointed out that the National Department of Public Works, through the EPWP entered into a Memorandum of Agreement with the MerSETA to project manage the training and placement of the learners in the MerSETA registered companies for apprenticeship training.

"The wages (stipend) of the learners are paid by the registered employers as per the relevant Bargaining Council rates," Minister Nxesi said.

He indicated that EPWP Participants (artisan trainees) were recruited from the present and past EPWP projects such as the National Youth Service, Working on Fire, as well as from EPWP sectors including Social, Environment and Culture, and Non-state Sectors.

"Preference was given to fully qualified candidates who met the minimum entry requirements for the trades as laid out by MerSETA and its companies. Some of the requirements include Matric Certificate with Maths, English and Physical Science or N2 qualifications relevant to the trades," the Minister said.

The Minister said that the EPWP participants will spend 3 to 4 years in the apprentice programme and that they will be exposed to both the theoretical and practical training.

"On-the-job training is altered with periods of training-centre-based learning. Apprentices also receive on-going mentoring with qualified mentors and a tailored development plan to ensure their success in the industry. At the end, the apprentices will undertake a Trade Test to qualify

and receive an Artisan Certificate issued by the Quality Council for Trade and Occupations (OQCTO)," Minister Nxesi added.

He said that 330 EPWP participants were being trained in various artisan trades such as Auto-tronic, Boilermaking, Diesel Mechanic, Automotive Electrician, Fitter & Turner, Motor Mechanic, Auto Electrician, Air-conditioning and Refrigeration.

"The EPWP Artisan Development Programme is based on a partnership between public funders and entities and private companies in which everyone wins. For the youth, they have been afforded an opportunity for lifelong learning - whilst earning a wage (stipend) - which will dramatically improve their standards of living," the Minister remarked.

Earlier during the event, Minister Nxesi led a high-powered delegation to a company called FLSmith Buffalo in Emalahleni where some of the EPWP participants (artisan trainees) are placed. The Minister congratulated all participants and all the private sector companies that are working with the Government and MerSETA to implement the R43 million EPWP Artisan Development Programme.

Testimonies by EPWP participants (artisan trainees)

Bridget Khoza (26) from Tzaneen in Limpopo - currently placed at PM Trading Connection

"Being part of the EPWP Artisan Development Programme has inspired hope in my family and in my community. I'm the first young woman in my community to receive EPWP training in diesel mechanic."



Lerato Khasoane (32) from Sebokeng, Gauteng - placed at Genrec Engineering in Wadeville

"Today I have dignity and confidence, thanks to EPWP! I am part of a developmental programme that will open the doors of success for me once completed. Already I'm able to look after my children with the monthly stipend I'm receiving."

Portia Khoza (24) from Emalahleni (Witbank), Mpumalanga - currently placed at FLSmith Buffalo (Pty) Ltd

"We thank the Government, MerSETA and all participating companies for giving us an opportunity to live our dreams! You have all given us hope for a better future and we are grateful. We urge you to extend this hope to more young people in South Africa. As young women, we have been afforded an opportunity to shine in a workplace that is dominated by men. We are receiving training in different areas such as assisting in building panels, wiring of machines, manufacturing of feeder breakers and in regular maintenance in the workplace," Khoza added.



Pretoria Regional Office bids farewell to Acting Pretoria Regional Manager

By Shudufhadzo Mudau

Pictures by Thokozani Ngema



DG Mr Mziwonke Dlabantu

The Pretoria Regional Office bade farewell to the Acting Regional Manager, Mr Molatelo Mohwasa on 02 July 2015. Mr Mohwasa, who had been leading the Regional Office for 17 months, takes up his new role as the Chief Director: Regional Coordination.

Amongst others, Mr Mohwasa will be responsible for establishing regional stakeholder forums and operations working groups to tackle the challenges that the Regional Offices are faced with and assist in finding lasting solutions. He will also assist in setting priorities in response to the needs of client departments and regional demands to enhance service delivery, and assist regions in the setting of annual performance targets on financial matters. He will also work with other branches such as Project Management, Finance and Supply Chain Management (SCM), Property Management, etc to ensure SCM compliance, project spending and timely payments of service providers. Mr Mohwasa will also work with regions and other branches to ensure seamless audit coordination and the implementation of Audit Action Plans.

Under his leadership at the Pretoria Regional Office, Mr Mohwasa has been advocating the Minister's clarion call for the fight against fraud and corruption and ensuring a clean audit by complying with SCM prescripts. He has had a number of meetings with staff at different levels, conducted workshops on Irregular Expenditure, SCM compliance; Day-to-Day (Unplanned) maintenance processes, and circulated a number of directives in the form of e-mails, circulars and management meeting minutes to that regard.

During his tenure at the Regional Office, Mr Mohwasa managed to reclaim Vlakplaas which has been illegally taken from Government for years. Under his watchful eye, the region has achieved high levels of water and energy savings through retrofitting to more properties, thus exceeding the targets.

Commenting on the environment and scope of his work, Mr Mohwasa remarked, "It is commanding about 40% of the entire departmental budget with a slew of challenges such as the shortage of staff causing people to act for long periods; low staff morale and poor communication or lack thereof with internal and external clients." He said other challenges included huge overtime payments due to capacity constraints; mismatch of skills; long sick leaves; fraud and corruption; poor time management; poor record management and huge irregular expenditure due to non-compliance with SCM processes. With the slow procurement processes leading to under-spending on projects and frustration of clients/end-users; underperformance of contractors, late payment of service providers, etc. it became clear that his role was a demanding one.

The Head of the Pretoria Regional Office Workshop - Chief Construction Manager Mr John De Wit thanked Mr Mohwasa for the work he has done for the region. "I have been with the Department for more than 37 years now and when Mr Mohwasa came as an Acting Regional Manager, I knew that he was the man who was going to listen to our needs. Indeed he did listen to us and he solved a lot of problems in the region. Although we still have some challenges that need to be resolved; we hope that the new Acting Regional Manager, Mr Mbuyi Dondashe will take us to the next level," said Mr De Wit.

The Director: Finance and SCM, Mr Mafemani Maluleke described Mr Mohwasa as a hard worker who is committed to his work and held the bull by its horns in the region. "Mr Molatelo, I don't know if you were popular or unpopular. If you were popular it means something was wrong. If you were unpopular, it means you were doing something the right way and I hope

where you are going, you will still demonstrate your versatility," said Mr Maluleke.

The Director-General Mr Mziwonke Dlabantu had also expressed his sincere sense of gratitude to Mr Mohwasa for having steered the ship for the period he has and that he will be redeployed to other functions in the Department.

Mr Mohwasa has been with the Department for the past 14 years. He started at the Cape Town Regional Office in 2001 as an Accounting Clerk Grade II, moved to Bloemfontein Regional Office from 01 February 2002 until February 2004 as a State Accountant. He was later promoted to an Assistant Director at Head Office and managed the Pay Master General (PMG) of the main and trading account. In April 2006, he was promoted to a Deputy Director at Head Office responsible for the compilation of the DPW's Annual Financial Statements in the Reporting and Reconciliations unit. He spearheaded the linking of our PMIS/WCS to the National Treasury's Safety Web system and developed a Supplier Register form which is now used by many departments including the National Treasury. After four years at Head Office, he was promoted to a Director: Finance and Supply Chain Management post at the Port Elizabeth Regional Office.



From left to right: Mr Molatelo Mohwasa, DDG Regional Co-ordination Mr Butcher Matutle and the new Acting Pretoria Regional Manager Mr Mbuyi Dondashe

Mr Mohwasa, who holds a B-Tech in Finance and Accounting (Public) moved back in July 2013 to the Head Office in Pretoria from Port Elizabeth to work as a Director in the Office of the Chief Financial Officer (CFO). He later acted as the Chief Director: Supply Chain Management and introduced circulars in an ambit to streamline procurement processes and clear confusions on delegations. His hard work at the Office of the CFO saw him being appointed Acting Pretoria Regional Manager in January 2014.

