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ALBERTINA SISULU

Centenary

2018



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Centenary
2018



DPW WOMEN FLOURISHING IN HISTORICALLY MALE-DOMINATED CAREERS

By Nolwazi Ndhlovu



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|--|--|--|---|---|---|--|---|--|--|--|
| 1918 | 1939 | 1940 | 1941 | 1944 | | | | | | |
| Albertina Nontaketele Thethiwe is born on 21 October in Gama village in Tsomo district | Attends primary school in Xelobe and graduates from high school at Maritzburg College in Matielie, EC | Trains as a nurse at the Johannesburg non-European hospitals, where she experiences discrimination first-hand. | Meets Walter Sisulu | Marries Walter Sisulu | She is the only woman present at the inaugural meeting of the ANC Youth League. | Joins the ANC Women's League. | | | | |
| 1945 | 1954 | 1955 | | | | | | | | |
| Between 1945 and 1968, Albertina and Walter have five children. | Founding member of the Federation of South African Women. | Active in the campaign against the introduction of Bantu education | | | | | | | | |
| She wins her appeal in the Rose Mbele case. | Charged for high treason along with 15 UDF members. The charges are dropped in the Pietermaritzburg Treason Trial. | Albertina is found guilty in the Rose Mbele case. Sentenced to four years in prison. | Elected co-president of the United Democratic Front (UDF). | Walter is sentenced at Rivonia. Albertina is banned for 11 years ending in July 1981. | Walter goes underground. Albertina is arrested under the notorious Honeymoon Detention Law. | 21 March: the Sharpeville Massacre | Arrested in Johannesburg for marching in protest against new pass laws. | 20 000 women march on 9 August to the Union Buildings in Pretoria, to protest against the ruling that all African women have to carry passes | | |
| 1986 | 1985 | 1984 | 1983 | 1964 | 1963 | 1960 | 1958 | 1956 | | |
| The ANC is unbanned | Elected Deputy President of the ANC Women's League. She is also elected to the ANC's National Executive. | 27 April: South Africa's first democratic elections. | Elected to the first democratically elected Parliament in South Africa. | After serving for four years she retires from political life | She nurses her ailing husband Walter until his death in May 2005. | Albertina has been bestowed with various awards and honours for her courageous lifelong struggle for human rights and dignity. | Albertina and the nation celebrate her 90th birthday. | Ma Sisulu passes away on 2 June (aged 92) and is survived by 7 children, 25 grandchildren and 14 great-grandchildren. | | |
| 1990 | 1991 | 1994 | 1999 | 2003 | 2007 | 2008 | 2011 | | | |

Albertina's determined resistance in the face of apartheid's tyranny earned her the respect and admiration of all those involved in the struggle against apartheid.

There are many areas of opportunity regarding gender fairness that can be crucial in defining a workplace. Some workplaces tend to be male-dominated due to various reasons affecting women.

Although the past discrimination that women faced has been changing, women may still face a variety of challenges in their male-dominated roles today.

Those women who jump feet first into roles predominately held by males seek support from their colleagues while facing challenges of feeling incompetent, mistreatment, and lack of a voice in their workplaces.

This year, the country celebrates Mama Sisulu's centenary under the theme *Albertina Sisulu: A woman of fortitude*, in recognition of her courage, integrity, discipline and love for her country.

Mama Sisulu dedicated her life to the country (South Africa) and its people. She was one of the organisers of the historic anti-pass Women's March in 1956 and opposed the inferior "Bantu" education.

One of the greatest traits that Mama Sisulu embodied, was her strong belief in investing in the education of the people of the country. To that effect, her home in Orlando West in Soweto was, then, used as a classroom for alternative education until a law was passed against it.

One of our greatest leaders, Nelson Mandela, once said "Education is the most powerful weapon you can use to change the world". It is with this regard that *WORXNEWS* together with the Gender Unit has developed this special edition to shine a sparkle on the women within the Department that are defying odds and getting up every day to succeed in "a man's job."

With this Special Edition, *WORXNEWS* would like to acknowledge and praise women for their strength, abrasiveness and diligence in following through with courage and education to reach heights that were placed by society to defy them. These are the women that took after Mama Sisulu to persevere and prosper, fighting stereotypes day in and out, just so to make the world a better place and pave a path for the next generation of women - a path of light, a path of strength and a path of hard work.

