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## DPW and Labour discuss the internal transformation process p.4



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Department:  
Public Works  
REPUBLIC OF SOUTH AFRICA





# Editorial

**Petrus Sibiya**

**Reggie Ngcobo**

## ‘It is possible to make a success of your life in your country, SA’

The month of May, might have come and gone with the June month also drawing to a close. The big question is: What have we learnt from the two calendar months?

To take you back, a bit, during the month of May, we celebrated Africa Day on the 25<sup>th</sup>, wherein we called on Africa to unite and move the continent forward.

The campaign for a united Africa served as a perfect platform to jointly fight the evil forces that are attacking our continent, such as the xenophobic attacks that engulfed South Africa in recent times, especially in Gauteng and KwaZulu-Natal.

Following closely on the heels of Africa Day was the 25<sup>th</sup> African Union (AU) Summit that was held in South Africa from 07 to 15 June 2015.

The summit advocated for an integrated, prosperous and peaceful Africa, driven by its own citizens who are working towards “AGENDA 2063” which calls for Unity, Prosperity and Peace in Africa.

The Summit, which fell on the month of June which is dubbed Youth Month in South Africa, gathered interested stakeholders from all corners of the African Continent to map a way-forward on how to build “**The future we want for Africa**”.

Also during the month of June, South Africans joined hands to observe Youth Month in different parts of the country, with the 39<sup>th</sup> National Youth Day Commemoration held at the Tshwane Events Centre in Pretoria.

Emanating from the commemoration, the message from President Jacob Zuma was clear and simple. While the Government is doing everything to create a conducive environment for youth development, the youth of South Africa must also come to the party and grab opportunities available to them with both hands.

In his address during the National Youth Day event, the President remarked: “Our message to our youth is that it is possible to make a success of your life in your country, South Africa. Young people themselves must take the initiative to develop themselves and those around them.”

As the saying goes: “You must want to succeed as bad as you want to breathe, for you to be successful.” It is up to the youth of this country to make success of the opportunities they are afforded and tackle the triple challenges of **poverty, inequality and unemployment**.

On another note, in your current issue of **WorxNews**, you will learn on how the Department of Public Works celebrated Africa Day and the Youth Day. You will also read about a crucial meeting between the Department as an employer, and the registered labour unions to review progress made in the implementation of the Turnaround Strategy of the Department, this in an effort to rebuild the Department of Public Works. You will also read about the funeral benefits from the Government Employee Pension Fund (GEPEF) that are afforded all government employees under this fund, which is something that should afford you the opportunity to claim what is rightfully yours.

In closing, the **WorxNews** crew would like to thank all employees who constantly contribute articles and take part in different campaigns that are aimed at generating content for the production of **WorxNews**. To all of you we would like to say: Keep up the good work!

## It’s up to the South African youth to shape its future positively

**Revolutionary greetings to all young people in our country!**

I have had an opportunity to engage and debate with young people in our country on several topics and I must say that I was somewhat disappointed with the quality of engagements we had. I then realised that laziness and being comfortable is becoming a way of life with the youth. I got the sense that most of them expect hand outs from the government and without that, nothing happens.

The lazy youth expects jobs, free houses, free food and free clothing. I then asked myself what kind of a nation are we going to be if the youth does not want to take an initiative, think for themselves, be creative and create opportunities for themselves and others.

These youths complain a lot, especially about the government not doing this and that for them. These complaints however, are never about them not doing this and that for themselves. The youth of 1976 did not wait for the government to do something for them, but they took an initiative to march against laws that were oppressing them. Today things are much easier because we don’t need to march against any government; opportunities are there for us to grab.

I have also noticed that most of our young people raise most of these issues when they are under the influence of alcohol. The level of drinking and partying among the youth is shockingly high. Don’t get me wrong, I have nothing against drinking and partying, but if the same enthusiasm put on partying and drinking could be put on building the future, this country would have a stronger economy.

Through the debates I’ve had with the youth, I realised that a lot still needs to be done to uplift and empower our young people in this country. We can’t be a nation of hand-outs, parties and drinkers.

If we are serious about this country, we need to go around our townships and rural areas to empower young people through workshops.

For young South Africans to enjoy freedom, they must first free themselves from illiteracy and a lack of knowledge. If the youth of 1976 did it, what can make us fail to overcome our challenges? Today is better than yesterday because there are no apartheid laws to inhibit us from showing our creativeness.

I stand to be corrected, but I think the biggest contributing factor to unemployment in this country is lack of skills. What are we doing about it as young people? The government can open FET colleges in all corners of our country, but if we don’t go to them and get the skills required to improve ourselves and our beloved country’s economy, we will not make headway.

I challenge each and every young person to improve him or herself. *Uzoyithola kanjani uhlezi ekhoneni?*

Government programmes such as the Expanded Public Works Programme (EPWP) are interventions aimed at assisting the poor and young people to get the skills required by the labour market.

You will always be what you want to be in life!

Reggie Ngcobo is the Editor-in-Chief of Worxnews

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Exco members join in the celebrations of Africa Day

## DPW OBSERVES AFRICA DAY

By Percy Molefe

Pictures By Tshuluzi Nkoana and Thokozani Ngema

The Department of Public Works through its International Relations unit joined the rest of the continent to celebrate Africa Day on 25 May 2015. As part of the activities for the campaign, the Executive Committee (Exco) of the Department met at the foyer of the CGO building at Head Office for a photo shoot. Head Office officials were also afforded an opportunity to take pictures at the foyer and share their views on what it means for them to be an African.

Africa Day is the annual commemoration of the establishment of the Organisation of African Unity (OAU) on 25 May 1963, now known as the African Union (AU). Africa Day is celebrated around the continent every year on the 25<sup>th</sup> of May, and aims to celebrate Africa's diverse cultures, languages, and heritages, while also reflecting upon the progress and common challenges experienced throughout the continent. The African Union has declared this year's celebration of Africa Day under the theme: 'Year of Women Empowerment and Development towards Africa's Agenda 2063'.

