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SPECIAL EDITION

SPECIAL EDITION ON MINISTER NHLEKO'S POLICY STATEMENT



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Department:
Public Works
REPUBLIC OF SOUTH AFRICA



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SPECIAL EDITION

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04



...is the official house journal of the Department of Public Works.

It is a forum of discussion, debate and information for and about the Department, aimed at reflecting the Department's goals and objectives.

All employees are invited to send in articles, which may be of interest to the Department and its stakeholders.

Views expressed in *WorxNews* do not necessarily represent the views of management.

Editorial

AN OVERVIEW OF ACTIONS TAKEN TO ROLLOUT THE MINISTER'S POLICY STATEMENT

Recommendations of the Portfolio Committee – The Office of the DG collected information from relevant line functions on the Portfolio Committee findings and recommendations on the 2017 Budget Vote 11. A submission was prepared to Ministry for sign-off prior dissemination to National Assembly.

Legislative Review - Consultations with identified key stakeholders are being undertaken as per the Stakeholder Engagement Strategy and Plan to identify and distil critical policy issues and to isolate non-policy matters

Presidential Infrastructure Programme - The Small Harbours Division is currently consulting with relevant stakeholders at coastal provinces (Western Cape, Northern Cape, Eastern Cape and KwaZulu-Natal) to solicit inputs and support for sustainable socio-economic opportunities for small harbours.

Ministerial Strategic Interventions - The M&E tool by Governance, Risk and Compliance (GRC) branch regarding Ministerial Policy Statement serves to address areas that needs the Ministry intervention. There are further engagements at EXCO level to sift emerging strategic areas requiring Minister's intervention.

Entity Governance Structures and Oversight - A review process is undertaken which should culminate in the establishment of the entity monitoring and oversight function.

Ministerial Izimbizo and Intervention Priority projects - The Inter-Governmental Relations (IGR) Branch developed a Procedural Framework document to guide the department to manage the Ministerial Public Appearance Programmes. The Framework was approved by the Director-General (DG). The DG further established a Task Team comprising of Corporate Services, Ministry, Office of the DG, IGR and EPWP to finalise the framework.

Ministerial Visits to critical Stakeholders - Ministerial visits to Regions has commenced. Durban and Cape Town Regions visited on 31 July and 11 August 2017 respectively. The regional visits entail meeting with Regional Offices management and staff, as well as engagements with Stakeholders on Construction and Property industry on transformation issues and challenges on procurement, among others. Planning for other Regional Visits is underway.

Fighting Fraud and Corruption - The department partners with the Special Investigating Unit (SIU) and other law enforcement agencies to conduct investigations. While investigative strategies have been reasonably successful in holding perpetrators accountable internally, the department will now initiate an outreach programme targeting suppliers and external stakeholders.

Entity Governance Structures - CIDB Board appointment completed, African Studies Association (ASA) Board appointment underway, Council for the Built Environment (CBE) filling of Board vacancies completed, South African Council for the Architectural Profession (SACAP) council appointment underway, The South African Council for the Landscape Architectural Profession (SACLAP) council appointment is with Ministry, CBE and CIDB visits took place.

Proper Communication of EPWP Opportunities - An EPWP Communication Strategy has been developed with Government Communications (GCIS). A corporate calendar of events has also been developed.

HR Plan - HR Plan regarding the filling of critical vacant positions and dealing with additional posts to the structure is being implemented and progress is reported to EXCO on a weekly basis.

Development of an Information and Communication Technology report - An "as is" analysis of the ICT environment has been conducted independently by the State Information Technology Agency. A "to be" ICT architecture has been developed in a form of an ICT strategy and is ready for presentation to the Minister and different branches for adoption.

EPWP Cabinet Memorandum - The EPWP Cabinet Memorandum was developed and presented to the Economic Sectors, Employment and Infrastructure Development Cluster on the 19th of July 2017 and was endorsed.

EPWP Memorandum of Agreement - A Memorandum of Agreement has been signed with the National Youth Development Agency (NYDA) to train artisans, targeting youth exiting the National Youth Service (NYS) Programme after being trained on projects implemented by the Department. The memorandum was scheduled to be presented to the Social Protection, Community and Human Development Cluster before being presented to Cabinet.

Implementation of PPR 2017 Regulations - The Preferential Procurement Regulations has been fully implemented across the department. The Public Works Sector was workshopped on a common sector approach for the implementation. A supplier road show to promote the department's implementation strategy is scheduled for November 2017. The element of sub-contracting 30% of the value of the tenders greater than R30m has been implemented and this has to be further refined as there are some challenges. Current compliance is at 84% and the continuous update of Rea Patala invoice tracking system is being done.

International Relations Function - International Relations function has been moved to the branch: Policy, Research and Regulation. Both stakeholders including the Acting DDG: Policy have been engaged and individual letters were issued.

Gender Mainstreaming - Mobilising and workshopping of women to participate in the departmental development programmes (CIP, Vuk'uphile) has been done. A total of 150 Women attended workshop held 08 August, 350 women were also targeted for an expo, workshop on the 25 August 2017 in George.

Implementation of the Youth Development Strategy - Youth Dialogues were held in 9 Regional offices, Awareness campaigns Career Exhibition for 3 schools (August) were also done.

Disability - Partnership with CBE on the Transformation Indaba that was held 29 August. Ongoing Disability Entrepreneur Open day in partnership with the Department of Small Business and SARS are also conducted.

THE MINISTRY OF PUBLIC WORKS SHARES ITS VISION FOR THE REMAINDER OF THE POLITICAL TERM, 2014 – 2019

Addressing the MinTop (Minister and Top Management) meeting recently Public Works Minister, Honourable Nkosinathi Nhleko, shared Departmental key strategic and policy thrusts for the remainder of his political term.

He mentioned that there are no critical policy shifts as all strategic and policy thrusts are influenced by the National Development Plan (NDP), the Medium Term Strategic Framework (MTSF) and other national priorities of Government. He emphasised the need to finalise the implementation of key programmes which should be prioritised in the planning for the upcoming year.

