



OPERATIONALISATION OF THE PMTE WILL IMPROVE THE WAY WE DO BUSINESS



public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA



Contents

May / June 2018

- 04 2018 BUDGET VOTE**
2018 Budget Vote Speech geared to steering infrastructure sector to greener pastures
- 05 EXPROPRIATION BILL HIGHLY TOPICAL**
The Expropriation Bill is no longer with DPW – says Deputy Minister Cronin
- 06 IZIKO MUSEUM QUALITY INSPECTION**
Minister Nxesi satisfied with the progress at Iziko Museum
- 07 STRATEGIC PLANNING SESSION**
Positioning the identity of PMTE towards full operation
- 10 SECURITY MANAGEMENT WORKSHOP**
Security Management develops priority plans to improve security function
- 11 PROMOTING A HEALTHY LIFESTYLE**
DPW staff in Durban & Pretoria keeps fit
- 12 CAREER EXPO**
Professional Services hosts Career Expo in Mamelodi
- 12 WHAT YOU QUALIFY FOR**
Get to know your leave opportunities
- 13 GEMS**
Vaccinations can protect the whole community



Contribution Team

WorxNews is produced by the Chief Directorate: Communications and Marketing in the Department of Public Works

Contributors to this issue:

Reggie Ngcobo
Tshuluzi Nkoana
Nolwazi Ndhlovu
Ernest Mkhwanazi
Mduduzi Zwane

Petrus Sibiya
Thozama Nzama
Sharone Ndhlovu
Pearl Nicodemus

Layout and Design: Tumisang Nisele



Department of Public Works



@PublicWorks Dep



www.publicworks.gov.za



@departmentofpublicworks_dpw



...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



Improving the way we do business

Operationalisation of the Property Management Trading Entity (PMTE) will take a centre stage this financial year. Hon. Minister TW Nxesi delivering his Budget Policy Speech in Parliament on 15 May 2018, re-emphasised that this has to happen without delay, and all the efforts must be made to realise this commitment. A question may be asked, why the Minister has re-emphasised over and over again, especially since his return to the Department. There can be many responses to this question.

But I want to concentrate on a few that I think are very important. Fully operationalising the PMTE will assist the Department of Public Works (DPW) to fully manage the state massive property portfolio which has over 90 000 buildings and about 29 000 land parcels.

Secondly it is an undisputed fact that Operationalisation of the PMTE will improve the way we do business as a Department and most importantly to the satisfaction of our client departments and the general public. Not even a single one of us can dispute that the majority of our client departments, if not all, are not happy with our service. So, having a dedicated focus to our clients will go a long way in improving our service to them and in the process improving our image.

One was pleased with the Minister's pronouncement on modernising the billing system for clients to see what they are billed on, as well as to properly maintain state facilities on behalf of frontline service delivery departments and moving away from reliance on leasing-in to utilising state-owned properties.

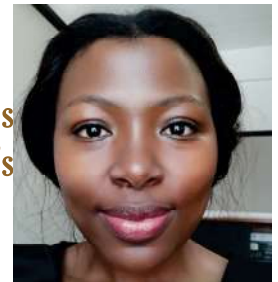
Thirdly, this will give space for DPW to focus on policy issues and its oversight to entities reporting to the Minister. The transformation of the built environment comes to mind as we have not fared well in that space. The implementation of the Property Empowerment Policy and the leasing-in and leasing-out framework will assist in changing the built, construction and property industries.

The land question remains very important and relevant, especially as the country is pre-occupied by the issue of land expropriation without compensation. The processing of the Expropriation Bill by Parliament will go a long way in assisting the Department to respond to this debate, but most importantly, to expedite the process of realising land for social housing and student accommodation.

The Minister has given us direction, ours is to follow and ensure that indeed we improve the way we do business.

In the spirit of *Thuma Mina* (Send Me), let's all be good ambassadors of DPW family. **Aluta Continua!**

Reggie Ngcobo is the Editor-in-Chief for the WorxNews



The ball is in the Parliament's Constitutional Review Committee's court, on the Expropriation Bill

Welcome to another issue of *WorxNews*, wherein you will read about a range of articles on what the Department has been up to, recently. The Minister of Public Works Mr TW Nxesi and his Deputy Mr Jeremy Cronin delivered the Department's Budget Vote Speech in Parliament on 15 May 2018.

Minister Nxesi in his address focused on a number of aspects that are important in ensuring that the Department of Public Works (DPW) continues to provide infrastructure needs for client departments, while also continuing to use state property for economic development. In his Budget Vote Speech, the Deputy Minister focused on the accomplishments of the Expanded Public Works Programme (EPWP) and also provided the latest on the highly topical Expropriation Bill.

The Deputy Minister (DM) reminded the public that after a successful passage through the National Assembly in 2016, the Expropriation Bill went to the National Council of Provinces (NCOP). "Unfortunately, in our view, the NCOP hearings were unduly hurried and vulnerable to a Constitutional challenge. President Zuma (the former South African president) accordingly remitted the Bill back to Parliament, essentially on procedural grounds," explained the DM.

As South Africans, we are now waiting with bated breath for a word from Parliament's Constitutional Review Committee, which is considering whether to amend section 25 of the Constitution to allow expropriation of land, in the public interest, without compensation.

The Committee is currently receiving written submissions from the public and is also driving a consultative process to all nine provinces to interact with members of the public and civil society on the Bill. If the Committee decides to amend the Constitution, it will have to draft the amendment. The National Assembly gave the committee a deadline of 30 August to report back on its work.

In closing, the *WorxNews* team once again appeals to all employees in the organisation to assist in identifying information and articles (stories) worth sharing about themselves, their units, their projects and events in an effort to enhance information flow. Thank you to those units who are heeding the call.

Thank you and enjoy the reading!



2018 BUDGET VOTE SPEECH GEARED TO STEERING INFRASTRUCTURE SECTOR TO GREENER PASTURES

By Lunga Mahlangu

Public Works Minister TW Nxesi has highlighted a number of aspects that are essential in ensuring that the Department performs at its optimum best; continues to provide critical infrastructure needs for client departments, embarks on zero tolerance on corruption, and utilises state property for economic development.

He was delivering the Department's Budget Vote speech on 15 May 2018, in Parliament, Cape Town.

In his address, the Minister stated that the "Department's budget allocation over the medium term was R23.7 billion.

Approximately 87% (R20.5 billion) of this budget is earmarked for transfers as follows:

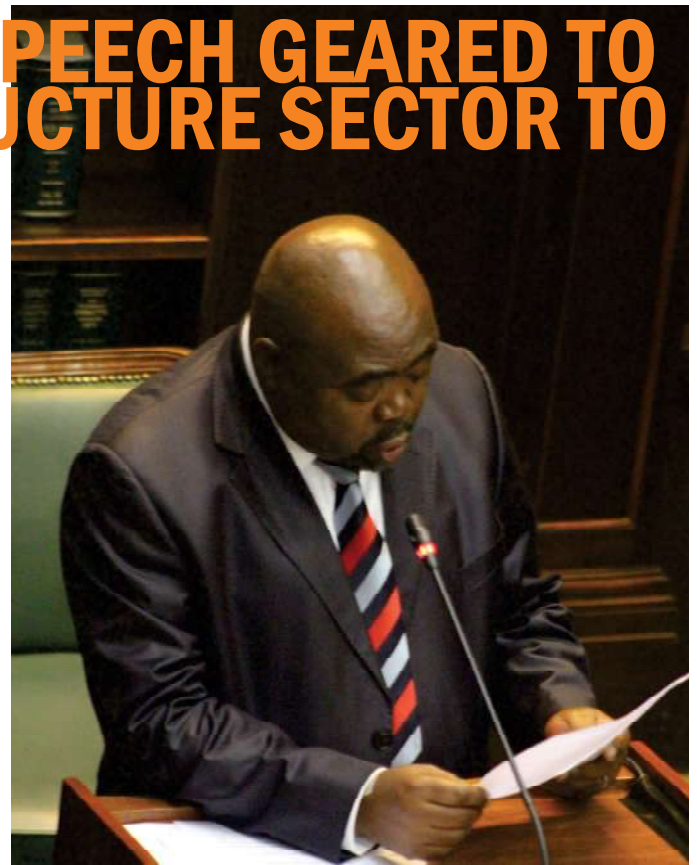
- R7.1 billion for the Expanded Public Works Programme (EPWP) Incentives for the creation of job opportunities and income support.
- R700 million will be transferred to the Departmental entities the Construction Industry Development Board (CIDB), the Council for the Built Environment (CBE) and Agrément South Africa.
- R12.7 billion is for funding the operations of the Property Management Trading Entity (PMTE). The actual PMTE budget over the Medium Term Expenditure Framework (MTEF) is R63 billion - the balance by way of cost recoveries from User Departments.