The theme for this year's Africa Day celebration aims to highlight the need for African states to stimulate development in African communities. The vision expressed by the Agenda 2063 – **The Africa We Want** aims to encourage governments to adopt a more people-centred approach to development. Under this vision, it is envisaged that there will be gender equality in all spheres of life and an engaged and empowered youth. The Africa Agenda 2063 envisions a society where all forms of violence and discrimination (social, economic political) against women and girls would have been eliminated such that they would fully enjoy all their human rights.

The commitment of the advancement of women's rights in Africa was demonstrated through the high ratification of the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). To date, 36 Member States of the African Union, including South Africa, have ratified the convention.

The government's committed goal of a better life in South Africa is intertwined with its pursuit for a better Africa in a better world. South Africa continues to support regional and continental initiatives that are geared towards, among other initiatives, the strengthening of regional integration and championing development and opportunities in Africa.

In South Africa, women have made extensive progress within the built environment, however, more still needs to be done to accommodate women in the construction industry in order to address current inequalities.

For its part, the Department of Public Works has shown commitment to developing emerging women contractors and continues to make efforts to remove the gender ceiling that limits the involvement of women in the construction industry.

Top priority is the implementation of the Expanded Public Works Programme that is working effectively to empower women.

Over the years, the South African Women in Construction Association, (SAWIC) has undertaken complex construction work whose women entrepreneur members have delivered successfully, thus contributing to improved service delivery. SAWIC continues to intervene and negotiate with relevant organisations to empower its members to gain access to job opportunities, contracts, training and much needed financial assistance for their projects.

Other processes are underway to launch programmes such as Women in Engineering and Built Environment Professions and the Ministerial Women Empowerment Programme to strengthen and vigorously implement interventions to ensure that women entrepreneurs within the built environment do not remain marginalised, but are eligible to bid and tender for jobs of higher value.

In conjunction with sector entities, the Department is to consider resuscitating the Women in Excellence Awards event which will be held annually to recognise women achievers that have performed exceptionally well in delivering infrastructure projects while building successful enterprises.

**We are Africa  
For peace, friendship, development  
and prosperity from Cape to Cairo**



Department of Public Works celebrates Africa Day

## Africa Day What does Africa Day mean to you?

WorxNews' Tshuluzi Nkoana spoke to some DPW employees to hear what Africa Day means to them. This is what they said:



**Irvin Letsetsetse** - Africa day is a day of reconciliation. It is a day when Africans come together as one, It is that day when everyone is filled with the spirit of Ubuntu. the day where we reflect on our backgrounds as Africans but also to peep into our future. A day of possible answers to questions that are impossible to answer, a day where we remember how our heroes paved the way for us, how their scars turned into our stars to light our future and make it bright. Good history for our young kids to understand the origin of AU and why it was necessary. We are Africans and let's treat each other as such.



**Kagelelo Segole** - Africa month for me symbolises a moment in history where we get together as one to celebrate the evolution of this beautiful continent within which we live. History is part of our heritage and reflecting paves an unblemished way for where we are headed as a nation.



**Dimakatso Mahlangu** - It reminds me to take a moment and appreciate this beautiful continent and its beautiful diverse people. It means that everybody who lives in this continent must celebrate their cultural beliefs and traditions. It also encourages me to be against xenophobia. Chapter 3 section 41 of the constitution of South Africa says, "preserve the peace, national unity of the republic because we are all Africans and South Africa belongs to everybody who lives in it".



**Brian Hlongoane** - As an African I feel it in my soul, the struggle of my ancestors and the journey it has taken us on, as Africans today. It's encrypted in me and that is why spirituality and culture matters to me. There are plenty of opportunities for me here and I can be whoever I want to be.



**Chuene Makwela** - Africa Day is one important day for me. I pride myself with my identity which is characterised by the complexion of my skin, the attire that I put on, my social association in different ways and the food I eat. Africa is home for me and all who live in it. I wish to take advantage of the platform I am given to condemn Xenophobia at all costs. Fellow Africans, let's gather around the baobab tree and enjoy our African food, attire, folklore and sing our beautiful African tunes.



**Puleng Tihabi** - This is a day to celebrate with my fellow Africans, our vast cultures, languages, religions and our interrelationships. This day reminds me of Ubuntu, the rich resources that we have and our achievements as a continent that we must be proud of.



## DPW consults with labour unions on internal transformation process

By Tshuluzi Nkoana  
Pictures By Tshuluzi Nkoana & Shudufhadzo Mudau

As the Turnaround Strategy enters into its third year, the Department of Public Works continues to consult labour unions about the implementation of the seven-year plan that is rebuilding DPW.

Early this month the Department held a three-day consultative Steering Committee workshop with registered labour unions, Public Service Association and National Allied Health Workers Union. The event at the General Public Service Sectoral Bargaining Council (GPSSBC) offices, focused on the Turnaround strategy currently being implemented to rebuild the DPW.

The Steering Committee was established after DPW and the unions signed the National Framework Agreement in March 2014 to govern the objectives, principles and procedures to manage the Turnaround Strategy in the Department.

It also facilitates engagement between stakeholders on matters relating to the Turnaround Strategy.

The Committee ensures fair and consistent application of the migration process and Steering Committee members are to drive this process with the view of ensuring that all employees are matched and placed in the Property Management Trading Entity (PMTE) and the new DPW structure. The Steering Committee also reports to the DBC on its work and escalate to it, any matter impacting on the conditions of service.

Addressing the workshop, Public Works Minister, TW Nxesi, urged the unions to discourage corruption.

He also encouraged them to follow proper procedures when dealing with clients.

The Minister also commended the unions for cooperating with DPW during the implementation of the Turnaround Strategy.

The Department was implementing the second phase of the Turnaround strategy – known as Efficiency Enhancement. One of the main highlights of the phase was the operationalisation of the PMTE.