Minister's policy statement focuses on five pillars that are priorities for the period under discussion. These are:

- Development of policy and legislation.
- Transformation of the Property and Construction Sector.
- Job creation.
- Improving the governance of Entities.
- Building capacity within the Department through internal strategic enablers

POLICY PRIORITIES

In sharing the policy priorities of the Department, Minister Nhleko emphasised that the priorities that are outlined in the Policy Statement do not deviate from the current trajectory that has been set for the 5-year cycle, however, he indicated that the Department and its Entities needed to refocus in particular areas to give greater emphasis to addressing the needs of the South African public.

He reiterated that as “we draw closer to the end of the electoral cycle, there is a need to reflect upon the priorities and objectives of



Thus we will be in a position to establish if we have indeed made a meaningful contribution in this regard”.

Minister Nhleko emphasised that there is a need to align strategic programmes and objectives with the MTSF priorities as a way of ensuring that there is continuous evaluation of impact on them.

POLICY DEVELOPMENT AND LEGISLATION

Minister bemoaned the fact that “our pieces of legislation do not recognise the current socio-economic challenges and the country's future trajectory based on the policies of the ruling party.

“The Department must move towards ensuring finalisation of the White Paper review process that should lead towards the development of the Public Works Bill and Act”.

He said that the finalisation of the White Paper should simultaneously inform the amendments to the legislation governing the different Entities reporting to the Department, with specific reference to the Council for the Built Environment (CBE) and the Construction Industry Development Board (CIDB) in particular. The review of these Acts must not only clarify the challenges in the regulatory environment, but most importantly address the low levels of transformation in the industry.

Minister acknowledges progress made on the finalisation of the amendments to the Expropriation Bill in the past financial year and raised the importance of prioritising the public participation process to its successful conclusion so that the Bill may be submitted to the President for assent. He further explained that the Bill was a critical component of radical economic transformation programme.

TRANSFORMATION OF THE PROPERTY AND CONSTRUCTION SECTOR

Minister Nhleko highlighted the fact that the DPW and its Entities are still facing challenges in building a sustainable, competitive and transformed construction industry. His point of argument is with regard to monopolisation on the supply side of the industry, which has negative effects on the prices of materials. The implementation of socio-economic transformation will require a dedicated commitment to programmes that are intended to ensure that previously oppressed and disadvantaged individuals are also included in the development of the country.

Minister Nhleko acknowledges the progress achieved in the finalisation and the launching of the Property Sector Codes and Charter, but also expressed his desire to see a speedy finalisation of the same in relation to the Construction Industry. He said that the two should create a baseline for measuring the extent of transformation and the Department should consider reporting on progress made on an annual basis.

“We need to align our internal policies to the targets as set out in the charters to ensure a seamless implementation of transformation programmes,” he said.



He identified areas of concern that should be vigorously pursued to drive the transformation agenda. These are:

- *The development of an enabling legislation for the Entities to promote transformation.*
- *Obtaining approval on the Construction Sector Codes and the launching of the Codes and Charter.*
- *Ensuring that all National Standards for the planning design, procurement, construction, operation and maintenance of infrastructure are in line with the Charter.*
- *Integrating all initiatives aimed at transforming procurement processes.*
- *Implementation of the Empowerment Policy, Sector Codes and Charter for Property and Construction.*
- *Establishing partnerships with key role-players to ensure growth and participation across the sectors.*
- *The CBE has to mobilise the Building Energy Codes Programs (BECs) to transform the built environment and to serve their legislative purposes.*



JOB CREATION

In order to successfully fight unemployment and poverty, the Minister feels that “we need to be creative. Socio-economic transformation imperatives are such that we require employment multipliers, as well as skills transfer programmes that are dedicated at enhancing democracy and bringing about equity”. He remarked that a number of public works programmes were launched under the banner of Community-Based Public Works Programme and later the Expanded Public Works Programmes since 1994 to achieve this ideal, but the majority of South African people continue to live in poverty. And this must be tackled much more vigorously.

“In light of persistently high rate of unemployment, EPWP and Operation Phakisa must be a major priority designed to make a significant contribution to reducing unemployment and providing livelihoods for the poor, women, youth and people with disabilities.”

IMPROVING GOVERNANCE OF ENTITIES AND PROFESSIONAL COUNCILS

Minister raised the importance of Inter-Governmental Relations and governance of Entities as one of the critical factors towards the attainment of an effective and efficient development oriented public service. The IGR function should develop an Administrative Model and strategy for the sector (including the Entities). Serious consideration must be given to ensure seamless service delivery across the Provinces, Municipalities as well as Department's Entities and Building Energy Codes Programs (BECPs).

Governmental Relations Branch must conduct regular performance and compliance reviews of the Entities in terms of relevant regulatory framework. This will be informed by development and implementation of a governance model and framework for the entities.



BUILDING CAPACITY WITHIN THE DEPARTMENT TO DELIVER THROUGH INTERNAL STRATEGIC ENABLERS

Minister emphasises the need to have systems and processes that are aimed at supporting the implementation of the strategy. The strategy is meant at addressing both strategic and practical arrangements. Sustainability and growth will depend heavily on structural and institutional enhancements of the Department.

He further emphasised the need to continue with the implementation of the Seven-year Turn-around Plan and the current Annual Performance Plans to improve the Department's operations. Some of the initiatives are already in motion, although they remain at various stages of maturity. It is therefore important for all business units to implement the listed priorities while the Programme Management Office (PMO) is also giving consideration to the following key enablers to support the priorities as listed below:



- Review the operating model of the Property Management Trading Entity (PMTE).
- Finalise the filling of all critical Executive Management positions and remove all positions additional to the establishment, irregular secondments and contract positions.
- Finalise the Change Management process in the Department to ensure stability and continuity.
- Finalise the establishment of the Programme Management Office and ensure that it is fully capacitated.
- Finalise all outstanding Business Processes and Operating Procedures.
- Audit and finalise the scoping and procurement of all Information Technology programmes to support change.
- Launch and implement the Professional Services functions to build and create the capacity of the State to deliver and de-tenderise the State.
- Conduct an analysis of cases against and for the Ministry, and utilise alternative dispute mechanisms to resolve the cases.
- Categorise cases in terms of individual, small, micro and big enterprises to detect their effect on the growth of small and micro enterprises.

