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Official Newsletter of the Department of Public Works



PUBLIC WORKS RUN-WATER EFFICIENCY PROJECT SAVES GOVERNMENT OVER R300 MILLION



public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA

**SOUTH
AFRICA
WORKS
BECAUSE OF
PUBLIC
WORKS**



REGGIE NGCOBO



EDITORIAL



PETRUS SIBIYA

TATA MANDELA WAS THE CHIEF PUBLIC SERVANT

Tata Mandela was one of a kind and an incredible human being to grace our country, continent and the world. Yes, Tata as he pointed it out, was not a saint, but what he did for us as a country is unmatched.

inspiration for all of us to serve citizens with dedication, respect and pride. When we arrive at our workstations, let us take the lessons of this humble man to heart.

As we celebrate Mandela Month and the International Mandela Day on the 18th of July, I hope each one of us will find it in his or her heart to reach out to those in need, starting with our neighbours and the community at large.

In Madiba's words, "What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead."

When Madiba was released from jail after spending 27 years of his prime, he did not take a selfish stance of retiring and taking care of himself and his family only. Instead, he dedicated the remaining years of his life serving the country.

Mandela Day is about us heeding the call made by Tata, that of taking on the burden of leadership in addressing the world's social imbalances. It is more than celebrating and honouring Tata's life, it is a global movement to honour his life's work and act to change the world for the better.

Tata believed in three things: free yourself, free others and serve every day. I believe if we want to honour and celebrate Tata's legacy, we need to follow these 3 principles that he lived by until he departed this world.

He believed that each of us has the ability and responsibility to change the world for the better. If each and every one of us can heed the call to simply do good every day, we would be living Tata's legacy and help build a country of our dreams.

Let's roll our sleeves and help those in need, the sick and those who have lost hope in life. To us as public servants, let's take a leaf from Madiba's life. The way he served our people should be an

When he departed, he left the baton of leadership in our hands. It is in our hands now to make a positive difference to those we serve.

Take Action, Inspire Change!

Reggie Ngcobo is the Editor-In-Chief of WorxNews

EDITORIAL TEAM:

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

Reggie Ngcobo, Petrus Sibiya, Shudufhadzo Mudau, Ernest Modise, Tshuluzi Nkoana, Sphilele Nxumalo, Thozama Nzama, Bukiwe Mgobozi and Yondela Mzozo.

HONOURING THE HEROES OF THE STRUGGLE

Through the Centenary Commemoration of the Battle of Delville Wood scheduled for the month of July in France, the Department of Public Works unearths the hidden history of black South African soldiers who fought and died for the country and the world during the World Wars.

As we commemorate different calendar days, let us remember our forebears who lost their lives in the struggle for freedom.

These soldiers who sacrificed their lives for world peace during World Wars were buried in different parts of the country – France, where they could be hardly recognised.

The re-burial of Private Beleza Myengwa, remembered as being the first member of the South African Labour Corps to die in France during the war, was officiated by Deputy President Cyril Ramaphosa in France in July 2014. This move takes the Delville Wood Memorial site a step further.

Their history and their sacrifice could have easily gone unnoticed, had it not being for the Government of South Africa who bought the area and turned it into a memorial.

Lastly, let us recognise the DPW team, led by the Public Works' Acting Deputy Director-General (DDG) Projects and Professional Services, Mr Sam Thobakgale who are deployed to do the spade work in preparation for the Delville Centenary Commemoration later this month.

Simply put, the Delville Wood memorial is therefore established to praise and restore the dignity of the South African black soldiers who served and died in the Battle of Deville Wood.

On another note, in the current issue of *WorxNews*, you will read about how the DPW Water Efficiency Project saved the State over R300 million.

The Delville Memorial site is a living testimony that the Department is not only providing accommodation for the living, it also caters for the South Africans who died on the line of duty.

You will read about the Department having improved its 2015 MPAT (Management Performance Assessment Tool) performance results by 71%.

Like the June 16 Commemorations, the Delville Commemoration aims to recognise the efforts of South Africans who fought and died for the freedom we enjoy today in a democratic South Africa.

You will also read about departmental officials from different Regional Offices who took part in the Comrades Marathon under the DPW flag.

A countless number of South Africans laid their lives on which this freedom is based.

These and many insightful stories are packaged for you in this issue. Keep on sending articles and letters to the Editor.

Thank you and enjoy the reading!

PUBLIC WORKS

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WATER EFFICIENCY PROJECT SAVES THE STATE OVER R300M



Pipe repair underway – another initiative by Public Works to save water

WATER SAVED

Over **2 million** kl of water saved every year

That's enough water to supply **over 30,000 homes** every year



With the country experiencing one of the worst drought and heat wave cycles, **WorxNews' reporter - Petrus Sibiya** caught up with Mr Ndivhoni Mathivha, a Project Manager for water at Pretoria Regional Office, (who is also the acting Director Property Management), to find out what the Department of Public Works was doing to save water in state buildings under its management.

According to Mr Mathivha, the Department as the custodian of state buildings devised a *Water Efficiency Project* in 2003 that saves over 2 million kilo litres (kl) of water a year.

He said the water saved through the

project is enough to supply over 30, 000 households per year.

The project, run on 11 buildings managed by the Pretoria Regional Office of the DPW, has to date saved the state over R300m in public money.

The massive water and money savings were achieved through the use of technologies such as Automated Meter Reading Systems, the Aquatrip Water Leakage Control Systems, Leak Detection Equipment and the installation of Pressure Reducing Valves in state buildings.

As part of its rapid response, the

Department through various methods, including web-based technologies, is able to detect water losses which are immediately attended to by water experts who are always on stand-by.

Mr Mathivha says preparations are at an advanced stage to build internal capacity to respond to the urgent maintenance needs of client departments.

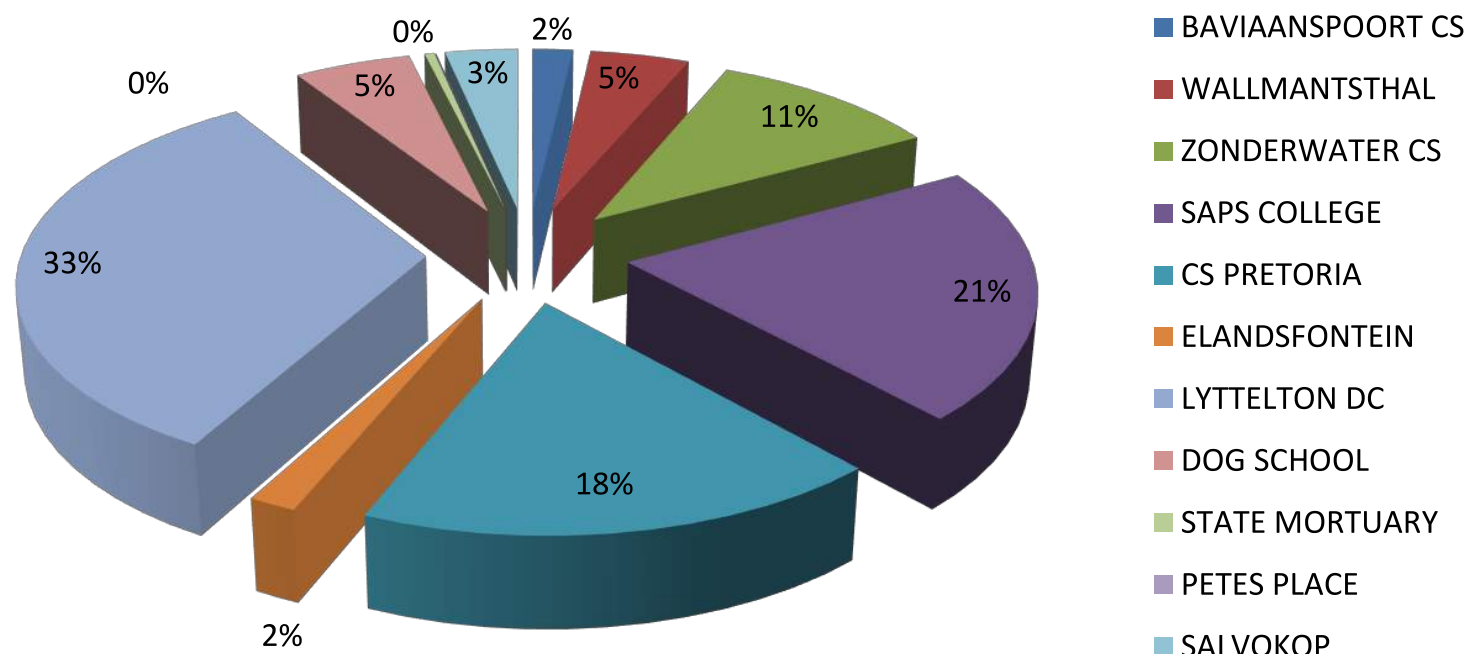
This will be done through the resuscitation of workshops that will see the Department recruiting more experts such as Civil Engineers, Project Managers, Information Technology Specialists and Plumbers.

This move will also create jobs and lessen the dependence on private contractors by the Department.

Mr Mathivha said he was confident that through initiatives such as the *Water Efficiency Project*, the Department and the country can mitigate the scourge of drought.

'If a single project can save so much water and money, a whole lot more could be saved if all public servants in the 11 state buildings under the spotlight can adopt the culture of saving water, and there could even be more savings if everyone in the country joins the party', encouraged Mr Mathivha.

Average Saving per site at the 11 buildings under the Pretoria Regional Office



ACTING DDG VISITS FRANCE IN PREPARATION FOR THE BATTLE OF DELVILLE WOOD COMMEMORATION

By Sphilele Nxumalo



DPW Team deployed to prepare for the Centenary Commemoration in France



Public Works' Acting Deputy Director-General (DDG) Projects and Professional Services, Mr Sam Thobakgale, has embarked on a two week journey to France for the Centenary Commemoration of the Battle of Delville Wood.