Malibongwe igama lamakhosikazi!!!!!!!!!!!!!!

ALBERTINA SISULU BIOGRAPHY



Mama Albertina Nontsikelelo Sisulu was a political activist, nurse and community activist, and also one of the high-profile leaders of anti-apartheid resistance in South Africa. She was born on 21 October 1918 into the Thethiwe family in a village called Xolobe in the Tsomo district of the Transkei in the Eastern Cape.

In 1926, she began primary school in Xolobe village where she was a model student. Her commitment earned her a bursary to complete her high-school education at the prestigious Mariazell College in Matatiele.

In 1940, while she was a trainee nurse in the 'non-European' wing of the then Johannesburg General Hospital (now Charlotte Maxeke Johannesburg Academic Hospital), she encountered racism directly. At the time it was common for black nurses to experience discrimination. This sparked her political consciousness, which further developed when she met Walter Sisulu in 1941; a young militant man who was also a member of the African National Congress (ANC). In 1944 Albertina Sisulu was the only woman to attend the launching conference of the ANC Youth League.

The couple got married on 15 July 1944 and were blessed with five children – Max, Mlungisi, Zwelakhe, Lindiwe and Nonkululeko (Nkuli). She stood side by side with her husband who was at the centre of the Defiance Campaign of 1952, including the Congress of the People in 1955 and other major political campaigns of the 1950s. These activities led to her husband being arrested and charged in the landmark 1956-1961 Treason Trial, where 157 leaders of the ANC were arrested country-wide.

In mid-1955, Mama Sisulu was also active in the campaign against the introduction of Bantu Education; a system of inferior education for African children. In protest against the imposition of Bantu Education, the Sisulu family's Orlando West home was one of the many places used as a classroom until the apartheid government made it illegal to run unregistered schools.

In 1948 she joined the ANC Women's League (ANCWL) and was the founding member of the national executive of the Federation of South African Women. She helped organise and participated in the historic demonstration of 9 August 1956, when over 20 000 women marched to the Union Buildings in Pretoria to protest against the apartheid government ruling that all African women had to carry passes.

In 1958 Mama Sisulu was among the hundreds of women who were arrested in Johannesburg for marching in protest against new pass laws. She spent six agonising weeks in jail, unable to breastfeed her 10-month-old baby, Nkuli. Defended by Nelson Mandela, the women were tried and found not guilty of refusing to carry passes.

In 1963 she was again arrested a few months after her husband went underground. She was the first woman to be detained under the notorious 90-Days Act, which gave the Minister of Police and senior police officials the power to imprison any person "incommunicado" without trial for 90 days.

In 1964, Mama Sisulu received the first of a series of banning orders, after Tata Sisulu was sentenced at Rivonia. She was banned for 18 years, longer than any other person in South Africa. In July 1981, her banning order expired. In 1983 she was arrested and detained in solitary confinement. She was charged with furthering the aims of the ANC at the funeral of an ANC activist Rose Mbele, and was subsequently sentenced to four years in prison. In 1983 she was elected co-president of the United Democratic Front while in jail, a powerful umbrella body of anti-apartheid and civic organisations aligned to the ANC.

In 1990 when the ANC was unbanned, Mama Sisulu worked on a committee that re-established the ANCWL; at the time she was elected the deputy president of the ANCWL. She was also elected to the ANC's national executive. In 1994 she was elected to the first democratically elected Parliament in South Africa, along with her husband. After serving for four years, she retired from political life and Parliament in 1999.

Following a lifetime of selfless service, Mama Sisulu passed on peacefully on 2 June 2011 at her home in Linden, Johannesburg. South Africa this year celebrates the centenary of the life of Mama Sisulu. The theme for the centenary is: "100 Years of Albertina Sisulu, A Woman of Fortitude", in recognition of her courage, discipline, integrity and love for her country.

by GCIS

Meet Head Office-based Planner, Ms Frandri Smith



by Yondela Mzozo

Ms Frandri Smith holds a B Art et Science Degree in Planning from the University of North West in Potchefstroom. She joined a private planning firm in Potchefstroom for two years as a Candidate Planner and later registered as a Professional Planner in 2006. Ms Smith became involved on a voluntary basis with the South African Planning Institute (SAPI) as the SAPI North West Chairperson and later the Honorary Treasurer of SAPI National. She relocated to Roodepoort and established a Gauteng branch for PLANCentre in 2007.