Delivering his speech, Mr Mohwasa remembered the first time he received a phone call from Minister TW Nxesi while he was the Acting Regional Manager. He said he fixed his tie up, wore his jacket and tidied his desk as if the Minister was physically there, watching him. "I was very excited to receive such a call from the highest office and luckily handled it well. As time went by, I got used to it because I was even getting calls from the Presidency and other members of the executive because I was managing the Prestige Unit," chuckled Mr Mohwasa. He thanked his new supervisor, DDG Regional Co-ordination for the support he has given and continues to give him. He also thanked other senior managers who supported him while managing the region. He said managing the region was indeed a roller-coaster ride, because he would get complaints from all and sundry. This is simply because the Pretoria Regional Office manages the head offices of national departments as well as strategic buildings such as CIVITAS, the Union Buildings, Ministers' residences, etc. and therefore without support and strong pillars, it would have been difficult. And with the powerful words of Dr John Tibane, he ended by saying, "Habits uncorrected are habits repeated, and habits repeated are results repeated."

The new Acting Regional Manager Mr Mbuyi Dondashe said he was humbled by the Management and EXCO's decision to appoint him. "Judging from what has been said about Mr Mohwasa, it looks like I have big shoes to fill. We have to work together to prove that as a team, we can achieve and solve the problems that have been highlighted before," said Mr Dondashe.

FAMILY TIES

Addressing Technical Capacity Constraints within DPW

By Evelyn Bramdeow (Communications Specialist - Council for the Built Environment)

A wise old saying goes, "A problem shared is a problem halved". It is with this mindset that collective quarterly engagements began in the Department of Public Works' family, including the National Department, Provincial Public Works departments and DPW entities, to discuss the built environment skills pipeline strategy. The Council for Built Environment (CBE), one of the DPW entities, hosted the second engagement on 07 July 2015 at its offices in Pretoria.

Chaired by Ms Vangile Manzini from the DPW National Office, the forum gives a platform to the representatives to work towards a consolidated approach to skills development within DPW, nurturing current strengths and working on identified weaknesses.

Acting CBE CEO, Mr Pieter Fourie outlined the CBE's programmes that address developing the skills pipeline, these being:

1. The Maths and Science Support Programme for school pupils from Grades 10-12
2. The workplace Training Programme, with its two components of:
 - 2.1 Interns Programme where students undertaking tertiary study in BE academic programmes need to complete a practical component in a workplace environment for their study programme.
 - 2.2 Candidacy Programme for BE graduates who need experience and exposure in relevant work areas to register as professionals.

A recap of the meeting prior to this one indicated it was largely an audit of the vacancy and recruitment status in each province. Feedback from DPW Provincial representatives was that offices were in the process of recruiting the correctly qualified human resource for infrastructure delivery.

This meeting goes a step further, looking at how the Infrastructure Delivery management System (IDMS) and its associated imperatives are impacting on structure and recruitment.

Mr Joseph Komane, from the CBE Skills Department, presented the CBE skills pipeline strategy. The provinces in turn also shared their current status regarding aspects of developing capacity (such as candidacy and mentorship, artisans, professional registration). Notable were the provinces' liaison with the built environment councils.

Ms Nana Mhlongo from the CBE's Research and Policy Department discussed the two CBE's research projects of relevance which are:

1. Occupation Specific Dispensation (OSD) which looks at how to attract and retain BE professionals in the public sector.
2. The number of professionals that are currently in the public sector and their development trends.

These projects explore ways to improve the morale of current employees, with benefits of study, training and development opportunities in an effort to retain talent and expertise in the public sector.

This platform will be reporting on the outputs of both of the research projects. Delegates can also look forward to interrogating a pool strategy for the DPW family at the next meeting.



ENTERPRISE RISK MANAGEMENT

By: Ernest Modise

INTRODUCTION

- Risk Management is part of our day-to-day activities, it is not a different science as we are constantly managing risks daily.
- When applied by management and staff consistently, it can improve decision-making.

LEGISLATIVE FRAMEWORK

Section 3.2.1 of Treasury Regulations issued in terms of the Public Finance Management Act (PFMA) - states that the Accounting Officer must ensure that a risk assessment is conducted regularly to identify emerging risks in the Department. A risk management strategy, which must include a fraud prevention plan, must be used to direct internal audit effort and priority, and to determine the skills required of managers and staff to improve controls and to manage these risks. The Strategy must be clearly communicated to all officials to ensure that the risk management strategy is incorporated into the language and culture of the institution.

LEGISLATIVE FRAMEWORK

Public Finance Management Act – Section 38(1)(a), 44 and 45 of PFMA (Act 1 of 1999) states that the Accounting Officer of a Department must ensure that the Department has and maintains effective, efficient and transparent system of financial, risk management and internal control. Section 38 (1) (d) of the PFMA also states that the Accounting Officer of a Department is responsible for the management, including the safeguarding and the maintenance of assets and for the management of the liabilities of the Department.

LEGISLATIVE FRAMEWORK

In terms of King III, management should make use of generally recognised risk management and internal control models and frameworks in order to maintain a sound system of risk management and internal control to provide reasonable assurance regarding the achievement of the organisational objectives with respect to :

- Effectiveness and efficiency of operations,
- Safeguarding of the state assets (including information),
- Compliance with applicable laws, regulations and supervisory requirements,
- Reliability of reporting; and
- Behaving responsibly towards all stakeholders.

ROLES AND RESPONSIBILITIES

CORE FUNCTIONS WITHIN RISK MANAGEMENT

Risk Management Unit is an internal function within the Department, independent from the Internal Audit function.

Risk Management Unit reports to the DDG: Governance, Risk and Compliance of the Department.

The role of the unit is to **coordinate and facilitate** the implementation of the risk management processes of the Department.

IMPORTANT DEFINITIONS

What is a risk - any future consequence of an event or action that is occurring or which has a reasonable chance of occurring, which could undermine the achievement of the Department's strategic objectives.

What is Risk Management - It is a systematic process to identify, evaluate and address risks on a continuous basis before such risks can impact negatively on the institution's service delivery capacity.

CULTURE OF THE ORGANISATION

A common misconception is that Risk Management transfers the responsibility for risk from the line managers to a centralised bureaucratic unit.

In fact, the opposite is true. A universal principle of Risk Management is that risk must be managed by the business unit that incurs it.

ROLE PLAYERS IN COMBINED ASSURANCE

Internal Audit (IA); IA will provide independent assurance on the effectiveness of the risk management process implemented at the entity.

External Audit (EA): The external auditor will provide an independent opinion on the effectiveness of risk management.

Other role players in Risk Management

- Compliance Unit
- OHS
- Security
- Fraud and Anti Corruption Unit

ROLES AND RESPONSIBILITIES

OVERSIGHT RESPONSIBILITIES

Executive Authority (EA) : The EA should take an interest in risk management to the extent necessary to obtain comfort that properly functioning systems are in place to protect the entity against significant risks

Audit Committee (AC); The AC is an independent committee responsible for oversight of the entity's control, governance and risk management. The AC provides an independent and objective view of the entity's risk management effectiveness.

Risk Management Committee (RMC) : The RMC is appointed by the Accounting Officer (AO) to assist the AO in discharging his/her risk management responsibilities. The RMC should review the risk management progress and maturity, the effectiveness of risk management activities, the key risks facing the entity and the responses to address the key risks.

RISK MANAGEMENT SUPPORT

The CRO is the custodian of the risk management strategy as well as the coordinator of risk management activities throughout the entity. The CRO is to bring his/her specialist expertise to assist the entity to embed risk management and leverage its benefits to enhance performance.

Risk Champions responsibilities involve intervening in instances where the risk management efforts are being hampered.

RISK MANAGEMENT IMPLEMENTERS

Accounting Officer: The AO is ultimately responsible for risk management within the entity.

The AO approves the risk management policy and framework and provides leadership and guidance for the implementation.

Management: Management is responsible for executing its responsibilities outlined in the risk management strategy and for integrating risk management into the operational routines.