Central to the work of the Steering Committee is to scrutinise all projects of the Turnaround programme including but not limited to, 7 year Turnaround plan and its Business case (Close up report), operationalising the PMTE, 2003/2014 approved and proposed organisational structure and migration plan, clean audit, construction project, DPW strategic plan, PMTE Strategic plan, Human Resource plan, 2006 Treasury approval of the PMTE, etc.

The workshop also discussed the Steering Committee report .that focused on, among other things, reporting requirements for the PMTE Head and its legal status.

PMTE is a trading entity established by National Treasury in terms of Regulation 19 of the Public Fincance Management Act (PFMA) within DPW and is answerable to the Director General as an Accounting Officer in terms of the PFMA.

Labour is set to provide its final response and inputs, and finalise discussion and sign-off migration principles after approval of the structure.

Later, the Steering Committee will hold workshops in all regions.

The second phase of the engagement is to interact with projects in the 2nd phase of Turnaround Strategy.



# Operation Pyramid

## paves way for Border Management Agency (BMA)

By Brian Dlamini  
Pictures By Brian Dlamini

The Department of Public Works (DPW) has implemented a Repair and Maintenance Programme (RAMP) for all 53 Land Ports of Entry (LPOE).

The projects are funded through the DPW Capital Works budget. The RAMP forms part of Operation Pyramid, launched on the 19th of June in Skukuza Camp, Kruger National Park, in Mpumalanga.

Operation Pyramid is a government-driven partnership initiative to enhance border security and control in the interim period leading up to the establishment of the Border Management Agency (BMA).

It is aimed at holistically embracing the three dimensions of the borderline environment: namely air, land and sea with a view to ensuring greater coherence and impact of existing government initiatives in the borderline environment in the transition period while the Border Management Agency is being established. Operation Pyramid positions the border communities as a crucial partner with government in securing and safeguarding the country's land, air and sea borders.

On dry land, going from West to East, South Africa shares borders with Namibia, Botswana, Zimbabwe, Mozambique, Swaziland and Lesotho.

There are six user departments actively operational at the Land Ports of Entry being the South African Police Service (SAPS), South African Revenue Service (SARS), the Department of Home Affairs, the Department of Agriculture, Forestry and Fisheries (DAFF), the Department of Health and the State Security Agency (SSA).



The Department's Mr Siphamandla Ngcobo (left) assists delegates visiting the DPW exhibition stand

Among the officials who attended the launch was Honorable Minister of Home Affairs, Mr Malusi Gigaba, MP and Mpumalanga MEC of Community Safety, Security and Liaison, Mr Vusumuzi Robert Shongwe, MPL.

DPW, as the custodian of land ports of entry, is responsible for the provision of accommodation, electricity, water and sewage services, as well as maintenance and repair work at these ports of entry. Accommodation at Land Ports of Entry complies with the Government Immovable Asset Management Act (GIAMA, Act of 2007) guidelines on Functional Performance (i.e. the accommodation is operating efficiently/optimally and fully suitable for its required functions as a Port of Entry).

The Beit Bridge Land Port of Entry was redeveloped as a One-Stop Border Post after being identified as one of the presidential infrastructure development projects.

DPW is responsible for the development/upgrading/maintenance of borderline fences and patrol roads in conjunction with the South African National Defence Force (SANDF) and the DAFF.

As part of the strengthening of the borderline environment, the Department has registered projects to conduct the pre-planning works for the upgrading of the patrol roads and borderline fences along the Free State/Lesotho, Mozambique/Mpumalanga and Zimbabwe/Limpopo borders.

A project manager from Bloemfontein Regional Office has been appointed to commence with the planning phase of the FS/Lesotho project. It is anticipated that the instruction for the other two projects will be issued (Mozambique/Mpumalanga and Zimbabwe/Limpopo) soon.

In his key note address, the Minister of Home Affairs, Mr Gigaba said that "With regard to the Ports of Entry, the Department of Home Affairs will soon be appointing a Transaction Advisor to undertake the technical studies required to support the proposals for the revamp of the physical and systems infrastructure of the 6 key land ports of entry at Beit Bridge, Lebombo, Kopfontein, Oshoek, Ficksburg Bridge and Maseru Bridge.



The Department's Mr Basson Geldenhuys, Ms Louise VD Heever and Mr Siphamandla Ngcobo display some of the DPW products



Some of the EPWP beneficiaries at the event in Richmond

KwaZulu Natal Premier Mr Senzo Mchunu

## KwaZulu Natal Province Launches EPWP Phase 3

By Michael Mokoena  
Pictures By Emmanuel Jiyane

Richmond in the KwaZulu Natal Midlands was painted orange recently as thousands of community members and Expanded Public Works Programme (EPWP) participants descended on the town for the provincial launch of the EPWP Phase 3.

Led by the Province's Premier Senzo Mchunu and his Cabinet, the orange clad community members gathered at the Sahlia Stadium.

"We are all excited about this launch. There is a high unemployment rate in our community and through EPWP, the Government has shown that it cares about us. The Government is also displaying that it is interested in developing small townships and we appreciate that," said Mr Thulani Mlangeni, a community member.

He was one of many community members who braved the early morning heat to queue outside the stadium early even before the event could start.

Earlier, the Premier and some of his Cabinet members visited three EPWP sites to interact with the participants and to witness how successful EPWP projects were in the area. They visited the Richmond License Testing Centre which was built by EPWP participants and later interacted with the participants at both the Zibambele Road Maintenance Programme and a site where the Government's Community War Room was being built.

"We are happy with the training and work opportunities that have been given to us by EPWP. Today we are better people. We are confident that when this project ends many of us will be in a position to find employment and even open companies because of the skills we have acquired here," EPWP beneficiary Thandazile Phoswa said.

