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Official Newsletter of the **Department of Public Works**

Expropriation Bill finally passed by National Assembly



2016
Public Works Bursary
Awards



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Department:
Public Works
REPUBLIC OF SOUTH AFRICA

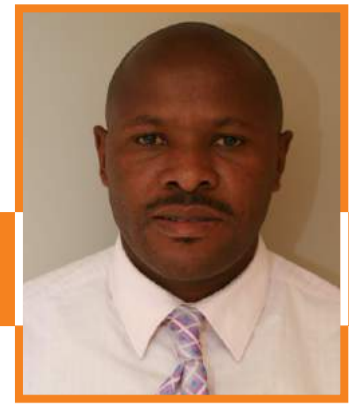
**SOUTH
AFRICA
WORKS
BECAUSE OF
PUBLIC
WORKS**



REGGIE NGCOBO



EDITORIAL



PETRUS SIBIYA

Dear Colleagues, let us Be Better in what we do

Last year we closed the year on a good note; thank you for your effort, energy, resilience and commitment.

As we are only 3 months into the New Year (2016), let's have greater determination to succeed and a renewed commitment to provide exceptional customer service to our clients and the public.

This requires just one thing from each one of us, and that is to **be better**.

- Let us be better in our work – think creatively, efficiently and get the details right.
- Let us be better with our customers – in how we communicate and add value.
- Let us be better with our teammates – in how we support each other, how we communicate with them and how we care about them as people.
- Let us be better in our communities

– in how we give of our time and make our towns, cities or neighbourhoods - great places to live.

- Let us be better with our planet – in how we recycle, minimise our footprint, and how we appreciate the natural beauty around us.

- Let us be better to ourselves – in our self-talk, in our personal expectations and in our commitment to being all that we can be.

You control how you approach your days in and out of the office.

Commit to being better every day. Learn more. Be more responsive. Be more connected. Be more aware. Be tougher. Be more resilient. Be more creative. Be more present. Just **be better**.

Thank you in advance for your loyalty and effort; we look forward to a great, productive and successful **2016**.

Reggie Ngcobo is the Editor-In-Chief of WorxNews

Expropriation Bill takes a step closer to reality

The passing of the long-standing Expropriation Bill by the National Assembly recently calls for a standing ovation from all and sundry.

The next step for the Bill would be to seek concurrence from the National Council of Provinces before the President of the Republic of South Africa can sign it into law – an Act.

Once the Bill is signed into law and comes into effect, it would assist with the fair and equitable distribution of State land between different interested stakeholders.

The passing of the Expropriation Bill by the National Assembly was hailed as a giant step in the right direction.

In welcoming the move, Public Works Minister T W Nxesi said the most important contribution of the Expropriation Bill would be to ensure that the government's land reform programme provided certainty and guidance to everyone about the expropriation process.

Sharing similar sentiments, Deputy Minister Jeremy Cronin said the Expropriation Bill was important to facilitate transformative progress.

The Bill will go a long way in bringing about clarity and certainty on the steps to be followed in dealing with an emotive issue of land expropriation and redistribution.

Still on the issue of legislation, it is encouraging to note that the Inter-Governmental Relations (IGR) Unit, under the guidance of the

Deputy Director-General (DDG) Governance, Risk and Compliance and the Acting DDG: Policy has delivered the IGR Policy Framework for the Public Works Sector in line with the South African IGR Framework Act of 2005.

The Policy Framework will facilitate better relationships within the Public Works Sector for better service delivery.

It is also aimed at forging a co-ordinated approach in executing the concurrent mandate of Public Works between different spheres of government.

The Policy Framework deals with the recommendations of the Auditor-General that encouraged the Public Works Sector to come up with common IGR structures and systems within various organs within the sector while implementing the policy imperatives in line with the broader Public Works mandate.

On another note, in the current issue of WorxNews, you will read about the new Tax Law that came into effective on 1 March 2016. You will get to know about its implications on you as a public servant.

As always, you will also read about health-related issues from Government Employees Medical Scheme (GEMS).

These insightful stories are sure to keep you on your toes as you go through this edition.

Keep on sending articles and letters to the Editor.

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, Tshuluzi Nkoana, Michael Mokoena, Sphilele Nxumalo, Yondela Mzozo, Shudufhadzo Mudau, Ernest Mkhwanazi, Thokozani Ngema, Nolwazi Ndhlovu and Lwazi Mahlangu.

EDITOR: PETRUS SIBIYA

Tel: (012) 406 1836

e-mail: Petrus.Sibiya@dpw.gov.za

Website: www.publicworks.gov.za

DESIGN & PRINT BY:

Vugimamusi Trading (Pty) Ltd

Tel: (012) 323 0145 | Cell: 078 309 4607 |



PUBLIC WORKS CELEBRATES THE PASSING OF THE EXPROPRIATION BILL

By Reggie Ngcobo and Nolwazi Ndhlovu
Picture by GCIS



“The Bill proposes to introduce measures that differ significantly from the Expropriation Act of 1975”

One of the primary objectives of the Expropriation Bill is to achieve certainty by establishing a uniform framework for the expropriation of property by all spheres of government.

It also seeks to ensure all expropriations are uniform, consistent with the Constitution and fair to all parties.

Public Works Minister TW Nxesi made these remarks during parliamentary debate before the National Assembly passed the Expropriation Bill on Tuesday, 23 February 2016.

The adoption of the Bill follows a number of years of wide-ranging consultations, debates on loads of submissions and robust multiparty discussions in the Public Works Portfolio Committee meetings.

The Bill proposes to introduce measures that differ significantly from the Expropriation Act of 1975 and it is a progressive departure from the ineffective willing-buyer, willing-seller approach.

The willing-buyer, willing-seller principle forced government to pay extravagant costs for land, and this in turn frustrated the redistribution process.

The Bill proposes a principle of expropriation through just and equitable compensation which is in line with Section 25 of the Constitution that empowers government to expropriate land by offering a fair and reasonable compensation.

The Expropriation Bill will establish a uniform framework for the expropriation of property throughout all spheres of government. It will also achieve certainty and provide guidance to those involved in or subjected to the expropriation process, both for organs of the state as well as private individuals.

Speaking during the Second Reading of the Expropriation Bill, Minister Nxesi said: “It is important to note that the Expropriation Bill does not seek to interfere with the powers of expropriation conferred by specific legislation, but prescribes uniform procedures to be followed by all expropriating authorities when exercising their power.”

In respect of property owners, the state will use the powers and observe the related obligations for expropriation for a public purpose or in the public interest in order to deliver on government's socio-economic responsibilities to the populace.

“Through the willing-buyer, willing-seller principle, the State was unable to get land without the owner's consent or the owner's determined excessive amount. Once the Bill is passed into law, the State will be allowed to expropriate the property by paying an amount

determined by the Valuer-General, without the owner consenting to the amount offered.

The Minister said courts would serve as a final arbitrator when the property owner wishes to challenge the compensation.

The Minister also assured investors that government through various laws, policies and incentive schemes would protect their assets and various forums were created to engage specifically with investors on a regular basis.

“Since the Minister of Rural Development and Land Reform already has the power to expropriate property for restitution of land rights, redistribution of land and land tenure reform, the important contribution of the Expropriation Bill will make government's land reform programme to provide certainty and guidance to everyone on the process of expropriation, including organs of the state, and reform beneficiaries, property owners and financial institutions.”

The Bill will now be referred to the National Council of Provinces. Once the NCOP adopts it, it will be presented to the President for assent and signing into law.

QUESTIONS AND ANSWERS ON THE EXPROPRIATION BILL

Q1: Tell us about the Expropriation Bill?

- The purpose of the Expropriation Bill is to establish a uniform framework for the expropriation of property throughout all spheres of government. The Bill seeks to achieve certainty and provide guidance to those involved in or subject to an expropriation process, both for organs of State as well as private individuals.
- The Expropriation Bill seeks to ensure an administratively just process that neither prejudices an expropriated owner on the one hand, nor unduly hampers the State's constitutional responsibility to advance development for a public purpose or in the public interest on the other.
- The existing Expropriation Act, 1975 predates the Constitution, 1996 and it is therefore imperative to align the overarching legislation governing the expropriation of property to the values and provisions of the Constitution.
- The Expropriation Bill introduces certain measures that differ significantly from the 1975 Act. Noteworthy is the recognition and compensation of unregistered rights in property in all expropriations. The Bill also embodies the constitutional principle of just administrative action.
- Given the array of authorities within the national, provincial and municipal spheres of government that have the power to expropriate property, there is a need to ensure uniformity in the manner organs of State undertake expropriations.

(f) It is important to note that the Expropriation Bill does not seek to interfere with the powers of expropriation conferred by specific legislation, but prescribes uniform procedures to be followed by all expropriating authorities when exercising their powers.

Q2: How will the Expropriation Bill impact –

- Property owners; and
- Investor confidence?

- In respect of **property owners**, the State (all Expropriating Authorities at different times) will use the powers and observe the related obligations for expropriation for a public purpose or in the public interest in order to deliver on Government's socio-economic responsibilities to the populace. These expropriating powers will be bounded by Constitutional prerequisites, such as observance of the principle of legality; just and equitable compensation; equality before the law; and the granting of an opportunity to all affected persons to be heard before a decision to expropriate is made. Let's not forget – when the State expropriates, it is tax-payers' money paying for compensation. The Expropriation Bill therefore seeks to achieve an equitable balance between an individual's right to compensation and the broader public interest.

- Regarding **investor confidence**, the primary objective of the Expropriation Bill is to achieve certainty by establishing a uniform framework for the expropriation of property by all spheres of government. In general, Government through various laws, policies and incentive schemes has sought to assure the investor community that their assets would be protected. In addition, Government has created various fora to specifically engage with investors on a regular basis.

Q3: When will this Bill start working?

Following meticulous scrutiny by the Portfolio Committee on Public Works, the Expropriation Bill has been adopted by the National Assembly and will now be referred to the National Council of Provinces. Once both Houses of Parliament have adopted the Bill, it will be presented to the President for assent.

Q4: How will the Expropriation Bill help fast-track land reform?

- The Minister of Rural Development and Land Reform already has the power to expropriate property for –
- Restitution of land rights** (Restitution of Land Rights Act, 1994);
 - Redistribution of land** (Provision of Land and Assistance Act, 1993); and
 - Land tenure reform** (Extension of Security of Tenure Act, 1997).