Other Officials

Other officials are responsible for integrating risk management into their day-to-day activities.

They must ensure their delegated risk management responsibilities are executed and continuously report on the progress made.

RISK ASSURANCE PROVIDERS

Internal Audit (IA): IA will provide independent assurance on the effectiveness of the risk management process implemented at the entity.

External Audit (EA): The external auditor will provide an independent opinion on the effectiveness of risk management.

LET US ALL PLAY OUR ROLE WITH DETERMINATION IN ENSURING THAT DEPARTMENTAL OBJECTIVES ARE MET!!!!!!!!!!!!!!!!!!!!!!!!!!!!

GOVERNMENT EMPLOYEES MEDICAL SCHEME (GEMS)



Healthcare update from the desk of Dr Joe

August 2015

This National Organ Donor Awareness Month speak to your family about organ donation

South Africa has been a leader in the field of organ transplantation, with the first successful human heart transplants having been performed here, as well as the first successful penis transplant earlier this year. However, there are still not enough South Africans registering as organ donors.

Organ donation is a subject that many people shy away from because it brings up somewhat uncomfortable thoughts about our mortality. But bear in mind that there are approximately 4,300 South Africans, including many children, in need of organ or cornea transplants.

According to the Organ Donor Foundation, each registered organ donor can potentially save the lives of seven people. There is no cost attached to becoming an organ donor.

Discussion with family members is vital

It is important to consider the question of organ donation and discuss it with your loved ones. Each of us may, one day, find ourselves in the unfortunate position of needing a life-saving organ transplant. If you would be willing to accept a donor heart or kidney to save your life, then it is also your responsibility to register as an organ donor yourself.

A study of South Africans' attitudes towards organ donation some years ago by the Cardiac Unit of Groote Schuur Hospital found that across various cultures, people were more willing to donate their own organs than those of their close family members.

This suggests that frank discussions with our loved ones about their attitudes towards organ donation might help to alleviate these concerns. In any event, it is good

policy to know our family members' wishes on important matters, like Do Not Resuscitate orders or organ donation, in case there comes a time when they are unable to speak for themselves.

At least 21 different organs, such as hearts, livers, kidneys and tissues, can be successfully transplanted into patients who can then expect to survive for years or even decades.

Any healthy person who does not suffer from a chronic disease that could have a negative impact on the health of an organ recipient, is a suitable candidate for consideration as an organ donor.

It is also important to remember that the bodies of organ donors are treated with great respect and are not disfigured by the process. The body is then returned to the family for burial or cremation.

Organ transplant is the treatment of choice for many diseases, including end-stage kidney disease and cystic fibrosis, but all too often a suitable organ is not available to meet the ever-increasing demand for organ transplants. If there were more donors, however, the likelihood of finding suitable matches would greatly increase.

Registering with the Organ Donor Foundation is free of charge and is a simple process that can be completed online. However, even if you register as an organ donor, remember that your next of kin would have to sign the consent form if something happens to you, before your organs can be removed to help someone who needs them. This is another reason why it is vital to discuss this with your family and reach an understanding regarding organ donation.

Organ donation as an expression of Ubuntu

Organ donation, although a modern concept, is essentially an expression of traditional values shared by many different cultures and, in South Africa, commonly associated with the notion of "Ubuntu".

Archbishop Desmond Tutu has described the idea of Ubuntu as encompassing human interconnectedness: "You can't be human all by yourself, and when you have this quality – Ubuntu – you are known for your generosity".

This idea of extending the lives of others through donation organs when they cannot be of any further use to us is the ultimate expression of generosity.

Your heart, for example, could keep someone else's mother, father, husband, wife or child alive. If your positions were reversed, would you not want a donor's organ to keep you or one of your nearest and dearest alive? This is the fundamental question you need to ask yourself, then ask: 'Why am I not yet a registered organ donor?'

Issued by : Martina Nicholson Associates (MNA) on behalf of GEMS
 Contact : Martina Nicholson
 Telephone : (011) 469 3016
 Email : martina@mnapr.co.za

In Memory of Our Fallen Colleagues



Mr Rakau Andries Bopape from the Pretoria Regional Office



Mr Phorwane Mphahlele from Head Office



Mr Robert Daniels from the Port Elizabeth Regional Office



Ms Matshidiso Salome Maphoto from the Polokwane Regional Office



Mr Baile Joseph Metsileng from the Mmabatho Regional Office



Mr Mzwabantu Nomntsense from the Cape Town Regional Office

May your souls rest in peace, you will always be in our thoughts

Happy Birthday to the following colleagues born in August and September

01 Aug

JULIES DAVID ANDRIES
VAN DEVENTER MARIA ELIZA
BETH
KHWELA THOBKILE VETANTIA
DAYIMANI VIVIAN
NZIWENI KELELLO
FATA SIYAMTHANDA
JAMES NOSIPHIWE
ODEBOJU AYODELE AYINLA
MASHIANE PHUTHI CATHERINE
DANTILE SIVUYILE SYDNEY
NARE RAMATOBA MARKS
NKOSI SINCERELY CEBSILE
MOLEPO MMATAU CLARA
TOLIBADI AFRIKA
RAKAU MPHONG TREVOR
MULAUDZI MUKONDELELI
MMODONG KATLEGO
ZULU BUTONA JIMMY

02 Aug

MONARENG LUCAS SELLO
POOVAN ANDREW JOHN
BEZUIDENHOUT LEON
TSHABALALA LUNGILE OWEN
TEASE MAMODUPI ALICE
SEK GALABYE KHOLOFELO
MANZINI VANGILE PETRONELLA
KHANYILE ROSINA
SICWEBU ANELISWA
MBUKUSHE VETMAN
MUZWOKULUNGA
MYEKO SIVUYILE BABALO
MASHIANGAKO SELAMODI
PETER

03 Aug

MASHILE MBOYANA JONES
DLAMINI MANNINI JEMINA
SWANEPOEL ANELEEEZ
LETSOAKA MEISIE SELINAH
MABUNDA MONICA
SHIBAMBU CAROL
MBHELE PHINDILE
SEKWELE REBECCA SENAI
MONAMA MANTHEKELENG
MOLEKOA MOREMME JONAS
NTUKWANA THEMBELANI
MARTIN
SIHYA NDYEBO
MOKGWETSI VINCENT LUCKY
MOGOMOTSI JOSBETH MM
RANTSAAE
NTSOKO JOYCE JESSY MAT
HOBOLLE KGOPOTSO
MUTHIVHELI KHATHUTSHELO
CHRISTOPHER
APPELS GAYNOR
NKWANYANA PATRICK MFANU
ZOTHI

04 Aug

MOKONE DORAH
MFEKA NTOMBENHLE CRES
ENCIA
TSHABALALA SYLVIA
MNISI SIBONGILE PAULINA
MAONA KGABO CASSIUS
MOHUBA THABISO
MASHELE KURHULA MILLNETH
KHORORO MANGOAJANE CLAURINA
MOKONE MOEKETSI CARLSON
SITHAHALA ZWIDOFHELANGANI
MBUTHO NHLANHLA
PHANGISA NYELETI RUTH

05 Aug

BRYANT PAUL FREDERICK
MOTLOUNG MOSALA SELINA
SASMAN MARK IAN
JOUBERT ANDRE JOHANNES
MALULEKE MAFEMANI JOHN
WHITE ISAAC BILLY
MALULEKE RITO BRIAN
TRICAM URICO JUSTIN
NGUBANE SENZENI
MONGANE NOSIYABONGA
PORTIA
MNDAWA VUSI HAMILTON
MBATHA NANA FLORAH
SERAME MAMOKEBE LYDIA
LUNGISWA
MKHATSHWA GOODNESS
PHUMZILE
MZIZI MAHADI MERRIAM
NDLOVU ALBERT
MABUNDA TSAKANI HAPPI
NESS
MUNYAI MAVIS