Mr Thobakgale is accompanied by a technical team from the Professional Services that will ensure that everything is in order before the South African President Mr Jacob Zuma and Public Works Minister TW Nxesi travels there to commemorate the lives of black soldiers who died in the First World War.

The event will mark the 100th anniversary of the Battle of Deville Wood.

The announcement of the plans to go

to France were made during the State of the Nation Address, with a schedule to unveil a memorial in order to praise and restore the dignity of the South African black soldiers who served and died in the Battle of Deville Wood.

The unveiling, scheduled to take place on 12 July 2016, also coincides with the state visit to France by President Jacob Zuma, which is on the 11th of July 2016.

The South African National Memorial commonly known as Delville Wood is situated in the north of France, about 170 km from the capital city of Paris.

In 1920, to erect a National Memorial for South African soldiers, the South African government bought the Delville Wood from the French government to honour South African soldiers who

died during World War I.

In 1926 the Memorial was inaugurated, and twenty-six years later, in 1952, an alter stone was added to celebrate the South African soldiers who died during the Second World War.

Currently, the Deville Wood Memorial Museum represents the blasphemies and prejudices of the past.

The South African military history has a very biased representation in the museum, with the role played by the soldiers of colour in the war being distorted by not being vividly shown, and having minimal presentation of the roles the soldiers played in various stations of the war.

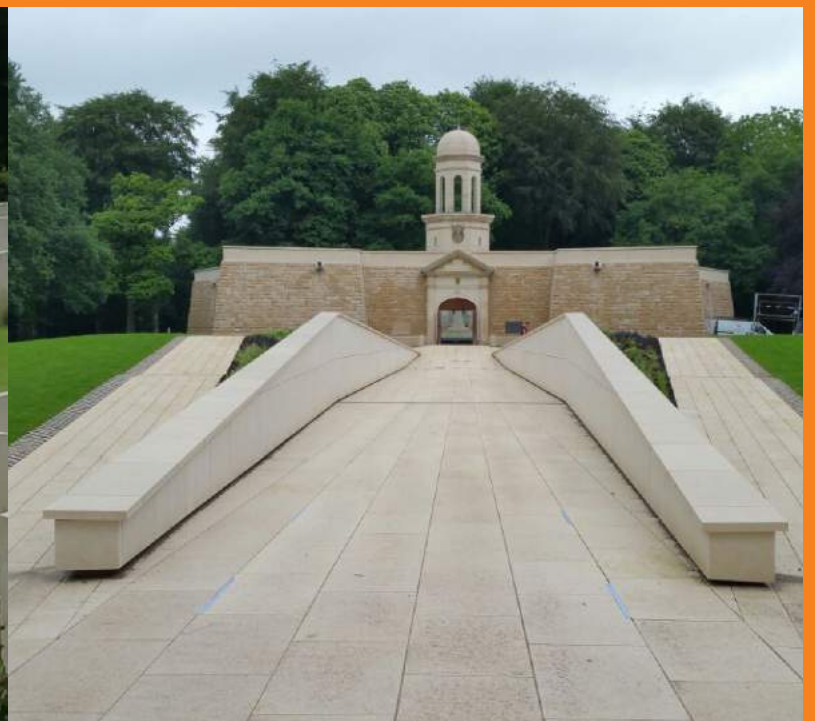
It is widely known that only white South African soldiers who rendered services

to France during World War are buried at Deville Wood, with black South Africans, considered unfit to serve as combatants because of their skin colour, buried in different parts of France.

The black soldiers were enlisted as the South African Native Labour Corps.

The re-burial of Private Beleza Myengwa, remembered as being the first member of the South African Labour Corps to die in France during the war, was officiated by Deputy President Cyril Ramaphosa in France in July 2014.

This became a major step in reorienting South African military history. A Memorial Garden honouring South Africans who died in the Wars will be erected.



NDPW IMPROVES ITS MPAT PERFORMANCE BY 71%

By Reggie Ngcobo

The National Department of Public Works has improved its 2015 MPAT (Management Performance Assessment Tool) performance results by 71%.

The Department has been steadily improving its performance since 2012.

Since 2012, the performance has improved from 25% in 2012 to 71% in 2015. Also, the number of standards has increased from 30 (2012) to 37 (2015).

The increase in the number of standards reflects additional and/or revised standards based on past performance.

Despite the increase in the number of standards, the performance of the Department has improved considerably.

MPAT assesses the quality of management practices across a comprehensive range of management areas, from supply chain management to strategic planning.

In each management area, performance is assessed against the management standards established by the relevant transversal departments (e.g. National Treasury for financial management; and the Department of Public Service and Administration (DPSA) for human resource management and development).

It is built around four management Key Performance Areas (KPA's), namely, Strategic Management;

Governance and Accountability; Human Resource Management; and Financial Management. MPAT is designed to assess compliance and the quality of management practices.

Government has set out 14 Priority Outcomes that are further elaborated in the National Development Plan (Vision 2030). However such outcomes and priorities cannot be achieved if there are weak management practices.

These Priority Outcomes are underpinned by Outcome 12: '**An Efficient, Effective and Development Orientated Public Service**'.

In October 2010, Cabinet approved a proposal from the Department of Performance Monitoring and Evaluation (DPME) to work with transversal departments and Offices of the Premier to develop and pilot the implementation of a management performance assessment tool, in support of achieving Outcome 12.

DPME was mandated by Cabinet to lead the development of the Management Performance Assessment Tool (MPAT).

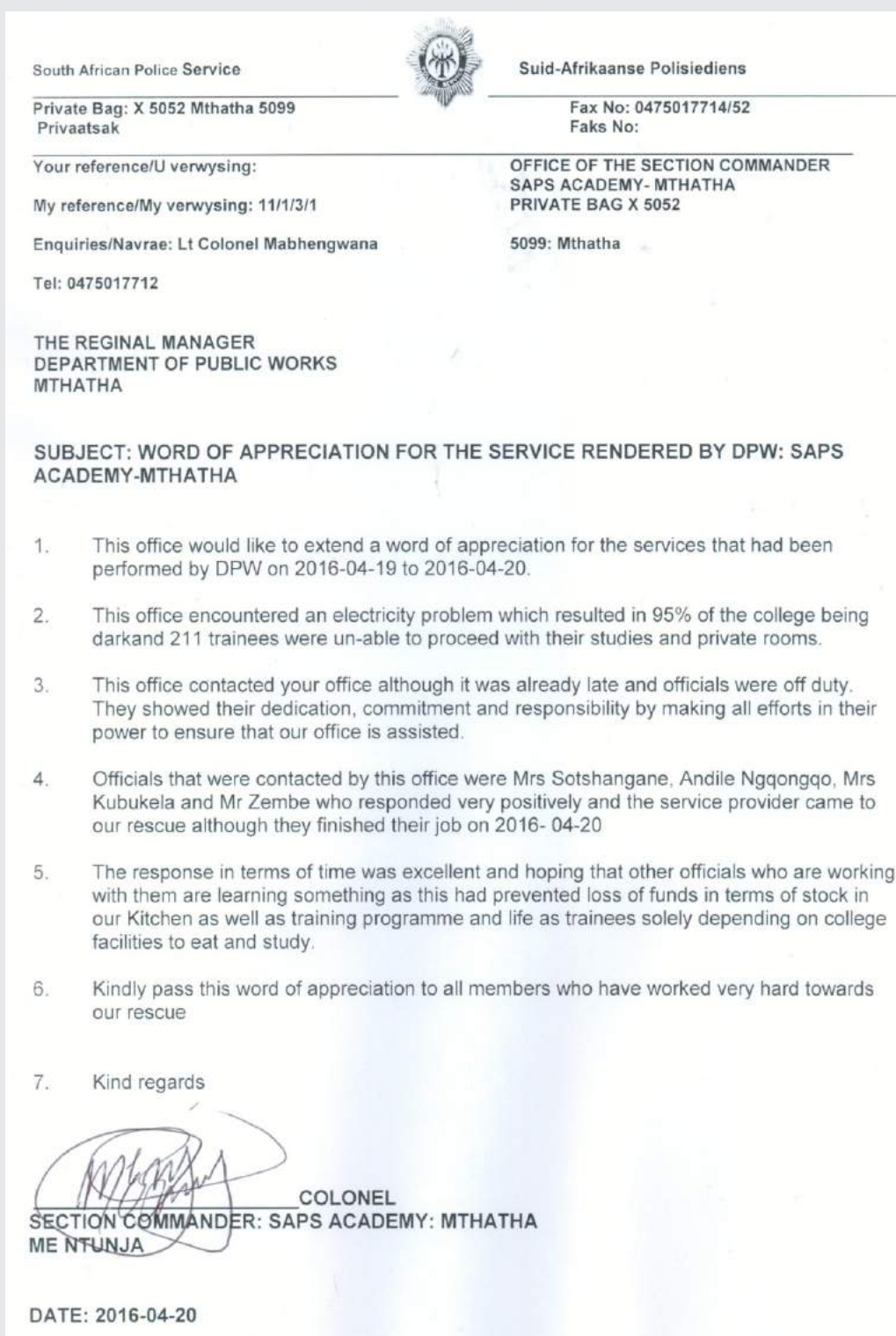
The M&E's MPAT's action plan for the year 2016 will target poor performing areas, through extensive bilateral meetings, such as Service Delivery Improvement Plan, Promotion of Access to Information Act (PAIA) and Implementation of SMS PDMS, as well as the entire Human Resources Management KPA.

REWARDING EXCELLENCE!!!

SAPS ACKNOWLEDGES EXCELLENT SERVICE FROM DPW

The National Department of Public Works would like to congratulate the Mthatha Regional Office for the excellent service it has rendered the South African Police Service (SAPS).

Below is an Appreciation Letter from SAPS to the Mthatha Regional Office that bears testimony to the quality service rendered:



The action plan will also support and monitor the progress in areas where levels 2, 2.5 and 3 scores were achieved, with the objective of enabling the units to improve their scores to a level 4.