The remaining of R3.2 billion from the Main Vote is for the Department's own operations and priorities".

In terms of the Department's audit outcomes and performance, the Minister highlighted an upward trajectory as he announced that "the DPW main vote has achieved unqualified audit outcomes for the past 3 years". Therefore, this indicates that the DPW family is turning the tide against the previous negative audit outcomes and bears testimony that the Department's 2012 turnaround strategy has yielded positive outcomes.

In an effort to emphasize his commitment in combating corruption and promoting transparency in the Department, the Minister announced that all senior managers and officials who occupy positions of high risk will undergo lifestyle audits - starting with himself. This statement resonated well with the audience in Parliament as people appreciated the Minister's drive to lead the Department by example.

With regards to the PMTE, the Minister articulated the entity's significant role in ensuring that in collaboration with the Department, the entity adheres to its functions. He stated that "At the core of improving the way we do business, as Public Works, is ring-fencing and fully operationalizing the PMTE to optimally manage the state's massive property portfolio (over 93,000 buildings on some 29,000 land parcels under the custodianship of National Public Works.)"



The Minister also drew parallels of common interest and goals as he stated that "plans for the PMTE also speak to the President's State of the Nation Address (SoNA) commitment to drive new investment in the economy to promote growth and jobs". He mentioned various examples of these plans as follows:

- The establishment of a specialised unit to analyse the PMTE portfolio to identify cost-savings and income generating opportunities. "We have identified unutilised properties with a deemed value of R7.4 billion – for disposal or letting out. Appropriate properties will be advertised on open tender culminating in a National Property Marketing and Investment Conference to be held within the next 6 months.
- Over a year ago, I had commenced a process of engagement with the private property and finance sectors to identify opportunities for investment in state property – to our mutual advantage. These engagements are being revived.
- The Small Harbours and Coastal Properties programme – part of Operation Phakisa: Oceans Economy- has already attracted expressions of interest to the value of R6.3 billion from the private sector and is generating almost R17 million in leases. Working with coastal provincial and municipal governments to identify economic opportunities, this programme has the potential to contribute R6 billion annually to GDP and to create 12,000 jobs by 2030," said Minister Nxesi.



THE EXPROPRIATION BILL IS NO LONGER WITH DPW – SAYS DEPUTY MINISTER CRONIN

By Nolwazi Ndhlovu

“The [Expropriation] Bill is no longer with the Department – but with Parliament. But, as the original submitters of the Bill, we remain interested and engaged.”

These were the words of the Deputy Minister (DM) of the Department of Public Works (DPW), Mr Jeremy Cronin, when he delivered his Budget Vote speech to Parliament on the 15th of May 2018.

The DM was referring to the Expropriation Bill that speaks to the expropriation of state owned land without compensation. This bill has become one of the most watched and followed after bill by not only DPW, but South Africa as a whole. The issue of land tends to be a sensitive subject to South Africans due to past dispositions, discrimination and oppression.

In his speech, the DM urged that “regardless of our political affiliations, we engage with this absolutely critical but emotive land debate in a rational and constructive manner”. Furthermore he said “We must all acknowledge, as we surely do, the many afflictions currently associated with present grossly inequitable land ownership and use patterns.”

The Expropriation Bill is currently in Parliament to be reviewed by the Portfolio Committee.

At the centre of his speech, the DM shone a light on the accomplishments of the Expanded Public Works Programme (EPWP), a DPW initiative that was launched in 2004.

The EPWP is a nationwide programme covering all spheres of government and state-owned enterprises. The programme provides an important avenue for labour absorption and income transfers to poor households in the short to medium-term. It is also a deliberate attempt by the public sector bodies to use expenditure on goods and services to create work opportunities for the unemployed. EPWP projects employ workers on a temporary or on-going basis either by government, by contractors, or by other non-governmental organisations under the Ministerial Conditions of Employment for the EPWP or learnership employment conditions.

“If DPW came to better appreciate and grow, belatedly, into its core State Property Management function – in the case of EPWP, the programme has far outgrown its original DPW home – with all municipalities, all provinces, and many national departments being active implementers of EPWP programmes.” Throughout the past 13 years, the EPWP programme has brought forth positive results since its younger days. “Today, the EPWP is one of the largest and one of the most consistently sustained public employment programmes in the world,” said the Deputy Minister in his concluding remarks.





MINISTER NXESI SATISFIED WITH THE PROGRESS AT IZIKO MUSEUM

By Sharone Ndhlovu

The Department of Public Works (DPW) Minister Mr TW Nxesi has expressed his satisfaction with the renovation work that has been carried out thus far, at Iziko Museum in Cape Town. He conducted a quality inspection at the Museum on the 09th of May 2018. This monument of historical importance is being renovated and extensions are being effected on the facility by the DPW.

Iziko Museum is one of the oldest museums in the Southern hemisphere. The heritage site building was established in 1825. Part of the upgrades were to create storage for the species that the Department of Arts and Culture is storing in the museum. The re-designing of the museum includes, two new floors, electrical upgrades, energy-saving measures and incorporation of water saving initiatives within the project.

As part of the project DPW created a top class pathway for people to be able to view the species from outside while walking around the museum. The different species, which date back to the 1830s, are stored in different temperature glasses, making them easily viewable by the visitors.

Minister Nxesi proceeded to the Department's Cape Town Regional Office after the inspection tour, where he met with forty-nine (49) DPW bursary holders who are currently being trained at various institutions of higher learning in the Western Cape. Sixteen (16) of the 49 bursary recipients are existing artisans from the Expanded Public Works Programme (EPWP).

The meeting gave the Minister a chance to interact with the

beneficiaries, encourage them as well as hear the challenges the youngsters could be facing at tertiary institutions.

One of the participants, Tshepo Msimanga from Soshanguve in Pretoria, mentioned that after completing his matric he did not know where he would get financial aid to further his studies. Fortunately, the school that he matriculated at, was one of the schools that DPW has adopted and therefore young Tshepo was one of the students who received a bursary worth R140 000 to complete his tertiary education. "I am very grateful for the opportunity, thanks to you Minister," said Tshepo during the meeting in Cape Town.

The Iziko Museum is the 1st project that Minister Nxesi has visited since he returned to the Department towards the end of February 2018 and he intends to visit more projects of this kind.



POSITIONING THE IDENTITY OF PMTE TOWARDS FULL OPERATION

By Yondela Mzozo and Thokozani Ngema

The Department of Public Works held a PMTE MANCO Strategic Planning Session in Boksburg, East Rand, Gauteng on 11 May 2018, in a bid to find new strategies to address the State's property management challenges and provide recommendations for the Property Management Trading Entity (PMTE) operationalisation, in line with the Minister's new priorities.

Giving effect to the Minister's priorities approach, the Management Committee (MANCO) was tasked to consider current business processes and analyse how support services must be reorganised to support the trading entity. The MANCO was also mandated to prioritise Human Resources (HR) and general capacity requirements of each area, develop alternate operational improvement mechanisms for each area, information technology requirements, risks and constraints of delivery with mitigation plans.