06 Aug

RIECE PETRUS STEPHANUS
MANUEL WILLIAM
ZIDE NOMVUZO
MAKKA TOLIE
KGARE SABOME LETHABO
MALGAS NONCEDO
KHUMALO MANDLENKOSI
MBUYAZI REUBEN NTOKOZO
LEDWABA RAMASELA JOHANNA
FABER HELEEN ANTOINETTE
MODIBA SELLO MATTHEWS

07 Aug

PUREN MAUREEN
NCAMA MOLLY
MOHALE KATLEGO JAMES
MHLANDLENI LANDISWA
NGIDI RICHARD BONGANI
THAKOORDEEN AJITH
MALATJIE MASILO HAMILTON
ZUMA PHILISIWE AUGUSTINE
ZUMA MANDLENKOSI EMMAN
UEL
SETSHOGOE ABNER MOKOBI
MATIDZA THANYANI AUDREY

08 Aug

NGOMANE MANGKITSING
MARIA
NKADIMENG MAKITIMELE JOHN
SHOZI DUDUZILE BEATRICE
MOLOTO NTSHADI JOCOBETH
MALULEKE NTAMU RODNEY
MTSHALI THAMSANQA THABA
NI ARCHIE
MOTIANG PHILEMON NICKY
BOY

MHLAHLA SISANDA
DOYIYA XOLISWA
JOHNSON CRAIG VIRGIL
MATHINYA THABISO JO
HANNES
SEPHEU MADITLHODI BATLILE
PIKA-ZONKE NOZUKO
NDLOVU NTOMBI CYNTHIA
RAMOKGOPA SELAELO FAITH
VAN DER MERWE BEATRIX
ALIDA
RATSELA ELIZABETH LEFEN
TSE

KWINIKA EDDIE EDWARD
HLONGWANE TSAMAWU MA
RIA
TUBE SEUTLWADI PHISTUS
SIWEYA MAHONGU ROBERT
BOLTMAN RUWAYDA

09 Aug

EMPTEMBER PAULINA
MOLISE PHILLIP
RAKGATE NOMADUKU MARIA
NCONGWANE FLORENCE
NOMSA
LAWRENCE NORMAN
MATHETE LEHLOGONOLO
MOSIA THABO ARENDSE
MNDAWA KEDIBONE LOUISA
MASEKO NICHOLINA THANDI
NDABA NOMPUMELELO EDNAH
RASELEPE TShePO
MOKETE MAMPHAFANE THATO
NYUNGWA YOUSEF SAAD
FRYLINCK ANNERIE

10 Aug

MAKATEES SYLVIA
THUBANE MATHAKGO EVAN
GELINA
NTULI SIZANI ELIZABETH
MAHLANGU THANDI LINDIWE
NAIR NELSON
SOMDYALA ZIYANDA ZENITH
FROST JAMES GERALD
MPHAHLELE MAREI ALFRED
MSEBI PHOZISA
KALIPA NOMHLE
MLUNGWANA PUMELA
MADOPE ASANDA
ZUMA BUSISIWE PROMISE
DANIELS KATRIENA
AFRIKA MAIPATO MIETA

11 Aug

THEUNISSEN LOURENS AN
DRIES STEPHANUS
MPALWENI CHARLES
BLAINE KAREN ANN
PHAHLANE KOMPU ERIC
MZINZI AUDREY NQABAKAZI
MASEMOLA JULIA NOMGIDI
MKALUPI NONTOBEO OBEDIENT
MKHIZE JABULANI CAIROS
LUSHABA DELISILE MARIA
MGIJIMA PATRICK KHAYALETHU
TWWALA ZOLILE DONALD LINDA
SOKHULU KHANYISILE
GUMEDE SHONGANI PENELOPE
GRIESEL JOHAN PETRUS
KHANYILE WISEMAN NKOSINATHI
MAKHUBO SIPHO JACOB
MCHUNU THOLAKELE VELEPHI
MOTLOUNG NOMASANTO ALETTA

13 Aug

WOLFAARDT JACOBUS MARTHINUS
MALELE ECKSON ERJOS
SEIPEI MODIBE TITUS
PRIME TANIA ELGA
NDLAZI TEMBELA
MASUKU INNOCENT PHUMLANI
NIKANI MNCEDISI NICHOLAS
NENGWANI ROSINA
MTHEMBU ZIBUYILE BEAUTY
MAKHOMFANE BABALWA
SIBIYA LEAH LUNGILE
MASALESA MORWESI DINAH

12 Aug

BLACKMORE JOHN WESLEY
VAN RENSBURG GERHARD DANIEL
MOSWEU JAMES KHOMOTSO
KGOPA ELIZABETH RAMATHA
BAKHA
POSWA NOLITHA BRIDGETTE
SOPIKA LUNGISILE GIBSON
SILA LANDIWE OCTAVIA
MSIZA NELSIWE
MATLANYANE MATSELISO ADE
LINE
SOPIKA LUNGISILE GIBSON
PHAKOAGO MORWAMAJANE AL
PHEOS
SOLOMONS JOHN ANTHONY
SILAUULA BENEDICK
DLAMINI GABISILE

14 Aug

PILLAY ANAND
DLAMINI BHEKU SIMON
CHAUKE XITSHEMBISO NEFTAL
VOKWANA LIZIWE
MOKGOTHU TANKISO RUTH
SHILENGE NKAMI LAURETTE
NEDZINGAHE NTEVHEDZENI BRAIN
YOKWANA NTOMBEKHAYA ROSE
ANNE
SEREI MOHETIE BEN
SKOSANA ANNAH SMANGELE
MASHIYANE ZUKO THEOPHILUS
MAJOZI NOKWANDA ZAMA

15 Aug

KLEINHANS PETRUS HERODUS
BADENHORST HENDRIK JOHANNES
KHUMALO DUDU GOODNESS
MATIWANE NOLINDO MIRRIAM
RAMUHALA TSHIMANGADZO VIC
TOR
DIRKER JULES IGNATIUS
STEVEN XOLANI
MOAGI KHANYISA MAVIS
MAKAMA JOHN PERCY
XOLIZWE SANDISO
HURST WAYNE STANLEY
DAINTREE KELLY NICOLE
NDLOVU NTOBEKO SINETHEMBA
MLAMBO VUYO KENNEDY
BALENI MUSA CLEMENT

16 Aug

SIMELANE AMOS MHLUPHEKI
MOOI GCINIKAYA
KOBO THANDI
MOBILE NOSIBULELE
MCHUNU BUYISILE

17 Aug

SESINYI SELLO PETRUS
HLABIOA MALOME MPHONG JOSEPH
MALGAS NICOLAAS IZAK
JACOBS TERSIA
NENE NOMONDE PRETTY
MANYAGE MASHUDU SHIRLEY
KHOZA EMMAH MARHEGWENI
FAITH
MASELESELE MAANEA PERSEVER
ENCE
LEGONG SHIBE FAITH
LANGA MAKHOSAZANE PATRICIA
MULANGAPHUMA LUFUNO
MATUTOANE THABO JAMES
ZABA SATSISI CHANCE
MASEKO MATHILDA FREDAH
LANGA NTOMBENHLE CECILIA

18 Aug

DE BRUYN THEUNIS JOHANNES
VAN DER BYL KEVIN CARLISLE
RAPHITANE MAKWETE KLAAS
BEZUIDENHOUT JAN HENDRIK
NGOATJE MANGOU HOSEA
RAMBAU ZWIITANI NNDWAKHULU
MAHLANGU ZANELE JOHANNAH
NTSAMBAM NOZUKO
RANAPE MANTHE RINKIE
HLAISI MOTSHWANETSI LERATO
MABENA JACOB
OSLER CECIL JOSEPH
SITHOLE FISANI ROSETTA
KWEYAMA BEN
MDLUNGU SIPHENDULWE
LEFEFA MASIYANE BENEDICT
VON BUCHENRODER CATHERINE
ROCHELLE