She was formally appointed as the first Chief Executive Officer (CEO) of SAPI in 2011. During her time as CEO of the Institute, she was dedicated to promoting the planning profession, strengthening SAPI and the Secretariat of the African Planning Association (SAPA), building relationships with affiliates through planning opportunities such as the APA Regional Conference in Bamako, Mali, the Planning Africa Conference 2012.

The property economics component of Planning had always been an interest and preference for Smith and she felt drawn to the position in the Department of Public Works' Directorate: Investment Analysis. She joined the Department as a Chief Town Planner in February 2014. She feels that possibly with the continued work and commitment from the Gender Unit, the face of the industry will present opportunities for women to play an integral part in the built environment.

"I would like to see all women in the industry and their professional opinions being acknowledged and respected as equal to those of men," she says. She advises aspiring young professionals who want to join the industry to explore the opportunities that are available to them. "The industry provides the opportunity for the brightest women to lead, build and contribute to communities; inspire others of what is possible if you put your mind and heart to it and more," concluded Ms Smith.

Meet Port Elizabeth Regional Office-based Candidate Construction Project Manager, Ms Vuyokazi Mbasa



by Yondela Mzozo

Ms Vuyokazi Mbasa holds a B-Tech in Quantity Surveying from Nelson Mandela Metropolitan University. She joined the Department of Public Works on 22 October 2014 and her first project was the repairs and renovations to a heritage building, Graaff-Reinet Prison in the Eastern Cape. Her job entails managing and controlling planned maintenance as well as capital works related projects - to a successful conclusion in accordance with the conditions of contract and procurement policies.

Mbasa embraces the challenges and the opportunities to grow in the construction field. "There are a lot of things that I love about my job, to manage projects from inception to close-out stages, be technically-minded and always think outside of scope of convention, meet targets, provide services to our internal clients and work as a team. One of the rewarding aspects is successfully completing the project and see the product of what was initially planned," explains Vuyokazi.

She says working in the built environment which is still very much male-dominated can be extremely challenging and exciting at the same time. She feels that women have to constantly work much harder than their male counterparts and keep up to date with what is happening around them to prove their worth. "The exciting part is that as a project manager, you are given authority to manage and give instructions that lead to the success of the project," she adds.

Mbasa encourages other women to join the built industry and she shares the sentiments of the few women in the field that there is a need for more women who should be sitting in the built environment boards, who would be able to work and take impeccable decisions. She says there are quite a number of opportunities in the industry depending on the career path that one would like to pursue, be it becoming a Project Manager, a Quantity Surveyor, Civil and Structural Engineer, Electrical or Mechanical Engineer.

Meet Chief Town Planner, Ms Annerie Frylinck



by Shudufhadzo Mudau

Ms Annerie Frylinck obtained her degree in Town and Regional Planning from the University of Pretoria. She registered as a Professional Planner with the South African Council for Planners (SACPLAN) in 2007 and worked for the private sector for seven years before joining the Department of Public Works in 2007 as a Chief Town Planner.

Annerie Frylinck is a Chief Town Planner at Planning and Precinct Development involved in the Tshwane Inner City Regeneration Programme. She is part of a team responsible for the identification of Government Precincts within the Tshwane Inner City and the location of Government Head Offices within the identified Precincts. She is working closely with the City of Tshwane in the regeneration of the city, in terms of catalytic projects.

She says a Town Planner should be a broad thinker because planning is an integrated profession. "Sometimes it can be intimidating walking into a meeting that is male dominant and having to lead the team towards a better understanding of issues discussed. Respect is earned within the industry," explains Ms Frylinck.

Ms Frylinck says a Planner also needs to be interested in the built environment linked to the economy, urban design and the management of urban areas. Modest planners work in the background to support and direct development acting as moderators between various stakeholders. She adds that Planners have to believe that change is possible within societies and come out with collective decisions to create better places to work and live in.

Frylinck says she was inspired to become a Town Planner by Professor Toni Griffen who is currently a Professor in Planning with Harvard University (in the United States of America).