These include all four Key Performance Areas with few standards under Finance Management.

The index performance will also be

used as a form of measure to improve overall performance.

The index target for 2015 MPAT was 2.7.

This target at the time did not consider the new MPAT score rating of 2.5.

The Department achieved an index of 2.9 in 2015, above the set target of 2.7. The set target for 2017 MPAT cycle is 3.5.

INSOURCING OF SECURITY PERSONNEL AT HEAD OFFICE GOES FULL STEAM AHEAD!

By Shudufhadzo Mudau
Pictures by Tshuluzi Nkoana



The Security Management Unit has strengthened its workforce with 79 Physical Security personnel. This is in line with the Department's vision to create quality and sustainable jobs in order to enhance service delivery.

The intake was pronounced by Minister Nxesi during his Regional Turnaround Consultative Sessions. He also repeated this during his 2012 Budget Vote, where he indicated that the Department should consider insourcing certain functions such as Cleaning and Security services.

To that effect, the Department developed a framework to ensure that this is implemented urgently. Following that framework; a fully functional security compliment has now been employed and deployed to various Public Works offices around Pretoria.

According to Security Services, there are many benefits to this noble decision for both the Department and those who have benefited through employment. Since the introduction of the new model, there was a noticeable reduction of theft within departmental buildings at Head Office.

The new system has also brought about proper control of the security personnel by the Department which was accompanied by a display of high levels of professionalism by security personnel. Labour relations matters pertaining to security were

also clearly managed and observed by the security personnel as there were no blurred lines of reporting.

As for the security personnel, they said they were happy for the opportunity to be part of the DPW family. They are now able to put food on their tables and take their children to school because they have some form of security and decent wage, compared to what they were getting under security companies that were contracted to the Department.

Mr Edward Balangana Tshivhase who has been absorbed by the Department has highlighted the importance of being appointed as an in-house security. "I learned a lot of things because I work with people from different cultures and languages, so for me it is a life time experience." As for Mr Eric Makgalefa, he is happy to be part of the Department of Public Works' Security Services.

"Since I joined DPW, I have been exposed to many things in terms of my work as a security officer. I have also learnt the business of government and how it respects the rights of workers and engage with them through unions to resolve misunderstandings."

Security Management Chief Director, Mr Zwiitani Rambau who is equally happy about these appointments, says in line with the Minister's policy direction, his Chief Directorate drafted an

insourcing of security implementation strategy.

From there it was then decided that the insourcing of the security function should begin at Head Office before being gradually rolled out to the Regional Offices.

The first phase of in-house security started in February 2015 when Security Management employed the first group of 31 Security Officers on a 12-Month contract.

"We then added capacity in October 2015 by employing additional 48 Security Officers. In total, Head Office has employed 79 Security officers and they are responsible for access control management, protection of Head Office personnel, protection of assets, as well as sensitive information. They are posted to all Head Office buildings and parking sites. Among these 79 Security Officers, half of them are youth," he said.

Mr Rambau added that in future, the plan is to convert the 79 contract positions into permanent ones. "We also plan to secure funding to roll out in-sourcing of security function for Regional Offices and the first priority will be Cape Town, Bloemfontein, PE and Durban."

"One of the milestones of Security Services was to get uniform for the 79 Security personnel which was done successfully with the assistance of the office of the CFO, Mr Cox Mokgoro.

"It has been tough for the first few months whereby the security had to work with their own private clothes using Expanded Public Works Programme (EPWP) reflector vests for identification.

"But all that is now water under the bridge because of Mr Elliot Monyadi and the team from Communications and Marketing who took the bull by its horns in ensuring that uniform is procured and professionalism is maintained.

"This was evidenced by the positive feedback that was received by the security personnel at all access points from both the staff and the department's clients," said Mr Rambau.

The Chief Directorate Security Management urges DPW employees to follow Security Principles of Access Control at Buildings by:

- Visibly wearing ACCESS CARDS at all times.
- Ensuring that a person getting access into the premises is identified and confirmed as a visitor.
- The person should have an acceptable reason why he/she should be allowed access into the departmental buildings. Such a person should have official authorisation to enter the premises.
- The person must be searched to ensure that he/she poses no physical threat or that he/she is not in possession of unauthorised objects.
- A complete record of each visitor should be kept, as well as of all staff members who visit the premises after hours.
- The conditions subject to which the visitor may enter the premises must be clearly defined.
- Each visitor should at all times be escorted by or be in the company of a staff member.



AGRÉMENT SA AWARDS 38 FIT-FOR-PURPOSE CERTIFICATES TO LOCAL AND INTERNATIONAL COMPANIES

By Shudufhadzo Mudau
Pictures by Shudufhadzo Mudau



Agrément SA CEO, Joe Odhiambo giving a word of gratitude



Agrément South Africa board members posing during the official handover of fit-for-purpose certificates to deserving industry partners

Agrément South Africa CEO Mr Joe Odhiambo says showing recognition to construction industry partners who contribute positively to the field of engineering for approved innovative technologies – is important.

He says the initiative gives contractors status and legitimacy within the national building industry, reduces risk to the end-user and encourages innovation.

He was speaking at an event held in Pretoria in May 2016 where the agency of the National Department of Public Works (NDPW) managed by the Council of Scientific and Industrial Research (CSIR) – awarded fit-for-purpose certificates to 38 industry players for their

contribution to the field of engineering for the 2015 approved innovative technologies.

The recipients of the certificates went through a rigorous process of testing and evaluation in order to stand a chance of receiving the award.

The agency evaluates the fitness for purpose of non-standardised construction products, materials and systems against performance-based criteria.

Mr Odhiambo says the purpose of Agrément certification is to assist the manufacturers and suppliers of non-standard and innovative building products, materials and

systems in the South African market to provide products that are fit-for-purpose.

Some of the materials, products and systems that were awarded the fit-for-purpose certificates include a water tank, two building systems, a composite door frame, a road repair system, a sanitation system and two traffic monitoring systems.

“Agrément SA regulations require, for example, that the products must have adequate strength and stability. It stipulates a minimum performance requirement that, if complied with, would mean the contractor has met the national standards,” explains Mr Odhiambo.

Products that carry a level of assurance inevitably gain greater market acceptance and recognition as end-users have greater confidence in the products and the technical information provided.

“The world is continuously changing and innovation is a constant requirement. New building materials are constantly being developed.

“The way we build today is completely different from the way we built 50 years ago. The need for a service to help test innovative new building materials, products and systems will remain prominent. In fact, change is happening more rapidly,” Mr Odhiambo concluded.



DPW entity Agrément South Africa board members and the certificate recipients during the official handover of fit-for-purpose certificates

MALAWIAN DELEGATION IN PICTURES



SA's DPW family led by Chief Director Mr Percy Molefe during their meeting with the Malawian delegation



Malawian delegation meet with DPW



International Relations hosting Malawian international delegation during Africa Month

**THE DPW HOSTS
THE MALAWIAN DELEGATION**

**SOUTH
AFRICA
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TAKE A GIRL CHILD TO WORK IN PICTURES

Head Office



Mr Tobela Twala presenting to the learners during Take-a-girl-child-to-work

Bloemfontein



Port Elizabeth



Mmabatho



Kimberley



Pretoria



Nelspruit



Mthatha



PUBLIC WORKS WARNS OF LEARNERSHIP PROGRAMME RECRUITMENT SCAM ON SOCIAL MEDIA



**ZERO
TOLERANCE
AGAINST
FRAUD AND
CORRUPTION**

The National Department of Public Works warns employment-seeking graduates and learners from Grade 10 to 12 about a scam promising 700 learnerships at the Department.

The fraudulent scheme promises to place the learners in a number of fields including brick-laying, plumbing, carpentry, boiler-making, and tiling.

The DPW continues to train

hundreds of youth in these fields through its Expanded Public Works Programme, but the recruitment on the internet through social networks, SMS, and WhatsApp is the work of fraudsters

The fraudulent recruitment has a link that takes the learnership programme seekers to a so-called *Jobs Department* website with a big headline that reads “*Public Works Learnership programmes*”.

When one clicks on the application for job, one is linked to a Facebook sign-up page that requests the job seekers to provide personal information such as name and surname, date of birth, and phone or email address.

The contact people on the fake recruitment page are listed as Ester Sehlapelo and Linda Kaseke, both of whom do NOT work for the National Department of Public Works.

The phone numbers listed on the page do not belong to the Department.

The Department of Public Works is an equal opportunity employer and does not advertise jobs and learnership programmes on the internet and social media.

This approach may exclude a large number of South Africans who do not have access to social media.

“We request that everyone interested in applying for jobs or learnerships at the Department to verify the legitimacy of the posts before divulging personal information. This precautionary step will prevent one from being a victim of fraud or compromising one's security in the future,” said the Department in a statement.

Public Works is advising the prospective applicants to go to the

nearest offices of the Department of Public Works to verify the authenticity of jobs or learnership programmes with the Human Resources unit or the Human Capital Investment unit. Alternatively, one must log on to the official DPW website on www.publicworks.gov.za.