19 Aug

TUNZI MAUREEN NOKWEZI
JACOBS YVONE EVA ROSIE
MASHILE NELSON
RANCHOBE MPAI MILLICENT
MASETI NALEDI
DIBA YOLENDA NOMBIYISELO
MOKGALAGADI THUSO BENNET
MALEKA ITEMOGENG ISRAEL
MEKOA VIOLET MMALETSATS
NKOMO MARGARET DIKELEDI

20 Aug

NDHLOVU BETTIE
MARUMO SAMUEL MAKANYE
PRINS MARY MARIA
MILLER QUINTON JOHN
LAMPRECHT SANDRA
MASHABA JEREMIAH MPHONG

MAVUNDLA NOMALANGA MILLICENT
MAJOLA EMMANUEL SITHEMBISO
TENZA NONDUMISO MARRION
MAAKE DESMOND

21 Aug

VAN ROOI HANS JACOBUS
NSIBANDE MATUTU SUSAN
MOEKETSI WILLIAM
THEMBA ELINAH SIBONGILE
MGOBOZI THANDEKA ALLESON
DE VILLIERS ADRIAN JOHN
MOLATI LEOBEA SYDNEY
MYOYO NOMBUYISELO HAZEL
KLAAS MWELELI CLIFFORD
MUNYAI MOLLY
MBETE BULELWA THELMA

22 Aug

WILLS RHONA CHRISTINA
GAMEDZE THEMBINKOSI TUMELO
DINWA VUYISWA FLORENCE
RHODAVUYISEKA
MALUNGANE FANNIE BOLANE
SOLOMONS CECIL CLIFFORD
MDLALOSE NHLANHLA INNOCENT
SKITI ROSALIA TEMBEKA
MELESI DIEGO LEFA
MALETE MOLAHLETJI FLORA

23 Aug

MOREMI PAULINAH
MEYER JAN
HARTZENBERG SAMUEL STANLEY
EMERO DONALD
RAMARU CLEOPATRA
THAKANYANE GORDON TSIETSI
MOLALE MPELEGE MILDRED
TOONA JEREMIAH LESETJA
MAHOKO NTOMBOVUYO
KUMAKO CHUBA SYLVIA
LEGOTE MOTLAPELE VICTOR
MATLOGA ALFRED MATLOGA
MAFOHO LEOBANG GODFREY
SIDUMO BOITUMELO JOYCE
NGUBANE NONHLANHLA
MUKWEVHO MUKONDELELI TINY

24 Aug

MOKGOTHU NYAMEKA VIVIENNE
MAKITSHI PRUDENCE NYAMEKA
ERASMUS JAN BONGANI
MASENG SYLVIA AETSIWEEMANG
SELETELA KOLOBE THOMAS
EMMANUEL
GULE MAKHAHLISO ALINA
MAHLANGU THULLY HAPPY
NEMAMBWEA HOSALANI VINCENT
MOTLHATSWI PULE FRANS
MAPHANGULE AVHAPFANI ELIZA
BETH
MAKUNIKE CINDERELLA CHIDO
CHASHE
MAGWAZA COLLIN LINDA
MOKOPAKGOSI TSHOLANANG
CHRISTIAN

25 Aug

BALOYI HLOKOE JOHANNES
MATHABE JOHANNA
ROWE GREGORY MELVIN
KUNENE BETTY FUZZY
SITHOLE BHEKICALA ALFRED
SMITH JACOBUS JOHANNES
KHUMALO SIBONGILE PATIENCE
SIBIYA PETER SIDWELL
PAPIER JACO
MAZIBUKO EUGENE CASSIUS
MTHOMBENI REUBEN
MOSOANE NOMVULA LEAH
MOJAKI KEATLARETSE CATHRIN
MADONDO SIBUSISO BLESSING
MERAPE KENTRIDGE MOKWENA
MODUKA MAHLOMOLA MESHACK
LEKGOHOANE MATSHEGO
RICHARD
MAFULEKA BONGANI PHILA
RAKOMA GLADYS BATHABILE
MPHAHLELEJOY CONRAD MAMAK
GEME

26 Aug

SITHOLE MAPHOSO STEPHENS
NKONYANE MHANVU MOSES
JANSE VAN RENSBURG PETRUS
JOHANNES
KLAAS JOHANNA ZUKISWA
NKOKOTO MOKELA ELVIS
NDIYANE NOMNANDI ARETHA
FONO SIZWE SOLOMON
MUNDALAMO MULISA
MBATHA MAPHEFO JANE
TSHALANE SIYASANGA
MAIMELA NOMPUMELELO CECILIA
MALITSHA NDIITSHENI
ZULU MAMPONE LUCIA
GONYELA NOMPUCUKO CON
STANCE
VISSER RONEL

27 Aug

MARITZ MARIANNA
DE VILLIERS JENNIFER MARGRET
BALE MUHANGANEI ELIZABETH
JOUBERT JOHANNA SUSANNA
SOPHIA

RAMOLLO MPOLOKENG
DUKADA NQABA DONGIES
MAKELANI NOLUTHANDO
MAUGANI TSEISI LAWRENCE
MBETHE BRENDA NOMBASA
MASIKE MARIS MOTSHABI
MORTA PEDRO LUEGI
SEREPO MMONI LUCAS
MOLA TSHEPO JOANA
NDLOVU PRINCE THOKOZANI
MALEBANA MOJALEFA PATRICK

28 Aug

CELE DELANI SIMON
SMITH STEVEN CLIVE
MASEKO SANDILE THOMAS
DOLPH MARTHA
NEDZAMBA NDWAYAMATO ALBERT
MATUMBA MUAMBIWA MARGARET
KULA MOIPONE FRANCINA
MAHLANGU JOANAH
MATUNSI NKISE JANET
OLIFANT MIRRIAM MOTHIBI
NGEOBO GRACE PINKY
MAKGOHOKGO MMATSHEBA
BETTY
CELE RICHMAN SIKHUMBUZO

29 Aug

MAKATINI ZWELABO
BALL VERNON PATRICK
WASSERMAN ELIZABETH
RAKGOALE PHEAGANE ESROM
CHULE QAPHELISIWE
STRYDOM MARINDA
JIYANE WILLIAM KAPOK
MAPHUMULO NTOMBENHLE FAITH
SHANGASE SIBONGILE JUBILET
SOATO BAHEDILE SAME JOICE
TONI BANGIKHAYA
MNISI PHUMZILE GOODNESS
MASHININI MBITHA GETRUDE
HLONGWANE HLOPEKA SAMUEL
MARUPING GOITSIMANG VERON
ICA

30 Aug

SMOOK ALBERTUS WILHELMUS
NAPPIE SUSAN MARTHA
PUTTER HILDA JOHANNA
SPEELMAN JOAN
MBAMBO THANDANANI
LINTNAAR PIETER
THABA DAPHNEY MATLAKALA
BUNU MZIWANDILE CHURCHILL
NDABA MTHUNZINI NICHOLAS
TIME MELIKHAYA SEEBRIGHT
MAHLONG MALOSE SAMUEL
MOKWENA MANTWA HELLEN
VAN JAARSVELD WYNAND
JOHANNES
ROSSOUW BENJAMIN JONATHAN
LUKHALO NOMSA
BUNGE NOLUTANDO
KWALE MAKATHINYA ADELAIDE
NETSHISAULU NDIHVUHO
CHARLES
TSHABALALA MASEGO BENEDICTA

31 Aug

NYATLO LESIBA ALPHEUS
MABUZA NTOKOSANE MATHEW
HAINSWORTH GARY ALAN
NGWENYA RICHARD
NALEDI NTHABISENG INNOCENTIA
QONGQO THEMBA SHERPARD
MAEELA SEPONO PHILLIP
RAMONOTSI MOHASE MOSES
LUCAS
MAPHOTO MATSIDISO SALOME
XABA SANDILE PERCIVAL
GAOLEFELWETSHEGOFATSO
HILARY
BEUKES CHRISOPHER WILLIAM
SOWDEN ANNA GLODINA BRINK