Phoswa is one of the 95 young people who are part of EPWP's National Youth Service (NYS) programme to build the Community War Room, under the watchful eye of the Province's Department of Public Works. Once completed, the centre will be a Government hub aimed at expanding access of public services to the community.

Premier Mchunu said such projects are a reflection of the important function played by EPWP to make a tangible and an immediate contribution in the upliftment of the people of the province.

One of the EPWP beneficiaries Nhlakanipho Sithole urged all South Africans to have hope in the Government's Public Employment Programmes (PEPs) that are aimed at alleviating unemployment and poverty. "People who have not yet found work must remain hopeful because in future they too will get jobs," he added.

Thabile Hlongwane, an EPWP participant in the Emkhambathini Local Municipality's Community Work Programme (CWP), said that "EPWP has changed my life for the better". "A 1000 young people from my municipality have been given training in various accredited skills including plumbing and artisan through this project," she added.

Mchunu said that the testimonies by the EPWP participants displayed the country's good stories. "In fact what we have here is a unique marriage between the Government and the people. Only death will end our marriage because it is felt deep in our hearts. This Government loves you and will do its best to ensure that it improves your lives," said Mchunu. Premier Mchunu committed his administration to the EPWP Phase 3 targets of creating a total of 725 340 work opportunities and 280 062 full time equivalent by 2019.

### Richmond

A brief synopsis on the performance of EPWP Phase 3 in Richmond shows that, during quarter 3 of 2014, there were 48 EPWP projects reported in the (Richmond) municipality across all sectors with the highest number of projects being in the Infrastructure and Environment Sector.



The Director of EPWP Beneficiary Training Ms Cinderella Makunike urges trainees to work hard to ensure they graduate



Some of the EPWP beneficiaries who will be trainees to become Pharmacist's Assistants.

## EPWP Pharmacy Assistant Learnership gets underway

By Michael Mokoena  
Pictures By Emmanuel Jiyane

In a bid to improve the quality of health services delivered to communities in Gauteng, Government, through the Expanded Public Works Programme (EPWP), is currently training 40 young people to be Pharmacist's Assistants.

Upon graduation, these young people will be placed at various Government hospitals, clinics and even in private institutions such as Clicks Pharmacy and Dischem to assist in the dispensary of medicines.

The 12 month training programme which started in April 2015 is an initiative of the Gauteng Department of Health and is coordinated by the National Department of Public Works.

Upon completion of their training, these youngsters will have a National Certificate in Pharmacist Assistance. The course is offered by the Foundation for Professional Development (FPD) which is accredited by the Health and Welfare Sector Education and Training Authority (HWSETA). This course is at National Qualification Framework (NQF) level 3.

"These young people will contribute in our commitment to improving the delivery of health services to our people. For instance, due to the stigma attached to HIV/Aids, some of our people do not want to go to clinics to get their medication. These young people will assist the Department in taking medication to our people in our communities and in their homes," said Ms Barbara Dladla of the Gauteng District Health Services. Ms Dladla said that since the programme started, over 365 community health workers have been trained in pharmacy assistant and that they were currently placed at local clinics and in hospitals across the Province.

The Director of EPWP Beneficiary Training, Ms Cinderella Makunike urged the trainees to work hard to ensure that they graduate.

"We respect you for being part of EPWP. I can clearly see that you will be committed to the success of this programme," she added. Ms Makunike also pointed out that the element of training and improvement of skills was critical in the implementation of the EPWP.

Ntombi Mahlaba and two other trainees Phumzile Sibiyi and Lebogang Sekhaoleo said they feel honoured to be part of EPWP. They say at the end of the 12 months, they will graduate and go back to their communities to contribute in rendering health care services and improving the quality of lives of the people.

Ms Tiyani Armstrong from the Foundation for Professional Development (FPD) said the programme was aimed at developing skills in the health sector.

"The one year training will cover both theory and practical work with 80% of the time being spent doing practical training at the facilities where they will be placed, while 20% of the programme will take place in class," she said.

Ms Armstrong explained that the learners would have to cover eleven (11) modules in the period of 12 months. "The modules are linked to different components of what a pharmacist does. With every module, they will have an examination, contact session and a portfolio/project to complete. Those projects get signed off by the learners' tutor at the facility where they are placed," she said.

Armstrong added that these EPWP participants will be placed with pharmacists that have tutors who are registered with the SAPC.



Members of the CLTAL at the Dictionary launch event

## DPW

### e tshegetsisa tiriso ya dipuo tse dintsi tsa mo Aforika Borwa

Dikgang le setshwantsho ka Mashite Mogale

Ka di 15 Motsheganong 2015 Yuniti ya Tiragatso ya Pholesi ya Puo ya DPW e tsere karolo mo go thankgololeng Thanodi ya Mareo a Semolao eo e leng sethangwa sa Senthara ya Mareo a Semolao a Dipuo tsa Aforika (CLTAL) le baphasalatsi ba Juta kwa Pretoria.

Maikaelelo magolo a CLTAL ke go dira gore mareo a semolalo a fithelesege le go tshaloganyega thata ke badirisi ba dipuo tsa selegae. Godimo ga fao, Senthara e tsenya tirisong Karolo 35(3) (k) ya molaotheo wa Aforika Borwa wa 1996 eo e gatelelang gore puo e botlhokwa mo go neeleng motho phitlhelelo ya bosiamisi le go tshagisa gore "Molotofatswa mongwe le mongwe o na le tshwanelo ya go sekisiwa sentle, fao go akaretsang tshwanelo ya go sekisiwa ka puo eo molotofatswa a e tshaloganyang kgotsa, fa go sa kgonagale, tsheko eo e ranololelwe ka fa puong eo."