- Monitor the implementation of the Auditor-General's (AGs) recommendations.
- Development of the Communications and Marketing Strategy.
- Rebranding the image of the Department and Entities.

Conclusion

The Minister concludes by saying that he will ensure that his Department's Policy Statement is closely matched with the Government-wide Medium Term Strategic Framework (MTSF) in order to ensure that its strategy as a Ministry is aligned to the government priorities as contained in the National Development Plan.

He said that the Policy Statement will also assist in developing the Department's Strategic and Annual Performance Plans linked to the budget process.

"Even though there are no drastic changes, there is a need to ensure that we refocus our approach to our strategic imperatives of Radical Economic Transformation, Inclusive Growth and Job Creation."

CORPORATE SERVICES BRANCH EMBARKS ON COUNTRY-WIDE CAMPAIGN TO ANNOUNCE NEWLY-APPROVED STRUCTURE

The Corporate Services branch recently embarked on roadshows to all Regional Offices and Head Office.

The purpose of the roadshows was to share first-hand information with staff members throughout the organisation on the approved structures of the Department of Public Works (DPW).

This is in line with the agreement between the Department and Organised Labour that prior to the finalisation of the migration of employees from the old to the new structures, there is a need to inform employees on the implementation status of the approved functional organisational structures of the DPW and its Property Management Trading Entity (PMTE).

The roadshows comes on the heels of the organisational structural review following the Auditor-General's (AG) finding of 2012, wherein he highlighted the need of aligning the DPW organisational structure to the mandate and Strategic Plan of the Department for the purposes of improved service delivery.

According to the Corporate Services branch, the development of the new structures were based on principles that promoted the alignment of the functioning and co-ordination of Head Office with Regional Offices with a clear understanding that Head Office will deal with policy development, support and monitoring, while Regional Offices on the other hand, serve as implementing arms of the Department.

The new structures brings with them additional capacity within various units in the Department. The new organisational organogram has two structures, i.e. the DPW and the PMTE, both reporting to the Accounting Officer (Director-General).

The review of the organisational structures (DPW & PMTE) started back in 2012. In 2015, the structures were finalised and approved, but were not supported by the Department of Public Service and Administration (DPSA) and the National Treasury, hence they exceeded the allocated budget for the compensation of employees. As a result, structures were streamlined to ensure that they are within the allocated budget. On 30 September 2016, the streamlined structures were approved and supported by the Minister of Public Service and Administration and the National Treasury.

To date, the process of filling all the identified critical posts has kick-started in earnest in line with Minister Nkosinathi Nhleko's Policy Statement that sought to ensure that all contract posts additional to the structure are phased out in favour of the filling of critical permanent posts.

The Department and Organised Labour has entered into an agreement (National Framework Agreement) that guides the migration of employees into the newly-approved structures. According to the NFA, no employees will lose their jobs during the process. Over 90% of the systematic and physical migration was achieved during the month of September 2017.

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Information regarding the implementation of structures has been shared with all employees. Constructive structural concerns have been noted during the roadshows and this will inform future reviews of organisational structures.

According to Mr Reuben Mahlatjje, Director: Organisational Development, employees should always remember that organisational structures are not cast in stone. Even after implementation, the Department will constantly align its structures with the identified needs as well as ensuring that structures remain within the allocated budget while responding to the strategic objectives of the Department.



NELSPRUIT



BLOEMFONTEIN



DURBAN



JOHANNESBURG



POLOKWANE



CORPORATE SERVICES ROADSHOWS IN PICTURES

CAPE TOWN



KIMBERLEY



MMABATHO



MTHATHA



PORT ELIZABETH



PRETORIA



MINISTER NHLEKO MEETS & GREETS HEAD OFFICE AND DURBAN REGIONAL OFFICE STAFF

As part of the Ministerial Roadshows with relevant stakeholders, Public Works Minister Nkosinathi Nhleko met with Head Office and Durban Regional Office staff recently.

In what he termed Meet & Greet Sessions, the Minister urged staff members to work with him to change negative perceptions around the Public Works brand.

“How do we make Public Works public, so that the whole nation understands what Public Works is all about? How do we deal with issues, such as perceptions out there that Public Works is only about tenders? How do we enhance what we are doing so that we are understood for what we are as Public Works?” Minister Nxesi asked rhetorical questions- one after the other.

“As we move forward, there will be further announcements on where we are going. This was more of a Meet & Greet Session with you as one of my critical stakeholders, so that I get to know you,” Minister Nhleko noted.

In interacting with the Minister during the Roadshows, staff members raised a few issues for the Minister to digest.

Among others, they wanted the Minister to look into stabilising the Department by reducing the number of acting positions. They also wanted the Department to look at the possibility of maximally using internal capacity (from staff), before looking for expertise elsewhere.

They also urged the Minister to look at the possibility of building internal capacity through education, training and skills development, while also fast-tracking the process of matching and placing of existing staff.

In his response, the Minister promised to look into all issues raised. He also urged staff to work with him to achieve DPW objectives.

In his vote of thanks, the Director-General, Mr Mziwonke Dlabantu thanked staff members for their attendance, emphasising that this was not the last, as there would be further engagements between the Minister and staff. More Regional Office visit are currently in the pipeline.



DDG CORPORATE SERVICES VISITS THE PRETORIA REGIONAL OFFICE

Advocate Vukela announces changes at SMS echelon

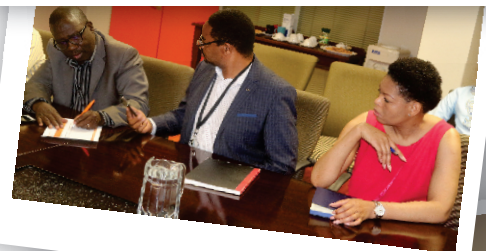
As part of a consultative process aimed at rebuilding the Department of Public Works (DPW), the Deputy Director-General Corporate Services, Advocate Sam Vukela led a delegation from Head Office to meet with the Pretoria Regional Office management on 14 September 2017.

The purpose of the visit was to announce changes at Senior Management level and to clear air around acting arrangements at the Pretoria Regional Office.