01 Sept

MOHLALA MOHLONGO RENIAS
KHOBOSI NDOISILE MESHACK
NAIDOO SIVAGAMIE
OSBORNE GEORGE
MOKONENI THANDI
MKHIZE HLENGIWE GENTLENESS
MAZULA SEBE WISEMAN
XENTSA AKONA
MOTAU KAGISO CLEMENT
NDZAMELA-RASMEINI LELETHU
NDWANDWE FIKILE ANGEL
DHANIRAM RAKESH
TSHIBALANGANDA CYNTHIA
TENDANI
ADAMS MUSHFIQAH
WATSON TOLGHA
SOUWITZSKY MARTINUS JACOBUS
MANDIWANA THINAVHUYO JOEL
ABRAHAMSON TOYER
SKHOSANA WILLIAM MKHONDO
DYASI MANENE STANFORD

02 Sept

ZULU THEMBANI JOANA
VAN ZYL JACOBUS FREDRIK
DANIEL
NDLOVU GIBI ALFRED
NTSANA ELLEN BUSIWANA

Happy Birthday to the following colleagues born in August and September

SOBANTU REBECCA LESEGO
RUBHUSHE THEMBELA
KHANYEZA BHEKISISA HAMILTON
NKOMO DORIS SOYA
OLSEN ESMERALDA
STEVENS LORAINNE
CENGIMBO APHELELE
CAROLUS MELANIE VERNERINE
MAHLATJIE MOKGALA REUBEN
NTOZAKHE ALSON BANGILIZWE
DANIELS SAUL JOHANNES
JAKOBUS ABRAM
NETSHIDZIVHE MUSHAISANO
MARIA

03 Sept

KHOZA NOMALIWA PATRICIA
SMITH CHRISTIAAN BURGER
MATSEKE ALPHEUS TSHIMA
SINGH RANVEER
NJOKO STHANDILE
BALOYI TSAKANE PAULVIA
MUVHANGO DAKALO
MOKOENA JACK LESIBA
MSOMA MMASHIBU SYLVIA
MNCIBI MSIZI ASSISTANT
NETSHIFHEFHE VHENGANI
VERONICA
MOTSOENENG DAVID LANGA
COSA SANDISO GLADWIN

04 Sept

MOKWENA IVY DOROTHY
JULIES ALBERTUS DANIEL
ZANTSI KGOMOTSO
MASINGE VINCENT TONY
MFUSE SESI BEAUTY
SENYOLO SELATAKE PETER
MBEMBEI MONICA ANELA
NTONO LESEGO BRADLEY
MAHLANGU NKULULEKO LWAZI
MATSIE MANYANGAYILA ELVIS
NJOMA MARIA CONNIE
VENFOLO ZANOXOLO SIMMINGTON
MTHOMBENI ADAM NYIKO
TOMQHAMA

MASOLA LIBAKISO AGATHA
MAROGA HANGALALA JACOBUS
NZAMA PATRICIA NOLWANDLE
XOBOLOLO MLUNGISELELI
PETERSEN RONALD ARTHUR

05 Sept

MAZIBUKO BUSISIWE PHUMELELE
MOLEON THOMAS
KRIEL JOHANNES PETRUS
PARAW SORAYA
MOSEKI PERTUNIA KEABETSWE
NELSON ANDRE DONNOVIN
MBHELE KHONANGENKOSI
BRAVEMAN
SIBIYA VICTOR SABELO
SIMAYI ZUKISWA ETHEL
NONDZE XOLISILE WELCOME
NGUBANE NDABAZOMUZI
INNOCENT

06 Sept

NEMAHUNGUNI NYAMBENI ELISA
SELEKA KEBAWETSE SOPPHY
PELSER JOHAN VAN ZYL
MOTLOKOA IGNETIUS MORENA
MOJELA KGABO EGLET
MATLAWA JACOBETH MEETSEN
YANA
BLANKET ANSLEY ANTHONY
ASHLEY
DE KOCK ISMAIL
BIKITSHI NOKULUNGA
SENONA MOLEMI WINNIE

07 Sept

MASHA THAPEDI SUSAN
KHINKO KELEBOGILE DORCAS
MVUNDELELA MANONO KNOX
MOTISE THOMAS HLUPEKA
MAHLATSI MARIA
MONNANYANE NTSOAKI DINAH
KHUMALO CEBISILE PRUDENCE
MAFANYA SINOVUYO ZUKISWA
RASMENI LUVUYO
MVELASE SIZILE FORTUNATE
MHLONGO NOMTHANAZO
MOTLOUNG PALEHO LAWRENCE
MONGWAKETSE KANANG
RAYMOND
MAHLANGU NOMBUSO ROSELINE
NKOE BAITHU PATRICIA
MOLEFE JACOB OABILE
MAFABATHO THAPELO MICHAEL
MALATJI NELLY MOSIMA
LEEUW LIKOEBE NECHODIMUS
MOKWENA MORONGWA PHILEPINE

08 Sept

HENRY THOMAS EDMUND
NGCOLOMBA MAZWI WORD
SWORTH
MATLALA KGAPA JACOB
TEBEKANA STANLEY
DZAMUKERI WISDOM
MALOMANE MAHLATSE LANCELOT
RADEBE PHUMLANI VUSUMUZI
MZIYAKO SOTCHA
DARIES GERALD JAVIERE
MKHENGCELE NANDIPHA
PATIENCE

TLHAPANE GLADYS KARABO
MATALUKANYE NNDANDULENI
STEVEN
SEMENYA THULI SUSAN PORTIA
MELLO MALOSE STEPHEN
MBELE SIBONGISENI EDWARD

09 Sept

SELEPE LYDIA MOTSHABI
SITHOLE JOE AUBREY
JOOSTE DAIL
MYAKA QHAMUKILE ZAMISILE
ISMAIL PATRICK MOOSA
MATHINYE PULE JEREMIAH
MOTHEOHANE TEBOGO PRISCILLA
KGOMO TLOU JANE
MTSHALI KHETHIWE MILDRED
NCHABELENG MMASÉCHAI LEHLO
ONOLO
MAKAU THANDISILE CHRISTOPHER
NOJILANA MZINGISI
MAPHETO MPHIRI FRANS
GANYATI NODAYITHE THE GLADYS
MALULEKE THEMBAKAZI DAPHNEY
DITIBANE MARGARET LEOBANG
MKHWANAZI MIKATEKO CHRISTI
NAH
DUBA MMAPHUTI ATHANECIUS
DAMSTER ANTHONY LEONARD
MABENA FANIE EDDIE
WELTHAGEN PIETER CHRISTOFFEL

10 Sept

SCOTT JOHN WILLIAM
BICILYDIA
LEDWABA LESIBA COLLEN
OBUSENG GALEBOE JULIA
PHALISO NOSIPHO DORCAS
MORABA THAPELO JOHN
MONAGENG SHIRLEY
MABUYAKHULU LUNGELO
MABUNDA DUMISANI ACTIVE
MAHLANGU BAFUNANI SARAH
NINGI FEZILE CHRIS
MAKHOTHI MAKE MOLOELI AN
DRIES
MONAMODI ISABELLA
MASHIFANE SEGANO ELLEN
JABARI MOTHEO JUSTICE
LEHABE NTHAISENG JOSINTA
MAMABOLO MAKHUDU ABRAM
GROENEWALD DIANA FRANSINA
MDINGI-DLODLO NONQABA
NEMUSOMBORI LIVHUVANI
EMMANUEL
LANGLEY REBECCA ROSELINE
NTSOMI THEMBSILE WILLIAMS
MATSIMELA MOGAETWANE LYDIA

11 Sept

MAHADEO SAMRAJH
MAKHOSA ZOLILE
MAJA TUMISHO SIMON
MAESELA SEKOME DANNY
JONKER SOPHIA CATHARINA
NCUBE FIKI PHINEAS
MOTSHANA MOTSHELE HILDAH
DLAKANA SIBULELE
MOKADI KIDWELL SENOKOPELA
NGWENYA SIPHIWE DOCTOR
LUNINGO NOMTHANAZO
PRINCESS
MAGOGODI KGOMOTSO PORTIA
THOBAKGALE DOREEN MMAKOBO
MKHONZA CECILIA NUNUKI
SEECO MMUSIEMANG BENJAMIN