Meet Professional Associated Valuer, Ms Thabea Mokobane



by Yondela Mzozo

Ms Thabea Mokobane holds a National Diploma in Real Estate. The course entails the valuation of residential, commercial and land expropriation properties, property law, town planning, property economics and finance, property marketing and accounting at entry level.

Ms Mokobane joined the Department of Public Works in 2012 and is based under the Valuation Services unit. She was nurtured under the Young Professionals Programme within the Human Capital Investment unit. She is currently registered as a Professional Associated Valuer after obtaining Board 1 with the South African Council of Property Valuers Profession (SACPVP). Her daily duties involve determining market values and market-related rentals for different types of properties to assist the Department in making effective decisions regarding acquisitions, disposals, leases, servitudes and expropriation, among others.

The first project she undertook after she joined the Department in 2012 was an exciting trip to Cape Town with a group of five candidates to value Ministerial houses. That experience for her was a very special moment as she explains, "It was the first time in everything for me, my first time to Cape Town, first time boarding a plane and first time undertaking a detailed valuation report."

She has not experienced any discrimination in the field. "I work with intelligent and responsible people who are passionate about what they do. They are open and willing to share information which makes it easy for us to grow," explains Ms Mokobane.

She advises women who would be interested in pursuing a career in Real Estate to go for it; as there are plenty of employment opportunities and growth. She also warns that the job comes with the risk of travelling to deserted places or entering inhabitable buildings at times, but adds that if one loves travelling, problem solving and does not mind a challenge; Real Estate is a good choice.

EARLY LIFE AND POLITICAL ACTIVISM

- Mama Albertina Nontsikelelo Sisulu was a nurse, political and community activist, and also one of the high-profile leaders of anti-apartheid resistance in South Africa.
- She was born on 21 October 1918 into the Thethiwe family in Xolobe village in the Tsomo district of the Transkei, in the Eastern Cape.
- In 1926 she began primary school in Xolobe village where she was a model student. Her commitment earned her a bursary to complete her high-school education at the prestigious Mariazell College in Matatiele.
- In 1944 she attended the ANCYouth League Conference, the only woman to do so.
- In 1948 she joined the African National Congress Women's League (ANCWL) and in the 1950s she began to assume a leadership role – both in the ANC and in the Federation of South African Women (FEDSAW).
- Both Mama Sisulu and her husband, Walter Sisulu, were jailed several times for their political activities, and she was constantly harassed by the notorious Security Police.
- She became the first woman to be arrested under the General Laws Amendment Act, which allowed a police officer to detain without warrant a person suspected of a politically motivated crime for up to 90 days without access to a lawyer.
- In 1958 Mama Sisulu was among the hundreds of women who were arrested in Johannesburg for marching in protest against new pass laws.
- In 1963 she was again arrested a few months after her husband went underground.
- In 1983 she was arrested and detained in solitary confinement. She was charged with furthering the aims of the ANC at the funeral of ANC activist Rose Mbele, and was subsequently sentenced to four years in prison
- In 1983 Mama Sisulu was elected co-president of the United Democratic Front (UDF) and in June 1989, the government finally granted her a passport.
- She then led a delegation of UDF leaders to Europe and the United States.
- She met the British Prime Minister Margaret Thatcher and American President George Bush Snr.
- In October 1989, the last restrictions on the Sisulu family were lifted and Mr Sisulu was released from Robben Island.
- In 1994, Mama Sisulu served in the first democratically elected Parliament of South Africa.
- Mama Sisulu, her husband and son, Zwelakhe, have won numerous humanitarian awards.
- On 2 June 2011, she passed on at her Linden home in Johannesburg, aged 92.

NURSING

- In 1940, she trained as a nurse at the then Johannesburg General Hospital (now Charlotte Maxeke Johannesburg Academic Hospital).
- Mama Sisulu led a very frugal lifestyle and hardly left the nurses' residences.
- In 1944 she qualified as a nurse and got married to Walter Sisulu.