Advocate Vukela also used the opportunity to introduce the Acting Head of PMTE Ms Lydia Bici – to whom all Regional Offices will be reporting through the office of the PMO (Programme Management Office). He also introduced Mr Bassie Kgasoane as the Chief Director: Prestige and Mr Duncan Sewada as an Acting Manager for the Pretoria Regional Office until further notice.

The issue of the high vacancy rate for critical posts took centre stage during a question and answer session during the meeting.

The DDG said the Department was on a massive drive to fill in all critical posts. He also assured management that the Regional Manager's post will be filled as a matter of urgency to address transformational issues. As part of a consultative process, the Office of the Head of PMTE will also be visiting all Regional Offices to address issues around the organisational structure.



NEWLY-EMPLOYED SECURITY OFFICERS GRATEFUL TO THE MINISTER'S POLICY STATEMENT

By Nolwazi Ndhlovu



Posing for a picture are some of the beneficiaries of the Minister's Policy Statement from Security Management

The Department of Public Works' newly employed Security Officers say their move from contract to being permanent Departmental employees will afford them an opportunity to cement plans to improve their lives. The Security Officers are part of the 79 who were recently appointed to permanent posts by the Chief Directorate: Security Management Services, after having been contract workers for over 24 months.

The appointment came as a response to Minister Nkosinathi Nhleko's Policy Statement with regards to the reduction of contract appointments in the Department by advertising and filling permanent positions in the structure.

WorxNews crew caught up with two of the permanently appointed officers, Mr Phuti Tlhako and Mr Edward Tshivhase to get a feel of what this move means to them.

Both officers have been contract workers for the Department since 2015. In an interview, Mr Tlhako explained how the Department has really helped lift a weight off their shoulders by granting them these posts.

In his comments, he mentioned that his appointment will allow him to further his studies in Financial Accounting as his ultimate ambition is to work in the finance department.

Through this permanent appointment, Mr Tlhako says he will be able to buy a permanent home for himself and his family without the burden of fearing a near-end to his employment.

Sharing Mr Tlhako's sentiments regarding the permanent employment, Mr Tshivhase, who has now been appointed as a Senior Security Officer, expressed his gratitude to his Chief Directorate, the Deputy Director-

General: Corporate Services and everyone who had a helping hand in ensuring these appointments were made.

Mr Tshivhase took a risk of leaving his permanent post with the previous private employer and came to work for the Department, trusting that one day he will get a permanent post in government, which will in turn free him financially and bring about the much needed job security.

After two years of contact employment, his dream has come true and Mr Tshivhase is now looking forward to taking his children to better schools and affording them a different lifestyle.

All thanks go to the Department's agenda of transforming the work environment and further positively impacting and changing the lives of its employees.

More of such appointments are expected soon as set out in the Minister's Policy Statement. All employees of DPW are encouraged to apply for positions as they are advertised internally, in the media and in the Department of Public Service and Administration (DPSA) Vacancy Circular.



Mr Edward Tshivhase, one of the beneficiaries from Security Management Services



Understanding the impact of hearing loss and deafness

Deaf population often still marginalised

As the sounds of spring starts emerging around us, spare a thought for the 360 million people worldwide who, according to the World Health Organization suffer from disabling hearing loss, 32 million of whom are children. Hearing loss can result in partial or profound deafness and in many instances can actually be prevented.

Everyday challenges deaf people face, as well as the causes associated with hearing loss.

Causes of hearing loss

As one gets older it is normal for hearing to deteriorate, however there are numerous causes other than age that can result in hearing loss.

- Genetic – In some instances hearing loss is inherited where dominant genes can cause mild to profound hearing loss.
- Illness – Certain illnesses such as measles, meningitis and mumps can cause damage to the auditory nerve, resulting in partial or complete hearing loss.
- Neurological disorders – Strokes and neurological disorders such as multiple sclerosis can also impact hearing.
- Physical trauma – People who sustain head injuries often experience ringing in the ear (tinnitus), which in certain instances is permanent.
- Noise – Almost half of all cases of hearing loss is caused by noise. Constant exposure to high noise levels can often lead to gradual hearing loss.

Practical impact of hearing loss

Probably the greatest impact associated with hearing loss is that it impacts the person's ability to communicate with others. Speech in children with undetected hearing loss is often delayed. It can also have a hugely negative impact on their academic performance.

Social and emotional impact of hearing loss

Not being able to communicate and interact normally understandably has a huge impact on everyday life. This can result in feelings of loneliness, isolation and frustration.

Interacting with people with hearing loss

Often people with hearing loss are regarded as different, and in some instances even mentally impaired, which can have a tremendous impact on their confidence and self-esteem.

It is therefore a good idea to learn ways of interacting and how to better communicate with people you may encounter that have some form of hearing loss.

- Establish a comfortable distance between you and the deaf person
- Establish eye contact before initiating communication
- Wait your turn before signing or speaking
- Make sure your face is clearly visible
- Don't stand with your back against the light

Preventing hearing loss

The following are a few simple measures that can be implemented to minimise the chances of hearing loss:

- Immunising children against diseases such as measles, meningitis, rubella and mumps
- Promoting and following healthy ear care practices
- Reducing exposure to loud sounds
- Encouraging the use of protective devices such as earplugs and noise-cancelling earphones and headphones
- Referring high risk infants for early hearing assessments to ensure prompt diagnosis and management

Most people who develop hearing loss are able to learn lip-reading skills and sign language. However when it comes to promoting greater inclusion for people with hearing loss there is still much to be done.

Teaching sign language in regular schools, as well as including the use of captioning and sign language on television, are just some of the many ways we as South Africans can ensure better inclusion for this often marginalised group going forward.