Ke one mabaka ao Yuniti ya Tiragatso ya Pholesi ya Puo gammogo le maloko a porofesene ya semolao jaaka babueledi, bomagisetarata, baranolodi ba dikgotlatshekelo, bafetoleli, dirutegi, baitseanape ba dipuo, batlhama mareo, maloko a Lekgotlha la Dipuo tsothe la Aforika Borwa ba dirisaneng go tshola thanodi ya mareo a semolao ya Seesimane le Aforikantshe la ntlha ka maikaelelo a go nolofatsa diphetolelo ka fa dipuong tsothe tsa selegae. Maloko a CLTAL a setse a tshagisitse kgathegelo ya go fetolela thanodi eno ka fa dipuong tsa Sevenda, Setebele, Sesotho, Setsonga le Setswana ka tatelano.

Tshegetso ya matlole e e bonagalang ya go tshagisa thanodi ya semolao e fitheletswe go tswa kwa Lefapheng la Botswereitsi le Setso gammogo le Nedcor Foundation, Yunibesithi ya Aforika Borwa le Yunibesithi ya Johannesburg. Khopi ya thanodi eno eo e bidiwang Mareo a Semolao: Molao wa Bosenyi, Thulaganyo le Bopaki e fithelwa kwa laeboraring ya DPW go dirisiwa jaaka sesupo.

Ka ga jaana DPW e samagane le go konosetsa Pholesi ya yone ya Dipuo, thanodi eno ke sesupo sa ntlha sa maiteko a DPW a go tshegetsisa Molao wa Tiriso ya Dipuo tsa Semmuso wa 2012 o o rotloetsang mafapha a bosetshaba a puso, ditlamo tsa puso le dikgwebo tsa puso go tshola ditsela le mekgwa ya go dirisa dipuo tse 11 tsa semmuso le go thatlosa dipuo tse di farologaneng mo Aforika Borwa e ntshwa.

## DPW

### lend support to the multilingual character of South Africa

Article & picture by Mashite Mogale

On the 15 May 2015 the DPW Language Policy Implementation Unit participated and collaborated in the launch of the Legal Terminology Dictionary in Pretoria, a brain child of the Centre for Legal Terminology in African Language (CLTAL) and Juta Publishers.

The main objective of CLTAL is to make legal terminology more accessible to the local indigenous population by making it freely available as well as more comprehensible. Furthermore the centre gives effect to Section 35(3) (k) of the Constitution of South Africa, 1996 that asserts that language plays a central role in allowing a person access to justice and states that "Every accused person has a right to a fair trial, which includes the right to be tried in a language that the accused person understands or, if that is not practicable, to have the proceedings interpreted in that language".

It is on that basis that the DPW Language Policy Implementation Unit together with members of the legal professions such as lawyers, magistrates, court interpreters, translators, academics, linguists, terminologists, members of Pan South African Language Board collaborated and developed an English and Afrikaans legal terminology aimed at simplifying the translations into all indigenous languages. Members of CLTAL have already expressed willingness to translate the dictionary into Tshivenda, IsiNdebele, Sesotho, Xitsonga and Setswana on a phased in approach.

A substantial grant for the production of the legal dictionary was acquired from the Department of Arts and Culture as well as Nedcor Foundation, the University of South Africa and the University of Johannesburg. A copy of this dictionary, entitled Legal Terminology: Criminal Law, Procedure and Evidence is available at the DPW Library for reference purposes.

With its Language Policy underway, this dictionary is the first instalment of the DPW's endeavor to support the Use of Official Languages Act of 2012 that enjoins national governments departments, public entities and public enterprises to develop ways and means to give expression to the recognition of 11 official languages and to promote linguistic diversity in post-apartheid South Africa.

# DPW's June 16 Commemoration – 2015

Pictures By Shudufhadzo Mudau, Thokozani Ngema & the Regional Offices



**Head Office**



**Pretoria Regional Office**



**Johannesburg Regional Office**



**Polokwane Regional Office**



**Mthatha Regional Office**



**Mmabatho Regional Office**



**Pretoria Regional Office**



**Port Elizabeth Regional Office**



**Durban Regional Office**



**Head Office**



# Take a Girl-child to Work & Men in the Making campaigns

Pictures Supplied By the Regional Offices



## Pretoria Regional Office gives learners a glimpse into the future



By Thokozani Ngema

Pictures By Thokozani Ngema & Shudufhadzo Mudau

The National Department of the Public Works (DPW) has empowered young pupils with disabilities from Filadelfia Secondary School in Soshanguve, North of Pretoria through campaigns aimed at positively shaping their future.

The Pretoria Regional Office organised for the Filadelfia Secondary School to be part of the Cell C's, Take a Girl-child to Work and Men in the Making campaigns on the 28<sup>th</sup> of May 2015. Under this year's theme, 'Dream, Believe, Achieve' the campaigns aim to empower and develop both girl and boy children through career guidance, health awareness, rights awareness and to help deepen the thinking of the girl children with regards to their infinite role in society, enhance their self-esteem, aspire and motivate them to reach their full potential.

A number of guest speakers addressed the pupils including the DPW's Ms Nancy Makhado from the Human Capital Investment Unit who shared information about bursaries, Internships and Learnerships offered by the Department, Ms Susan O'Neil, a Construction Manager from the DPW took the learners to a construction site where the refurbishing of a Magistrate's court is underway. The pupils were also addressed by Ms Elize Van Der Merwe from the cancer association of South Africa (CANSAs) and a team from the South African Police Service (SAPS) that made a presentation on the dangers of drug abuse.

The learners were also handed gifts and certificates as a sign of appreciation for their attendance by Ms Mosusumedi Masubelele who represented the Department's Human Resource unit. In her closing remarks, Ms Masubelele said she hoped their attendance would make a huge difference in their lives and wished them the best for the future.



## Well Done to DPW Athletes who participated in the 2015 Comrades Marathon

By Lungisani Dladla

Pictures Supplied by the athletes

The Department of Public Works congratulates 8 employees who participated in the 2015 Comrades Marathon from Durban to Pietermaritzburg. Seven of the officials ran wearing the National Department of Public Works colours while another ran for a private club.