12 Sept

CRONIN JEREMY PATRICK
JACOBS JACQUELINE
MVIKA FANISWA VICTORIA
MIRRIAM
ABRAHAMS EBRAHIEM
MPEFU NOZIPO
NKUNA MKATEKO JUPITER
MOKONENG NOMZAMA HENDRICK
LEKGANYANE MAKGOKA LEVY
GOPANE MPHONG MIRRIAM
CISHE LUNGELO
SOGONI NTOMBIZODWA
MTIYA LUVUYO
LOVA FEZEKA
KOLOANE ODUETSE FLAVIA
NDEBELE ZAKHELE REGINALD
MTHEMBU LUNGILE
PERUMAL RONICO
NQAYI VELILE SHADRACK
SHABANGU SIAR ABEGALE
NGONYAMA VUYO
PHADU PHILLIPINE MANOKO
SITHOLE LUNGA
MONTJANE MOKGALAGADI
HERMAN SEBATA
RASMENI SANDILE
NXUMALO SIBONGISENI PROTAUS
KGOEDI ROBERT MBUTINI

13 Sept

VORSTER MARIANA MARTHA
MOABI MOHLOLO ESIAH
JASPER ONBEKEND
MOGALE TEBOGO GOODMAN
MUDAU SAMUEL
NTSHABA NSIZWENYE MNQON
QOZI
NTSHANGASE MTHOKOZISI

SABELO TSEBISO
LIKOJANG DONALD NEO
SEEMA REVELATION NEO
KGOBE KGOMOTSO JOSTINA
MULUVHU NDIHUWO HECTOR
BALISO VUYILE WISEMAN
NYANDU LUCKY MATHEWS
MOKUBYANE MMULE PHILLIPINE
CHONCO ALBERT SIBUSISO

14 Sept

MABUNDA GLORIA MIRRIAM
FELIX KEVIN ERIC
CEKISO LOYISO
MKIWANE CHWAYITA
CHABALALA TIYISELA JULIUS
MEINTJES DONOVAN LIRINDO
RAMARU AUDREY ZANDILE
MOKONO SIMON LETLHOGONOLO
LONGWE PHINDLE THELMA
SONAMZI NOMAWETHU GLORIA
KHATHI BUYI PRUDENCE
MNGQIBISA WILLIAM LUBABALO
ABRAHAMS CARMEN-JOY
NGUBO NOMBINI
MSIBI TIMPENDING VUSASIVE
MOKWETLI MICHAEL MALETJANE
KOTZE SARNEL
STEENKAMP DOROTHY ANGEL
TEFFO MALESELA DAVID
MOKOBORI MASINGOANENG MARIA
MABIJA XOLILE TOLBERT
MAGADLA NOMPUMELELO
VALENTIA

15 Sept

MITCHELL MOGAMAT GANIEF
MARAMBANA NOMASWAZI
ROSEMOND
PELSTON WILLIAM JAMES
LIBOKE NONGAMTHINI SOPHIE
DE KOCK JACOBUS FRANCIOS
DANIEL
GREYLING PENELOPE
HUMA MASEGO BERTHA
NGOMBANE DIANA PHUMLA
KUBHEKA PHINDILE PHILADELPHIA
NGWANE ZANDILE ANNA-JOSEPH
NGOBESE THULISILE MOLLY
TLADI SEBINA SUZAN
MOTAUNG PATIENCE MATSEDISO
ISAACS MOEGAMAT ASHRAF
RAMASHAU FHATUWANI VINCENT
MASHILOANE PAULINAJABULISIWE
VAN DER MERWE MARIA
PETRONELLA DOROTHEA
MASEKO JOHAN
NDLOVU CHARLES

16 Sept

GOSEBO SEWAWATLA FRANCINA
MASHEGO MAYILELA ELIAS
JOHANE KEBOGILE MARTHA
MATJILA TEBOGO MARIA
TEMM CATTRIENA MARTHA
TSHILWANE SYLVESTER THABANG
MANYADU DINA DIAPABENG
MAKINYANE NOSIMPHIWE
MIRANDA NOLULAMO
MARAMBA SIPHIWO AARON
DITIBANE NANISIE VIRGINIA
NKOSI NOKUTHULA
MITTON MARIA CATHARINA

17 Sept

OOSTHUIZEN JOHN MICHEAL
RAMOHLALE MMATHOPANA
ANGELINA
MATHEBULA ELIZABETH
MOABI AUDREY
NOTUNUNU PAMELA
NTIMBA NONTOBEO CLARA
SELEKA BATSILE THEOPHILUS
RAMOROKA MMATLOU GRANNY
NOVEMBER CYNTHIA
MANYATHI ANGEL BONGEKILE
NTULI THEMBI LETTIE
PHORA MOLEBADI CATHRINE
MOKOENA VERONICA
NTOMBIZANELE
NAIDOO NAVANEETHA
SEROKA KOENA HENDRIEK
GASA HOYI ZAMEKA
MOLALE CHRISTOPHER LEOBANG
WILLIAMS THOMAS JAMES
NZAMA THOKOZANI PATRICK
PHETLHE AUDREY
SEWJUGATH NIMCHAND
RAJCOOMAR

18 Sept

MAKOU SHIMANGI NASION
BHENGU SIPHIWE ALPHEUS
LABUSCHAGNE RENE
LEKOKO NICODIMUS KGOSITOTA
STOFILE THOKAZI PETRONELLA
MCHUNU SIBONGILE OLPAH
XINTOLO NWABISA PEARL
WILLIAMS MAPHELO ELVIS
SETHWANA PULANE PATIENCE
MOGOHLWANE NGWANAKGOHLO
MWANDLA XOLANI RICHARD
MADIMABE MALEFANE DANIEL
TAAIBOSCH GREGORY PETER
GESWINDT DANIEL JOSEPH

19 Sept

KGOELE SELLO JACKSON
NGCOBO MHLETSHELWA
KUNENE VUSIMAZI EDWARD
PAPASHE ENNIE
PHOLOTHO THABO
KGAAMEDIMMAMOROKA PORTIA
NGOBENI MAFEMANI INNOCENT
MPOTULO MILICENT NOMBULELO
SHEZI THABANI WISEMAN
BUTHELEZI ZAMANGUNI FAITH
BALEPILE KGOTLAETSILE TITUS
SEEPARSAD PRANESH
NENGOVHELA AVHURENGWI
CEDRIC

NTSONGA BUSANI MAURICE
NETWANE JOHANNA SIMANGELE
MOKWENA MARIA BUSISIWE
LETLHAKU MOSES MOTLHOKI
MPHYANE NGWAKO JOSEPH

20 Sept

NETSHIVHUMBE NDI FELANI SARAH
JACOBS DESMOND
SHIVAMBU JABULANI LUCKY
VAN DEN BERG THEO PETER
MABILA ABEL DENNIS
MADUNA ZWELAKHE
MGWEBI GUGU
LEINE SELLO BENEDICT
NYAWOSE PHUMLILE SHIRLEY
SEBOLE MERRIAM OLEBOGENG
GAMEDE MARGARET
MZIMBA NOMLINDELO
SIKHOSANA SARAH SIBONGILE
PHAKATHI LONDEKA NONDUMISO
DE VOS BERLYN
BAPELA MMALETSEMA SUZAN
KHOTSA NGWAKO JACOB
MAHLANGU DIKELEDI MARTHA

21 Sept

MINNIES JAN
XABA IRENE
MGAGALA STHEMBISO DERRICK
NDONGENI THOBANI
MAHLANGU EVA RIRI
GABUZA SIYABONGA MONDLY
KHOSIEAPULA SELLO EZEKIEL
MANKONKWANA DENNIS BLACKIE
MABUNDA NTOMBI JOYCE
MRASI NOBULALI
NEL KOBUS
CHONCO QONDISILE SHISELWENI
SIKHAKHANE DUMISANI
MASHABA MAKHAUKANE LISTER
MEISSENHEIMER FRANCOIS GEORGE
STUURMAN BABALWA PATIENCE
DUMAKUDE MPHATHISENI ENNOCK
VILAKAZI MAUREEN NOKUTHULA
LOFF FIELA CHRISTINA