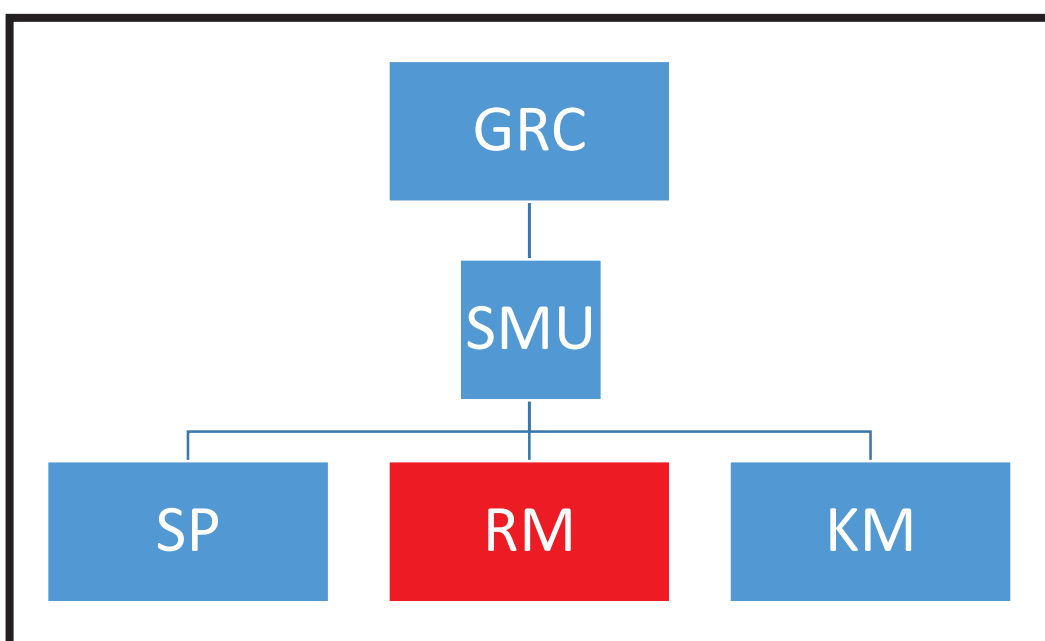
The National Department of Public Works has 11 regional offices in;

Pretoria,
Johannesburg,
Cape Town,
Kimberley,
Durban,
Mthatha,
Port Elizabeth,
Bloemfontein,
Polokwane,
Mahikeng and
Nelspruit.

The head office is situated at the corner of Bosman and Madiba Streets in Pretoria.

KNOW YOUR RISK MANAGEMENT UNIT WITHIN THE DEPARTMENT AND HELP MITIGATE RISKS

By Ernest Modise



Risk Management is the directorate under the Governance, Risk and Compliance Branch (GRC), under the Strategic Management Unit (SMU).

Mandate:

- To provide reasonable assurance that Department's strategic objectives are met by integrating risk management into planning processes and ensuring compliance with legal requirements as per the National Treasury Framework.

Reporting Lines:

- The Risk Management Directorate reports to the Deputy Director-General:

GRC who then reports to the DG with the assistance of the Risk Management Committee Chairperson on the status of risk management processes.

Main Objectives and Functions:

- Coordinate and facilitate the implementation of the risk management processes throughout the Department including the 11 Regional Offices.
- Facilitate risk assessment and risk monitoring processes by guiding and supporting Branches in the development of their own Risk Registers, while acting to ensure consistency in Risk Management language across the Department.
- Guide the Department in the implementation of risk management processes through the development of Risk Management Policy, Annual Risk Management Strategy and Implementation Plan, Risk Management Committee Charter.
- Appraise the DG and EXCO through regular reports to Risk Management Committee, EXCO and Audit Committee on Risk Management on the status of Risk Management processes in the Department.
- Communicate the Risk Management Strategy to all the relevant stakeholders in the Department, while facilitating orientation and training for all levels of employees within the Department.

Contact Numbers:

If you identify any risks within the Department, please call the RM at the following numbers 012-406 1171, 012 406 1183, 012 406 1940, 012 406 2129

CBE MAKES INROADS IN THE NORTHERN CAPE PROVINCE

By Evelyn Bramdeow
Picture By Lulu Dube



The level of CBE's networking with stakeholders in the Northern Cape Province escalated to new heights.

From the humble beginnings last year with developing a partnership with the Curriculum Department regarding the Maths and Science Support Programme, the CBE has extended its networking this year to the Life Skills Department within the Northern Cape Provincial Education Department.

At the invitation of the Life Skills Department within the Northern Cape Education Department, the CBE participated in two of the province's regional career expos.

The first one was on 5-6 May, covering the Francis Baard District in Kimberley, convened at Pescodia High School. Eleven high schools attended the expo, with some 1 600 Grade 12 learners browsing through career information material.

The second district career expo that the CBE participated in was held on 10 May 2016 for schools in the Upington district. It was hosted at the AJ Ferreira High School. Again, learners were in attendance.

The CBE's foray into the Northern Cape Province affirmed the need for information on built environment careers to the vast majority of schools in the provinces. The CBE will endeavour to participate in as many career roadshows of this nature as is possible.

Taking CBE to the North West; bringing the North West to CBE



The Council for the Built Environment's (CBE's) foray into the deeply rural Setlogale village in the North West Province, where the bray of a donkey pulling its makeshift cart (complete with owner + daily provisions) is commonplace, was quaint and interesting to say the least.

The CBE participated in RECE's (Rural Empowerment Career Expo's) inaugural community engagement on career choices to local high schools and unemployed youth in the community.

The two-day event, held at Madibogo Primary School on 28-29 April 2016, targeted approximately 1000 Grade 12 learners as well as unemployed youth and adults from the community, who are determined to follow their dreams of pursuing a career.

Among the exhibitors was the local community radio station, Ratlou FM, which afforded the CBE an interview that featured on their evening youth programme.

The challenges of presenting al fresco under a marquee (electricity, weather elements etc.) gave us a glimpse of what daily life is like for the locals, which is what made their reception to the CBE presentation so humbling and gratifying.

The CBE is hopeful that this much needed interaction will become an annual event in the area; whereby more people can be reached through such awareness and exposure.



WHEN DOES PENSIONABLE SERVICE START?

“Should you pass away in service or within five years of retiring, certain benefits will be payable to your dependants. It is very important for GEFP members to make sure that they submit their Nomination Form to GEFP.”



Most members confuse the date they started working in government (appointment date) with the date they were admitted into the GEFP as a contributing member (service date).

This happens mostly to employees who started as contract workers and were not eligible to contribute to pension. In essence, it is only when they get employed permanently that they get admitted to GEFP and qualify to contribute to the pension fund.

Pensionable service starts from the day the employee starts paying his or her monthly pension contributions

to the Fund and continues until the day he or she stops working. This is the period in which he or she is an active, contributing member of GEFP.

Members are advised to always keep track of their GEFP service date by keeping their first pay slip which shows contributions to GEFP, as this has the service date printed on it.

Members must also check the membership certificate they receive and query anything that does not agree with the information on the payslip which indicates their first GEFP contribution.

IMPORTANCE OF COMPLETING NOMINATION FORMS

Do you ever worry about how your loved ones will cope financially if you passed away?

Should you pass away in service or within five years of retiring, certain benefits will be payable to your dependants. It is very important for GEFP members to make sure that they submit their Nomination Form to GEFP.

All you need to do is complete a Nomination of Beneficiaries form (WP1002), listing the details of all your financial dependants and anyone else you want to nominate to share in your benefit, with an indication of the percentage you want them to share.

You then hand the form in at your human resources department (along with supporting documentation such as certified ID copies and birth certificates) to give to GEFP or you can submit the nomination to GEFP directly.

You may amend your Nomination form when necessary. This should be done every time your dependants' status changes, for example, due to birth, death, divorce, etc. A newly completed Nomination form cancels out the old one.

RESIGNATION PROCESS

Members who are resigning are urged to notify their employers of their eminent exit at least ± one month in advance, in order to allow for sufficient time for their documents to be processed by both the employer and GEFP.

The following forms need to be completed by the member when they resign:

- ☑ Resignation choice form – member must indicate whether benefits should be paid into own bank account or transferred to an approved fund.
- ☑ Z1525 (Particulars of approved external retirement fund) to be completed by the financial advisor and confirmed by member should the member opt to transfer benefit to an approved fund.
- ☑ Z894 (Bank Form) - To be completed by the bank if member opted for the benefit to be paid to own account

- ☑ If divorced – decree of divorce and settlement agreement
- ☑ Forms to be completed by your HR department:
 - ☑ Z102 – Withdrawal from Fund form
 - ☑ In case of Departmental Liability – Duly completed Departmental Liability Claim Form completed by the employer and signed by both the employer and the member.
 - ☑ Additional Information required:
 - ☑ Last salary pay slip
 - ☑ Proof of service termination (Persal print out)

When transferring to an Approved Fund:

- ☑ GEFP will only transfer benefits to an approved fund that is registered with the Financial Services Board (FSB)
- ☑ No transfers to provident funds are allowed.
- ☑ The full actuarial interest is transferred to the new fund and, depending on the new fund's rules, you can withdraw one third after reaching the age of 55 (ensure that you do not have any debt, divorce gratuity to ex-spouse as this deduction will be deemed the one-third deduction)
- ☑ Two thirds will then be used to “buy” an annuity
- ☑ ID copy - Green Bar coded ID. Must be certified (certification stamp must not be older than 6 month)

Members are advised to settle out outstanding debts with the employers prior to exiting in order to avoid certain debts being deducted from their pension benefits.

Outstanding tax matters with SARS should also be settled with SARS prior to your exit. Member earning more than R60 000 must be registered with SARS as a taxpayer with a valid Tax Number.

It is important for a member to confirm his/her starting date as a GEFP member by submitting documents such as pay slips to the HR department (the employer has this on record).

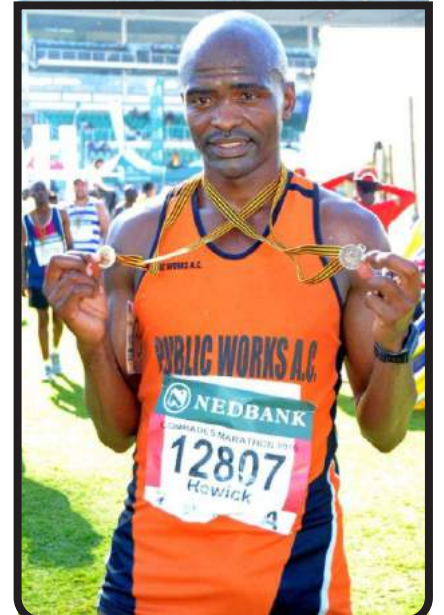
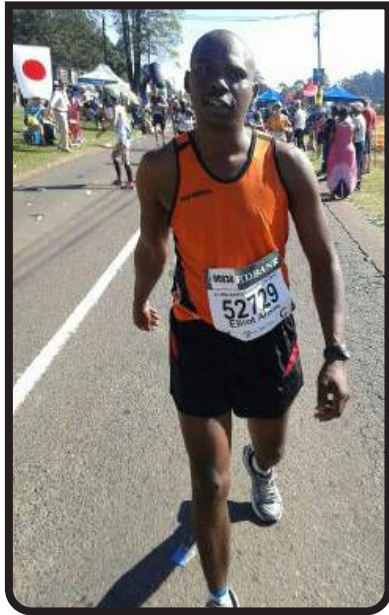
The employer has to submit the application forms in respect of Resignations to the appropriate GEFP Regional Office one month prior to the member's exit date. This will allow sufficient time for GEFP to process your pension benefits.