The participation of the 8 officials in the marathon promotes a healthy lifestyle in line with the commitment made by President Jacob Zuma in his February 2015 State of the Nation Address (SoNA).

The President said, 'We will continue to promote healthy lifestyles and to urge citizens to refrain from smoking and abusing alcohol and drugs'.

The Comrades Marathon is the world's oldest and largest ultramarathon run over approximately 90 km between the capital of the KwaZulu-Natal Province Pietermaritzburg and the coastal city of Durban.

The DPW athletes who participated in the marathon are Elliot Phangisa, Solomon Segooa, Paul Luhlanga and Jacob Mahlolo all from the Nelspruit regional office. The Mmabatho, Polokwane and Cape Town Regional Offices were represented by Moeti Mosebi, Arnold Mashamba and Howick Mashalane respectively. The Head Office was represented by Moses Letlhaku, who ran under his running club.

We congratulate all of them for their bravery; the count down for 2016 has started.

## CONTRIBUTORY ROLE OF MPAT TO PERFORMANCE INFORMATION REPORTING AND REPORTS

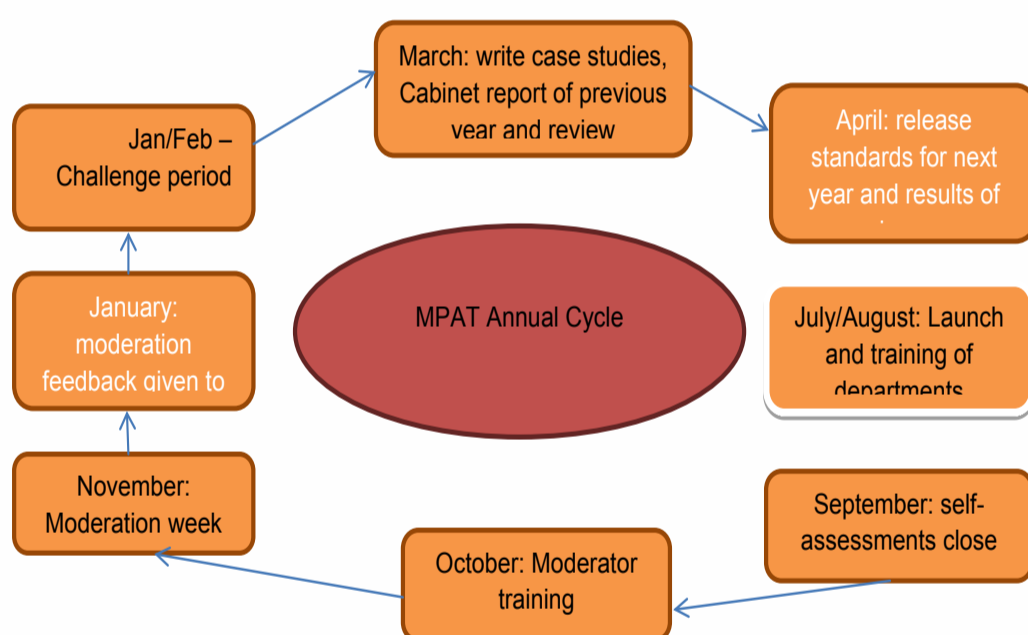
By Kunke Sekgala

The Management Performance Assessment Tool (MPAT) was introduced in 2012 in South Africa as a system of good governance to positively influence the governance systems of the public sector, in order to improve service delivery and performance information management reports and reporting.

This system had 28 performance standards located under four Key Performance Areas (KPA) during its inception. These were increased to 34 standards under the same four KPAs in 2014.

When the Department meets all the expected requirements on set standards, it then qualifies to get a level 4 score which is **green in colour** whereas the contrary qualifies for a level 1 score the **red for danger colour**.

### MPAT cycle



**Source: The Presidency, DPME (2015)**

MPAT serves as a system of good governance in the public sector for improving service delivery to the public.

This is a model that has been imported from Canada to help the South African government achieve its outcome-based approach for improved service delivery through reports.

It is essential for the DPW to report quarterly and annually as well as during the MPAT reporting period in September every year, not only to comply with the legislative requirements, but to also serve as the basis for service delivery improvement and improved reporting.

*In 2014 the Department achieved the average percentage rating of 58% whilst in 2013 the achievement level was at average percentage rating of 53% compared to the 2012 average percentage rating of 25%. The 2015/2016 APP requires the Department to achieve an average rating of 67.5%. It is therefore an incumbent upon all contributing employees to work towards the achievement of this set target of the Department on MPAT*

Let's all put our hands on deck to perform and report simultaneously in order to improve service delivery by the Department.

## THE ESSENCE OF MEASURING PERFORMANCE IN THE PUBLIC SECTOR

By Kunke Sekgala

August and September are fundamental months in the National Department of Public Works for Annual Reporting. In August, the Director General is expected to brief the Minister about the contents and progress of the Annual Report – as packaged and presented by the Monitoring and Evaluation unit. All units in the Department need to contribute on the development of the Annual Report. In September, the Minister is then expected to table the Annual Report to Parliament of the Republic of South Africa.

According to the Framework of Managing Programme Performance Information (FMPPI)(2007), performance information indicates how well the institution is meeting its aims and objectives, and which policies and processes are working or not. Performance information is a key element to effective organisational performance management, including planning, implementation, budgeting, monitoring and reporting. Performance information reporting also facilitates effective accountability, enabling legislators to develop policies.

Members of the public and other stakeholders such as the Portfolio Committee on Public Works are also able to track progress, identify scope for improvement and better understand issues involved in derailing service delivery.

The FMPPI (2007) contemplates that public sector delivers services essential to the general well-being and development of the nation. To ensure that public service delivery is as efficient and economical as possible, all government institutions are required to formulate strategic plans, allocate resources for the implementation, monitoring and reporting the performance results quarterly and annually.