The important contribution that the Expropriation Bill will make in Government's land reform programme is to provide certainty and guidance to everyone on the process of expropriation – that includes organs of state, land reform beneficiaries, property owners and financial institutions.

General comments:

Let's remember that when the State takes ownership of property it is overwhelmingly done by way of purchase, not expropriation. We do not necessarily expect this to change dramatically. However, any unwilling-sellers out there need to have constitutional certainty with regard to the process to be followed should the State deem it essential to acquire property through expropriation.

Some critics of the Expropriation Bill are concerned that it will extend the power to expropriate property from the Minister of Public Works to various organs of state. This is not correct. Diverse existing laws already grant expropriation powers to several Ministers, all Provinces and all Municipalities, as well as certain Public Entities, such as Transnet. The fundamental purpose of this Bill is to provide certainty and administrative consistency across all expropriations.



The National Department of Public Works (NDPW) has adopted a Policy Framework enacted by the Intergovernmental Relations (IGR) to ensure the Department adopts a co-ordinated approach in carrying out its mandate.

The IGR Policy Framework is designed to provide guidelines to the NDPW and its Provincial counterparts in executing the concurrent mandate of Public Works.

This comes after the Office of the Auditor-General found the Department to be lacking systems and structures to gather performance information on concurrent functions across all spheres of Government.

Following these weaknesses, the Office of the Auditor-General tasked the NDPW to establish IGR structures to support the Department to adhere to its concurrent mandate.

The Framework is to assist the Department to exercise its oversight responsibility to promote effective intergovernmental structures for effective coordination of the sector.

It also urges the Department to give effective maintenance of the state's immovable assets, and expansion of programmes with employment opportunities.

The Policy Framework is in line with the Government Immovable Asset Management, Act No 19 of 2007 that aims to assist the sector to improve service delivery and to promote the growth and development of the construction industry.

It is also in line with Chapter 3 of the Constitution of South Africa that promotes cooperative governance - that requires all spheres of government to work

to achieve integrated service delivery.

For the Department of Public Works to execute its responsibilities and tasks effectively, the IGR Policy Framework requires it to take into account the material interests and budgets of other spheres of government when exercising its state's powers, as provided for by the IGR Framework Act of 2005.

The policy also gives the Minister of Public Works powers to intervene in other spheres of government where service delivery is adversely affected.

This is in line with Section 100 of the Constitution which gives the executive the mandate to "intervene in the province if the province cannot or does not fulfil an executive obligation imposed on it by the legislation".

The intervention is aimed at ensuring a speedy service delivery to affected areas and to promote cooperative governance.

To exercise its powers in line with its mandate and the policy framework, the Department has identified cross-cutting programmes to ensure common planning, strategy and implementation of effective communication.

These programmes include the Expanded Public Works Programme (EPWP), Immovable Asset Management Planning, and Integrated Infrastructure Development.

It also includes the Capacity Building and Skills Development Programme, and fighting fraud and corruption, a noted challenge which had plagued the Department in recent years.

DPW AWARDS BURSARIES TO 40 DESERVING LEARNERS

By Nolwazi Ndhlovu

Pictures by Tshuluzi Nkoana, Yondela Mzozo & Ernest Mkhwanazi



DPW officials and representatives of tertiary institutions pose for a picture at the bursary awards event

“Education is the most powerful weapon which you can use to change the world,” said Public Works Minister T W Nxesi in the words of the late Tata Nelson Mandela.

He was speaking during the annual ceremony held on Friday, 15 January 2016, in Pretoria, where he awarded 40 bursaries to deserving learners of the Matric class of 2015.

The R4.8m worth of bursaries was awarded to learners interested in studying for careers in the built and property industries. These learners were selected from schools across 7 different provinces that are participating in the DPW's Schools Programme.

In his address during the event, Minister Nxesi said the Department of Public Works had a clear and strategic long-term interest in, and commitment to, technical and

professional training in the Built Environment – both to rebuild the professional capacity of the Department and to contribute to scarce skills required in the Built Environment generally.

He said the task of building capacity becomes more urgent as the country embarks on a massive National Infrastructure Plan as part of the National Development Plan.

“We need to remind ourselves that the money spent on the education of our children is not simply another expenditure and therefore a drain on the fiscus. Rather, it must be seen as an investment in the lives of the learners, in the economy, and in the future well-being of the society as a whole,” said the Minister.

The recipients of the bursaries will pursue careers in Engineering, Quantity Surveying, Property Valuation, Architecture, Landscape Architecture and Town Planning.

One recipient who is the shining star of the class of 2015 is Ms Zintle Mtsheke from a rural town in the Eastern Cape, who plans to study Chemical Engineering at the University of Cape Town. She matriculated from Mpondombini Secondary School, and received 7 distinctions in isiXhosa Home Language, English 1st additional language, Mathematics, Physical Sciences, Agricultural Sciences, Life sciences and Life Orientation. Growing up having to survive on her grandparent's grant, she describes herself the luckiest girl in the world.

“I feel so honoured and important. I cherish every moment and opportunity presented to me by the Department of Public Works. The hardest thing about being a young woman, is feeling comfortable, because people will always talk and undermine you. So young women need to learn to stand their ground, especially women pursuing careers in the built and property industries,” said the aspiring Chemical Engineer.

“The DPW's Schools Programme displays the Department's commitment to the development of young people. It also helps the Department in fulfilling its mandate of being the state's handyman that maintains and manages the states immovable assets and infrastructure. This investment in the youth will help increase the scarce skills pool and properly equip the youth with resources that will help them become active economic citizens,” said Minister Nxesi in a media statement.

“I feel so honoured and important. I cherish every moment and opportunity presented to me by the Department of Public Works.”



Some of the bursary recipients



DPW Minister Mr TW Nxesi flanked by the Head of PMTE Mr Paul Serote and Human Capital Investment Director Ms Vangile Manzini during a media briefing



DPW Minister Mr TW Nxesi and Deputy Minister of Higher Education Mr Mduzuzi Manana award a bursary to one of the matric candidates



DPW Minister Mr TW Nxesi delivers his address at the event

Speaking to DPW Bursary Holders Absorbed by the Department

By Yondela Mzozo

Pictures By the Bursary Holders

In an attempt to address built environment skills shortages, the Department of Public Works adopted the Council for the Built Environment's Skills Pipeline Strategy, aimed at ensuring a seamless inflow of professionals into the Department.

To that effect, the Department has so far absorbed a number of bursary holders to be part of the Candidacy and Internship Programmes. **WorxNews'** Yondela Mzozo spoke to 5 of these bursary holders and this is what they had to say:



INTERNSHIP - Dumisani Mabunda

Dumisani Mabunda is a bursary holder of the Department of Public Works (DPW). He registered his Building Engineering qualification at the Cape Peninsula University of Technology (CPUT) and is now finishing his studies with the Durban University of Technology (DUT).

It has been an exciting journey for the 23 year old Soshanguve born student getting an opportunity to further his studies because of the opportunities provided by the Department. "It is an exciting feeling to be employed by DPW. In my previous employment I faced many challenges with regards to Building Engineering, due to the lack of support."

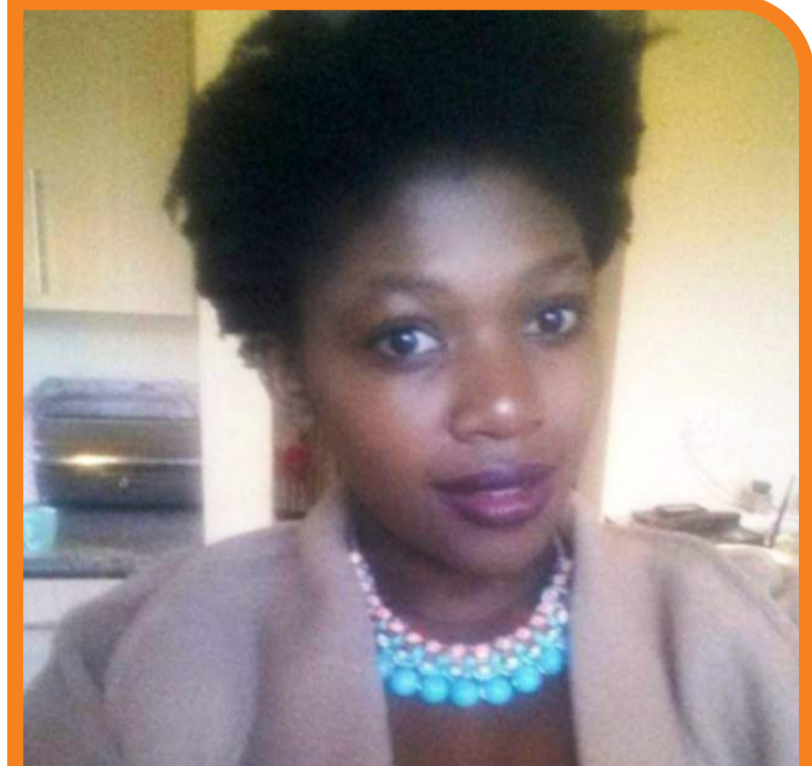
Dumisani believes that he became a better person and a professional after his Internship experience in the Department. "I learnt a lot during my Internship period. I have learnt that working in a construction industry is not as easy as it seems. Some mentors are difficult to work with, while others are always willing to help. You need to have passion and love for what you are doing in order for you to succeed in this industry," he explained.

The act of balancing work tasks and academic assignments was a tough challenge for Dumisani. It proved difficult for him to manage both, but hard work and determination saw him through.

"It was hard I can't lie. Sometimes you would want to do your school work but you can't because you have a lot of work to do for your employer. Saturdays and Sundays are just not enough to do all your school work."

Dumisani's advice to first year students who are starting this journey is that they should work hard and not limit themselves.

"Enjoy yourself but start by setting your priorities straight." Dumisani hopes one day he will make his mother proud and achieve everything he wishes for. I am from a township and I am staying with a single mom who believes in me. She believes I have a potential of doing anything I set my mind to and I hope I would be able to do just that."



CETA CANDIDACY - Ridovhusanae Matodzi

Ridovhusanae Matodzi is one of the beneficiaries of the partnership between the Department of Public Works and the Construction Education and Training Authority (CETA) that supports training, education and skills development in the construction industry.