GEFP
your investment. your future



By Yondela Mzozo



The National Department of Public Works-Athletic Committee (NDPW-AC) has urged staff members and senior management to participate in athletics.

NDPW-AC Chairperson Lungisani Dladla says staff members in Pretoria can even join the departmental athletics team during league races taking place every month around the capital city.

He's been speaking after the team once again took part in the Comrades Marathon. This year, the 91st edition of the race was a down-run of approximately 90 km from Pietermaritzburg to the coastal City of Durban.

Dladla says in 2013, the Minister of Public Works Mr TW Nxesi signed the DPW Sport Policy which aimed to provide guidelines on sporting and social activities in the Department.

It includes, sport codes and facilities which must be accessible to all employees, with the participation in sporting activities remaining voluntary and open to all employees.

The Department supported all the athletes who took part in the 2016 Comrades Marathon, paid for their transport and accommodation as part of its commitment in the implementation of the Sports Policy under the

custodianship of the DPW-Organisational Development Unit.

In highlighting progress made by the Club with the support from the Organisational Development Unit, the Chairperson remarked: "The Club is still new and we are trying to put the basics right. We are affiliated to the Athletic Gauteng North, and we have 30 registered members this year with most of our members being social runners."

Dladla explains that the benefits of joining the team includes maintaining a healthy lifestyle. "The point that I would like to emphasise is that, living a healthy lifestyle is a CHOICE that can help you live longer. So as DPW Family, if we want to make a change, let's start with ourselves. It is never too late to make a positive change about your life."

He cited a statement by President Jacob Zuma during a Social Cohesion Summit in 2012 where he said: "Sport has always played an important role in our historical mission to build a united, non-racial and prosperous South Africa and a better world. Almost all sporting codes in our country have made a contribution to build social cohesion and human solidarity."

"I would therefore like to urge every member of the DPW family to join us and partake in our weekends sport activities," said Mr Dladla.

Four members out of seven who participated during this year's Comrades Marathon had this to say about their experience:

- 1. Moses Letlhaku (Head Office),** "Preparing for Comrades Marathon means a serious business to me. I started my training programme in December 2015 until the very last week of May 2016. I had to do my long runs every week, Saturday and Sunday. This was my 12th Medal. This is the race that I enjoyed most, as I was not pushing very hard, I was just at ease and after crossing the finish line in the time of 7 hours, 20 minutes and 12 seconds, I was still very strong."
- 2. Howick Mashalane (Cape Town Regional Office),** "Firstly, special thanks to the Department of Public Works for the support. Preparations for the Comrades Marathon was very exciting. Waking up in the morning and seeing other runners on the road was fantastic, but it needs a lot of discipline as mornings are not the same. I didn't really have major challenges this time around. My only concern was to have a plan for the race, but with legends like Mr Moses Letlhaku, everything looked easy."

3. Elliot Phangisa (Nelspruit Regional Office), "This year marks my eight appearance on Comrades Marathon. The fuel that propels me is the issue of staying physically fit which benefits me as an individual and also the Department hence being fit helps me to remain active throughout my working hours while executing my duties."

4. Sazi Gugushe (Cape Town Regional Office), "It was my first Comrades Marathon. It was an easy and relaxed race for me, but with challenges like any other race. Challenges of being tired and needing to walk or have some water to relax. I enjoyed the race and I did 10:18:22 so comfortably."

Other members who participated in the 2016 Comrades Marathon were:

- **Solomon Segooa** (Nelspruit Regional Office)
- **Jacob Mahloko** (Nelspruit Regional Office)
- **Anselm Umoetok** (Head Office)

IN MEMORY OF OUR FALLEN COLLEAGUES

You Will Always Be Remembered!



Mr Nanti Johnson Poto
from Cape Town Regional Office



Mr Lesiba Obed Kutumela
from the Pretoria Regional Office

HAPPY BIRTHDAY TO THE FOLLOWING COLLEAGUES BORN IN JUNE

JUNE 01

Seema Makgabo Judas
Olsen Ivan Erik
Nkoane Moshoeu Frank
Mposula Michael Mandlenkosi
Matsea Mbulungeni Elvis
Mashilo David
Monama Nozuko
Hadebe Siphwiwe Nelisiwe
Ngobeni Tshembhani Vutlharhi
Khoza Thando Clarence
Seemane Kgaiso
Mthiyane Sthembela Skhona
Matshika Precious Thuli
Mphela Martha Mathodi
More Maria Senyane
Kadi Nkagisang April

JUNE 02

Calitz Nicolaas Willem
Vollenhoven Colin
Le Roux Patricia Elizabeth
Paulsen Faizal
Ntshona Wilmore Duncan
Mkhosana
Moeketsi Mahlophe Basil
Chirwa Happiness Thobile
Van Niekerk Gerhardus Ferreira
Nkosi Zinhle Simangele Scholastica
Kgosiemang Modisaotsile Amos
Yama Tryphina
Pelle Khutso Patience
Williams Junita Noreen
Luqhide Zandile
Lekau Potso Jones
Ntontela Nombasa Ncumisa
Rakoma Tebele Joseph
Gagela Ayanda Maurice
Ntloana Manku Magdeline
Tambani Tshifiwa Phillip

JUNE 03

Robilliard Stanley Ray
Dladla Mnikelwa
Madumetsa Deon Dikakanyo
Mthembu Nokubonga Nomfundo
Lwate Monkoki Elizabeth Gloria
Ndanganeni Fulufhelo Brian
Sithole Thomas
Chauke Louis Oscar
Mbongwana Phumeza
Nombakuse Onela
Sihlali Girly

JUNE 04

Gwebu Abednego Madolo
Matumba Sarah Mashudu
Mogodi Mashikoane Ignatius
Chikgwa Shikhuleleni
York Ricardo
Stofus Janetta Hessie
Bassadien Mogamad Riffaat
Masemola Moroamokoena
Raymond
Mudau Takalani
Mamfanya Nomonde Virginia
Zimbiri Ernest Velly
Seshoka Nyiko Gift
Mankayi Masentle
Van Eck Natasjha
Serei Dikgogodi Sendra
Moyana Zanele Ntombifuthi
Nogantshi Siyanda Zukiswa Petunia
Rasivhaga Tondani Mercy
Mshengu Senzo Cosmas

JUNE 05

Haywood Arthur Frederick
Ali Imthiaz
Baatjies Johannes Hendrik
Van Wyk Sonia Klera Wilhemina
Dayeni Lungelwa Cynthia
Keli Cikizwa Cylda
Phahladira Lesiba Francina
Maluleke Lebogang Maureen
Naledzani Murendeni
Buys Charmaine Michelle
Xabanisa Joseph
Magoleng Rosinah Dikgothi
Moremi Gideon

JUNE 06

Nhlapo Nomvula Betty
Marengwa Raggoma Johannes
Williamson Queenie Beatrice
Solomons Dawood
Nika Nontutuzelo Dinah
Motlhabane Sepankie Abram
Semanya Cynthia Gabaje
Klaas Nonyameko Portia
Maki Nomsa Patricia
Bantam Terence Alfred
Makgoba Ponyane Simon
Motloung Tieho Ernest
Bambela Phindeka
Manaka Mosima Agnes
Madikizela Nobuntu Purity
Mohale Mulanga Revel
Hendricks Elizabeth Jo-anne
Kgobane Aletta Mmaketsebale
Jobe Ntombifuthi Elca
Mncube Gcina Jeremiah
Mudau Nkhangweleni Prudence
Lekoeneha Mmalehlohonolo Dinah
Murundwa Ivy

Pohlo Xolile Maxwell
Tsholeka Phumlisa Ellen
Dlabantu Bantubakhe
Molosi Malefu Theresia
Ganga Bulelwa
Mabasa Leonard Ntsako
Ramolobeng Obakeng Oupa
Galenthone

JUNE 07

Zondi Octavia
Maluleka Mishack Eliah
Ntuli Emmah Mzabo
Van Der Walt Tjaart
De Klerk Anna
Meiring Marthinus Albertus
Nhlapo Mbokodo Joseph
Mgidi Sybil Noxolo
Phasha Joyce
Nkanti Sazi
Marimi Willy
Nyundu Nomathemba Bonisile
Ngalo Tsepo
Sithole Mandla Reginarld

JUNE 08

Miya Fana Stewart
Gengiah Nuthiamundri
Zwane Muziwandile Patrick
Mgcina Zazela Petrus
Khanye Ntombe
Lebea Lebogang
Mashigo Bamakele Georgina
Moerane Lebuajoang Rony
Nevhuthalu Tondani
Thamaga Lebogang Paul
Mahlaza Sophakama
Jikeka Siyabonga Lawrence
Mashigo Lebogang Faith
Langa Prince Tshepo
Plaatjie Delco Boitumelo

JUNE 09

Naidoo Jenney
Dubela Nosicelo Mirriam
Ngomane Linah Ntombi
Sithole Mduduzi Steven
Nxesi Thembelani Waltermade
Moreo Kodisang Koos
Mniki Liziwe Mildred
Du Plessis Deon
Davids Shanaaz
Bottom Erin Patricia
Mokhampanyane Refiloe Victoria
Siebani Pfarelo Celia
Kupa Sephoroko Quintus
Seshohli Sekwele Millicent
Phahlamohlaka Refiloe
Nyembe Thamsanqa Goodman
Jantjies Moegamat Imeraam