It is important to know the reasons why performance measurement is important before reporting. These reasons are:

- **Informing strategy and policy development:** Informed decision making process is undertaken in consideration of service delivery levels as reported, targeted changes to policies are effected and plans are reviewed and analysed for better implementation.
- **Informing capability and service development:** Enhance the design efforts, delivery attempts and assess the impact of core services to the lives of the people.
- **Reporting achievements:** Produce clear, evidence-based, coherent performance stories of the organisations. Monitoring aims to provide managers, decision-makers and implementers with ideas on how to tackle service delivery bottlenecks for strategic shift.
- **For an informed decision-making:** Learning from previous performance levels of the organisation to correct planning fallacy and avert the same mistakes in future.

The fundamental reason for measuring performance is that what gets measured gets done. If the institution knows that its performance is monitored, it is more likely to perform the required tasks – and perform them well. In addition, the availability of performance information allows managers to pursue results-based management approaches, such as performance contracts - in the form of workplans and performance agreements, risk management, benchmarking and market testing.

In his keynote address during the late Minister Chabane's funeral in March this year (2015), President Jacob Zuma said that performance is measured to gauge progress on services delivered by government and Minister Chabane was the first Minister charged with this responsibility.

During the 2009-2014 Medium Term Strategic Framework (MTSF), government introduced effective monitoring and evaluation systems to support the planning process based on the 12 outcomes approach to move South Africa forward.

# KNOW YOUR FUNERAL BENEFITS FROM *GEPF*!

The purpose of funeral benefits is to help pay the funeral costs when a member or qualifying pensioner passes away. Funeral benefits are also paid out on the death of a spouse, approved life partner or eligible child of a member or pensioner. Whenever possible, GEPF will process a funeral benefit claim within 72 hours of receipt, however, payment can be delayed if the claim form or the supporting documentation is incomplete or incorrect. In order to allow GEPF to process the claim quickly and efficiently, the claimant must ensure that the information provided is complete and correct.

## Who Qualifies for The Funeral Benefit?

1. GEPF provides benefits for the funeral of a member or a qualifying pensioner, as well as for the funeral of a spouse or eligible child of a member or qualifying pensioner. In the case of a member, pensioner or spouse, GEPF pays a taxable amount of R7 500 towards the funeral costs.
2. GEPF pays a taxable cash lump sum of R3 000 for the funeral of an eligible child of a member or pensioner as defined below:  
According to the Government Employees Pension Law, an eligible child is:
  - a natural or adopted child under the age of 18 years; or
  - a natural or adopted child between the ages of 18 and 22 years who is a full-time student at a recognised educational institution (proof from the relevant institution is required); or
  - a natural or adopted child who is disabled and factually dependant on the member or pensioner as defined above (medical proof of disability and confirmation of factual dependency is required); or
  - a still-born child – this is a child born after 26 weeks of pregnancy, who shows no signs of life and whose death cannot be classified as a self-inflicted termination as per the Choice on Termination of Pregnancy Act 92 of 1996 (written confirmation of the duration of pregnancy and the death certificate, as issued by the attending physician and hospital, is required.)  
Important note: Step-children and children of other family members who are in the care of a member or pensioner as defined above, do not qualify for this benefit unless those children have been legally adopted.

## Who can claim the Funeral Benefit?

GEPF will accept a claim from the following people, in order of preference:

- A member;
- A pensioner;
- The spouse of a member or pensioner;
- A major child of member or pensioner;
- The guardian of a minor child of a member or pensioner (minor children cannot administer their own affairs and so the guardian acts on their behalf);
- The parent or parent in-law of a member or pensioner;
- A brother/sister or brother-in-law/sister-in-law of a member or pensioner; and/or
- The executor of the estate of the deceased.
- In the event of any dispute regarding the beneficiary entitled to the benefit, precedence will be given to the person submitting proof of payment for the funeral.

Please take note that no payment will be made to a funeral undertaker.

## Documentation needed when claiming:

Please note that a list of supporting documents and instructions can be found when downloading the application form from the GEPF website. The basic documents to be completed and submitted are the following:

- A duly completed Z300 form (Funeral Benefit Claim Form);
- An originally certified copy of the death certificate (issued by the Department of Home Affairs);
- In the case of a still-born child, written confirmation of the duration of pregnancy and death certification as issued by the attending physician and hospital;
- A certified copy of the deceased's bar-coded ID or passport (or birth certificate in the case of a minor child);
- A certified copy of the bar-coded ID or passport of the person applying for the benefit, or in the case of the executor of the estate, a certified copy of the executor's ID and appointment letter, or the ID of the Guardian in the case of a minor;
- For payment into a bank account – the Z894 form (Banking Particulars Form);
- When the claim is submitted by fax, the Z894 must be accompanied by a certified bank statement showing the bank's e-mail and landline contact details (these contact details will be used to confirm the bank account details provided);
- For payment via the Post Office – details of the online Post Office must be provided on the Z300 form. Applicants must confirm with the Post Office in question that it is an online Post Office. (Important note: the original application and attachments must be handed in at the Post Office when claiming the benefit – if the original documents are not handed to the Post Office, payment will not take place.)

## How the funeral benefit is paid

The funeral benefit can be paid into a bank account or via an online Post Office. As members and pensioners do not contribute toward the funeral benefit provided by GEPF, SARS considers the benefit to be income and as such it is taxable. Once processing of the claim has been finalised, the claim is submitted to SARS to issue a tax directive. GEPF will deduct the amount specified by SARS, or if SARS declines to issue a directive, the claimant will be informed to resolve the matter with SARS and payment will be delayed until a tax directive is received from SARS.

Payments to bank accounts take place three times a week and usually take up to two days to reflect in the bank account.

Payments to the Post Office take place daily and are usually available from the Post Office the following day.

### Submitting applications

Applications can be handed in at any GEPF Regional Office or faxed to GEPF for processing. The fax number is 012 319 3655. (Please note that this fax number is to be used for funeral benefit claims only.)