- It is also in Johannesburg that she experienced racism for the first time.
- Mama Sisulu was shocked at the way junior white nurses would order black nursing sisters around, as she had never been exposed to such prejudice before.
- Six months into her nursing training, she witnessed blatant racism and discrimination against black patients who were admitted to the hospital after a horrific accident at Park Station, Johannesburg's central bus and train terminus.
- The 'non-whites' section of the hospital was swamped with patients and the senior black medical staff appealed to the white hospital authorities to allow black patients to be treated in the 'whites-only' wards but they refused.
- This incident had a profound effect on Mama Sisulu as she could not believe that medical practitioners would violate their duty and deny the best possible care to patients on the basis of their skin colour.
- Another tragic memory that Mama Sisulu associates with the then Johannesburg General Hospital is the death of her mother in 1941. The hospital refused to grant her leave to attend the funeral in Xolobe.
- In 1954, she obtained her midwifery qualification and was employed by the City Health of Johannesburg as a midwife.
- The job was challenging as Mama Sisulu, like the other black midwives, had to travel on foot to visit her patients in townships.

POLITICAL AWAKENING

- The ANC only began accepting women as members at its 1943 conference and in 1948 the ANCWL was formed.
- Mama Sisulu joined the ANCWL and this was the beginning of her life as a political activist.
- In 1949 she supported her husband's election as the first full-time Secretary-General of the ANC.
- The Defiance Campaign of 1952 catapulted the ANCWL into a new era of action, resulting in the emergence of a new breed of women leaders who later formed the FEDSAW.
- The Women's Charter was adopted at the inaugural conference, which was attended by 150 women from all over South Africa.
- During the early stages of the FEDSAW, Mama Sisulu actively committed to promoting the ideals of the federation as an ordinary member.
- When visiting patients at their homes, she would distribute FEDSAW pamphlets and encourage the women to join the federation.
- In 1955, FEDSAW was actively involved in the ANC's boycott of Bantu Education and Mama Sisulu provided support in preparation for the boycott.
- Mama Sisulu's home became an alternative school as her children had been withdrawn from their government schools because of the Bantu Education system.
- The apartheid state responded by making it illegal to run alternative schools and it announced that it would shut down all boycotting schools permanently.
- Several Christian schools decided to continue as private schools rather than being placed under the control of the Department of Bantu Education, and Mama Sisulu and her husband decided to send their children to a private Seventh-Day Adventist School, despite the considerable financial burden this would place on them.

by GCIS

Meet Chief Architect, Ms Anja Williams



by Shudufhadzo Mudau

Ms Anja Williams, who is stationed within the Directorate: Investment Analysis joined the Department on 17 September 2012. She graduated as a Candidate Architect from the University of Pretoria and holds a five-year Bachelor of Architecture Degree. Before joining the Department, she worked as an Architect from 2003 until 2006 in a town called Tsumeb in Namibia, where she was involved with the design and construction of various construction projects of different magnitude.

When she joined the DPW family in 2012 as a Chief Architect, she felt that she had discovered her calling as a professional. She has applied her skills as a professional and her work experience to best support immovable asset investment decisions and in the process, she has learnt and grown.

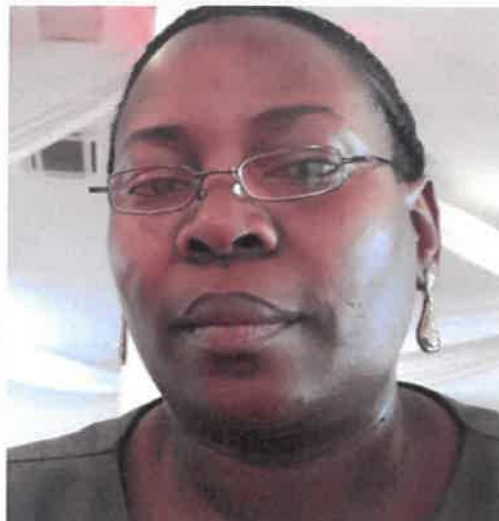
The Directorate: Investment Analysis is responsible to provide a base for investment and disinvestment decisions through analysis of options for acquisition, construction, renovations, leasing, space optimisation, and disposals of immovable property to optimise the use of resources for both clients and government.

Part of her duties include, but are not limited to: Management and Compilation of Technical Condition Assessments of Immovable Assets; Feasibility Studies and Demolition Reports that will provide recommendations in terms of investment / disinvestment strategies; considering relevant quantitative as well as qualitative aspects.