JUNE 10

Gingold Brian Nigel
Mkhonto Mmapule Martha
Mendelovish David
Choane Masilo Elias
Fagodien Gawa
Sheldon June
Mkansi Annah Thandiwe
Maqenukana Welile Marchborn
Mkwanazi Patricia Bafikile
Muraga Livhuwani Gloria
Pakati Pumeza Eunice
Motsoeneng Claudia Matsatsi
Mocuminyana Lena Gadifele
Manhique Jody Zethembiso
Mudau Humbulani Laura
Qhekru Sinethemba
Yawa Patheka Conellia
Selialia Lehlohonolo William
Shivambu Phyllis
Ndlovu Bonisiwe Premrose
Mashapa Lizzy
Sambo Penny

JUNE 11

Thakanyane Tebogo Samuel
Rakolle Naledi Andries
Sishuba Joyce Nontsikelelo
Ratiro Sophia Modiesi
Malatji Moraka David
Maphempeni Nontutuzelo
Theodora
Bhengju Thembokwakhe Zacheaus
Malatjie Phinias Phanios
Ntakani Thembisa
Smith Neville Andre
Afrika Ndabeni Johannes
Nene Thembisile Philile
Mbhele Dumabezwe Elliot
Mlungu Jeanette Nokuzola
Madlabani Vela Hezron
Mrubata Nonkuthalo
Myeki Nomawabo
Mongwe Khongelani Happines
Khwinana Benjamin Rochise
Mvubu Zuko
Mntambo Hendrick Bhekinkosi
Mohakane Daniel Luckyboy

JUNE 12

Oosthuizen Etienne Francois
Lloyd-jones Robin John
French Robin Howard
Netshisumbewa Thivhudzwi
Florance

Mudumela Khangala George
Kumbani Nyadzani Elisah
Zulu Zibuse Dennis
Chiya Sukani Bonginkosi
Mokhare Johanna Seipei
Kohli Nozuko Patricia Cecilia
Jumath Mogamad Rafiek
Hili Hutu
Nienaber Magdalena Magrietha
Langa Augustine Thobi
Mkhize Wendy Lungile
Tele Mogano
Dinwa Luvuyo
Madolo Sizwe
Mpungose Thokozani Dennis
Seruthu Motlalentoa Jacob
Mda Sakhile Sanda
Mampa Virginia Ramatsimele

JUNE 13

Ngwenya Fikile Queen
De Witt Corinne Ann
Jele Patrick
Mamabolo Elizabeth Fatima
Kok Charmaine
Jantjies Mogamat Achmat Ebrahim
Van Rooi Itumeleng Joseph
Meela Moloko Albertinah
Mashitsho Tshepiso Florence
Makgamathe Matjie Pascalia
Pokhabele Mojabeng Gloria
Mhlanga Violet Hlekane
Mamaregane Pelebesa Mack
Mokebe Ntloheleng Cathrine
Kgorane Koketso Magdeline
Ditlhare

JUNE 14

Ontong Jennifer Margaret
Gangxa Nelson
Mmutloane Mamore Queen
Moholane Isaac Sello
Ntimane Glory Nomalanga
Tshabalala Mangalane
Perseverence
Sadiki Tshilidzi Olivia
Maphoto Mpho Jeanett
Mgibe Nolwazi
Mncube Phindile Thabisile
Masilo Stephen Mogomotsi
Pula Meetsemalala Thabitha

JUNE 15

Birch Welsh Bryce
Lethoba Tsokolo Marie
Tloubatla Merriam Kganyane
Nel Peter John
Moloi Tubatsi Peter
Lagardien Farieda
Mholo Gaolatlhe Violet
Markus Daniel
Kegopotsemang Modiri Ralph
Maselela Salome
Nzima Thulani Allen
Mlatsha Similo Jimmy
Mntungwa Sihle Hlekani
Mamabolo Richard
Gaba Nontsikelelo
Adams Riedwaan
Saasa Ngwako Matheus
Ntuli Nonhlanhla Gina
Mafa Annah Mmakoma
Shitlhangu Aaron

JUNE 16

Pemba Kaya Cumming
Arends Peter
Siphugo Tshisaphungo Selina
Makoto Daniel Nkgodi
Lewin Dorian Grant
Sebati Bontletse Princess
Tshifura Rudzani Alice
Gamede Thembisile Portia
Kiza Pamella
Sithole Sam
Mashigo Victor
Nesamari Fhatuwani Daniel
Sibiya Sanele Justice
Motau Simon
Ndimande Jabulisiwe Mantombi
Mabaso Sandile Wiseman
Tshikororo Lufuno

JUNE 17

Paule Claude Paule
Abrahams Hendrik
Van Der Merwe Belinda
Phasha Friddah Leswika
Nethwadzi Makondelele David
Kobo Pumza Primrose
Mafika Puseletso Pearl
Korkee Marinda

JUNE 18

Moikotlhai Grace Selelo
Cupido Suraya
Ramakgasha Mantsha Jane
Ngubane Mavovo
Lenee Lena
Baron Gerald
Kate Nosioph Georgina
Zondi Phelelani France
Ntsele Busisiwe
Senne Tshhegofatso Sylvia
Matlala Mpho Veronica
Hlatshwayo Khensani Evenia

Maluleka Mathilda Mmaphefo
Ketlane
Dibete Chuene Ernest

JUNE 19

Pieterse Nicolaas Daniel
Mabaso Ntombifuthi Elizabeth
Naude Andries Louie
Pooe Snowy Donnah Naomi
Nundu Nomalibongwe
Mooi Buyelekhaya Livingstone
Mentoor Nazaara
Sedumedi Bakang James
Phosa Charlotte Makoma
Maphanga Ras Isaac
Van Der Westhuizen Emeranchia
Michelle
Moerane Kelebogile Audrey
Theunissen Chenille Siophan
Ndandani Nozitha
Morata Lesego
Thobejane Phafane Collins

JUNE 20

Khethani Muvhulawa Alvinah
Dzivhani Nngwedzeni Thomas
Kambule Tokozile Harriet
Tshipala Nkhumiseni
Derrocks Melissa Cenovea
Magadani Mutondi
Henney Lydia
Xulu Ka Dlamini Lindelani Mfundo
Manzini Samkelo Rogern
Magolego Daniel Motlokwe

JUNE 21

Mahlangu Busi Josephine
Nqawe Nosebenzile Bandezwa
Goliath Noel
Bester Elizabeth Johanna
Baikgaki Nosiphiwo
Doyoyo Farani Zwanga
Gangashe Thendo Jeanett
Fritz Georgina Diana
Mosiya Lebohlang Lydia
Nhleko Gabaza Nicolette
Maahlo Stanley Maatshengwane

JUNE 22

Van Tonder Frederik Johannes
Marthinus
Buitendach Frederik Willem
Coenraad
Letlhabi Tshoene Charles
Strydom Deon
Brits Johannes Jacobus
Dike Sandile
Phokoane Simon
Makhathini Mbongeleni
Pote Zandile
Rikhotso Vuyisani Bridgeth
Luthodo Tshifhiwa Petunia
Nefefe Awelani
Munisamy Magandran Kistensamy
Shabangu Samkele Cheril
Mokoena Welcome Louis
Maroqa Ziyanda Spokazi
Dube Leaveon Gcina

JUNE 23

Petherbridge Maria Elizabeth
Cilishane Nomsa Sannah
Ngema Eunice Sebenzile
Moodley Mageshveru
De Kock Sharon Rene
Mathe Mosamo Dorah
Choshi Malakaih Jeremiah
Kubayi Sheila Halcyon Mamayila
Tlangelani
Lekay Marquell Carlos
Mogajane Itumeleng Kealeboga
Fortune
Masetla Setlola Evah
Lekgau Rakau Gabriel
Takalani Mutshutshudzi Justice
Oagile Tebogo Ronald
Xakashe Neliswa
Mntungwa Nkosazane
Kondile Nomfundo
Mashiloane Thabo Gibson
Mathikwane Simanga Fortune

JUNE 24

Modibedi Ruth
Ndlovu Solomon
Kgosimang Noku Ellen
Oendaal Engela Petronella
Titus Abraham
Chauke Hlamalani Agnes
Mfafa Nelisiwe Nelly
Nyaka Maphuti Rebecca
Sekgale Mamaefe Stanford
Mabjana Sebaka
Manyisane Nontyatyambo
Masemola John Bryan
Dlamini Tholakele Claudia
Simelane Sindisiwe Fortunato
Mafishi Mokoefe Jack
Mabaso Sithembiso

JUNE 25

Nkambule Victor
Celento Cirillo Andrew
Kalie Petrus
Spammer Berdine
Matutle Mroko Isaac
Hendricks Emeraan

Langa Nokuthaba
Bojosinyane Kegomoditse
Beukes Garron
Hlela Njabulo Perfect Zakahle
Maringa Tsakani Cleopatra
Bara Bulelwa
Mphigalale Nyadzani Selinah
Tsollo Sellwane Christina

JUNE 26

Mosupyo Komane Samuel
Lewis Jonathan Peter
Sikade Nomsombothi Maggie
Ngubane Bathulile Victoria
Masekoa Josias Bethuel
Ramalata Livhuwani Richard
Haywood Paul
Bambeni Nokwanda Nozuko
Mirriam
Jaji Vuyokazi
Poopedi Ramasela Suzan
Maphutha Chipane Patrick
Krause Ernst Hendrik
Mthombeni Akim Goodwill
Theron Harold Fred
Talen Luthando
Motshelabola Modiegi
Tshabalala Mantwa Justina
Tjabane Fusi Vincent
Rossouw Carmen Leonore
Skepe Mzwanele Patrick
Matjila Elias Sebata
Ditsephe Motlokwe Lucky
Chokoe Dimakatso Selinah
Ndlovu Jerry