PMTE Head Mr Jacob Maroga highlighted the PMTE principles of governance, including the fact that the Director-General (DG) is the Accounting Officer of the entity and that the first level of delegations must be vested in the Head. He also mentioned that the PMTE must start positioning itself as a Government Component.

Addressing the delegates attending the MANCO, Mr Maroga also said, "Alongside delegations there must be a reporting framework to give the Accounting Officer comfort on PMTE performance. The PMTE will report to DPW Executive Committee (EXCO) on a quarterly basis, where PMTE members will be in attendance. In this regard it is recommended that DPW EXCO makes provision for quarterly PMTE reports. Monthly compliance reports will be submitted to the DG in line with regulatory compliance".

The Head of PMTE said the entity also needed to establish its own Planning and Performance Management capability reporting to Head of PMTE. "The governance structures of the PMTE and that of DPW must be separate and distinct. Divisional Heads will remain DPW EXCO members until the PMTE's governance structures have matured to required level," said Mr Maroga.

Programme Lead: Operationalisation and Financial Sustainability Programme (OFSP) Mr Cox Mokgoro highlighted the key strategic issues, project interventions and revenue generation initiatives which emerged during the transitional phase of the PMTE, which have been

identified in support of the drive towards financial sustainability.

Mr Mokgoro said management acknowledged that an urgent pull was required to mitigate challenges through review and improvement of efficiencies and well defined funding strategy. "Emerging from the process of meeting the National Treasury 2006 conditions and continued compliance with National Treasury Regulation 19 for trading entities, significant strategic matters need to be considered to define the next phase for the PMTE," said Mr Mokgoro.

He said in line with the Public Finance Management Act (PFMA), immovable asset reforms, departmental budgets residing in the DPW vote were devolved to all user departments in 2006. He said the PMTE developed a Framework for the Devolution of Budgets and an introduction of Accommodation Charges. He said the Framework was approved by National Treasury in January 2006 and implemented on 1 April 2006. The framework called for the PMTE to recover accommodation costs from client departments through itemised billing.

Mr Mokgoro said current accommodation charges were not sufficient to ensure PMTE financial sustainability. He said as a result a funding strategy has been devised in an attempt to identify additional funding sources, areas for reducing costs, and potential private sector investment to reduce the funding gap. He said to drive the revenues and expenditures, the department had commenced with the build programme of a finance model that will determine the point of financial sustainability of the PMTE.

"A financial model is a mathematical model designed to represent the financial performance of a business, project, investment, asset or any other investment. Use is made of quantitative methods which use a combination of objective measurements, statistical, mathematical as well as numerical analysis of data collected," added Mr Mokgoro.

The model shall cover both the revenue and expenditure items of the PMTE in order to accurately project the anticipated funding deficit or surplus over a multi-year period. The model shall be enabled by an information technology solution which will consist of basic dashboards for use by management for decision making and to update scenarios.



2018 BUDGET VOTE

Pictures by Lunga Mahlangu



PMTE STRATEGIC PLANNING

Pictures by Yondela Mzozo & Thokozani Ngema



SECURITY MANAGEMENT DEVELOPS PRIORITY PLANS TO IMPROVE SECURITY FUNCTION

By Yondela Mzozo

The Department of Public Works' Security Management Chief Directorate has been encouraged to strengthen its operations through the training of personnel on cyber security. To that effect, the unit's management including all Regional Security Managers held a two-day workshop at the Departmental headquarters in Pretoria on 10 and 11 May 2018 to develop key priority plans for 2018/2019 with regards to the security functions.

The purpose of the workshop was to share experiences, challenges and solutions regarding the security functions in the whole department. The session also aimed to receive and discuss new security threat trends in government departments from the State Security Agency (SSA). To receive and discuss the Physical Security measures audit reports of the whole department by the South African Police Service, Minimum Physical Security Standards (MPSS) Division and also to develop resolutions which can assist to improve the security function.

Corporate Services Deputy Director-General Mr Clive Mtshisa delivered the keynote address, in which he called upon security officials to maintain integrity and professional conduct at all times. He also encouraged them to improve on their function through training on cyber security as well as soft skills.

“Security personnel are extremely strategic in the department, you are expected to be people of integrity and must have the ability to act with discretion especially in matters of security. Protection of information is also one of your key priority roles to play in the department,” explained Mr Mtshisa.

Security Management Chief Director Mr Robert Muthanyi expressed his grief at the recent passing of security personnel. “We are saddened to report to you that we have lost four security officers at Head Office in a short period of time and I have requested the Wellness Unit to assist the unit in dealing with this difficult phase,” said Mr Muthanyi.

The workshop was also used to announce the recent developments that have occurred in the unit regarding the structure, with the majority of Regional Security Managers having been appointed to act as Deputy Directors. “This is an indication that the department values your work. We are confident that with the suspension of the moratorium on the filling of vacant posts by the Minister, we will be able to fill the most critical vacant positions in Security Management,” explained Mr Muthanyi.

It also came out during the workshop that Security Management was engaging the Finance unit within the department for funding in order to roll-out insourcing of security officers to the Regional Offices in phases. These security officers would safe-guard Regional Office buildings, parking lots, nurseries and workshops. It was revealed that the Head Office Information Communication Technology (ICT) was creating the ICT Data Recovery Centre in the Johannesburg Regional Office and that this critical infrastructure was to be safe-guarded by internal security officers.

During the second day of the workshop, the meeting pledged to maintain integrity and professional conduct at all times; as well as adopted the “Security Special Conditions of Contract” document with few minor changes. The meeting also agreed that the DDG: Corporate Services and the Chief Director: Security Management should assist Regional Security Managers to ensure the prompt approval of emergency procurement of safe-guarding of assets which are returned by client department on a short notice.



DPW STAFF IN DURBAN & PRETORIA KEEPS FIT

By Tshuluzi Nkoana

Pictures by Mduduzi Zwane & Tshuluzi Nkoana

The Durban Regional Office's employees have taken to the streets for a good healthy cause. The workers embarked on a fun walk/run organised by the Employee Health and Wellness Unit in May 2018.

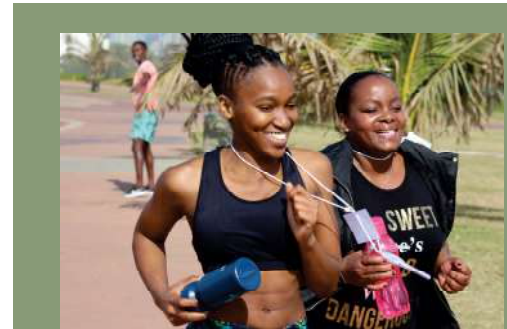
The unit says that fun is necessary for the wellness of staff. Research states that a fun walk reduces the risk of serious ailments like heart diseases, stroke, diabetes and cancer; improves blood pressure, blood sugar and blood cholesterol levels, increases your energy.

It also improves your mental and emotional well-being, as well as boosts bone strength and reduces your risk of osteoporosis, while preventing excessive weight gain.

Employees walked from uShaka Marine World to the Blue Lagoon Beach and wrapped up the event by taking part in the aerobics conducted by Ms Thandeka Ngiba. The Employee Health and Wellness Unit's Mr Jerry Masenya told *WorxNews* that his unit had always been an important part of the Department as it caters the holistic wellness of the employees that would otherwise not be realised. He said the drive that sees the rolling out of the Government Employees Medical Scheme (GEMS) health sessions- is one of the successfully implemented programmes that assists and encourages employees to periodically monitor their health which also promotes a healthy lifestyle.

Mr Masenya said reports from GEMS on potential health risks were observed which needed to be addressed promptly to increase productivity within the workplace. He highlighted a need for wellness activity that he said would directly deal with potential health risks.

Over and above an element health and wellness, the fun walk event was also aimed at strengthening social cohesion within the Durban Regional Office which would in turn foster productivity in the workplace. Meanwhile, staff members at the Pretoria Regional Office participated in different sporting codes as part of their Wellness Day.