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www.who.int/mediacentre/factsheets/fs300/en/

Ends

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Nhleko Ntombenhle
Malongane Dikeledi Divine
Saul Keneilwe Mildred
Maphatha Mokgadi
Josephine
Maluleka Mmaseape Sanny
Tshukudu Kedidimetse
Agnes
Muthombeni Promise
Amukelani
America Denzil Pierre
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Msibi Senzeni Alpheus
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12
Wiese Marlene
Usher Theresa Elaine
Mashalaba Noxolo Castin
Mathibela Rosemary
Ntombifikele
Ndlovu Simangele Beauty
Sibeko Angel Vuyisile
Zuma Xolisile Precious
Roos Carel Willem
Muavha Fhatuwani

13
Grobler Sue-Ellen
Mtila Nonyameko Margaret
Phelago Nompumelelo
Patricia
Saayman Bartholomeus
Van Niekerk John Lintoar
Louw Francois Adriaan
Carl
Phetla Manala Piet
Kabelo Selacowe Jacob
Dalsile Irvin
Jordaan Johannes Jones

14
Nqonji Molly Nonana
Nhlapo Bonisiwe Monica
Moodley Bathmanathen
Naidoo Sagaren
Jantjies Mogamat Maliek
Mthethwa Nhlanipho
Wiseman

15
Saais Minnie
Hendricks Charlotte
Bester Marie
Mabirimisa Phathutshedzo
Suzan
Sithole Shivukani Cathrine
Dhlamini Rachel
Nzimande Martha
Mantombi
Nemavhidi Lindie Marelyn
Mrwetyana Gcobisa Abigail
Monama Christinah Raisibe
Lekota Sedibu Maria
Ntombela Bongive
Princess
Mchunu Sihle Vasco
Raaff Michael Alexander
Mahlangu Pakama
Sunnyboy
Mashiane Petros Thomas

16
Mkhatshwa Nomcebo Faith
Tokwana Vuyokazi
Mathuloe Kgomoiso
Gwendoline
Mountain Patience
Jiyane Ntokoza Velile
Maphutha Maputle
Khumisho
Molelekoa Aaron
Bonokwane

Netshivhangoni Pfananani
Francis

17
Mcintyre Anita Wilhelmina
Stuurman Fundiswa Violet
Mahlangu Dineo Doris
Masiza Sivuyile Lumkile
18
Fortuin Rachelene Anietah
Nekile Nozipo Portia
Gwala Nobuhle
Morallane Difiedile Maria
Whielers Petrus Jacobus
Jacobs Ebrahiem
Noni Mothephe Hendrik
Cebekhulu Sydney Mzameni
Mbehe Nkosanya Albert
Mtwetwe Zibuzele
Lovemore

19
Sibiya Ntombenhle
Vilakati Xolelwa
Dladla Khanyisiwe Prisca
Lekau Nomakhosazana
Louw Ernest Esau
Kubeka Nkosana Prince
Simelane Mandla Jeremiah
Mashamba Marhuli Arnold

20
Phillips Beverly
Nkosi Cynthia Thulile
Marishane Melidah Sebedu
Elesang Masego Mildred
Mhlongo Nonhlanhla
Innocentia
Ramoroko Annah Zaneze
Matlala Florence Relebohile
Visser Abraham Johannes
Gazar Vincent Ivan
Mathekga Lebogang
Mahlangu Ncengwane
Seanego Tebogo Dominic
Mpho
Lebea Lekukela Nelson

21
Setumu Makole Johanna
Nqina Thembsia Koliwe
Mbombela Nozibongo
Lee Tauhier
Banderker Anwerallie
Zono Luzuko Lennox
Ramasodi Andrew Sefiri

22
Van Wyngaardt Elzaan
De Wee Annetjie Annelie
Wheeler Hester Petronella
Makhetha Dikeledi Petula
Rachel
Mphela Francinah Lerato
Halom Nontsizi Elsie
Mange Abongile
Mokone Magaret Sbangile
Mngengeiswa Ntombinini
Mphatha Esther Meikie
Ranooe Ntshadi Annacletta
Du Toit Onbekend
Singh Pravesh
Ncwane Sifiso Makian
Magubane Zama
Kwinika Reckson
Mokoena Memezane
Michael
Buthelezi Bc
Deane Solomon Sello

23
Smith Chantall
Maphatsoe Nkotseng
Adelice
Nyongo Khanyisa Portia
Masina Sontaga Lucy
Molekane Pulane Mirriam
Ndabeni Phumla
Mabelebele Kgomoiso
Felicia Pauline
Kgomoangwe Dineo Edith
Dlokoza Vuyiswa
Nomabhele Nonceba

Nel Johannes Theodorus
Julies Christopher
Benjamin
Roberts Ebrahima
Biyela Macdonald Thabani
Lerumo Makuka Andrew
Mohapi Tieho Matthews
Makhanya Vulindlela
Magnus
Bokwe Themba Phillip
24
Schoeman Anje
Hartzenberg Karen Janette
Nduvheni Tambudzani
Laybon
Sigwanda Sylvia Nokuthula
Poonyane Keneilwe Laura
Ranyele Meisie Mirriam
Veldsman Brian John
De Klerk Marius Hesse
Maruatona Stephen Tshepo
Dlamini Nhlanipho
Wiseman

25
Nkangana Nwabisa
Serame Seipati Primrose
Ntombela Nomusa
Jeanette
Oliver Gregory Douglas
Wayne
Johnsson Frederick Brian
Makhala Nthathen Godfrey
Ndabeni Linda
Mokoqama Thabo
Qubeka Gcinikhaya Riger
Nnene Monageng Peter

26
Mcira Eunice Nomusa
Ntakana Nontembeko
Masuku Nomsa Beauty
Nyakaza Pamela Rosebella
Mthazi Bolekwa
Ralarala Nomawethu
Meyer David Patrick
George Leon
Tyhomfa Sibulele Haward
Zauka Thembaletu
Templeton

27
Sampson Brenda Elizabeth
Nhlapo Thabile Patience
Loabile Olga
Zuma Thandeka Gretina
Msimango Vusi Given
Kgosiemang Baojele Simon
Zaula Gilbert Thabo
Mpakato Leonard
Ndlovu Muzi Leonard

28
Tshivhenga Azwindini
Joyce
Masemola Margaret
Ramabele
Sithole Ncamisile Cynthia
Ngidi Peggy Ntwenhle
Ramushweu Aluwani Alucia
Khumalo Gale Celestina
Magokalo Ntombosindiso
Mnandi Nobuntu
Oliva Montero Joaquin
Ernesto
Els Paul Gerhard
Magane Annanias Menacks
Thabane Raditla Simon
Mkhari Jabulani Enos
Dali Sisamangwanyana
Malubeko Sibusiso
Lekala Mogoatike Johannes
Modisakeng Oupa Moses
Sekshed Patar Meleka