The 23 year old from Thohoyandou, in Limpopo was placed in the Johannesburg Regional Office, under Professional Services and is currently seconded to Letchmiah Daya Mandindi (LDM) to gain much needed experience that will help her in the industry. Ridovhusanae who holds a BSc Construction Studies and BSc (Hons) in Quantity Surveying from the University of Witwatersrand has high career expectations from the Department.

"I am expecting a career growth and experience coupled with sufficient support needed to become a professional."

Ridovhusanae says she has been waiting for this opportunity to work for the Department and she is ready to make a full use of it (opportunity).

"This is a lifetime opportunity that will change my life and that of my family as it will aid me in my career development and also make me employable. A transition from university to a workplace environment is always difficult, but Matodzi is confident that she is capable of adjusting and excelling in her position with time.

The secret of her success so far has been that of taking her studies seriously and having good friends around to help her achieve her goals.

"In order to be successful, you need to manage your time, study smart, make good friends and gather experience." She urged first year university students to follow in her footsteps and aim to achieve more in life. "With opportunities like the ones offered by the Department of Public Works, it is easy for one to succeed in life."

Speaking to DPW Bursary Holders Absorbed by the Department

By Yondela Mzozo

Pictures By the Bursary Holders



DUDUZILE MASEKO

The Human Capital Investment programme of giving undergraduates experiential learning/Internship as a requirement for one to graduate has helped a lot of young people like Duduzile Adelaide Maseko (21). The 3rd year Building Engineering student from the Cape Peninsula University of Technology was placed on site with three different companies, Mandla Mlangeni Quantity Surveying (MMQS) - a quantity surveying consultant, LUBBE Construction - restoration and rehabilitation of the Pretoria magistrate court that was burnt down three years ago, FIKILE CONSTRUCTION, constructing a magistrate office in Mamelodi, Pretoria.

Reflecting on her experiences during her Internship where she had to balance her work and her studies, Duduzile said: "It was a great experience working while studying at the same time. I really enjoyed my Internship programme although it was devastating and hectic at times, hence I had to carry out my given tasks at work, while I also had to submit my assignments. I learnt to cope with both workloads and managed to master new things that I learnt on site."

Duduzile who is a bursary holder from the Department of Public Works shared the lessons she had learnt about her profession on the ground. "I have learnt a lot, most importantly to apply the knowledge I acquired from school in the workplace. I have realised that team work is essential to ensure the successful implementation of a given task. I have learnt to communicate better, to plan and monitor progress while ensuring that work is done in line with the health and safety standards on site."

The Soshanguve born Maseko says there are still challenges faced by women in the built industry due to the minority representation of females on site. She felt women like her were still being undermined because of their age. She advised her fellow female graduates to stamp their authority in the industry by solving problems that arise in construction and prove beyond doubt that they are capable of performing their duties.

Maseko is already looking forward to the future with great expectations and excitement. "I am proud to say that you are speaking to a dynamic future construction manager who is motivated to open her own construction company in the next few years."



CETA PROGRAMME CANDIDACY ANDISAZONDO

The Department of Public Works' initiative of recruiting Grade 12 learners who have achieved great results in Matric and interested in the construction industry and awarding them bursaries is paying dividends, as the Department has recently employed ten bursary holders. Andisa Zondo (23) from Vosloorus in Gauteng is one of the beneficiaries of the programme.

Andisa who stays with her mother, three siblings and her nephew in the township of Vosloorus expressed her delight in being hired by the Department as she will now be able to assist her older sister who was the only breadwinner in the family. "Completing my studies is a great achievement and I'm also excited to be hired by the Department of Public Works. I will now be able to assist my sister take care of our family."

The CETA candidacy student says she is looking forward to learn from other professionals in the organisation. "I'm looking forward to achieving my professional registration as set out in the programme." Andisa who is absorbed under Young Professional/Candidate Quantity Surveyor Programme has big dreams for her future and the country. "Becoming a professionally registered Quantity Surveyor has always been my goal since high school. Achieving this would make me feel like I can achieve anything I put my mind to. This will also enable me to contribute on a bigger scale to the economy of the country. I'm looking forward to opening my own construction firm someday."

Andisa who studied at the University of Witwatersrand, and having acquired a BSc Honours (Quantity Surveying) hopes to also one day open her own practice and contribute towards the vision and mission of the Department by being a living proof of a successful programme. This would be her way of giving back to the community by giving opportunities to students who will one day be their successors.

Dedication to achieving her goals has enabled Andisa to focus on her studies. Her advice to bursary holders of the Department who are in their first year of study at their respective universities is: "Know what you are there for, focus on achieving your goals and never give up no matter how hard it gets. Remember to keep a balance, 'all work and no play makes Jimmy a dull boy'."



INTERNSHIP MXOLISI MKHWANAZI

Mxolisi Mkhwanazi is one of the few deserving students who was offered a bursary by the Department of Public Works (DPW) through its Human Capital Investment unit to finish his studies in architecture.

The third year architecture student from the University of KwaZulu-Natal (UKZN) explains the reason behind him choosing to follow a career in the built industry. "From as far as I can recall, I've always wanted to be either an architect, a computer scientist or a commercial pilot. Having to pick a path to follow at university was very confusing. So I had to go with my gut feeling and settled for architecture, even though I did not have funding for it. I had bursary offers for my other choices such as engineering, which I turned down."

The chosen career strained his parents financially for two years at university. So he had to work hard and attain many awards in the process. "When I started my third year, I remember having thoughts of dropping out and finding work to finance my studies, but I kept going. Amid the uncertainty, I got a call from the Department of Public Works who offered to fund my studies. It was a moment of joy and disbelief. It felt like having one big monkey off my back, knowing that I'm going to graduate on record time, not to mention the financial freedom for my parents."

Mkhwanazi is contracted to the Department of Public Works, but due to the nature of his course, he is doing an internship (year-out) at an affiliate architecture office. He started his internship at Ruben Reddy Architects in Durban and is now based in Cape Town at Thomas Leach Architects.

Mxolisi shares a lot of dreams in his life that he would like to achieve. "My plans for now include finishing my year-out period, after which I'm hoping to go back to university. I wish to further my studies in Istanbul, Turkey, or at the Wits School of Architecture, where I will be doing my honours/master's degree. At the same time, I'm also into photography, so I have plans to explore this area and make a name for myself. In five years' time, I see myself being a qualified Architect with social consciousness, a renowned photographer, and a young entrepreneur."

2016 BURSARY AWARDS IN PICTURES

Pictures By Tshuluzi Nkoana, Yondela Mzozo and Ernest Mkhwanazi



SCM ROADSHOWS IN PICTURES

Pictures By Tshuluzi Nkoana, Shudufhadzo Mudau, Yondela Mzozo and Thokozani Ngema

Nelspruit Regional Office



Kimberley Regional Office



Pretoria Regional Office



EPWP SHOE MANUFACTURING COOPERATIVE PIONEERS ESTABLISHMENT OF RURAL MANUFACTURING SECTOR IN THE FREE STATE

By Michael Mokoena

Pictures By Michael Mokoena



EPWP Beneficiaries learn a new manufacturing skill

The work opportunities created through the cooperative contribute to the government's initiative to create over 6 million work opportunities by 2019.

The Expanded Public Works Programme (EPWP) could just be the answer to the Xhariep District Municipality's intention of turning the small agricultural town of Trompsburg into a manufacturing hub of the Province.

The town is home to the only shoe manufacturing cooperative that is supported by the EPWP in South Africa.

The cooperative is called **Xhariep Leather Designs** and is producing shoes for the people of the Free State. The cooperative utilises the warehouse at the premises of the district municipality in Trompsburg to run a small scale operation.

"Although the cooperative is doing work at a minimal scale, it has the potential to grow and provide sustainable employment for the people of the Free State. We also believe the cooperative has the potential to boost the local economy and create a strong local manufacturing industry. As we speak, the cooperative has been approached by a number of businesses such as Edcon to manufacture shoes at a large scale," the local economic development and tourism officer at the municipality Ms Kelebogile Molatedi said.

She explained however that the technical challenges the

cooperative was currently faced with was threatening its growth. "For instance the cooperative has not been able to take up the Edcon order because the machinery they are using is mainly for training and is not geared for mass production," Ms Molatedi stated.

Trompsburg is one of the Presidential Poverty Nodes – one of the poorest areas in South Africa that are characterised by underdevelopment, contribute little to the GDP, and incorporates the poorest of urban and rural poor. The situation prompted the Xhariep District Municipality to establish the cooperative in 2010 to not only tackle poverty, unemployment and underdevelopment, but to also unlock the potential of creating a manufacturing sector in the area.

"We recruited community members (EPWP participants) who were already doing work in shoe repair and clothing design. The cooperative currently has seven community members (participants).



EPWP beneficiary working on a shoe-making machine

As the municipality, we then appointed a service provider to offer the members training in shoe design and manufacturing. Although most of the training was for manual production, we have now appointed a mentor to provide further machinery training," Ms Molatedi explained.

Ms Molatedi pointed out that the municipality was currently funding the operational work of the cooperative, while the National Department of Public Works through the Social Sector Incentive Grant, was paying their monthly wages. The workers are currently receiving the daily wage of R90 and they work three days a week.

"The municipality has also played a big role in the marketing of the cooperative. We normally assist the cooperative to exhibit at key international, national and provincial tourism events such as the annual Bloem Show, Mangaung African Cultural Festival (Macufe) and other such events. We have also linked the cooperative with potential funders such as the Small Enterprise Development Agency (Seda), the National Development Agency (NDA) and other funding institutions," Ms Molatedi said.

She indicated that the products that the cooperative was producing were currently being sold in the community of Trompsburg and its surroundings. "Some of the biggest customers are the community members who are receiving social grants. For instance, on the day of the grants pay-out, members normally sell at the pay-out points in Trompsburg and at the surrounding towns," Ms Molatedi explained.

She added that the municipality would soon approach the South African Bureau of Standards to work on quality assurance matters relating to the products produced by the cooperative.

The community members in the cooperative are mentored by Mr Godfrey Mass, who himself is an established shoe designer who used to manage a shoe factory in

Bloemfontein.

"My role is to train the participants on how to design and physically put together (manufacture) the shoes using these machines (he points at the machines that are lining in the warehouse). I started working with this team in 2014 and I'm happy with the work they are doing here – they are coming alright," Mr Mass said.

Community members (EPWP participants)

For Ms Rethabile Chakalane, designing shoes has become a passion. "I love every part of my work here," she smiles.