PROFESSIONAL SERVICES HOSTS CAREER EXPO IN MAMELODI

By Pearl Nicodemus



The Department of Public Works (DPW) through its Professional Services Chief Directorate has showcased a number of career opportunities available in the built environment to high school pupils at a Career Expo held at the Mamelodi Secondary School in Pretoria.

The event, held on 26 April 2018 was aimed at Grade 10 to Grade 12 pupils, and it brought together representatives from private companies who gave the learners educational goodies.

To kick-start the day, Professional Services' Ms Nancy Makhado took to the stage and encouraged the eager pupils to focus on their studies and aim for bursaries offered by the department or other institutions. "You need to obtain good grades in order to stand a better chance to get

opportunities from Public Works or other funding institutions," said Ms Makhado.

Not only was this a career expo, but the Council of Built Environment (CBE) also donated furniture to the school worth over R50 000. The Mamelodi Secondary School Principal Mr Lesley Mabunda expressed gratitude to Public Works for the great opportunities it presented to the school. "We are grateful to the Department of Public Works and we wish that they continue the amazing work they are doing in the community."

There were many exhibitors on the day including the South African Police Service (SAPS), First National Bank (FNB), Tshwane University of Technology and scientific calculator brand Sharp. Learners were enthused by the information on the stalls and particularly the free goodies. Calculators, bags, books, pamphlets and stationary packs were just some of the educational goodies that learners received along with the information.

On the Department's stalls, learners were exposed to various career opportunities in the built environment including Quantity Surveying and Project Management. Nkululeko Mncwanya who is a Construction Project Manager said the expo was a great initiative and that some learners in high school didn't know which career paths to follow, while others realised at a later stage that they had made the wrong career choices.

The learners on the day were grateful to the Department for hosting the Expo at the school especially that most learners in township schools didn't have the necessary means to access relevant information.

Mamelodi Secondary School is one of the schools participating in the Departmental Schools Programme and three former matriculants from the school walked away with bursaries worth R130 000 each in 2017 from the Department.

GET TO KNOW YOUR LEAVE OPPORTUNITIES

By Yondela Mzozo

Basic Conditions of Employment legislation requires an employer to grant employees leave as part of workers' rights. The following, are the different leave opportunities that employees are entitled to:

SICK LEAVE Employees are entitled to 36 days sick leave with full pay over a period of three year cycle. The current sick leave cycle started in January 2016 and expires in December 2018. An employee in his/her 36 days normal sick leave period, who has been absent from work on more than two occasions during an eight week period, should, regardless of the duration of the sickness or injury, submit a medical certificate stating that the employee was unable to work for the duration of absence (Eight week Rule). Any unused sick leave credits shall lapse at the expiry of the three-year cycle. Should an employee exhaust his/her sick leave days before the end of the cycle, he/she should apply for temporary incapacity leave. Temporary incapacity leave is additional sick leave granted conditionally at the employer's discretion.

VACATION LEAVE Employees are entitled to 22 days' vacation leave with full pay during each leave cycle of 12 months. Employees appointed after the commencement of an annual leave cycle shall be entitled to pro-rata leave days. At least 10 working days must be taken as leave days during the annual leave cycle. The remaining days if any, must be taken not later than six (6) months after the expiry of the relevant leave cycle. Any refusal of this leave must be confirmed in writing, stating the reasons and arrangements for rescheduling of the annual leave.

EMPLOYEEES with more than ten years' service qualify for 30 days' vacation leave. If an employee has utilised more that his/her vacation leave credits, and does not have any capped leave available, insufficient vacation leave days will be captured as unpaid leave.

MATERNITY LEAVE Employees are entitled to four (4) consecutive months' maternity leave to commence anytime from four weeks before the expected date of birth, on a date from which the attending medical practitioner certifies that it is necessary for the employee's health or that of the unborn child. Maternity leave may only be interrupted if the baby is born prematurely and is hospitalised during maternity leave or if the baby becomes ill and is hospitalised for a period longer than a month during the maternity leave.

MATERNITY leave may be extended upon application by: The granting of sick leave as a result of a medical complication. The granting of up to 184 calendar days unpaid leave or; the granting of annual leave. Employees who, during the third trimester of their pregnancy, experience a miscarriage, stillbirth or termination of pregnancy on medical grounds, shall be eligible for six weeks' maternity leave in the event of medical

continue on pg13

Vaccinations can protect the whole community

By Government Employees Medical Scheme (GEMS)

Government Employees Medical Scheme (GEMS) used African Vaccination Week, which ran from 23 to 29 April 2018 to encourage the public to help prevent the spread of illness and disease through immunization. The theme for this year's campaign was **"Vaccines work, do your part"**.

"Vaccinations provide effective protection against a number of serious illnesses such as polio, diphtheria, mumps, measles and tetanus, among others. We should all ensure that our families, children in particular, are vaccinated in line with the recommendations of the Department of Health," said GEMS Executive: Healthcare Management Dr Vuyo Gqolo.

African Vaccination Week, which forms part of the World Health Organization's (WHO) international effort to prevent the spread of dangerous diseases through raising awareness about the importance of vaccines, emphasises that vaccines can significantly improve the health of communities if enough people are vaccinated.

"The medical progress that has been made in the prevention of diseases through vaccinations is truly remarkable, and we are fortunate to live in a time when we have access to these life-saving resources. Let us not forget that measles and polio were once common conditions, which are now relatively rare thanks to vaccination programmes," said Dr Gqola.

She also pointed out that the influenza (flu) vaccine for 2018 was available to all members and that GEMS had allocated a special benefit for preventative care services that members can claim the flu vaccine from. "The influenza season has come around once again, and fortunately there is a safe and effective vaccine available that provides protection against a number of strains of the flu virus," Dr Gqola explained.

She explained that the risks associated with vaccinations are extremely rare, and are hugely outweighed by the risks of developing the illness itself if one is not vaccinated. "Talk to your general practitioner about which vaccinations you and your children should have, as a tiny percentage of people are severely allergic to certain ingredients contained in some types of vaccine," she recommended.

Issued by: Martina Nicholson Associates (MNA) on behalf of GEMS

Hillcrest Office Park, Barbet Place, c/o Lynnwood and Dyer Road, Hillcrest, Pretoria
GEMS Private Bag X1, Hatfield 0028 • Phone 086 111 4367 • Fax +27 (12) 362 6413 • www.gems.gov.za

Working towards a healthier you

continued from pg12

FAMILY RESPONSIBILITY Employees shall be granted 10 days leave per annual leave cycle for the utilization when the employee's child, spouse or when a life partner is sick. Employees shall be granted 5 days if the employee's child, spouse life partner or immediate family member dies. The number of family responsibility leave days shall not exceed 10 days in an annual leave cycle. The immediate family member for purposes of this provision means the employee's parent, adoptive parent, grandparent, adopted child, grandchild or siblings.

ADOPTION LEAVE An employee who adopts a child that is younger than 2 years, shall qualify for adoption leave to a maximum of 45 working days, where after the granting of 184 days unpaid leave shall be granted.

SPECIAL LEAVE The Head of Department shall ensure that her/his department has adopted a special leave policy on study leave, resettlement leave due to transfer, participation in sports etc.

UNPAID LEAVE If an employee has utilised all her/his annual leave with full pay, the Head of Department may grant him/her unpaid leave. Only in exceptional circumstances shall the Head of Department grant the employee more than 184 calendar days unpaid leave in a period of 18 months.

We have only mentioned a few types of the leaves that employees may qualify for. The Human Resource Chief Directorate is responsible for planning and recording of leaves in the department. For further information employees may contact the unit.