22 Sept

VAN DER WESTHUIZEN JOHANNA
MAGDALENA
TABAKENG JANNIE JAMES
TALJAARD MARIUS
MARENENE NONTYATYAMBO PRIMROSE
SWARTZ NATASHA SCHANTAL
TAUMAFOLO GRACE
XIMBA SIBONGILE BUYEPHI
MBATHA SIKANYISELENI
SHELEMBE NOMBUSO PERSEVERANCE
KWEBULANA VUYANI CHRISTOPHER
LESABE FRIDRIKA MPHONG
NKOSI NOSIPHO JANE
KADIKA PORTIA MMAPHETOA
VAN DER SANDT STOFFEL
SIBANDE JOHANNA ELIZABETH

23 Sept

KOMAPE PHEPISHI PHILLEMONT
BOSHOF SANDRA DAWN
BIBBEY GEORGE
NDABENI UVIWE
PIKEREJOICE
TETANI VUYOKAZI
STIEBEL ANDREW GEORG
LOOPOO VIKASH
SIMELANE BEATRICE THANDEKA
NOMKHOSI
ZANGWA NOMVUZO THEODORA
MADIDIMALO MOSIBUDI
DAVIDS RECADO RONALD
MASUKU KHABONINAH JOHANNAH
MAHLANYANA NOBELUNGU WILMA
MUNYAI TALUKANYANI NANCY
MOLEPO PATRICIA PHUTI
MOROANE KAMOHLO ANGERSON
VENTER DIMAKATSO SOPHE
NGONYAMA BONIWE ETHEL
SUBRAMONEY SARAJINI
HAYWOOD DANIEL
MGENGE PATRICIA HLENGIWE

24 Sept

KEKANA THABANG JUSTINUS
SINDANE NHLAPO JOHANNES
SIMPSON MAGARITHA PETRONELLA
RAMOSE MAGERET
XABA THANDWAKUPHI
TSHIKOVHI ARINA
DADA ZIMKHITHA
MOTLHALA BRIAN LEOBANG
MOLOTO MMAMMULE MINAH
MUVHALI PHETHANI
NXUSANI-MONAKALI THINA

JAMA THOKOZANI PHINEAS
SEKOLE MOSIMA MURIEL
BANDA NOMCEBO LYNN
GAXELA THANDIE OLIVIA
MASELWANYANE MASEGO AUDREY
BUTHELEZI JECONIA MAKHOSOMLOMO
LEDWABA DIKOLO PHINEAS
LAMBANI VERONICA TSHIFULARO
EASTHORPE EBEN LAWRENCE
NTULI NKOSIKHONA MOSES
MPHAPHULI NKHUMISENI GODFREY

25 Sept

LOCKIE GREGORY STEVEN
NDLELA ANNA KONKE
DIRE LERATO CAROLINE
ZAKWE PRECIOUS SAMUKELISIWE
JANSE VAN RENSBURG PETRUS
JOHANNES
MATSHIKWE XOLILE
MOROTABA KHUMBUDZO VERONICA
MATJILA THABANG JAN
SEKOKOTLA PHILLIMON MADUMETJA
MATHIBELA THENJIWE ANNAH
SOLDAN BOTHOBOILE
DASARI GLORIA ANN
THEMA MAROTHI NATHAN
MJOKOVANE YOLISWA CYNTHIA
SONTSHATSHA SIBUSISO
NSIBANDE ELLIASMFANISENI
NETSHIONGOLWE NDILELENI
SOLOMON
LOLIWE BULELWA THELMA
MAIEANE LEOBHANG VICTOR
BADLI SIMPHIWE SONNYBOY
PHAKATHI CHARITY BOITUMELO
RAMUSHU SEFANYE SOPHANIA
TIYO XOLISWA HAZEL

26 Sept

MALOPE BATHABILE GLADYS
MOGOROSI TEBOYAONE HARLD
GEORGE ELIZABETH JEAN
DIKE PAPAMA
FIKENI VINCENT VUKUZAKHE
NYOKANA BONGIWE
PHALADI MAKGATI JACOB
TANGO CAMERON ROYSTON

27 Sept

NDIMANDE PHEKHI FLORENCE
MILANZI LEKGOPE RUTH FLORINE
SEDIBE LILLY JANE
BOTES LUTSHIA NATASHA
DYANTYI CAMAGU MGOBELI
JOZELA BABALWA HAPPINESS
MASHIYA THOKOZANI THEMBINKOSI
MOTLOUNG NANCY
SHANGE XOLILE
MOTAU LINDIWE DORAH
KHOMO LINDILE SIBUSISIWE PROMISE
MASONDO SENZENI BONGEKILE
GREGORY ADELE NARISSA
MASHALANE MANOKO HOWICK
MASHILE LEOBANG FRANSCISCA
CYNTHIA
PIETERSE CATHERINA BRIDGED FELICIA
MMOTLA MALEKOBA MARIA

28 Sept

ABBAS MOGAMAT YUSUF
NGCAZA SHADRACK MPUMELELO
MPAKETSANE PETER
RAMONETHA MOYAHABO DOLLY
VUMAZONKE SANDLA
FONO TWANTWA SIVUYISIWE
NKUMANDA YANDISWA MANDY
GANISO MALUSI
NTSHAKAZA SIVUYILE
MATHABA MOLEBOHENG
NWOKEDI NOMVELISO
GUSHA NOMATHEMBA JULIA
MUNYAI ZWODANGANI JOSEPH
NTSHASA MOTSUMI STEPHEN

29 Sept

MTESHANA ZIBONELE PHINEAS
RAMETSE TEBOGO
NAKEDI ANGEL LEOBANG
GAYIYA LUPHUMEZO WISEMAN
BOTTOMAN BULELWA MEMORY
CHIAPASCO PIETRO FRANCO
MITCHELL KOOS AMOES
YAKOBI XOLISA
LEDWABA JESCA KGAUGELO
SEBOTH A ITUMELENG ERNEST
MABENA KOOS MABUSHWANA
MABUZA PHILLEMONT MANDLA
RAMARA MPULE SINA
VISAGIE JACOBUS JOHANNES
SHABA VIRGINIA
SHABALALA PRETTY CHARLOTE
GANGATELE MIRIAM NONZAME
SEPTEMBER KOOT
NTAKE THEMBALIHLE PEACEFUL
MDWABA MANDLA
KELEM NOMONDE

30 Sept

MPHUTHI PAKISO
NDEZA NTOMBIZANELE
MATLALA RAMABELE
MADISHA COLLEN MMAPULA
MAKENA MATAWANE CHARITY
SINGO LITSHANI RONALD
NGCUKA VUYANI ALPHIUS
MULAUDZI LINDELANI

PUBLIC WARNING AGAINST FRAUDULENT ORDER SCAMS

The Department of Public Works (DPW) is warning potential service providers not to fall victim to fraudsters who use fake DPW orders. Please note that, if your enterprise is not in the DPW's database, it CANNOT get any business from DPW. Unfortunately many enterprises have fallen victim to these scams and consequently suffered major financial losses.

DPW WARNS SERVICE PROVIDERS TO TAKE THE FOLLOWING PRECAUTIONARY STEPS:

1. Contact DPW's Provisioning and Logistics Unit during office hours at **012 406 1439** to verify the authenticity of the order
2. Always deliver DPW goods to the clearly marked offices of DPW, not anywhere else.
4. If you suspect the DPW order is fraudulent, please do not hesitate to call:

012 406 1463/ 012 406 2046



**ZERO
TOLERANCE
AGAINST
FRAUD AND
CORRUPTION**



public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA

**SOUTH
AFRICA
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BECAUSE OF
PUBLIC
WORKS**