"The whole process starts with the design for the pattern, then we move to drawing the pattern on the leather material before cutting it to the desired shape. The material is then taken through various machines until we get to the final product. It is important to be meticulous throughout the manufacturing stages in order to avoid mistakes, because they are costly," Ms Chakalane explained.

Mr Mass interjected – "Working on the design is the most complex phase in the manufacturing of the shoes. Once you have a good design, the rest is less complex because you rely mostly on the machine".

Ms Chakalane said the training they had received had provided her with the necessary support to master the skill of designing and manufacturing shoes. "I'm also using the skills at home where I have a small business of my own."

Another member of the cooperative Ms RD Dywili expressed joy for the contribution the government has made in her life. "The government through the district municipality and EPWP has given me and my family a better life," she said.

Her sentiments were also shared by Mr Tahleo Khoelane who urged government to maximise the EPWP opportunities in the small town.



CBE HOSTS A MALAWIAN DELEGATION ON CONSTRUCTION

Article by Evelyn Bramdeow
Photo by Lulu Dube

Touched by The Warm Heart of Africa...



Malawian delegates with CBE officials

The Council for the Built Environment (CBE) was privileged to host a delegation of six doyens in the BE sector from Malawi on Friday, 29 January 2016.

The delegation was co-hosted in South Africa by the Department of Public Works, the Council for the Construction Industry Development Board (cidb) and the CBE.

True to their Malawian slogan of being the warm heart of Africa, the delegates were keen to share their knowledge and expertise of the built environment sector, whilst showing a thirst to explore South African BE trends that they could take back to their land of smiles.

In her welcome address, Acting CEO of the CBE Ms Priscilla Mdlalose presented on the background and core business of the CBE.

Thereafter, the discussions and exchange of knowledge focused on potential areas of synergy and collaboration.

A large part of the discussions centred on skills programmes, and training for local communities in programmes run by entities such as the Expanded Public Works Programme (EPWP) and large

contractors. As fellow Africans on the continent, there was a lot to share with our Malawian counterparts.

They reciprocated with a presentation on their National Construction Industry Council (NCIC), the body that regulates the construction industry in Malawi. Common areas as well as opportunities and challenges were identified.

This visit provided the context for networking between the two countries.

The outcome of the deliberations between Malawi and the organs visited here in SA (DPW, cidb, CBE) was that there was substantial areas for collaboration to culminate into a Memorandum of Understanding (MoU) in the near future.

TAX BENEFITS CONTINUE, ANNUITISATION POSTPONED

Following the decision by Cabinet recently to table a legislative amendment to the Taxation Laws Amendment Act, and the media briefing by Minister Jeff Radebe; National Treasury would like to provide further details, reads the National Treasury Statement of 18 February 2016.

“Cabinet has noted the concerns that have been raised in respect of the retirement reforms relating to the requirement to purchase an annuity at retirement (i.e. to receive a regular monthly income during retirement instead of a lump sum) for provident fund members,” the statement elaborates.

“Despite extensive consultation processes since 2012, Government is proposing that the annuitisation requirement for provident fund members be postponed for two years to allow for further consultation with key stakeholders. Government has already initiated this consultation process, by requesting a special meeting with all NEDLAC social partners, which took place on Monday, 15 February 2016.

“Government has also engaged with non-NEDLAC stakeholders like NUMSA via separate section 77 (of the Labour Relations Act) hearings,

“It should be noted that the 2015 Tax Laws Amendment Act (and the 2013 and 2014 Acts) provisions relating to retirement will come into force on 1 March 2016, except for the annuitisation implementation date and related provisions.

“The tax harmonisation reforms will therefore continue to be implemented as scheduled on 1 March 2016.

“Accordingly, the following changes will be introduced through an urgent tax amendment bill, to be tabled soon:

- The bill will propose to Parliament to postpone the annuitisation requirement for provident funds for two years, until 1 March 2018.

- Provident fund members will not be required to annuitise contributions to their funds that were made before 1 March 2018

“The following amendments will continue as scheduled from 1 March 2016:

- The tax deduction for contributions to all retirement funds (including provident funds) will increase to 27.5 per cent of the greater of taxable or remuneration, up to a cap of R350 000 per year, from 1 March 2016..

The minimum threshold required

- for annuitisation for pension and retirement annuity funds will still be increased from R75 000 to R247 500.

- Aside from the issues covered in the urgent tax amendment bill, all other provisions legislated in the 2015 Tax Laws Amendment Act (and all other tax laws) will come into force on 1 March 2016.

“There is broad consensus that the harmonisation and capping of tax deductions will make the tax system simpler, more equitable and progressive. It will limit the tax deduction to very high-income earners and allow lower- and middle-income earners a bigger tax deduction.

“A core principle of the tax legislation on deduction of contributions made to retirement savings is provided on the condition that there is annuitisation. In the case of provident funds, even though the requirement to annuitise is to be postponed until 2018, the tax deduction will still be allowed whilst the review on annuitisation is undertaken. If no agreement is reached in the next two years regarding annuitisation, this tax benefit to provident fund members will be reviewed to achieve fairness between all retirement funds. Government remains of the view that the principle of annuitisation is in the best interest of all members of retirement funds as it can alleviate old-age poverty.

“Since the only delay will be to the requirement to purchase an annuity for provident funds (i.e. annuitisation), the amendments for pension funds and retirement annuity funds will continue as previously legislated.

“Owing to incorrect statements on these reforms, it should be reiterated that the new laws do not make any changes to the treatment of retirement fund benefits when an individual resigns.

“Members of pension or provident funds who resign will, therefore, still be able to cash all their savings when they resign, subject to current taxation. This is strongly discouraged as it is not in the interest of members of retirement funds to risk their jobs, and also have less to retire on in future.

“We would also like to conclude by pointing out that members of all pension funds, including public servants who are members of the Government Employees Pension Fund (GEPF), are not adversely affected by the new laws and should not risk their jobs by resigning. The hard-earned savings of all members of a retirement fund are perfectly safe, and accessible to them now and after 1 March 2016,” reads the statement.

Lwazi Mahlangu
 Chief Director: Monitoring and Evaluation Unit
 Department of Public Works

Abstract

Performance information is critical for every organisation as it serves to inform decision making and correct underperforming areas.

Therefore, performance indicators serve the purpose for continuous monitoring and providing useful information about performance. However, the challenge has been, to some extent how an indicator can provide useful information for decision making.

The paper presents through observations from planning processes and performance reports contributing factors leading to poorly developed performance indicators and how such have adverse effects on overall performance and management decisions.

Literature on Strategic Planning, Monitoring and Evaluation stipulates that performance indicators need to be **SMART** (Specific, Measurable, Achievable, Reliable and Time bound).

Other terms have also been used such as **CREAM** and **SPICED.1**

4. Too many interpretations of the indicator

One of the supporting elements of an indicator is a full description of what is called performance indicators description (PID) or performance indicator protocol (PIP). This provides a short description of the indicator, its purpose, and method of calculation, data limitation, and sources of data up to the person responsible for this indicator. It is often the case that once indicators have been developed, an indicator description is either not formulated or left to the unit running with the planning unit. Failure to develop such an indicator description will result in multiple interpretations of the indicator. This deviates from the SMART principle.



Whatever term used, performance indicators should be able reflect if an organisation is succeeding or shows repeated periodic achievements.

This requires a thorough understanding of performance indicators by those driving the performance management process and all stakeholders.

During the planning phase, it is common for the performance indicator to pass the SMART criteria but management often experience tremendous challenges when the need arise to report against those performance indicators.

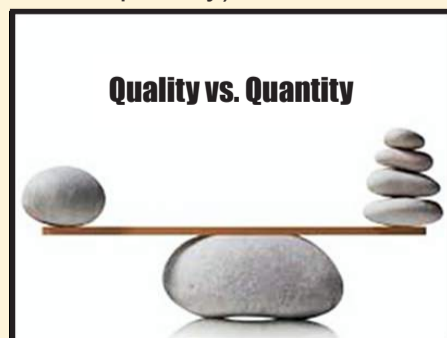
The assumptions often made during the planning phase may hold towards the development of performance indicators but fail to sustain any form of justification when reporting on them.

When such happens, management is faced with the challenge of reporting and justify actual performance.

This article highlights some of the reasons contributing (which are taken as good signs) to poorly developed indicators.

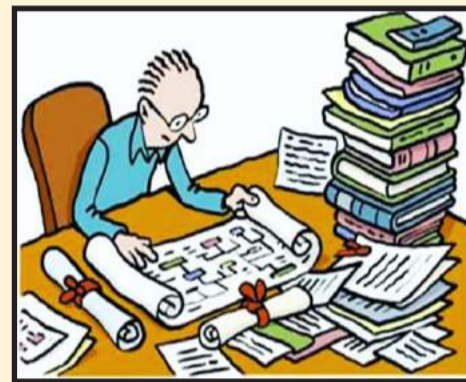
5. Quality of the indicator definition vs quality of the indicator (Fit for purpose)

There seem to be too much emphasis placed on getting the indicator right in terms of its definition (To some extent fully meeting the SMART principle) but limited on its intended purpose (fit to achieve objective or fit for purpose). Performance information and lack of adequate supporting evidence has proven this challenge. Also, this may be attributed to lack of a performance indicator description. To achieve the desired objective, indicators need to be developed for purpose it is intended (quality versus quantity).



1. Repeated indicators lacking research

Lack of research may result in the development of uninformed performance indicators. Also, indicators lacking such research are prone to multiple interpretations. Evidence has shown tendencies of management merely copying previous financial year's indicators without carefully interrogation of what the indicator seeks to achieve. This in turn results in poor reporting and performance.



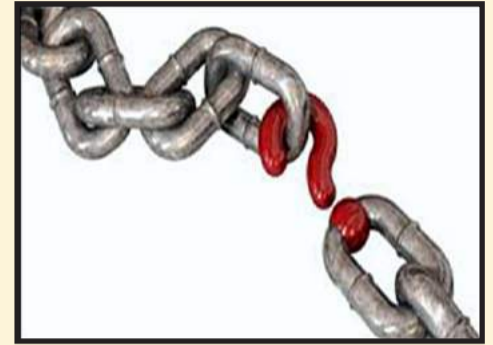
2. Indicators not linked to programme objective.

Every programme/ project has an objective and therefore the intended goal or desired end state. It is often the case in some instances that the objective itself is unclear. Again, arguably, lack of research may be a contributing factor to this. The resultant effect of this will be a poorly crafted performance indicator and a failure to achieve the intended objective.