01
Bambeni Siphokazi
Mabaso Sabelo Thembeni
Baloyi Elvis
Manjezi Ntombentsa
Makhubele Nikkie
Nkonyeni Lindiswa
Maphale Tshifhiwa
Pietserse Richard
Fourie Nicolaas Johannes
Gusha Gloria Philiswa
Stephens Mark Gerard
Xaba Raymond Mtenjwa
Baloyi Yingwani Samson

02
Mc Sherry Magrietha Johanna
Strydom Ronel
Mphaga Matshwenyego Eunice
Mojela Makoena Maria
Kechukwu Sipesihle Sibulele Sandisiwe
Mphahlele Makhako Innocentia
Choma Seshego Laurine
Mosina Dineo Hellen
Khanayo Stanford Mndazozo
De Laan Shaun Peter
Jumba Mizen Mzikayise
Johnson Andre
Prinsloo Jacqueline Marthina
Dlomo Ndbezinhle Innocent
Mampane Martha Reya
Phadu Titjana Sylvester

03
Soga Camagu Malcom
Mothapo Mantwane Brutence
Mkhabela Benedict Mncedisi
Kuzwayo-Luboya Nomzamo Dorothy
Bikane Mpho Fidalia
Salman Siphokazi
Sedupane Thapelo Samuel
Van Zyl Susanna Maria
Fataar Raouf Joseph
Singh Achuthanathan
Mkhwanazi Sibusisiwe Thabisile Princess
Leeuw Mosekiemang Victor
Zitha Donald
Mahlangu Hleziphi Emmah
Papo Lesetja William

04
Motsaeneng Mamalo Bernice
Ngake Mapaseka Innocentia
Muthanyi Azwitamisi Robert
Nkgadime Ledima Calvin
Mmotong Juliet Ramathabathe
Motsemme Kgosisebuung William
Mqgibelo Thozama Chantel
Ndwane Malusi Raymond
Raseroka Linah Fikephile
Moerane Gaedidimale Bridgette
Matlo Mamonare Salome
Sengani Nkhangweleni Simon

05
Matsambo Rhlulani Freddy
Mulaudzi
Mashudu Albert
Zulu Violet
Baloyi Hlupheka Samuel
Magashoa Mkgoma Tiny
Setati Matleko Natalie
Nakanyane Segomoco Andronica
Mkhikhi Mankileng Sophia
Bailey Margaret
Mgema Mzwanele
Van Wyk-Balepile Haylene Gaynor
Gaserengwe Molemoeng Annah
Manyai Gaaratwe Emily
Mohlala Puseletso Maria

06
Ragolane Mankwana Linda
Msiza Pinkana Thomas
Moutlana Katlego Virginia

Mhlanga Euginia Nomakwezi
Hlongwane Thembi Charity
Bore Lesang Agnes
Malepe Mkgadi Grace
Mohlalale Nkuke Simon
Golifath David Philip
Mshahli Bellinah Fakazile
Machete Dikeledi Paulinah
Bann Marieta
Mokhantle Makabela Alinah
Ntunja Nomazizi Julia
Stevens Julian Selwyn
Smit Jacques Etienne
Njoba Athenkosi Sinoxolo
Manuel Barbara Ellen
Hadebe Sipehale Victorlies
Tshitanywe Magadi Veronica
Llali Mmasebidi Cecilia
Molele Kedibone Elisa
Bendele Patience Nom'buso
Lafrancquifrancois Rafael Eusebio
Masebe Ndisihavelafhi
Mashau Aluwani Shiridar
Kula Bahlekazi Sesetu

07
Masilela Persina
Maphanga Cyprian Godfrey
Ditshogo Zisanda
Raseekgo Mmakwelantle Agnes
Godlwana Ntombekhaya Elizabeth
Lekgau Raisibe Pertunia
Olivier Cheryl
Mulina Mudadzho Julia
Baartman Ntombizanele Abegail
Dlamini Primose Duduzile
Tshobeni Thembalihle Hamilton
Debi Dayal Omesh
Abrahams Carmen Ruth
Ludidi Anela
Vabaza Sipehalele

08
Makhubela Tinyiko Given
Sicwebu Ntombozuko
Maphatha Ngwakwana Irene
Ngwane Nofazile Nomvula
Mackenzie Jacques Ralfan Ernie
Magerman Joseph Jacobus
Mothata Tiro
Babile Nanena
Maluleka Kombani Josephine
Mjacu Khayaletu

09
Matsapala Rakgudi France
Masoka Mosele Sanah
Mkhosi Brenda Hlengiwe
Nethononda Nkhumeleni Lutendo Moses
Nyoni Dumisane Bongani
Masango Pule Jeremia
Baloyi Majuel Joyce
Mngwenya Patricia Xoliswa
Qulo Vincent Nkasikayikethi
Matoti Anathi Yolanda
Nomkhosane Babalwa
Khaiza Phindile Lorraine
Shaku Moyahabo Selina
Matsie Mnyadi Abiot

10
Chauke Mkhacani Thomes
Mambo Thembi Precious
Dastile Princess Makhosazana
Mulaudzi Thelma Betty
Sinakhomo Setshego Ruth
Van Blerk Roelof Johannes
Zulu Charity Thandazile
Fourie Marie-Antoinette
Phiri Philani Stanley
Mthembu Busisiwe Eunice
Mfeka Thulani Sydney
Zaca Simo Wellcome
Mahura Elizabeth Dipuo

Thathe Kholofelo Makolwane
Nemadodzi Ntakuseni Grace
Mohlala Khatsha Clecks

11
Ntombela Sanelisiwe Geraldine
Kgasone Bessie Daniel
Maluleke Marvellous Ntshembho
Mthembu John Muzi
Makoti Margaret Ramadimetje
Nghonyama Hlayiseka Johannes
Thulare Alpheus Lefa
Mjindi Batandwa
Mashau John Noah
Mokwena Jacob
Mputi Eunice Songile
Marshall Edgar
Lutya Lundi Lawrence
Malapane Henny Barney
Moleleni Vathiswa
Musu Virginia Mmapaseka
Nkosi Moses Velaphi
Potye Nolayiso

12
Magano Keaboka Sabastian
Mogatlhe Ronny Shadrack
Mosepele Sebithi Alphas
Rakaku Releseli Shadrack
Nkentsha Nozibele Cynthia
Kani Nomalanga
Mthembu Raphael Themba
Dube Mzwandile Fortune
Pervez Shahida
Yeko Ginga

13
Mavasa Pfunani G
Makwela Innocent Owen
Dagada Khumbulo
Ngqola Lindelan
Jooste Izak
Ditshogo
Jamina Maphale
Brown Mirriam
Sithole Aaron
Mokhari Samuel
Mabusele Lolly Nondwe
Mtumtum Ntombovuyo Zithale
Zimela Eric Lindela
Gumede Norah Eunice Zodwa
Masindi Fhatuwani
Neduvhuledza Lutendo Loid

14
Ngamlanga Sipokazi Tembisa
Mtombeni Cozoma
Mhale Precious Thabile
Nkanyani Nsovo
Vale Mashudu Lucky
Mhlophe Xolelwa Cynthia
Muthivheli Charlotta
Wani Zoleka Christina
Jevan Maria
Stephans Nosipho Pretty
Mere Modisoatsile William
Mdlakovi Zamilie John
Dzjalwa Vuledzani Simon
Ngiba Simphwe
Ngema Hlanganeni Blessing
Naidoo Ravi
Thebeng Meisie Grace
Makoena Sharpshoot Philemon
Luhlanga Nontobeko Favourite
Mampoko Matshedisio Cynthia
Muthloana Ntikana Daniel

15
Tladi Michael
Maseolane Collen Mmabasang
Ngcobu Siphamandla
Mpapela Zukiswa
Motanyane Mmatlou Rachel
Modishe Molemo
Lethena Assam
Mkhize Sipesihle Ntuthuko

Sikhali Edzani Nicolin
Monama Simon Matsobane
Mkhosi Zingisile
Khundula Lucky Johannes
Basson Pieter Abraham
Murphy Michael Alfred
Msane Ntombi Gerlie
Mbotha Duduzile Venansia
Twala Michael Tobela Zenzele