JUNE 27

Mokomotoane Madipuo Elsie
Xashe Vuyelwa Theodora
Phosani Sandile
Botha Willem Petrus Adriaan
Nzima Siphoo
Tau Stanley Lekatika
Moshitoo Matshepo Rosinah
Masemene Cathrine Moagabo
Nkqayi Simlindile
Basson Charmelle
Matjie Joseph Mosiwa
Thembu Michael Goemeone
Mapukata Sipumze Betwell
Sikhwari Fhatuwani Maxwell
Masemola Keikweditse Paulinah
Netshiangani Lufuno Patience

JUNE 28

Nefhere Mashudu Patience
Mashaba Precilla Tsatsi
Fortuin Willem
Magonare Mogomotsi Ezekiel
Zeederberg Clive
Pillay Devandran
Maseko Thulani Emmanuel
Mamaleka Malusi Prudence
Lekokwane Segametshe Sarah
Letwaba Nkokoba Daniel
Mamashela Mankola Vellie
Jaer Riaan
Duka Zandile
Lokoleane Mpho Matome Paul

JUNE 29

Meyer Shameel
Baepi Lucas Motseke
Motsepe Pinky Deliah Kebone
Perel Ronald McDonald
Morris David Michael
Meyer Claudine Irene Alice
Jaiya Pumeza
Matlhaga Peter Tiro
Manganye Josephine Lindiwe
Monakedi Makgabutle Khanya
Ramada Ronewa
Ranwedzi Tshilidzi Florence
Khosa Jeneath
Maja Ramaabele Mabotse
Adolphinah
Dlela Nopinki Irene
Seanego Emmanuel Malose
Mpusheng Solly
Meyza Snothile Sethabile

JUNE 30

Kgatuke Maudi Steven
Nkambule Mamsey Betty
Maila Nozililo Emmah
Batyana Nomthandazo
Khuzwayo Mbuyiseni Eugene
Govender Thavakanthan
Thipe Sinah Mapho
Gwagwani Nandipha Nylemthia
Williams Makopano Jeanette
Mzondi Mfumaneko
Mazwai Nobusi
Ndinisa Sabelo Marvel
Mbansa Zolile Brian
Nkwinka Amukelani Matimba
Ntoi Mosala Ntaniel
Ngcece Nqobile Ntombenhle
Precious
Lekgoathi Maseamoga Beverly
Fisher David
Songo Abraham Masusu
Dlamini Xolisile Joyce
Mokonyama Dikeledi Dorcus
Mkoko Akhona

HAPPY BIRTHDAY TO THE FOLLOWING COLLEAGUES BORN IN JULY

Ndhlovu Nolwazi Vannelia
Chabatsane Lerato
Netshiongolwe Tshisikhawe
Ramaseleli Hope
Mulovhedzi Fhumulani
Mohlatlole Moses Sebatane
Mienies Wilhelmina
Louis Cheryllynn Bernadette
Letswalo Lucas Rankati
Matlabe Matsie Martha
Monyebodi Ramasela Eulain
Buthelezi Siphon Dennis
Opperman Sheila Elizabeth
Abrahams Osland
Sithole Elizabeth Mokgadi
Jamison John
Pillay Sathiseelan
Mahona Rodney Erwin
Christiaans Catherine
Mbengwane John
Motshabi Constance
Mdlophi Ntombethemba
Letlalo Glenrose Matshidiso

Lewis Gertruida Magdelina
Buthelezi Nomafu
Hartzenberg Steven Allen
Balgovind Pravin
Mthembu Siphosakhe Innocent
Mokgehle Mosena Magdeline
Kganyago Mmamotshaba Salome
Madira Tebogo Prescilla
Mdluli Itumeleng Portia
Moholo Itumeleng Aubrey
Mhlanga Audrey Delinah
Mabitsela Lesiba Mackson

Zondi Mandlenkosi Florian
Mbinambina Fanase Eunice
Jevan Nolwase Bettie
Mokgose Mpho Salman
Smith Gideon Heine
Ramalatso Naladi Solomon
Louw Steven
Mgwele Neliswa Lenacia
Maphula Mamokoko Fillys
Sefoka Precious Innocent
Ramakgahlele
Mokhasi Motshidisi Petronella
Oliphant Refiloe Neo

Maqhutyana Nomvulo Julia
Engelbrecht Andre
Ndlovu Thembisile
Madinda Luvuyo
Seti Phumelele Audrin
Molepo Matlotlo Betty
Sithobe Themba Joseph
Risimati Venetia Tinyiko
Qiqimana Nomfundo Magdeline
Mosiako Nthatisi Eunice
Hermanus Khanyiswa Samantha
Molusi Keorapetse Veronica
Seaka Sibusiso Sylvester
Sebola Mahlodi Douglas
Jama Fiselani Eric

Meyer Abubakar
Blumenthal Joseph Johannes
Leferefer Molelekeng Maggie
Mdlalo Audrey Duduzile
Mafa Lesiba George
Schrader Jan Johannes
Kgoana Ivy Makarela
Masemola Mankwana Catherine
Mohale Molatelo Miradela
Mathatho Keneuwe
Baatlhodi Dorothy Grace
Raseala Neo Peter
Mabotha Magee Ernest
Kunene Bongwiwe Nontokoza
Patiance

Dhlamini Matieho Teboho
Sibanda Kagiso Emmanuel
Mampuru Felix Linda
Zuma Sibusiso Khulekani Blessing
Mbiza Magda Karabo
Rabali Rainah

JULY 06

De Klerk Carel Cleimont Eduard
Jaftha Frans
Ncube Joel Letlhagare
Aveling Izette
Mvukela Mushack Zaba
Mabogoane Rasekele Margaret
Nadasen Krishnavenie
Shabalala Nomsa Elina
Le Roux Andries Johannes
Stephanus
Mbali Lutando
Salemame Tshidiso Joseph
Qenge Elizabeth
Vilakazi Mbambiseni Thomas
Legoabe Makgotso Tebogo Pinky
Nisele Amelia Tumisang

Mthembu Zamukwanda
Bukhosibakhe
Webb Stanley
Mkhabela Dumisani Jerry

Malemela Pheagane Samuel
Kganyago Phuthi Piet
Simetsi Malindi Samuel
Mapheto Bakone Albert
Gqomo Noli Sylvia
Mavayeya Nkosinathi Derick
Matinyane Elsie Mafokoti
Tyindyi Vusimzi Ronald
Sibangela Tulani Bagcine
Babili Kabelo Charmaine
Marobela Relebogile
Ntabeni Nosiphiwo
Mgwenya Phindile Patricia
Mnqweno Babalwa
Mzayiya Nomfusi
Maandamela Azwianewi Ronnie

Lalela Nomvuyo Elsie
Motsepe Moeketsi Jeremiah
Matlapeng Sellwane Mirriam
Carlisle Claudette
Monyadi Mpheng Elliot
Radzilani Gorungki Eli
Witbooi Albon
Khabubu Mulalo Grace
Musekene Eric Ndavheleseni
Mgobozi Bukiwe Sibongile
Mazingisa Hombakazi
Mkhize Mzwakhile John
Stipek Sandra Loretta
Steenkamp Rhyno Gary Carl

Batishi Thembi
Mwanza Merriam Motlatsi
Bothma Lizelda
Nkatu Lusindiso Nicholas
Chipangura Admire Tapfumaneyi
Nxele Thulile Samukelisiwe
Mthombeni Patricia
Ngxangxa Monde Innocent

Du Preez Johan Aubrey
Mangia Miayandhrie Venketesulu
Hendricks Ashraf
Komana Nkgafeng Reuben
Mbundu Nomataso
Matiso Thembisile Elvis
Poswa Inga Zukisani
Makua Verona
Mapapu Andiswa
Maphanga Patricia
Wilson Chane
Nyezi Thandi Cynthia
Mahlangu Margaret Khomotso
Mali-bota Bulelwa

Ramorola Keitumetse Paulina
Sibeko Khumbuzile Elizabeth
Visser Coenraad Johannes
Metsoamere Matlhomolama
Keolatetse Martha
Kekana Magogo Monica Barbara
Meyer Almarie Maria
Moodley Nerisha
Ntoni Bulelwa Bianca
Sithole Samukelisiwe
Ranko Basetsana Magdeline
Kawa Khomotso Tebatso
Ntoampe Mantwampe Virginia
Ntoampe Vanecia Lekgale
Maluleke Amukelani Daniel
Seitheisho Nonkululeko Julia
Mambana Herman Collen
Mkhala Unathi Precious
Ndebele Sandile Clement
Rakoti Emily Nthonne
Sankar Nashtheer

JULY 12

Phiri Keamogetswe Choice
Mnqandi Dinah Ntswaki
Ntuli Mandlakayise Mgqibelo
Cibane Nomathamsanqa Patricia
Mashiya Zandisile Vincent
Phasha Bojane Hillock
Williams Sidney
Van Biljon Ernest Hendrik
Bernardus

Swart Ilse Marlene
Mamathaba Nditsheni Vincent
Gwatyuza Nobesuthu
Phiri Keamogetswe Choice
Mseleku Emmanuel Sabelo
Mchunu Nonsikelelo Brightness
Magana Pocia Kwetse
Matsoso Mamoipone Brigitt
Gudibandini Asok
Modika Lebogang Lorraine Mokgadi

JULY 13

Thipe Selvy Lazarus
Nkosi Ntombikayise Maria
Sithole Noxolo Cordelia

Eliot Koelie Gloria Anna
Sibindlana Bulelwa Ayanda Grace
Henney Lyndon Robert
Ralane Siyabulela
Motlhabane Oduetse Petrus
Ngwenya Sibongile Amanda
Takalani Livhuwani Fiona
Manamela Lerato Innocentia
Tshisindi Vhutshilo
Kgaladi Given Molefe
Sipholi Azwianewi Raymond
Mbokodo June Sizwe
Mathobanyane Moshe Moses