6. Request/ desire to adjust the indicators mid-year.

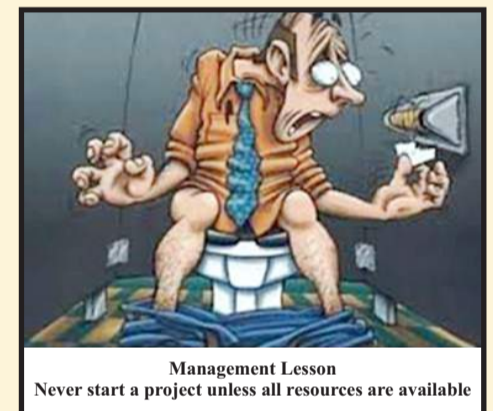
Once an indicator has been developed, it should run the full course for it to track performance. However, when management feels/ expresses the need to adjust the indicator mid-year nullifies the indicator's purpose.

This is common particularly for indicators that are either misappropriated, lacking resources, performing poorly or lack a responsible programme manager.



3. Inadequate consideration of resources required.

Resources enable the organisation to achieve its goals /objectives. If a programme is developed without careful consideration of the resources required will prove to be a challenge in achieving its objective. Resources are enablers. Examples include a budget, plan, personnel, equipment or even a guiding document. If the enabling elements are not enough to drive a programme or project, chances of achieving the set targets and objectives become slim. This may also result in tensions within the organisation.



Conclusion and recommendations

These are, but some of the salient indicators that show poorly crafted /designed performance indicators. The signs highlighted above are common in performance management and recur over the years signifying challenges in the planning processes. One of the contributing factors is lack of research and understanding of the business of the organisation and what needs to be measured. When such happens, the decision by management may either hinder progress or improve poor performance without even recognizing it. It is therefore important that the development of performance indicators and targets are guided by thorough research (and evaluations) and developed with well resources business processes.

Healthcare update: Use condoms; protect yourself against sexually transmitted infections (STIs)

Always using condoms when engaging in sexual activity can significantly reduce your chance of catching a sexually transmitted infection, some of which are deadly and cannot be cured.

According to the World Health Organization (WHO) over a million STIs are transmitted daily. In South Africa, STIs remain rife, even though there have been extensive public education campaigns about safe sex.

Some sexually transmitted diseases cannot be cured, including the human immunodeficiency virus (HIV) and genital herpes, although in most cases such conditions can be effectively managed.

Key to managing or treating any STI is early diagnosis. The earlier treatment begins, the better the prognosis. In addition, it is vitally important to practise safe sex or abstain to avoid passing the infection to others.

Types of STIs

HIV/AIDS

Sub-Saharan Africa has the highest concentration of infections with HIV, a virus that effects the body's immune system and eventually progresses to AIDS (Acquired Immunodeficiency Syndrome). Fortunately, medical advances have led to the development of antiretroviral (ARV) treatment, which can help HIV-positive individuals to live longer, healthier lives.

Human papillomavirus (HPV) or genital warts

Infection with this type of virus cannot be cured, although the symptoms of certain strains can be medically managed. Some strains of HPV are associated with a predisposition to cervical cancer. HVP is one of the most common STIs.

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

Herpes simplex virus (HSV), "herpes" This virus is closely related to the virus responsible for causing cold sores. Genital herpes is incurable, leading to recurring blisters and itching of the genitals or anus. It can be spread through oral, vaginal and anal sex.

Hepatitis B

This incurable condition is spread through bodily fluids and is most prevalent in sub-Saharan Africa and East Asia. This viral infection can lead to liver cancer or liver failure.

Gonorrhoea

This STI can also be passed from mother to child during childbirth. Symptoms include discharge from the penis or vagina, pain during sex and sore throat (in the case of gonorrhoea contracted through oral sex), but the disease is often asymptomatic. In men, gonorrhoea infection is associated with heightened risk of prostate cancer. While gonorrhoea can be cured, some of the medicines that could treat the condition in the past have become less effective.

Syphilis

A bacterial infection that usually presents as a non-painful, non-itchy sore on the genitals, which appears to clear up after a few weeks. This is only the first phase of syphilis, which can present as a rash over the body and hands and feet in its second phase. The disease often lies dormant for years before onset of the final stage, which can manifest as sites of tumour-like inflammation, seizure or dementia, and inflammation of the body's main artery, the aorta.

Pubic lice "Crabs"

Humans are the only host for this parasite, which feeds on blood and causes itching. While they are primarily found in pubic hair, the lice can survive on coarse hair on other areas of the body, including eyelashes. Pubic lice are most

commonly sexually transmitted but can also be passed from person to person through shared clothing, towels, bedding and closets.

While STIs remain a serious threat to the health of our people, there are fortunately three highly effective means of protecting oneself from infection. The first method is abstaining from sexual contact.

The second method of preventing STI infection is correct use of condoms, although condoms do not necessarily provide 100% protection, particularly against HVP and crabs, for example. Remember that many of these infections can be passed through touching alone, and that unprotected oral and anal sex, as well as vaginal intercourse, can transmit diseases to both partners.

The third method of preventing the spread of STIs is to remain faithful to an uninfected partner in a monogamous relationship. In the latter case, it is a good idea for both of you to be tested for STIs at the start of your relationship, and have routine tests from time to time thereafter.

According to the Council for Scientific and Industrial Research (CSIR), South Africa could well be heading for the hottest summer on record with temperatures over large parts of the country on average two degrees Celsius higher than normal.

Correct condom use:

Male condoms:

- Carefully tear open the foil wrapper with your fingers, as teeth or sharp objects could damage the condom and compromise its effectiveness.
- Ensure the condom is the right way round, ready to be unrolled over the penis.
- Hold the tip of the condom between your thumb and forefinger to prevent an air bubble from forming.

- Still holding the tip, roll the condom down over the erect penis, to the full length of the condom, being sure to check for any tears or flaws in the condom that might make it unsafe.
- After sex, tie a knot in the condom to contain the bodily fluids, and throw it away in a rubbish bin. Do not flush it down the toilet or dispose of it where a child, or anyone else, is likely to come across it.

Female condoms:

- Carefully tear open the foil wrapper with your fingers, as teeth or sharp objects could damage the condom and compromise its effectiveness.
- Place the sealed ring of the condom into the vagina, holding the open, outer ring in place outside the vagina.
- Use your finger to gently push the condom material into your vagina, making sure that the open ring remains in place against the outside of the vagina.
- During penetration, guide the penis into the opening of the condom, ensuring that the penis does not go between the condom and the vaginal wall.
- During sex, the outer ring should sit snugly against the outside of the vagina. If it slips inside, stop and readjust the condom.
- After sex, remove the condom with a twisting, pulling motion, making sure that none of the fluid from your partner makes contact with you.
- Tie in a knot to keep the fluid contained in the condom and dispose of it responsibly.

Intimate lubricants, available from pharmacies, can help protect the condom and have the added bonus of making sex more pleasurable. However, be sure not to use oil-based lubrication, such as lotions or baby oil, as these can damage the condom.

IN MEMORY OF OUR FALLEN COLLEAGUES

You Will Always Be Remembered.



Mr Brian Nedzingahe
from Pretoria Regional Office



Ms Nozuko Mqwebedu
from Mthatha Regional Office



Mr Ben Moholo
from Mmabatho Regional Office

HAPPY BIRTHDAY TO THE FOLLOWING COLLEAGUES BORN IN FEBRUARY

FEBRUARY 1

Arendse Piet
Fischer Yvonne Margaret
Netshivhumbe Nyawasedza
Maseko Themba
Shiko Thabang Piet
Haindongo Haiphingi Ishmael
Pikoli Nokuzola Pearl
Maluleke Tiyiselani Onusmus
Lekganyane Mmatsiana Cathrine
Cupido William James
Ngobeni Jabulani Brian
Thukwana Cebisa
Shongwe Menzi Innocent
Nombade Oratanang Rebecca
Sangweni Mzwakhe Stanley

FEBRUARY 2

Sebjetsaba Davhi Engelinah
Ngcobo Dolly Dorothy
Dirkse Priscilla Sarah
Matomela Thembeka Eida
Hlabangwane Wasnaar Boesman
Mchunu Bongekile Cathrene
Baloyi Klaas Yingwane
Munyai Muthuwanga Alice
Fengwana Nondudumo Victoria
Maruma Raphaahle Silvia
Ndebele Busisiwe
Makhele Liapeng Benedicta
Mhlongo Bingo Edwell
Ngobeni Professor Mories
Makatu Azwianewi Isaak
Nkuna Joel Godfrey
Maake Audrey Mashianyane
Nqandeka Phumza Zelda
Tlhabi Puleng Ketlaroma
Raphulu Fulufhelo
Mlota Belinda Hyacinth Palesa
Nqwenelwa
Ndlovu Israel Blessing Philani

FEBRUARY 3

Simerie John
Salie Reginald Clive
Ledwaba Madimetja John
Joseph Romauld Martin
Monyela William
Maphupha Elizabeth Tebogo
Maqeda Salatso Zukiso
Baatjies Keith Barry
Lubisi Sibusiso Ben
Mlambo Sophie Lungile
Sikhosana Portia Philile
Majal Rameez
Choane Kgosietsile Cornelius
Magade Sisipho
Mgcina Ntombizodwa Angel
Ramohlale Mmapeu Annah
Monyane Mkgang Precious
Kose Fundiswa
Sindane Sylvia

FEBRUARY 4

Mdleko Priescourt Themba
Mokhele Pule Robert
Ngwenya Domico Bafanyane
Magawu Ivy
Rambau Zwidofhelangani Elisah
Kivido David Johan
Ntlou Mmatli Barnabas
Singh Anora
Mukhari Mercy Gugu
Chauke Daniel Risimate
Mphahlela Funekile Ester
Rogers Wayne
Mntanywa Lenfort Lindixolo
Lamani Modiehi Gladys
Nengovhela Mevis
Madibo Tlaleng Julia
Mfono Mngqophiso
Ntuli Phindile Podestan Peggy
Mbatha Wandile Sonnyboy