Claims can also be posted to GEPF at:  
GEPF Funeral Benefits  
P/Bag X62  
Pretoria  
0001

### Where to find claim forms

All forms are available on the website: [http://www.gepf.gov.za/index.php/our\\_benefits/article/funeral-benefits](http://www.gepf.gov.za/index.php/our_benefits/article/funeral-benefits), from GEPF's Call Centre (0800 117 669) or from any of GEPF's Regional Offices.

## Healthcare update

from the desk of Dr Joe

### Flu can be dangerous and we need to protect ourselves against it

A large number of cases of flu have already been treated in South Africa in 2015 and people are advised to protect themselves by making sure that they are vaccinated against this illness, which can pose a serious risk to your health.

Thousands of South Africans get flu, or influenza, during winter each year. Flu was responsible for the deaths of nearly 100 children during the United States winter of 2015 and by all accounts South Africa will also have a bad flu season if we do not take adequate measures to protect ourselves from it.

While most recover from flu within a week or two, many individuals fall ill enough to be hospitalised. Some people with compromised immune systems even die from health complications brought about by flu. These individuals are considered to be high risk, or "at-risk", of developing dangerous complications.

The flu virus changes continuously, which means that new vaccinations against it have to be designed every year. This year's vaccine for the southern hemisphere was made available later than usual, but it is advisable that all South Africans, and particularly those at high risk of developing complications from the virus, still get vaccinated as soon as possible.

It takes a couple of weeks for the vaccination's antibodies to start protecting you but it is never too late to have the flu shot as the flu season may go on until September or even beyond.

Individuals who have weakened immune systems, including children under the age of five years, the elderly and those with other health problems such as asthma, diabetes and HIV/Aids, are particularly at risk of developing dangerous complications from flu and should be vaccinated as soon as possible.

Just what kind of complications can be caused by a flu infection? Secondary bacterial infections such as viral or bacterial pneumonia and bronchitis are relatively common, which can be dangerous for those with weakened immune systems, and can even damage the well-being of healthier individuals.

Flu can complicate chronic medical conditions like asthma, diabetes or congestive heart failure. It can also cause children in particular to become critically dehydrated and develop secondary ear and sinus infections.

A vaccine that helps to protect a person from contracting the flu virus strains that are in circulation is developed each year. It should be noted that the vaccine does not offer complete protection against all strains of the flu virus. Nevertheless, it is a highly effective preventative measure and GEMS recommends that all of its members have an annual flu vaccination.

It should be noted that, while the vaccine may not necessarily completely prevent influenza in at-risk individuals, it may reduce the severity of the symptoms and the risk of complications.

Another reason why it is necessary for a person to receive the flu vaccination every year is because the vaccine's protective effect decreases with time; the immunity offered typically lasts

between six to nine months. This means that you cannot have a flu vaccine in one year and expect it to protect you for the rest of your life.

#### Who should be vaccinated?

The following at-risk individuals should have a flu shot every year:

- Children six months to five years of age
- Individuals aged 50 years and older
- Adults and children aged six months and older with chronic heart or lung conditions, including asthma
- Adults and children who required hospitalisation or regular doctor visits during the previous year because of chronic metabolic diseases, including diabetes, kidney disease, blood abnormalities, or weakened immune systems
- People with any condition that makes it hard to breathe or swallow, such as brain injury or brain disease, spinal cord injuries, seizure disorders, or other nerve or muscle disorders
- Staff of nursing homes and other facilities that provide care for people with chronic medical conditions
- Healthcare workers
- Caregivers of, or those who have contact with, children of up to five years old and people at high risk for severe complications from influenza.

#### How do you catch it?

One typically contracts the flu virus by breathing in droplets from coughs or sneezes. The virus is contagious and can also be spread through touching surfaces such as door handles or telephones that have the virus on it, and then touching your own mouth, nose or eyes.

The influenza virus infects the respiratory tract (nose, throat and lungs). Should you be unfortunate enough to contract the flu virus, you may recognise it through such symptoms as fever, headaches, coughs, sore throats, nasal congestion, body aches and malaise (the feeling of being ill and not having any energy).

GEMS recommends the following to help prevent the spread of influenza:

- Avoid close contact with people who are sick.
- Wash your hands frequently with warm, soapy water for about 15 seconds to help protect you from germs.
- Avoid touching your eyes, nose, or mouth.
- Stay home from work, school, and, if possible, avoid other people if you are ill.
- Use a tissue to cover your mouth and nose when coughing or sneezing and throw it away after you have done so. Wash your hands thereafter.

Ends

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Email enquiries@gems.gov.za • Fraud Line 0800 21 2202 • HIV Aids Helpline 0860 436 736 • [www.gems.gov.za](http://www.gems.gov.za)

Working towards a healthier you

## IN MEMORY OF OUR FALLEN COLLEAGUES



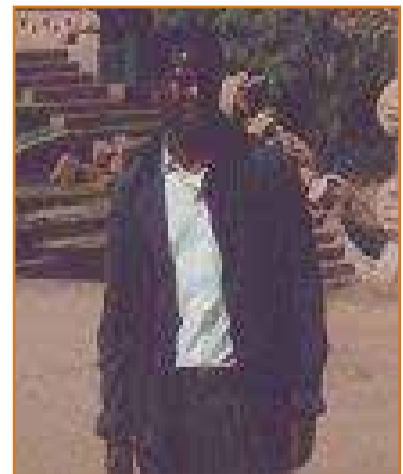
Ms Khomotjo Manong from Polokwane Regional Office



Ms Mavis Mshumi from Cape Town Regional Office



Ms Betty Raganya from Polokwane Regional Office



Mr Motswedi Petrus Moga-jane from Pretoria Regional Office

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





The Sefako Makgatho University, Public Works Department, University of Limpopo & Correctional Services (SEPWLICO) Annual Tournament in Pretoria – June 2015

Pictures By Mduduzi Zwane, Thokozani Ngema & Shudufhadzo Mudau