29
Fikeni Zamazulu
Ndlovu Louisa
Majiya Xolelwa Nicky
Rakhale Ntukiseng
Benephicius
Hlengwa Zilindile Goodness

Kubukeli Nomonde
Giba Ramokone Rachael
Ngcobo Elizabeth Philiswe
Mahlaku Tshokolo John
Mulaudzi Ndivhuwo
Omphulusa
Mosebi Moeti Patrick
Sibeko Themba Abram

30
Avenant Christina
Wilhelmina
Makinta Loraine Nkone
Chakela Nonja Elizabeth
Shela Mable Khomotso
Ntlatleng Salomina Lydia
Kosse Vuyiswa Cynthia
Papier Kerneels
Mosegeng Tebogo
Bennett
Matlou Rankupe Jonas
Kulani Aluta
Manganyi Motena Solomon

31
Geca Pateka
Malebana Virginia Mmapule
Ncapayi Neliswa
Mogopodi Lydia Shadi
Msomi Ngenzeni Helga
Jessen Anthony Bruce
Fourie Johannes Jacobus
Moses Ian Peter
Ndokwana Vuyisile Colman
Mokopodi Pule Abram



01

Singo Mpho Steven
Molefe Percy Clifford
Maitsope James Sunnyboy
Van Rooyen Philip Jacobus
Adonis Mark
Williams Gwendoline
Mkwanazi Baganang Davey
Mojapelo Daniel Malesela
Chauke Johannes
Tshabalala Matshidiso Judith
Mwanda Sindisiwe Rejoice
Penyenye Bonolo Portia
Ndaba Bongiwe
Nomsenga Malibonwe Harrison
Mbunge Sindiswa
Ndwandwa Siyamthanda

02

Ngubane Sibongile Lucia
Abrahams Sydney
Bezuidenhout Alexander Josias Fritz
Van Eyk Beverley Jane
Luthuli Muzukhona Evenson
Africa Caroline
Van Der Berg Marius Hugo
Wolf Malekgotla Portia
Baloyi Sara Prudence
Ramorola Olefile Solomon
Lebona Realeboba Mothibisi Mcandrew
Mumiso Bulelani Maxwell
Matodzi Mulalo
Mokata Nontuthuzelo
Mhlongo Londiwe

03

Cimela Vuyani
Shange Cedric Sikhumbuzo
Nkuna Samuel
Mbamba Zola Shirley Silella
Makgoe Edith Senaaleane
Maseko Margaret
Rampeng Petrus Madime
Mashiloane Johannah Mokgadi
Ngwenyama Petros Sayiot
Marokane Malesela Dennis
Mosweu Elijah Tebogo
Motsoeneng Dineo Molebogeng

04

Erasmus Wendy Elizabeth Magdalena
Mkono Dickson Gcinikhaya
Duminy Peter Johannes
Gibisela Thembakazi Lisa
Faneri Ivy
Ndovuhada Lufuno Beauty
Makaleng Ivy Lerato
Louw Eunice
Molefe Godiramang Khumoetsile Unica
Hlungwane Basani
Khubana Thinamaano Nancy
Zuma Fortunate Phindile
Zwane Siyabonga Praise-God
Nkoane Phillemon Tshwene

05

Madisha John
Mathabathe Mpaku Presley
Ximba Siphso Boy
Kokhutso Johannes Mmantlwana
Mhlongo Dumsile
Mabandla Muleki Sydwell
De Klerk Colleen Estelle
Ntlatlane Ramphaagane George
Dagile Bertha Mantehese
Ntambela Christopher Tolani
Hlangwa Mziwethu Henry
Tokwana Themba
Machi Goodman Mfanufikile
Hlatshwayo Charity Nombuso

06

Charlton Clive
George Ellie Sarah Miemie
Mfihlo Khunulwa
Hlangwa Khantshe Martha
Malinga Amanda Pamela Nomathemba
Plaattjes Mhlali Vuyolwethu
Meva Yanelisa
Vlakazi Bridget Malebo

07

Venter Pieter Johannes Lodewickus
Mohananyane Nthathane Johanna
Ngubeni Docter
Joseph Elizabeth Francis
Ramoroko Tebogo Ruth
Mabena Jonas Moloko
Come Hlamalang Judas
Musvoto Blandina Jeska
Mabada Ndiphwe
Mathivha Fredrick Ndivhoniswani
Qoza Malusi Terrence
Molelle Motlatsi Joseph
Mgemane Thantaswa Portia
Khumalo Mthokozisi Christian Lwazi
Khanyile Nikiwe Phetunia
Njomi Nozandi
Sakhela Wonderboy

08

Seokolo Mathapelo Maria
Sibanda Sameul Sello
Tiadi Edwin Thabo
Ralarala Mavis Koliswa
Lentswe Mogotsi Jonathan
Tuswa Babalwa
Bay Grace Nombulelo
Yeko Ayanda
Mofu Ayanda Rejoice
Moseri Maria Dimakatso

09

Rodriguez Torres Teodoro Salvador
Maharaj Roshanall
Hanekom Willem Johannes Jordaan
Sontshatsha Sindiswa Margaret
Mosalo Molatlhegi Ronald Ronny
Shikwambana Tshilidzi Christinah
Maisela Regina Gamine
Boshoff Ronette
Mahlangu Ntombifuthi Lorraine
Raganya Mashilo Macdonald
Andries Franklin
Mkhavale Eunice Hlamalani
Sepiwa Mapula Dephney
Magoro Philufhelo
Hlekane Ntwanano
Tomsana Bakholise

10

Pelston Trevor
Bango Khenes Bhekiye
Letshwene Tebogo Sarah
Moremi Mpotse Samuel
Valentine Suzette Francine
Marhauw Masihlinza
Mouton Riana
Mabotsa Sarah Makaoka Mabotsa
Marekalala Modikana Jack
Semosa Nakampe Moses
Mpoko Aaron Phineas
Mabinja Stephen Morris Mziwendoda
Bacela Nomfuneke
Morulane Mathou Maureen
Louwfant Mpho