FEBRUARY 5

Job Kamiela
De Swardt Edward John
Masikhwa Maria
Dlamuka Magamendoda
Lubisi July
Maibila Ngaletjane Sarah
Mmutle Martin
Raphunga Bigman Ronewa
Ngewana Phumzile Tsepo
Nkayi Ntombozuko Nomandaba
Seane Tshotlego Alfred
Mocwana Matshediso Solomon
Mlangeni Tamsex Hazel
Ngoyi Malizole Mcdonald
Dzivhani Avhafunani
Ramaru Mokgaetji Ruth
Buthelezi Noxolo Peaceful
Mocuminyane Patience Dimakatso
Magagula Mndeni Bonginkosi

FEBRUARY 6

Nonyane Geoffrey Zebilon

Mabana Sethosa William
Ntoahae Kekeletso Catrinah
Vahed Gadija
Sibiya Agnes Mpho
Mathews Feizel
Hlatywayo Nontombi Ellen
Terblanche Yolanda
Nomandla Nomaxabiso Clara
Ngcobo Nozipho Pretty
Mashele Martha Nomsa
Manus Don Kennedy
Mdlaka Solomzi Siyabonga
Nelani Boneka
Ntombela Thokozani Debra
Mangali Likhaya

FEBRUARY 7

Rojan Washiela
Carelse Aghmad
Mabitsela Jacob
Motloutsi Magakalane Simon
Mlangeni Tholani
Lobishe Nopinky Sylvia
Billet Daniel
Sere Motlalepule Lydia
Makama Thembi Apathia
Mabotja Ngako Daniel
Hlongwane Julia Lebotsang
Phahladira Tebogo Daphney
Matowane Nondaba Yolanda
Nkona Nandomone Sophy
Meso Tshepo Themba Clive
Skosana Lungelwa Bongwiwe
Kelepu Singatha
Nobanda Phumeza

FEBRUARY 8

Moloi Nonsokolo Ellen
Mkhize Thembinkosi Isaac
Kariem Washeila
Sibiya Beauty Khanyisile
Magwa Albert Mthetheleli
Van Den Heever Hester Louise
Van Der Merwe Irefaan
Komane Gugulethu
Magantolo Zoleka
Gugushe Sazi
Matodzi Vhahangwele
Nkhahle Bokang Abednego
Mukheli Masala
Magubane Sifiso Goodman
Mkabile Noncedo
Khoza Patricia Dineo

FEBRUARY 9

Friedericks Brian
Sobuce Wellington Ndbazovuyo
Botma Okker Mathys
Solomon Russel George
Maphauphau Takalani Josephine
Lewis Bradley
Gulube Mashabu Aaron
Mothibe Phelisa
Mhlongo Peacefull Nothando
Matlho Molope Rehab Tshete
Matlanyane Precious Madigoe

FEBRUARY 10

Skosana Meriam Raisibe
Mashele Nyawuzane Rodgers
Kutumela Lesiba Obed
Moholane Lazarus Japie
Mbimbi Valeria Bulelwa
Mahlangu Jerry Sello
Gazi Mlamli Elliot
Ramasunzi Azwihangwisi
Lawrence
Mathunyane Mamagabe Stephen
Potgieter Melanie
Manzini Feiki Millicent
Sekoto Molebogeng Charlotte
Jali Phikisiwe
Seyise Afrika Sizwe
Mangena Phiri William
Sekalo Malose Sylvester

FEBRUARY 11

Branders Andria Maria
Ramalepe Phetole Johannes
Ntoampe Nkahloleng Johannes
Van Heerden Alwyn Francios
Gcuku Siphon Petrus
Yuda Yvonne
Nemakhavhani Tshilidzi
Nelwamondo Mbudzeni Lufuno
Motupa Modjaji Petunia
Rasebotse Lorraine Mankhithi
Ramjee Neche Kecheh
Seyimane Aphiwe

FEBRUARY 12

Ramakokovhu Tshililo Joyce
Manavhela Musundwa Masindi
Albertyn Henry Charles
Masemola Mkgapi Michael
Matjeni Magdeline Mamajele
Matlhogi Bitse Sabina
Zulu Nokwazi Witness
Kgosana Johannes Lesetja

Mhlongo Fortunate Thandeka
Mametja Precious Mosima
Ezeoke Thozama Theolin
Ratau Khutjo
Nomdlembu Olwethu
Sibisi Samukelisiwe
Unnam Upendar

FEBRUARY 13

Venter Gert Barend Rudolph Du Preez
Monare Dullinton Calvin
Mbono Precious Gabisile
Masina Thulisizwe Sydwell
Munyai Takalani Aubrinah
Basimolodi Refilwe Mirriam
Mahlaba Thobile Pretty
Raboroko Katleho Keitumetse
Gumede Zamokuhle Mendy

FEBRUARY 14

Maemu Hetisani Sarah
Nkosi Sophia Kabonina Malillo
Medupe Ikgopoleng Lukas
Jaars Pieter
Fakude Mandla Selby
Rikhotso Hlengani Joseph
Pyl Nicholas Jacobus
Coert Jonathan
Steenkamp Arnold Filicity
Buthelezi Bafana Christopher
Matlala Phenga Hendrick
Geldenhuys Benjamin Basson
Horwood Michelle Sophia
Mbele Bryan
Seti Zukile
Nevondo Mmbudzeni
Stemmer Siyasanga Kefuoe
Mqana Nobom Monica
Segone Amanda Onalenna
Nobela Andile Catherine

FEBRUARY 15

Moodaley James Gopaul Krishna
Baloyi Shlangoma Stephens
Lombard Denise
Ramosolei Wilson Molahlegi
Dladla June Sindi
Mokgalagadi Hilda
Masondo Thandiwe Prudence
Nzuza Richard
Manzi Vusumuzi Nyukela
Yamiso Landile Welcome
Visagie Ronel
Makhura Joyce Paulina
Yman Willem Frederick
Hlatshaneni Mangaliso
Nxumalo Nobuhle Doris
Swart Catherina Magdalena
Nkondlwana Gloria Nontsasa
Manngo Tshimangadzo
Xhanti Khalipha
Madutlela Gloria Ramadimetja
Molokomme Sylvester Morongwa
Mabandla Unathi Ntsika Godfrey

FEBRUARY 16

Sahlaha Molatelo Alpheus
Modise Lieme Maria
Pasley Glenda
Kekana Lesebana Jan
Mbatha Selina
Thomu Mafanedza Joyce
Lesejane James Rammipen
Kruger Lori Marie Caroline
Makofana Kamela Paulos
Ntleki Lusapho Justice
Moso Diah
Peyana Sivuyile
Munyai Mulalo
Muvhango Tshifiwa Constance
Visser Fabian Randall
Rakaku Teboho Shadrack
Kongwana Msimelelo Alvin

FEBRUARY 17

Roodman Willem Jacobus
Wynand
De Klerk Hendrik Koos
Makou John
Moiloa Mkgowe Phestinah
Yozi Phathiswa Ellen
Fazel Ellahi Imtaz Ahmed
Tout Wilena
Sefali Palesa Agnes
Mxoli Nomathamsanqa Britannia
Davids Ragmat
Mogale Mashite Jacob
Shenxane Tembikile
Mamphitha Tshifiwa
Kekana Daniel Makuruba
Malwela Shandukani Leslie
Serei Bonolo Lucy
Fanzela Ncebakazi
Mahlaba Sabelo Wilson

FEBRUARY 18

Potgieter Frans Johannes

Sulaiman Ruwayda
Khan Ahmed Anwarulhgh
Swart Macheal Gideon
Sipondo Lulama
Jonathan Antjie
Jaffa Annette
Mokokosi Marcus
Cikolo Nompindulo Veronica
Shabalala Tholakele
Motlhake Nkgadi
Mashigoane Rendani Ricca
Mfusi Lungisani Reggie
Lepota Mampe Goodness

FEBRUARY 19

Seekane Nyefolo Jakobeth
Sipakisi Mahonono
Links Jacomina Dalena
Demas Aubrey Stanford
Ntshangase Siphon Nelson
Collyer Lewis James
Mazibuko Bulelani Simon
Mbengo Anne Elsie
Maluleka Khazamula Abel
Dlabantu Mziwonke
Mosepele Matladi Mittah
Kruger Eulala
Mokoena Mokhele Johannes
Thulare Kgomotso
Molotsi Tintswalo Mihloti
Mashamba Takalane Napoleon
Mosoane Matshehlane Semori
Ngubane Bongwiwe
Thuputlela Rebecca Sewela
Goduka Zingiswa
Malebye Victor Shikwane

FEBRUARY 20

Nkosi Keneilwe Monica
Mashaba Lindiwe
Mthembu Faith Sekamotho
Mzulwini Dumisani Mechack
Salo Stafford Clinton
Madlala Idaw
Qayiso Mgcineni Eric
Magopa Madipholo Mirriam
Marhonoti Zukiswa
Kgole Nthabiseng
Mpondo Mcedisi
Van Niekerk Johanna Cornelia
Marumo Joyce
Nkhoma Nelson
Nondwango Nombuyiselo
Constance
Mmotong Vivian Selabjana
Mekgwe Lamak Tshepang
Mudau Tendamudzimu Mulalo
Charmaine
Ngoepe Malesela Khomotso

FEBRUARY 21

Petrus Irene Johanna Poppie
Potgieter Shirley May
Mashamaita Matome Philimon
Kgomo Lilian Kelebogile
Ragoasha Rodney
Waqu Noseizwe
Masubelele Mosusumedi
Johanna
Molefe Simon Ntsietsana
Molefe Moyagabo Patricia
Ntombana Ntombekhaya
Rosalind
Diya Vukile
Muavha Tshifiwa Patricia
Molefe Hyworth Kealeboga
Mazekha Ngcinephi Sbondile
Sithole Ndimiso Sipiwe

FEBRUARY 22

Magaza Rosemary
Lloyd Ryan
Paries Ian Ivan
Coetzee Karin Sofia
Hendricks Arlin Delme
Poo Kevin
Qiqimana Andiswa
Malema Yvonne Refilwe
Sete Cocky Ramadimetsa
Nazo Ntombentsha
Muleba Avheani Desiree
Motha Sanele Martin

FEBRUARY 23

Mazibuko Vuso
Maroga Phirwa Jacob
Watson Trevor James
Khanyile Fikile Gladness
Nkabinde Joseph Mkiti
Magana Makgeledwe Johannes
Montshioa Michael Glen
Olivier Aletta Elieizabeth
Mbhungana Timhaka Vivian
Nxasana Vuyelwa Monica
Makhanya Rose Palesa
Mothobe Sydney
Phiri Tebogo Busisiwe
Shimati Masingita Maud