16
Monareng Ntsibile Confidence
Khaiza Lerato Meriam Ntule
Ngema Thokozane Wiseman
Mtsheeni Mmabothatha Emmah
Denga Masindi Esther
Buthelezi Nkosiikhona Joyce
Mala Thomas Manopeng
Hlatuka Nthabeleng Elsie
Hendricks Venelia
Ramokalo Raisibe Hellen

17
Sagner Herman Rudolf
Mashinye Mosedi Deseree
Manyifole Sisonke Simitandile Asanda
Twala Thandiwe Elizabeth
Mahlangu Roland Emmanuel Mlungisi
Stroebel Jillian Gail
Fakude Purine Nomdeni
Vundla Ethel Busisiwe
Kitiki Letsee Harry
Molekana Christina Herrmina
Bam Veronica Thembisa
Zwane Lindiwe Margaret
Molapise Mamoseletsi Ellen
Bosch Andra

Mngicigali Jennifer Elizabeth
Dunchele Gcinetheni
Mahlaba Sindile Goodness
Mahlaba Patience
Brooks Kedimo Catherine
Mngojana Litha Landolozile

18
Baleni Pakama Sibongile
Sithole Kagiso Maria
Buthelezi Thamsanqa Richard
Motsheari Mamoise Elizabeth
Muyhali Maledzeni Rasimah
Saiet Mogamat Shaamil
Mgwili Xolani
Dahwe Mlungisileli Eric
Manase Julia
Thulare Makhaka Martha
Mulgwa Ndaduleni Maria

19
Stemela Naledi Noe
Nyeka Joyce
Mosena Madimabe Comfort
Xaba Sibongile Bezelia
Baloyi Betsenga James
Satekeke Magarene Sara
Hadebe Ntokozo Pretty
Mkhwanazi Bhekumuzi
Jacobs Claire Marcella
Sifundza Zanele Precious
Maesela Kokoti Precious

20
Mamadisa Angelinah
Nkhumeleni Tshifhiwa Cedric
Phahlane Mamokete Brenda
Modise Stephen Pule
Fisher Peter Jacobus
Arendse Nicolaas
Wagenaar Leon John
Burnell Gary John
Solomons Ralph Martin
Gumede Makhosazane Claudia
Xulu Lungeleni Precious
Mchunu Nkosinathi Sipesihle
Makaudi Mosadiotsile Hilda
Mehlangu Knowledge Zuko
Mutakane Madala Alfred

Djulane Ginga
21
Kganyago
Merven Marulela
Segale Sophy Phina
Lakaje Setjhai Eric
Mampane Grace
Mogapi Nthabiseng Joyce
Dickers Magdalene Johanna Gertruida
Naidoo Eraya Dorasamy
Mohamed Michael Steven
Ntsebesha Monica Bawinile
Ntshaba Gadizwe Mpheni
Mputa Vuyelwa
Kennie Mustapha
Tsaame Monnapule Jacob
Nethengwe Khathutshelo

22
Makoana Brian Ntebele
Rikhotso Theodore Boetie
Skhosana Maria Philangani
Tsoako Mpha
Ngoveni Christon Nhlamulo
Weideman Alida Gladuina
Lehoko Moeletshi Jacob
Phalane Kgomoletso Caroline
Gama Pappie Bernard
Greeff Gabriel Pieter
Dlulisa Phaphama
Alexander Aubrey Clive
Myeni Sibonela Petros
Mangele Lihle Happiness
Zakwe Gebisile Racheal
Mathoho Tshifhiwa

23
Malope Anassis
Ledwaba Molebogeng Edith
Makaleng Molebogeng Patience
Masango Mthokozisi Hamilton
Ndu Joseph
Leballo Stephens Kabue
Mpolele Mvuleni Krisjan
Dzingwe Hombakazi Phille
Wilkins Andrew Roy
Piki Thembekile Dan
Gumede Nomeko Ntombifuthi Deborah
Dikgetsi Orbet
Ndlovu Nana Maria
Tembani Phatheka
Ngqeto Monde

24
Sigwavhulimu Humbulani
Sibanyoni Joseph Beau
Masilela Prince
Manganyali Lisbon
Chooqa Idah Ntsekwane
Sibiya Mamisa Charmaine
Taai Rodney Errol
Mthimkhulu ZinHle Angel
Kgope Pauline Mkgodi
Mokonyane Malose Isaac
Moronga Michael Nyambeni
Makgamatha Maphakhhu Darius
Mati Phinda Veronica
Mere Grace Maphelo
Ndelela Braverman Xolani
Sibiya Ncamisile Busisiwe Angel
Zimu Nomathamba Ednah
Tsetsinyane Monthusetsi Witness
Mdhlobi Gideon Mthulisi
Ramoroko Mikkar Shimane
Libago Thivhudzisi Charles

25
Mokheti Ellen Kedibone
Meselane Thabo John
Maoka Samuel Mkgogophana
Mthembu Fezeka Cynthia
Cornelius Japhet Peter
Mathlathji Isaac Martin Nku
Sixolo Nxalo
Griffiths Chantel

Berends Hazeman Desmond Bongani
Alexander Nafiesa
Gqirana Nonkuthalo
Shongwe Nqobile Princess
Moruakgomo Florence Kelebogile
Sekese Kelebohile Gratia
Madolo Thembi Patricia

26
Mlangeni Grace Mmaphalolo
Mochaka Martha Kedibone
Mthethwa Thandeka Honey
Motimele Rebecca Mmaetswetswe
Boni Lawrence
Radebe Gadifefe Emily
Matabane Lerato Gail
Bchelele Sebuwa Martha
Kgoboko Solomon Tumo
Riat Marcia Kehelwe

27
Ramafalo Martha Mankwana
Du Toit Alexander Wilhelm
Mavela Masibulele
Neluvhalani Ramudzuli Osborne
Magwai Mmaphuthi Joyce
Fakude Phindile Nancy
Rono Robert Kiprop
Mpumlwana Zingisa Winifred
Mabaso Thoko Cynthia
Thole Meisie Lydia
De Villiers Pieter Adriaan
Hartnick Sumarie
Jekwa Lindiswa Princess
Kleynhans Liza Jeannette
Ntuli Hlengiwe Goodness
Mzobe Theminkosi

28
Balepile Cordelia Kogobole
Maluleke Meshack Skheto
Tsoetsi Alzina
Maphuruma Elias Matsike
Sharma Nishi
Sazona Michael Mzwandile
Sayed Nazmeera Begum
Nghonyama Falaza Phillip
Nthabeleng Sekgethu Patricia
Meki Nompelo Eleonora
Hendricks Serine Brenda
Mbabu Joel Matlala
Mcquire Stella Janita
Masuvhe Ndivhuwo Rasheeda
Cele Sa

29
Van Deventer Valencia Bernadette
Zwane Ntokozo Ashley Mabutho
Tshika Banjwangazibini Pumeza
Mogoba Komape Malosse
Smith Tania
Mathye Nancy Tsakani
Phalane Vusi James
Masemola Mamafalo Maggy
Mngoma Delisile Claudia
Ndlovu Makhosazane Rosemary
Gumede S'celwe
Sewpersad Dhiraj
Jafta Kirt Cleopatro
Johnson Sharon Audrey
Musundwa Livingstone

30
Mosegomi Sue
Nang Kgari Abram Scotch
Levin Seamus Jay
Sekgala Thoo Jacobinah
Yengwa Zamokuhle
Mashodi Balerikule Petrus
Anthony Lee-Roy Clark
Swart Petrus Arnoldus
Pheta George Peter
Willenberg Sharon Johanna
Dlamini Theminkosi David