Madisha Mananana Dorcas
Saayman Hermanus
Hess Veronica
Witbooi Johanna Susannah
Venter Martie
Van Schalkwyk Belinda Ann
Meyer Zureta
Vuma Suzan
Ntshinka Nkosikhona
Mbatha Lerato Nqobile
Mbala Zithobe Maxwell

Nene Genqe Anton
Mxhitywa Busile
Ditsebe Mmaletogo Johannah
Smit Glen
Petersen Jerome Gavin
Keswa Ephraim Thabani
Oliver Josina Germina
Tshabalala Magdeline Nonhlanhla
Radipabe Pinkie Maria
Moalusi Titus Pieter
Hem Votiswa Monica
Hendricks Gamatnoor
Ndlovu Justice Sikhumbuzo
Muthivhi Nkhangweleni Eric
Mphela Mosima Fredrica
Skenjana Lorenzo
Singh Merishka
Nonyana Nyeleti Faith
Pudikabekwa Maleseka Dorah
Minky
Shingange Maryjane Meriam
Maphosa Sithembile Octavia
Jordan Lunga
Sithole Nokulunga Leticia
Mautla Rosina Ntseke
Mabona Nthabiseng Ntombi
Mselana Mawetu

Sindane Sizana Dina
Mothokwane Fezile William
Solomons Sam
Mohlala Johannah Mangatane
Mamabolo Floyd
Moloto Madidimalo Nkwe
Khomotozoko Unique
Nxumalo Nonhle Nomzamo
Ngwenya Sizwe Ephraim
Molopo Rebone Mokgobedi
Makwarela Phillemon
Mandondo Nomaneli Sweetness
Mazibuko Philisiwe Nomshado

Sekhokho Tsietsi Moses
Mwanza Solomon Masinkana
Managa Azwiidivhiwi Edward
Smith Judy Christine
Booyesen Elaine Cecilia
Van Schalkwyk Philippina Johanna
Zondo Bongwiwe Vennencia
Griessel Anton Johan
Mdolo Andile Wellington
Motimele Madimetsa France
Hartzenberg Jolinda Evelina
Mphulo Lydia Mmatshweni
Senong Vanessa Mmahlanganyane
Zanazo Mluleki Promise
Khuzwayo Lindokuhle
Mabila Grace
Motlhalo Lorato Charity
Sibanda Nomazulu
Bewana Fikiswa
Hafani Phathutshedzo Blessing
Ngobeni Maria Dimakatso
Rasekgololo Lorraine Neo
Makhanda Makhanda Piet
Modjadji Ramaisela Pishego Gloria
Hlahane Phineas Thabiso

JULY 18

Hendricks Martin
Mangwedi Jan Masindi
Mothoa Jim Madikwe
Maarman Paul
Van Hilten Karin
Mbhokota Jimmy Rhlani
Zitha Tinky Ronny
Venter Elsa Helena
Koboekae Motlagomang Gimmer
Mdingi Lhule Khanya
Mase Akhona
Mthimunye Simon Tholi
Mjandana Vuyokazi Biator
Namfu Khayakazi Buntu

Manzini Veronica
Sebogodi Morake Hendrik
Thompson Lucky
Bolokwe Boitumelo Helen
Lupuwana Nombuyiselo Charmaine
Witbooi Mzandile
Molusi Keolebogile
Bedesi Vinodh Heralal
Maqoga Unathi
Mabasa Thoko Prudence
Shabangu Mohleku Meriam
Mofokeng Zamakhathide Percevere
Mokobane Thabea Letlhatsane
Chabalala Mercy

Davids Michael Andrew
Ngwenze Lizo Archibald
Ndyenga Yoliswa Patricia
Mabe Kelebogile
Ntsieni Ndamulelo Obedient
Zinikela Lindiwe Lilly
Molehe Virginia
Sodladla Kholeka
Landule Tembakazi Portia
Mofokeng Clifet Thabiso Isaac
Makhumisani Thinawanga Hellen
Solomon Thabisa Tiny
Ntsie Alletah Kediemetse

Macheke Ramadimetsa Linah
Gazu Themba Mkhonzeni
Sekabela Jonas
Mothata Virginia Matlou
Leketi Herman Billy
Baloyi Julia
Mvo Xoliswa Monica
Ramborosa Ashwin
Ramaru Musundwa Pieter
Mamabolo Titus Mamboyana
Chauke Victor
Tsethla Charity
Malinga Thandiwe Angelina
Chakalane Ntswaki Precilia
Peloeng Puso Ignatias
Mudau Margaret Nditsheni
Maqaza Thandokazi Weliswa
Van Rooyen Thesslon Thursby-Hartnell

Goqo Absalom
Monyeki Nditsheni Sarah
Mokgalo Itumeleng Ismael
Mnisi Sindisiwe Ellen
De Wit Johann
Gerber Francois Antonie
Mathabathe Makola Blantina
Malinga Amos Mabuti
Mathibela Nelisiwe Christina
Skosana Jeremia Ramantshana
Ngqandu Samkelo Attwell
Nodliwa Zovuyo
Nqeto Tembela
Mathebutla Amelia Kombelani
Mabasa Rush
Lentlokane Tebogo
Rakau Katlego Jan

Silverthorne Warwick Edwin
Monnatlala Tshedeki Solomon
Bungane Sindiswa
Bixa Nothemba
Ntuli Xolani Manqoba
Mamojele Rachel Mmatsatsi
Mamaregane Monyepao Daniel
Nemukungwe Azwihangwisi
Nteo Phumla
Mdlalose Kukhanya Meshack
Nomateke Seipati Olga

JULY 24

Mtsetwa Nokuzola Gloria
Maluleke Lesetja John
Van Der Spuy Rollo
Loots Esme Lynette
Hobongwana Songezile
Makhathini Veronica Cecilia
Mathekgana Rakgwedi Jaquoline
Mokgokong Phaswana Jacob
Vusizi Foster
Mbedzi Mulalo Doris
Phumile Alindi
Singqoto Nolusindiso
Sukumani Victoria Tseleng
Phahlamohlaka Rampelege Sandrah
Maja Madimetja Jan
Mtembu Briget Mbalehle

JULY 25

Naidoo Govindasamy Virasamy
Mcaso Goodman Ntandazo
Groenewald Onbekend
Kirschnner Mark David
Sekati Alpheus Rafedile
Ntlatleng Mokopu Sedney Lucas
Ngubane Patrick Tebogo
Chigombo Angel Sipiwe

Wonci Asanda Ntombentsha
Lenken Itumeleng Patricia
Tyusha Nomaxabiso
Dilinga Thabo
Malaza Evernick Author
Molokoane Dimakatso Suprise
Khuzwayo Nondumiso Annacletta

Khethani Muvhulawa Elinah
Ditaunyana Gopolang Moses
Beukman Nicolina Dorothea
Seranyane Rantsimane Andries
Kganyago Mmalehu Rachel
Mali Sabelo Mzingisi
Masanabo Rowen Milwa
Smith Jeremia Jerry
Mulaudzi Tshinondiwa
Gonya Akhona
Ngesi Thabisa
Mbedzi Ndikundisani
Motloung Lindiwe Sharon
Malotane Bafana Zaid
Setlhatlole Thihe Solomon
Potsane Dintwe Hendrik
Kunene Sizakele Gugu
Mbongwa Gugulethu Ayanda Glenrose

Maholwana Singatha
Monama Malesela Lucas
Mokoena Mamotjhato Meriam
Masanabo Thapedi Steven
Yaka Denis Lumala
Sibisi Lindiwe Rose
Van Der Westhuizen Onbekend
Moloto Nelson Philemon Ntuthuko
Ramotsehoa Boitumelo Olivia
Magagula Nkalimeng Dorah
Thema Mologadi Jacobeth
Xozwa Yonela Sandisile 27
Samson Rosetta Jo-anne
Mamashela Mpho
Manyaaapelo Tlouyarona Jeremia
Kalipa Luthuli
Limpene Gadibolae Eunodia
Smit Florence Lillian
Lefutla Khutso Marlon

Mbali Phamela Edith
Swartz Willem Gavin
Sam Nokonwaba Eubertina
Zondi Sibusiso Anton
Mphahlele Hudson Mogale
Khosha Patricia Tintswalo
Mfamana Siphokazi
Thabo Lufuno Faith
Dalasile Sisanda Vinolia
Moodley Renee
Mntonintshi Edith Nontando
Mdekazi Sanda
Mkona Lubabalo
Davhula Dovhani Beauty

Zondi Sindisiwe
Theunissen Andre Gregory
Monyeki Ouma Maria
Viljoen Hendrina Magaretha
Mnisi Matshidiso Audrey
Molao Angela Mpho
Motsepe Rebecca Mmantebe
Mkhonza Audrey Ayanda
Dlamini Bongeka
Mokoena Matshidiso Tshelang
Mashilo Sello
Katu Nomaxabiso Precious
Deyi Mpfana
Mosako Lebogang

JULY 30

Mathibela August Shima
Qhibi Sibambayana Solly
Thabethe Nomusa Constance
Sam Xolile
Roto Zandile Iris
Mazwi Ziyanda
Mhlonyane Anathi
Motjela Nthopo Charlotte
Tshambula Nombuso Primrose
Patel Mobin Abdulhuck Ismail
Jantjies Maxwell Jerome
Letsholo Tiny Mankutlweng
Dobe Yandisa
Ndamane Gadifele Judith

JULY 31

Lee Elise
Hartung Beulah Lynette
Mathe Thoko Kate
Oor Paul Johannes
Mushwana Smangele Martha
Kolisi Stella Kebogile
Mashope Mpho Daniel
Mbatha Smangele Patience
Miga Ellendar Bongwiwe
Koenait Maria Ramokone
Zondo Andisa Michelle
Ditshago Thebe Kenneth
Shokane Makosha Carolina
Nguyuza Evans Khuleko

NATIONAL IMMOVABLE ASSET MANAGEMENT WORKSHOP IN PICTURES