Sewedi Itemogeng Eric
Mantangayi Mfezeko
Matladi Maselaelo Elvis

FEBRUARY 24

Malgas Mmamonyenyane Ella
Modumo William
Mbatha Erica Dumisile
Sokhela Siboniso Goodman
Mothupi Cynthia
Machoga Tsitsila Brenda
Chiloane Lazarus Edward
Tlakani Motshosi Stephen
Ngcobo Nokulunga Nonhle
Brightness
Maluleke Discharge
Molaoa Sannah Moleboheng
Tlakani Motshosi Stephen
Ngcobo Nokulunga Nonhle
Brightness
Lekgothoane Mmamphoto Eric

FEBRUARY 25

Selepe Tryphina
Heathcote Lawrence Christopher
James Ronald Irvin
Masiyakoana Balayegile Linah
Potgieter Natasha
Gabela Jabulile Eunice
Stoop Paul
Khoza Gabisile Beauty
Raphala Mahlodi Lina
Khoabane Mahlomola Abiel
Mugwedi Ofhani Justice
Ndhlovu Tshepiso Seane
Msibi Thandeka Patience
Malope Lebogang Magdeline
Masekwameng Mologadi
Rosemary
Malatji Andrew
Ngobeni Vongani Vallery
Sekgobela Hagai Ditsebe

FEBRUARY 26

Lombaard Christoffel Johannes
Mathole Japhta
Minnies Sylvia
Britz Nicholas
Meso Elizabeth
Fisher Norman
Maphophe Yvonne
Adams Mcdonald
Thipe Catherine Caroline
Sibiya Thoko Busisiwe
Rampou Kenneth Moemise
Mukwevho Mulalo
Yika Nomonde Philadelphia
Matane Kagiso
Seleka Dikeledi Lettie
Nombiba Noxolo Rose
Small Justice Lofty

FEBRUARY 27

Majola Bonnie Sarah
May Mbuyiselo Enoch
Rasimeni Notshiki Caroline
Viljoen Deon
Jimlango Gratewell Xolani
Shaba Jeffrey
Ludeke Catharina Elizabeth
Ndabeni Nobuhle
Blackmore David James
Rafani Bongani Alfred
Sekgala Timotheo Kunke
Magogodi Kedire Daniel
Mashigo Yvonne
Nene Pearl Zinhle
Mathabe Pollen
Nchabeleng Nosipho Prudence
Goeieman Pulane Ruth
Seabo Pule George
Matshiane Patrick Skhumbuzo
Nethonzhe Dakalo Steven

FEBRUARY 28

Twala Johanna
Dolo Lesetsa Trasious
Mavuso Elias Dumisane
Mahlangu Elizabeth Bathabile
Gumede Thandi Alexia
Mbikushe Notshikelelo Agnes
More Keneloe Isaiah
Nkuna Kulani Ewert
Lushaba Sindiwe
Jodo Nomgcobo
Marota Itumeleng Felicia
Masego Emily
Mekgwe Senosi Warrior
Motlhasedi Moeng Jeremia
Lourens Frandah
Mooketsi Bonyana Rachel

FEBRUARY 29

Tammadge William Henry
Coetzee Daniel
Ndodana Andrew Mncedisi
Dladla Duduzile Elelah
Petersen Galiema
Shikwambana Pamalah Patience

HAPPY BIRTHDAY TO THE FOLLOWING COLLEAGUES BORN IN MARCH

MARCH 01

Gafane Tlodupjane Elizabeth
Landu Nonyaniso Victoria
Lekwene Eunice Gobodiwang
Maisa Thembe Betty
Makama Maurice Sello
Makaringe Musa Israel
Matha Veliswa
Matsebula Nompumelelo Cynthia
Mbatha Kethiwe Alphina
Modisane Pinkie Avriel
Mhloki Matshehla Cynthia
Molale Olebogeng Cyril
Mosia Judith Selloane
Myaka Ntombizonke Zandile
Ndatsa Nonja Dlamini Michael
Themba
Ndeneni Ziginile
Ngcobo Ntombifuthi Witness
Ngobeni Wisane Patience
Nkambule Jeremiah Mathongwane
Randima Mukondeleli Doctor
Serage Mpho Confidence
Setaba Mmapula Rachel

MARCH 02

Booi Zwelinzima Eric
Lewies Floris
Mafoho Thabo Samuel
Mashaba Mafanela David
Mavunda Lunga
Mkhize Nontando Thembekile
Mokhere Karabelo Joyce
Molala Kagiso Nhlanhla
Mzinzi Mcebisi
Nkonyani Tinyiko Amukelani
Ramafidza Takalani Winnie
Rangolo Tshtamene Gudson
Seoke Rantope Solly
Sikhathi Mnyadziwa Joas
Tseuo Eunice Ekaba

MARCH 03

Baloyi Boitumelo Ivy
Bonyongo Earlington Wanga
Ditshogo Dibe Godfrey
Dubazane Nonhlanhla
George Robin Victor
Hoorn Stoffel
Madala Mawela George
Madyanti Anele Siyasanga
Magida Daysman
Magwaza Zanele Angel
Mahwai Moitsusi Godfrey
Makungo Tshinyadzo Egnis
Malatjie Lerato Thomas
Maloba Kgagelo
Malumane Lindiwe Mamboweni
Marapyane Mmakgwale Maria
Matjila Lehuma Patricia
Matlou Morongwa Bridget
Mbulaheni Murenden
Mjindi Soyisile
Moholo Monnapula Ben
Morajane Ntsetseng Salminah
Motlhake Zacharia Punka
Moyane Vuyiswa Emily
Mphalo Mabore Cecilia
Mti Nobuntu Franklene
Mudau Ntuweleni Pinky
Nkwinika Motjati Engelina
Nxumalo Sphilele
Pumelo Asavela
Radebe Patricia Zandile
Ramakuwela Farisani Lizzy
Ricketts David Andrew
Roos Deon
Seloga Maphale Annah
Shuping Mabilo Andries
Siwela Lungile Petunia
Sokhela Thembani
Thipa Sempete
Worst Gustav Heinrich

MARCH 04

Bhatama Dumile
Bixa Ziyanda
Kleinsmith Theodore James Edward
Lirumo Rudzani Lily
Louw Giel Erasmus George
Magashula Mosima Caroline
Makhubela Giyani Phanael
Ndamase No-amen Phraimimah
Nkuna Vutomi Venus
Riekert Karel
Setlale Joseph Katlego
Zwane Linda Leornard

MARCH 05

Hartzenberg Elmo David
Khumalo Thato Mmapula
Koli Sizwe
Mafafo Shimane Moses
Mahlangu Jane Zanele
Majola Thulile Nompumelelo Purity
Makama Jabu Samuel
Manjolo Khanyisile Gugulethu
Marescia Patrick Nowellen
Mchunu Bonakele Hloniphile

Mngoma Nkosinathi Innocent
Modiba Mathibe David
Moitsheki Setsoaro Piet
Mukhathi Talifhani Stella
Ndhlovu Johanna Hlamalane
Ndlovu Michael
Ntsangani Mvelisi
Rangnako Gladys Gabaipone
Rapepele Kgabo Lawrence
Sekgobela Peter Lesiba
Tabete Nomusa Moreen

MARCH 06

Botha Matthew Ban
Garibdass Rekha
Krige Evelyn William
Mahasha Maropene Jackson
Makhoana Molelekwa Andries
Malatji Ngwako Justice
Maleni Nomthandazo Dorothy
Mboweni Akani
Mkhonto Solly Mbohi
Mkutukana Simpwiwe David
Molokomme Lesley Thabo
Mothoa Kleinboy Mafamo
Noqobo Fana Maxim
Pienaar Herman
Rambau Azwindini
Sethibelo Kelebogile Sybil
Sigwebela Ntombizonke
Smith Clifford David
Witbooi Nozibele Flora
Zide Euphemiah Phumza

MARCH 07

Hermann Coenraad Albertus
Jeje Manasse Grace
Lesoetsa Jacob Kopano
Maphaha Azwifanelwi Emily
Masilo Thato Magdeline
Moyo Gladys Maragele
Mphahlele Kganthe Edward

MARCH 08

Gwadiso Mawethu
Magwaza Langelihle Mpumelelo
Mahlati Mookho Agnes
Marais Johannes Petrus
Matoti Thendo
Matshwane Silas Goitsemodimo
Mchunu Gladness Kheithiwe
Mfiki Nomfundo Samella
Mogakabe Masego Faustinah
Mthethwa Thandeka Lungile
Ngobese Lungile
Serone April
Trevor-goode Anthony Robin
Twatwa Nomnikelo
Xaba Velile Cynthia

MARCH 09

Adams Magrieta
Dlamini Fanwell Mkhetheni
Faku Athi Khululekile Kumkani
Ganas Pragason
Gwazube Mfizeko
Hurilall Reema
Madikizela Nobuhle
Magagula Grace Nomvula
Mahloke Kwena Jacob
Maneba Thamuso
Maphoto Ntshane Cornelius
Masika Wanda Sipehele
Mbijekana Patricia Funeka
Mthethwa Thandiwe Latha
Nawa Nonhlanhla Clothelda
Ngcobo Nombuso Lynette
Ngedle Luyolo Msimelelo
Phasha Mashwahle Daniel
Pitso Butinyana Shadrack
Ramphekwa Relebohile
Seleka Lesego Gladwin
Springfield Noel Charles
Tshabalala Neo
Williams Granville

MARCH 10

Bengu Nokwenzani Lettie
Brookes Martin Radford
Makgai Ramathabathe Sheila
Makhale Shonani
Masonganye Mdabazi Marry
Mbelengwa Mulatedzi
Mboya Patricia Nombulelo
Mdede Fikile Beauty
Mlaza Raciance
Motsepe Kedibone Gertrude
Mpheroana Kwena Sophonia
Edgar
Mshumpela Malusi Xolisa
Mthembu Abigail Zandile
Mudau Azwihangwisi Eunice
Ngonyama Nyeleti Gugu
Ntuli Simphiwe Lennox
Olivier Veronica Louise
Sehlapele Calvin Paul Mogau Roy
Shabalala Khanyisile Francisca
Swanepoel Kathleen
Taunyane Lizzy
Xiviti Bethwell