11

Makata Florinah Ralsibe
Matumba Caroline Nkhumeleni
Luphondo Sikhotosho
Ngqauq Motshabi Elizabeth

Prince Reginald Edward
Kgampe Dithobu Salamina Mmapadi
Annah
Sacha Ranthobane Alpheus
Ndwandwe Grace Khabonina
Malinga Peter Jabulani
Mapolisa Nadu Emily
Stroebel Georg Johannes
Ndlovu Gava Aubrey
Mahlangu Christinah Hleziphi
Mkhize Emmanuel Zwelithini
Malapisi Quinneth
Ziqu Nosiphiwo
Khumalo Salome Matsie
Matabane Sekate Fredah

12

Carter Jeanne Elize
Mashigo Catherine
Mampa Mmashai Selina
Lotter Frederik Hendrik
Mahlangu Khabo Dinah
Toute Tshoganyetso Sylvia
Oliver Vanessa
Heilbron Johanna
Mothabane Mothabane
Emmamally Waheeda
Radebe Jabhile Lavie
Choane Lerato Patience
Myanga Ofella Fatima
Moela Ramogale Ntebo
Kometsi Mkgantsheo Marble
Mokoatlo Thabiso Freddy
Mdaka Dumisani Buntu

13

Griffiths Annaline Letithia
Thabathe Mhewenkosi
Van Blerk David Charles Henry
De Bruyn Sheldon Willhelm
Mkhathshiwa Nomsombuluko Emelinah
Nemasetoni Irene
Prinsloo Juanita
Mangcengeza Nompumelelo Victoria
Bandi Rhandzu Daphney
Mbele Ntombifuthi Orah
Mabusa Musa Gordon
Mkhize Lindiwe Maureen
Mokanyane Bonolo Perlocia
Mosoang Kachinga

14

Kraai Machabaky Martha
Madonsela Maria Ntombani
Ngidi Dole Bernard
Gamede Nokuphiwe Mildredis
Mbobosi Phumzo Conrad
Marite Lebogang
Madiba Kate Brenda
Tsoho Khanyelwa Gladys
Sindane Sophie
Madoli Boniswa
Nkoane Lolita

15

Cruywagen Raysford Bryan
Brand Elizabeth Johanna
Kokhutso Philemon
Booyesen Selina Minkie
Tshabalele Fundiswa Mavis
Masuku Thabsile Jabhile
Mabunda Evans Ntsako
Tshidavhu Phumulani Judith
Mashele Edwin
Ranose Odwa Joseph
Zakwe Siboniso Prosper
Mhlabane Bandle Sydney

16

Maleasa Benatla Phineas
Mnisi Sikelela Sannie

Base Paul
Kilian Louisa Petronella
Bubu Hombisa Hombela
Mogotsi Gladwin Thwanthwadi
Mahlwele Mphadi Trodd
Sait Mogamat Faiz
Masemola Galawu Jan
Sesoko Lettie Poppy
Ncoane Gathalaganyamang Solomon
Mutati Hulisani Fholani
Gwanya Mziwaxolo Marvellous
Matolo Nobomi Annatoria
Majola Nsikelelo Mondli
Dlamini Mandisa
Zama Sizwe Cyril

17

Gordon Albert James
Masuku Sibongile Thulisiwe
Erlank Anna Francina
Sonqwenqwe Thandile Michael
Mbatha Zodwa Penelope
Mashao Ronald Daniel Tinyiko
Medupe Lapologang Joyce
Gxamza Mongezi
Phiri Sibongile Oligh
Makaula Mearthur Thembisile
Mogale Molwantwa Confidence
Khumalo Zamantungwa Stella
Phala Kgothatso Motempane
Molepo Johannes Kadiaka
Muthanyani Azwidowi
Stemmer Lerato Angela

18

Tomas Jose Eugenio Mendonca
Maseloa Mamoket Agnes
Ntonga Nolitha
Glassen Mervyn Peter
Segole Ntsopa Francisca
Jacobs Isaac Cecil
Lottering Vanessa Carol
Mokoakoa Ruth
De Lange Roger
Nkotswe Clifford Mogomatsi
Mohubedu Setempe Given
Mamphorago Tshilidzi
Tsepe Mashudu Sharon
Montjane Sekalo Elsie
Desanto Veroscha Mandisa

19

Ramunenyiwa Nyamudinda Doreen
Du Plessis Antony Alfred
Nzama Siduduso Douglas
Kwapele Godfrey Radikgwejane
Dondashe Mbuyiselo
Monyela Grace Ramadumetse
Mahlangu William Koosban
Maqetuka Vuyani Russel
Ndlovu Mabongi Sylvia
Sedumedi Moipolai Elizabeth
Mnqumeyu Namzama
Maphike Majalefa Petrus
Ndongent Olona
Tema Lebogang Pontsho Lily

20

Weels Anthony Monnapula
Ngqula Thamsanga Russel
Leeuw Cynthia Mpsiki
Sekatane Mmanamane Charles
Lithole Vhusani
Motlatla Evodia Nompumelelo
Phofa Maserici Maggie

21

Caku Nomveliso
Bokaba Samuel Tebogo
Mphahlele Mabudushane Hilda
Oosthuizen Stephanus Adriaan

Mong Bernardus Johannes
Mashala Mabetha Bosman
Mateseke Molatelo Grace
Fatyela-Lindie Mandisa Berenise Felicity
Moeng Molatolo Hendrik
Mchunu Thamsanqa
Gumede Mbukeni Johnson
Ledwaba Khomotsa Paulinah
Zweni Phumza
Matshaka Onkomeke Lydia
April Sakhumzi
Kara Riyaadh
Mkhanyawo Simenhlahlhla Beryl
Makofane Selina Heidi