In Memory of Our Fallen Colleagues



Desmond Borrie



Edward Mphahlele



Hendrik van Niekerk



Tholakele Ngcobu



Hombakazi Dzingwe



Thobekile Khwela

01
Ntimbani Doreen Tshikane
Tsololo Ramakidi Fradicksan
Ngubelanga Mzukisi
Mbanjwa Dominic Nkosinathi
Khumalo Nelio Nelson
Ledwaba Daniel Malesela
Msakwula Bongive

02
Louw Gertie Anna
Letsetsetse Irvin
Chokoe Mamollwa Esther
Mncwango Musawenkasi Martin
Makhomola Mafolofolo Godfrey
Chirwa Dianah Elizabeth
Mabotja Tshepo Kenneth
Gcaba Bayabonga Phikolomzi
Hesewu Mathongo
Malinga Nelisiwe Nonhlanhla
Khomu Emigrant Jabu
Thusi Nduduzo Comfort
Nkali Gomoco Hymelton
Melamu Moeng Aaron
Mvumbi Grace Nompumelelo
Ntshani Musa
Ramanahale Tshifularo Linda

03
Masha Herman Noto
Gwala Nkosingiphile Mbalenhle
Le Roux Riel
Madlabane Thokozile Norah
Sibiya Makhosazana Charlotte
Maseli Tshifhiwa
Ngcongca Yanga Wanda
Khanyle Triphina Philiwisiwe
Mbatha Pretty Fikile
Hlophe Makhosazana Princess
Jongai Cheryl Zanel
Hempe Nkwenkwe Cecil
Romero Flores Maria Elena
Maggala Vangile Merica
Chabangu Sasekani Carol
Dipele Moloto Jaqueline
Mudeu Reckson
Lamola Choshi Martha

04
Makgatho Kgomadira Grace
Edmunds Charlton Lionel
Masebola Collen Morwantsole
Siqebengu Lungelo Mabhelenidile
Mohamed Shaheed
Mtambo Noxolo Princess
Mqokolo Lindile
Vilakazi Nkululeko Nkosingiphile
Dmarjee Ahmed Hashim
Kennie Rudwaan
Roberts Ethel Margaret
Smous Charity Mpho
Selekoe Mamokete Regina
Tlaka Phafe Morris

05
Feinstein Aleta Rachel Linda
Sihlangu Nellian Fortune
Maponya Joel Thabo
Masadi Dorothy
Makhudu Sampina Abinal
Maselesele Lucas Kesani
Mokhatla Mashaike Reginald
Nketle Pamela Dineo

Tsutsu Msabali
Gebeda-Mketo Khonjiwe Modela
Borrie Desmond Samuel
Mtana Headman Bhabha
Mladla Malibongwe Raymond
Moremi Lorato Deogracious
Mbonani Simon Mphikelele
Masuku Gilbert Vuyisile
Mnukwa Khanyisile

06
Ditshwane Tshepo David
Petersen Ashia
Nemaxwi Reuben
Kutu Malesela Shadrack
Sepeng William Modise
Mofolo Nazengazi Alina
Labuschagne Johannes Hendrik
Van Der Merwe Mervin Keith
Xaba Mngiseni Goodman
Mdayi Nonzamo Avive
Mongale Alinah Simah
Mphhepu Aifheli Sarah
Maroale Khawa Freddy
Yuzane Thuliswa

07
Ledwaba Wilhelmina Minkie
Mosima Stoffel Molefe
Ngcobo Bekisizwe Henry
Nkana Petlo William
Malebye Medupe Joseph
Tumisi Daniel Mohau
Israel Shaheen
Kraemer George Francis
Smith Heinrich Willem
Fortuin Denzell
Ngiba Thandeka Purity
Mphah Pogiso Aaron
Meyer Marieka
Kortman Lungelwa Agnes
Themba Madala Nelson

08
Letimela Puseletso Julia
Matodzi Siphokazi
Masuku Abel Ntamba
Amon Henrietta
Timm Amanda Louise
Mzalo Mbongeleni Siphoh
Booi Moleboheng Maria
Chabalala Mkatoko Permanent
Ngxoza Andile

09
Tshivhombela Thilivhali
Honwani Cedrick
Gwangwa Jeremiah Dihlogo
Ndimiza Ntokozo Sam
Janse Van Rensburg Johanna Helena
Petronella
Arendse Celestine Jo-Anne
Magaletanga Zukiswa Magdalena
Kitshoff Christoffel Lombard
Vezi Elsie Busisiwe
Mchunu Sibusiso Ndukuyakhe
Shezi Simangele Phindile
Mbelele Siphoh Theodore
Greyling Een Lance
Zabane Nokuthula Suzan
Mpukane Lindelwa

10
Mamatho Naledzani Jeaneth

Moutang Margaret Mantoa
Letaba Moorosi Petrus
Sibiya Nokuthula
Myeza Lungile Patricia
Mtenganya Thabiso Colleen
Sindane Lorraine Nomfundo
Ravhura Tshillo Michael
Nkuna Wisani Ronald

11
Moleleki Ntsaki Patricia
Van Helsingden Elizabeth
Magau Gudani
Molefe Patricia Matsie Evelyn
Muthelo Agnes
Tshabalala Ntsaake Ellen
Newman Thelma
Turwana Nandipha
Kopolo Mndodazi
McDonald Petrus Johannes
Dibetso Abram Barnard
Bobbert Jacqueline Michell
Sekgobela Jan Palokwane
Stemela Rhorho Owen

12
Mabusa Makgwadi Elliot
Mokoa Kgabo Abigail
Masango Ayabulela
Mabope Matshediso Roseline
Thodi Letshego Iris
Mevuya Xoliswa Silvia
Simelane Nobuhle Gabriela
Buthelezi Yenzwe Charlotte
Khanyle Phindile Sizwangani
Motone Ignatius Mosimaneontsele
Moshani Mthuthezi Jackson
Mqayama Siphoh

13
Solomon Jasemine
Mahlinza Thabile
Daniels Andrew Desmond
Blouw Peter Ndlanganiso
Raphwana Katlego
Mudau Thilivhali
Mavhungu Karabo Portia

14
Maja Tshepiso Salome
Ndhlazi Naviwe
Maloleka Noria Mhloti
Mampama Sekwapa Lawrence
Mothupi Mokhulu Paulus
Kutumane Beauty Gaatsejwe
Luthuli Zanele Portia

15
Diale Kanyane Damaris
Mashiane Sarah Mantitsane
Mndebele Jabulane Isaac
Mawela Petronella
Motiang Rosy
Boloka Molebogeng Sarah
Mokamane Ramasela Dinah
Chauke Nkululeko Freedom
Maphoto Gladys Dakalo
Ferreira Noel

Nelwamondo Ndifelani Portia
Baskiri Mlungiseleli Michael
Van Den Heever Anneline
Cimani Sindephi Albert
Jacobs George Vuyisile
Nala Sibusisiwe Precious
Govender Suresh
Jikumlambo Josephina
Poyo Akhona

16
Matsha Shumeni Portia
Ndimande Jabulisiwe Mantombi
Bengu Siphokazi Paulina
Mofemele Veronica
De Klerk Nicholaas Jacobus
Mohlali Ernest Seford Chrysoston
Mkhize Sibahle
Cele Zanele
Ngcobo Bongani Simon
Socenywa Yolanda
Mkwakwe Sarah Faliwe
Matome Thabiso
None Lehloholo Augustinus

17
Marren Elsie Elizabeth Sofia
Jeza Sifanelesibonge Jackson
Sentleeng Matseke Busisiwe
Motlou Aidah Neo Mmaphefo
Mudau Navhanyeni Godwin
Ngcobo Ursula
Maphala Khathutshelo
Maluleka Dentia
Ngwane Mpendulo Sandile Tomfred
Simelane Kevin Sidudu
Ndlangisa Nompumelelo Ignatia
Ngobeza Virginia Kgomo
Cossa Piet Mandla
Mothiba Phuti Phillemon