MARCH 11

Chauke Hlayisani Vanessa
Fanie Nobakhe Gloria
Kunene Dudu Rose
Mbatha Mandisa
Mjila Bubela
Mtimkulu Nomasonto
Rakosa Paballo Mamodidi
Thobakgale Lesiba Koos
Van Den Heever Tania Shirlene

MARCH 12

Boshomane Letsatsi Josephine
Hassim Mohsien
Hlengwa Rosemary Mabongi
Holm Micheal James
Lodewyk Moos Jakobus
Madonsela Thembe Linah
Magane Muriel Mmaphuti
Matjeni Jacob
Mokoka Lesiba Joel
Moriri Sunnyboy Dumisani
Mothaleli Mulalo Sandra
Mphagi Rofhiwa
Msuzma Thembela Siyamthanda
Nesengani Shandukani Caroline
Ntimane Audrey
Rammota Jwalane Paulina
Rasalanavho Gomedzani Julia

MARCH 13

Dau Elizabeth Lerato
Govender Mahalingum
Gumede Themba Lefty
Koko Bulelani
Maduwa Lenard
Maluleka Jeje Norman
Maswili Xolani Sidwell
Mazwana Meyisi
Mosehlana Magdeline Mashadi
Motsepe Bakang Joseph
Msiza Zanele Julis
Mthethwa Senamile Precious
Ndlovu Lawrence Vusumuzi
Ndou Africa
Ngobese Phelelani Selby
Nombewu Andisiwe
Pingo Nonela
Sibanda Manyiki Jim
Solomons Neil Christopher
Theledi Janet
Tseu Bongani David

MARCH 14

Brijman Gitish Ramdiras
Chaane Khumo Olivia
Dlamini Leah Betty
Harris Winston
Letsie Dipuo Elizabeth
Makhabe-fokazi Ntomboxolo
Maseme Miselwa
Matemana Maths Lucas
Matodzi Lebogang Michael
Memela Hlengiwe Jessica
Qhwesha Ludwe
Rikhoto Mhloti Marlies
Sekgabi Stanley Makwe
Sibeko Phakama
Tshwane Mokgaetsi Suzan

MARCH 15

Baadjies Nthabiseng Rebecca
Bala Bukiwe
Fillies Faike
Hlatshwayo Thoko Deborah
Khoza Theocracy Tinyiko
Khumalo Magdeline Tandi
Lephakha Maria Motshidisi
Makrexeni Mvisiswano
Mangqengwana Nokulunga
Apolia
Masango Mokgethoa Maggie
Melane Sicelo
Mngeni Thandokazi Yvonne
Morris Magrieta
Mothoa Steve Sydney
Mahlanayane
Naidoo Raymond
Ngindana Ncumisa Ethel
Pasquallie Garcia Dawne
Shuma John Magezi
Sibisi Bongive Cheryl
Zitumane Nguquko

MARCH 18

Campbell Malcolm
Dageford Sharon
Hlengwa Xolile Siyethemba
Mamabolo Matshidiso Masefela
Joyce
Mamorare Peter Kagiso
Meyer Faeza
Mthshiselwa Linda Prudence
Ngondo Freddy
Sefume Matshediso Christine
Sibanyoni Dineo Jeanette
Tshauambea Khorommbi Moses

MARCH 19

Aucamp Stephanus Johannes
Deetlefs Elizabeth Maria

Khotlo Isaac
Lee Dikeledi Louisa
Letshwenyo Dikeledi Joyce
Maseko Alice Zodwa
Masoga Ramaesela Paulinah
Mathibela Balekani Josephine
Mohloding Manuel
Molekwa Mamma Setta
Ngcobo Tholakele Ednah
Ntai Refiloe Abel
Nxumalo Lungisa Eshmael
Nyapisi Coryn Mantlai
Nyapisi Sheryl Mantsi
Pieterse Petrus Jacobus
Ramuhashi Khwatisani Percy
Thubane Julia Momo
Zwane Mduduzi Christopher

MARCH 20

Masuku Wiseman Nkanyezi
Matsotso Lesole Soldaat
Mngomezulu Ziyanda Portia
Mofokeng Welhemina Sibulelo
Moseme Puleng Florina
Ngomane Sizwe Hendry
Nkomo Simangele Chriscelder
Nxumalo Goodhope Singabakho
Qhetsemani Monwabisi Sam
Sikhwivhulu Vhutshilo

MARCH 21

De Klerk Andries Jacobus
Khweyiya Zixolile Petros
Macheke Ntsako Prudence
Mashabane Jabulane Lawrence
Masopha Elizabeth Keikantseng
Masubelele Johannes
Mhlongo Bongani Oscar
Mlombo Thembeni Thully
Nero Aliza
Ngonyama Busisiwe Ayanda
Prins Normelene
Ramatlotlo Masutu Elisha
Sixaba Gloria Zukiswa
Tys Unathi Precious
Zulu Lungile Precious

MARCH 22

Baloyi Tshepo Sammy
Laka Tsepedi Henry
Maila Walter Mareme
Manamela Mahula Decious
Masiagwala Fhulufhuwani
Mguwe Nomaphelo Nosiselo
Mnyandu Sboniso Wiseman
Ndlovu Khensani
Ndou Lufuno
Ntshanyana Babalwa Delisia
Putsane Jacob Makata
Zumane Priscilla Dineo

MARCH 23

Carstens Michael Frederick
Dire Motshabi Concordia
Jors Arrie
Kleynhans Jan Hendrik
Lethuko Malehlohonolo Veronica
Litheko Florence
Maseko Sesitjie Margrate
Mashinini Sharon Lebogang
Matsila Patric
Mbembeni Phumeza Mavis
Mnisi Nongamthini Lydia
Mnyandu Muziwenhlanhla
Johannes
Mzulwini Obed Bhani
Nchocho Moipone Nthabiseng
Nepfumbada Lorraine
Ngobeni Themba Collins
Ngwasheng Albina Makolwane
Pule Gomotsegang Mildred
Ralulimi Ntsundeni Florah
Reve Xoliswa Katie
Siguqa Alex Zwelethu
Van Dieman Eleanor Margaret

MARCH 24

Bodlani Gloria Nandipha
James Vuyo Bond
Letlere Sarah Raisibe
Letsoalo Mohlabe
Mapheto Mokgadi Engelina
Mlandu Kola
Mokgohloa Michael Chuene
Mzili Lindiwe Constance
Ntshintshi Zama Alfred
Ntuli Martha Duduzile
Nzama Thozama
Rassool Abdul Azeez
Shabangu Vamisa Vincent
Steenkamp Michell Anette
Thoka Moshibudi Sabina

MARCH 25

Baloyi Julias Thomas
Errens Leonard Elias
Galane Mmoroti Julias
Letsapa Rebecca Xoliswa Busisiwe
Mgege Buyi Mirriam
Monaki Mercia Gaolebale
Monama Madidimalo Tiny

Monnapula Victor Obusitse
Mothudi Mahlomola Brine
Mukumela Mashudu Lucy
Nakedi Bakhali-phicebo
Ndlovu Bhekisisa Wiseman
Ngcobo Reggie
Ngidi Joseph Muntongazi
Nsele Amanda Noluthando
Wicks Eugene

MARCH 26

Basson Frank Ruben Fred
Khumalo Gugu Barbara
Machethe Mmapula Salome
Makanda Thozamile
Makhubela Maria
Matlholwa Kegomoditswe
Gladness
Mavhunga Mmbudzeni Joseph
Mchunu Mthutheni
Mkabeni Ayanda Zandile
Molaba Jabulane Thomas
Mphela Gladys Shelabe
Power Petrus Hendry
Thulo Mapaseka Mamafohla Alice

MARCH 27

Bhembe Nomasonto Thabitha
Bhengu Nhlakanipho
Joseph William Thomas
Khumalo Petros Bhekizitha
Khumalo Petros Bhekizitha
Mahanjana Sibabalo Sidwell
Mbele Mdinelwa Cornelius
Mkhize Londiwe Thintwe
Mnisi Ruudgyguilty
Mnyaka Mvelisi
Mothaolwe Sismogang Elizabeth
Motloung Clifford
Ngcobo Maria Lindiwe
Nyembe Prudence
Perold Adrian Diederichs
Radebe Mzinakhe Jeremiah
Rankapole Nchidi James
Sebopetja Lerato Freddy
Sengakane Semonki Paulus
Shezi Khulekani Benedict Sbusiso
Tshautshau Rofhiwa Girlie
Zulu Goodman Sbeko

MARCH 28

Kuloago Andronicca Thabiso
Sebollewa
Kwinda Kanukani Timothy
Mabape Petrus Mbuti
Mabokela Mmamonang Emma
Frieda
Mahlaela Tshupo Phillip
Makgaka Phemelo Humprey
Makhubo Nomadlozi Mirriam
Maluleke Timothy Ellon
Maluleke Timothy Ellon
Mtshali Themba Makepeace
Mtuzala Ntomonde
Nethe Mahlavane Piet

MARCH 29

Adam Abongile
Gwe Veliswa Victoria
Maluleke Thembi
Mathonsi Jabulani Patric
Matjeke Jabulane Frans
Moko Khanyisa
Moloi Dimakatso Patience
Nkosi Zandile Zanele
Parks Crystal Estelle
Rathaha Khukhwane Lucy
Setaise Dimakatso Johannes
Shabalala Nokuthula Patricia
Sibiya Petrus

MARCH 30

Baloyi Khazamola Daniel
Bernard Aletta Gertruida
Fortuin George
Kunene Jabulile
Masuvhelele Ndivhuwo Catherine
Matakane Nokukhula
Mateane Thokang Daniel
Matthysen Michelle Frauline
Nanto Tanduxolo
Ndala Jacob Makwaga
Ngobe Harold
Ngqongqo Andile Ntsikelelo
Pale Ngakoana Lorraine
Viljoen Wayne Patrick
Zwane Bhekani Sidwell

MARCH 31

Luhlanga Lindinkosi Paul
Masenya Lousa Mmadikhuru
Masha Mpho Charles
Matlou Rammala Lucas
Mothamonyane Bennet Tsholofelo
Njadu Thuliswa
Ramncwane Buyisiwe Rima
Sibiya Sithumu Elphas
Thanyani Violet
Thulo Tshewe David
Tsatsi Kgakgamatso Andrew
Wittstock Carl Leslie

TEAM BUILDING SESSIONS AT REGIONAL OFFICES

Pictures By the Regions

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Mthatha Regional Office