22

Bergman George Anver
Mthembi Joe Mnaka
Mahlokwane Aaron Modise
Muleya Livhuwani Sarah
Mashishi Ntombizodwa Ephonia
Langhans Rudolf Carl Hein Georg
Ismail Isak
Tshipi Ishmael Hottiboy
Mahlale Ivy
Dandala Zoleka Tryphina
Van Niekerk Daniel Joubert
Mokgola Serekele George
Nakumba Nwabisa Ivy-Grace
Tshume Bongani Witness
Mphaphuli Tavhwanani Michael
Xaba Qinisoliphi Nominasi
Mazeka Nompumelelo Sindile

23

Clark Fiona Francis Vondetta
Nase Mondeli Wilson
Meyer Roseline
Poe Christina Tsholofelo
Dike Ndoda Kimish
Johannes Matthew Richard
Mekgwe Itumeleng Desmond
Radebe Albert
Modise Ernest Botiki
Khumalo Nomakhosi Maria
Mmokoa Matshidiso Consolation
Takalani Mpho Tiny

24

Seetso Piet Galeboe
Devereaux Virginia Maggie
Lessing Suzette Maria
Nkwanyana Jabulani John
Rabada Florence
Hlayisi Mildred
Mindi Nobubele Cordelia

25

Dlamini Bhekinkosi
Sithole Onbekend
Olwologaba Ntshadi
Burgers Bernice Shirley
Borotho Matseliso Monica
Molokomme Bertha Lettah
Mohlala Jeffrey Tshabang
Makhubela Thandiwane Eunice
Mpiko Nombulelo Gladys
Sikhosana Eric Phumlani
Tyana Yukile
Mbokazi S'bahle Nombulelo
Tshokolo Constance Jane
Chwano Kefilwe
Langa Difora Salome
Zaka Zimasa Claudette
Nkwinka Try Lybon

26

Dickson Michael
Ntsane Puseletso Albertina Tsalinyana
Mamogale Violet

Mtshisa Sam Themba
Daniels Jacobus
Mphahlele Ramadimetja Victoria
Maleka Sindisiwe Ntombi
Jobela Vusumzi Teddy Bear
Sidamba Mthokozisi
Khewana Xoliswa Felicity
Sekgololo Ramatsimela Cordelia
Suarez Garcia Naylet
Mfaku Masonwabe
Jiyane Emmanuel Nkosinathi
Mahlangu Florah Rosinah

27

Dlomo Sara Jane
Lamb Oswald Robert
Ndlovu Bongani Jerome
Van Wyk Anna Johanna
Mogwera Pule Samuel
Seemela Mapheto Evelyn
Matjika Solly Seshasha
Malahlela Mapula Maria
Mahlangu Emma Nomhlekhabo
Hunter Karen
Mintoar Florenzlet Eucinia
Sekgala Tshehle Elvis
Manoto Simon Mogorosi
Ntsiana Zikhona Kiyana
Mothasedi Ngeletsane Fortunato

28

Grant Thomas William Douglas
Morake Motlalepule Elsie
De Beer Leon
Balman Mildred Ntombuzuko
Lekgothoane Moses
Buyeye Nokonwaba
Mchunu Emily Kantian Sanelisiwe
Ganga Nomanesi
Mbasa Vuyokazi
Sebola Refilwe Precious
Nekhumbé Khathutshelo
Monageng Lesedi Theodorah
Modise Portia Matiego
Gininda Phumzile
Makhubela Prudence

29

Marthunis Stefanus
Van Rensburg Mignonette
Hlongwane Aupapi Steven
Van Der Berg Isak Siebert
Sebetha Esther Masetone
Skosana Julith Busisiwe
Hadzhi Livhuhani Doris
Mashimbyi Mukundisi Patrick
Ndlovu Saziso Magnificent

30

Van Der Walt Johannes Gideon
Kgoedi Zabenzeni Elizabeth
Lebenya Ntlameng
Malindi Maqeda Nokwanda Constance
Senamela Maria Mokgadi
Mittan Elisabe Melissa
Mabunda Harmony Bornaavenge
Samkelo
Tlolané Tebogo
Matsekeleng Paris Lehong
Mashele Akani Collen
Gongxeka Lwandile Grace

In Memory of Our Fallen Colleague



Nomsa Mashaba



HERITAGE DAY CELEBRATION STORY COMPETITION WINNERS

The Language Policy Implementation is proud to announce the Winners of the Heritage Day Celebration Short Story Completion written in any of the official languages:

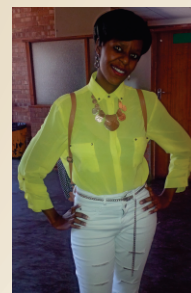
THE FIRST TOP 3 WINNERS ARE:



Name: Khayaletu Mjacu
Job Title: Senior Security Officer
Directorate: Security Management
Region: Mthatha Regional Office



Name: Nomathemba Nyundu
Job Title: Food Service Aid
Directorate: Facility Management (Food Services)
Region: Head Office

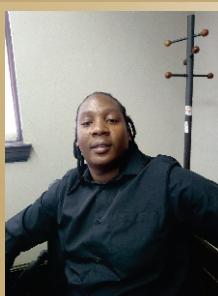


Name: Lesego Mothomme
Job Title: Legal Service And Contract Administration Intern
Directorate: Legal Service
Region: Kimberley Regional Office

RUNNER UPS ARE AS FOLLOWS:



Name: Renee M. Govender
Job Title: Administrative Officer
Directorate: Property Payments And Revenue
Region: Durban Regional Office



Name: Musa Konyana
Job Title: DD: Industry Research Unit
Directorate: Property Management Trading Entity
Region: Head Office



Name: Tsakani Happiness Mabunda
Job Title: Admin Officer
Directorate: Property Management (payments)
Region: Polokwane Regional Office



Name: Tebelelo Mmako
Job Title: Admin Officer Intern
Directorate: Property Management
Region: Johannesburg Regional Office



Name: Amukelani Mabasa
Job Title: State Accountant
Directorate: Billing And Revenue Management
Region: Head Office



Name: Rakgwedi Mathekgana
Job Title: Water Technician
Directorate: Property Management
Region: Pretoria Regional Office



Name: Brenda Phahlane
Job Title: ASD: Inspectorate & Compliance
Directorate: Inspectorate & Compliance unit
Region: Bloemfontein Regional Office