18
Abrahams Herbert David
Pleters Charles Walter
Masondo Onbekend
Matsheleane Caroline Ramogobho
Sefako Jacobeth Mudi Sefora
Matlou Kholofelo Innosantia
Mkosana Zingisile
Graeff Liesl Anne

19
Porta Nova Maria Luis Gaspar
Mbatha Bhekithemba Emmanuel
Nakana Kgomoiso Minollia
Nkwane Kagiso Martin
Mkhatshwa Priscilla Thobile

20
Makhonco Xolani
Sijendu Mandiya
Skhosana Lindiswa
Mphhepu Engetzani
Sewada Duncan Exavier
Nkwanyana Sphindile
Khwela Sithembile Janet
Dasi Unathi
Mailula Tebogo Mofhatlego
Mokgohlwa Maphuti Martina
Tolobisa Yandela

21
Venter Jeremia Josias
Mabaso Makgomo Judith
Diaho Samuel Khasepane

Negovha Lufuno
Lepogo Mamoselle Alice
Crouch Emile Rodney
Cele Siphoh Moses
Malatule Joseph Kgotlolo
Njibana Lindile Jack Roadwell
Maku Nondzadela Theodora
Kgatla Maile Geoffrey
Manyala Nolufefe Glory

22
Mthombeni-Nyalungu Prudence
Mabala Jackson Matsobane
Klein Reginald
Harris Ernest
Jacobs Sulayman
Magula Nonkosi Pumla
Mkhize Allan Sanele
Mashimbyi Siphoh
Modiba Mabule William
Malatji Maropeng Yvonne
Seplani Nonelwa

23
Moloi Thabo Michael
Subban Sasadevi
Tswala Mthokozisi Alicia
Kleinbooi Estelle Irene
Ndumase Zuko Lubabalo
Maselana Sikelelwa

24
Ngobeni Rholani Nelly
Nkasele Babalwa Nkonwaba
Nkala Bonginkasi Israel
Dlamini Khulani Sympathy
Ndlou Nondumiso Yvonne
Mokgohlwa Lucky Levy
Riba Willie Motubatse

25
Sedibana Tshoko Cecilia
Lebetha Mokiri Billy
Shirinda Promise Xitshembiso
Francis Norman
Thomas Norhton
Claassen Denver
Gqibela Dumisani
Sishi Silindile
Henry Isaac
Gumedde Sanelisiwe
Vorsatz Michael Terence
Matsheya Mandlakhe Macdonald
Molebatsi Lehloholo Joseph
Maropola Lesibane Elias
Magadani Balanganani Elisa
Phukubje Mamoloko Phinah

26
Mkhatshwa Nomsa Nelly
Seleke Namzobayi Sanna
Maasdorp Muriel Vivienne
Nodada Anele
Louw Khuthala Magdelene
Adon Isiviwe
Cele Thobekile Sweetness
Nel Rensky Elizabeth
Matseba Lebutswe Aaron
Nkgadima Maisie Mmapula
Blitsho Eunice

27
Xaba Siyabonga Lindelani
Mhangani Lawrence
Montse Makgano Rosefine

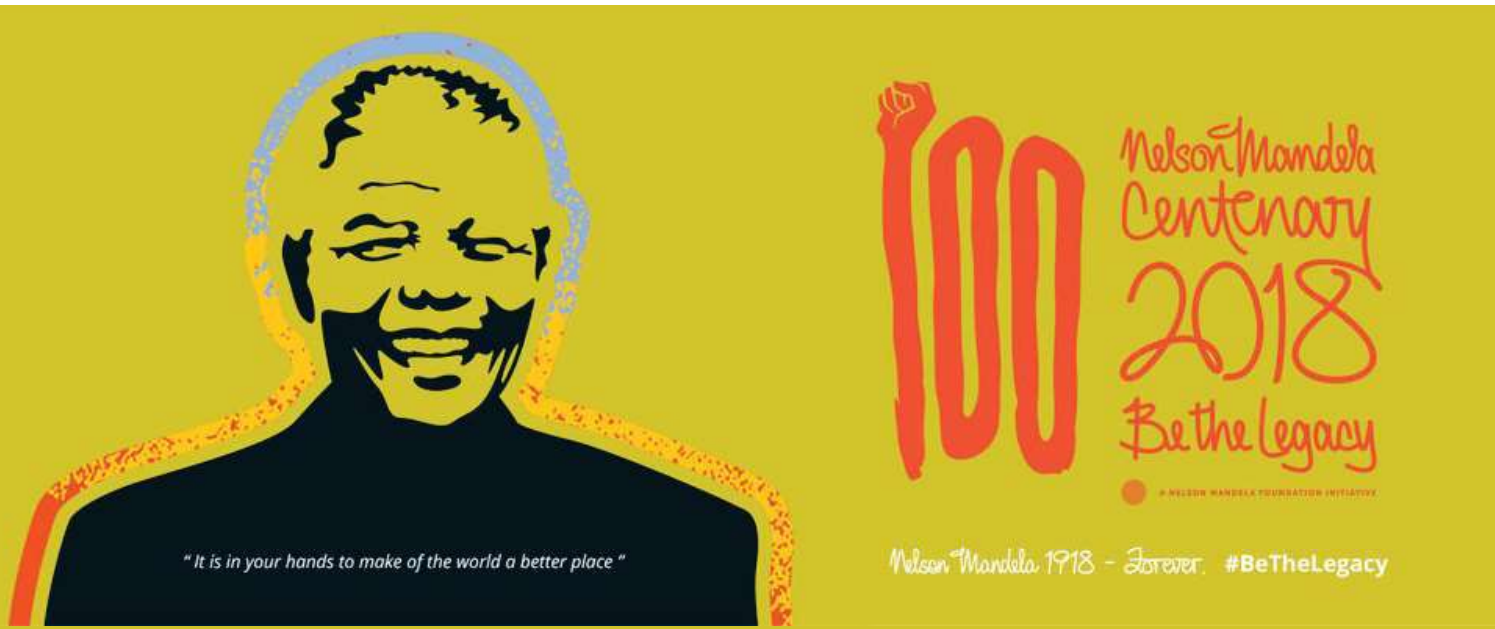
Nethe Taki Joseph
Nandoo Richard Allan
Ntombela Mgiwa Cynthia
Phewa Phindile
Mthemba Phumelela Ndamiso
Ngobeni Ntwanano Trevor
Aysen Gail Jean
Tshangana Masilakhe
Mintoor Godfrey Roland
Carolus Frank Melvin
Matseke Zandile Nelly

28
Ramolela Tshwarelo Shemmy
Modise Bokang Confidence
Ditshogo Mateane Molefe
Segage Client Nkele
Mamushi Mmadi Judith
Tala Raymond
Madyosi Tembeka Eunice
Olivier Robert
Williams Paul
Mfamaana Siphivo

29
Nduu Participate
Ndlwana Nosiphokezi
Khomu Sizwe Reginald
Chaanee Makoko Eunice
Bakaba Obed Mesofo
Sewu Mzwandile Alfred
Wessels Wessel
Ventura Erica Magdalena
Mqulwana Pelisa
Isaacs Fuad
Stofile Bongive Mavis
Botha Geraldine Desmine
Sebalai Victor Molefi
Mthembu Khayelithe Sabelo
Ramsay Eric
Chababa Bridgette Lorato
Mnisi Simple Wayne
Seleka Leboneng Samson

30
Ntagane Zimkita Samantha
Golo Lucy Dinah
Maema Gloria Lerato
Cleophas Hector Frederick
Mkhwanazi Nwebisa

31
Molatudi Makomane Tsebisu
Rathokolo David Mmakgabo
Thobela Sindile
Chiloane Leonard Moganeng
Naicker Anbigay
Van Duivenboden Dirk
Voss Jonathan George
Shangase Stanley Sibusiso



"It is in your hands to make of the world a better place"

Nelson Mandela 1918 - Forever #BeTheLegacy



THE TELKOM TOWERS SITE VISIT