Ms Williams encourages women and youth in particular to avoid allowing perceptions to define who they are or allow it to affect their ability. "Rise above the perceptions because the built environment is a very rewarding environment to work in, considering that every day is different with new challenges. There is a lot of opportunities for women in the construction industry. You have to believe in yourself without being arrogant, be willing to continually learn, understand the industry and command respect through knowledge," she advises.



Meet Engineering Technician, Ms Joyce Sithole



by Bakhaliphicebo Nakedi

Ms Joyce Sithole joined the Department in August 2004 as a Chief Engineering Technician at the Water Management unit under the Directorate of Civil & Structural Engineering. She has a National Diploma in Analytical Chemistry from Technikon Northern Transvaal (TNT).

After tertiary, Ms Sithole completed an in-service training at the Institute of Water Quality Studies (IWQS) at the Department of Water Affairs. She has previously worked as a Laboratory Technician in Waterlab (Ltd) and National Sorghum Breweries.

In the Department of Public Works, she has been in charge of Mpumalanga and KwaZulu-Natal North, monitoring bore holes, water and waste water treatment plants for compliance to the SANS 241 Drinking Water Act and National Water Act 1998. She has also monitored similar projects in the North West and is now in charge of the Gauteng region.

"I liaised with clients and the Durban Regional Office for the project of the installation of the automated irrigation system at Ncome Prison in Vryheid, north of KwaZulu-Natal for the irrigation of animal crops using the final effluent produced from the sewage works of the prison." Ms Sithole played a huge role during site handovers of sewage works after being upgraded to ensure compliance.

She was part of the steering committee for improving the Blue Drop and Green Drop status quo of Water and Wastewater treatment plants. During her tenure, she contributed in the project of equipping the three (3) Departmental Water Laboratories at Head Office, in Cape Town and the Durban Regional offices.

Her work includes going on site to monitor the water and waste water works operation and she brings back to the Lab, samples of the raw water and final water produced, for analysis – to measure water quality compliance.

Ms Sithole says; "I would like to see more women in future joining the water management monitoring team at Head Office as I am the only woman in a team of six." She says the work needs someone who likes field work, who is passionate about operation and maintenance of water care facilities, ensuring the protection of water resources and the environment.

Meet Candidate Civil Engineering Technician Ms Nosiphiwo Baikgaki



by Bakhalphicebo Nakedi

Ms Nosiphiwo Baikgaki holds a Diploma in Civil Engineering from Mangosuthu University of Technology; a B-Tech in Urban Engineering from the Vaal University of Technology and a certificate in Project Management (NQF Level 6) course. She joined the Department as a Bursary Holder in 2008. She completed her in-service training in 2010 and thereafter joined the Young Professionals Programme in April 2012. Her duties as a Candidate Civil Engineering Technician include, among others: analysing and developing solutions to engineering problems; conducting inspections and quality control on construction sites, office-based work like planning and designing of civil services, as well as report writing.

Ms Baikgaki says that earlier in her career, she had to work long hours to prove herself in the male-dominated space. "Back when I was a student, one man asked me what were the chances of me making it in the industry as a female, as chances were very slim," she says. Besides being registered as a Candidate Civil Engineering Technician with the Engineering Council of South Africa, Ms Baikgaki is also a Candidate Construction Project Manager signed with the South African Council for Project and Construction Management Professions (SACPCMP).

She advises graduates who are starting their job search; aspiring young professionals; project managers etc. who want to join the industry to set their goals from the very beginning. "Be willing to take an initiative in your workplace and do not wait for others to make things happen for you. At the beginning of your career, be careful not to work for the sake of production. Take up work that adds value to your experience. You are the only person who knows what you really need. If your work does not give you fulfilment, you have the freedom to move around until you are happy," explains Ms Baikgaki.



Meet Candidate Construction Project Manager, Ms Gomolemo Nkoane



by Bakhalphicebo Nakedi

Ms Gomolemo Nkoane holds a Bachelor of Science Degree in Construction Management Studies from Wits University. She is a registered Candidate Construction Project Manager with the South African Council for Project and Construction Management Professions (SACPCMP). She has worked as a Quality Assurance intern at the Gauteng Department of Human Settlements and thereafter worked for Municipal Infrastructure Support Agency as a Trainee Building Inspector.

In all these positions, her duties included, but were not limited to conducting site inspections for quality control purposes and ensuring compliance, checking and approval of building plans, attending technical site meetings and general administrative duties for the directorate.

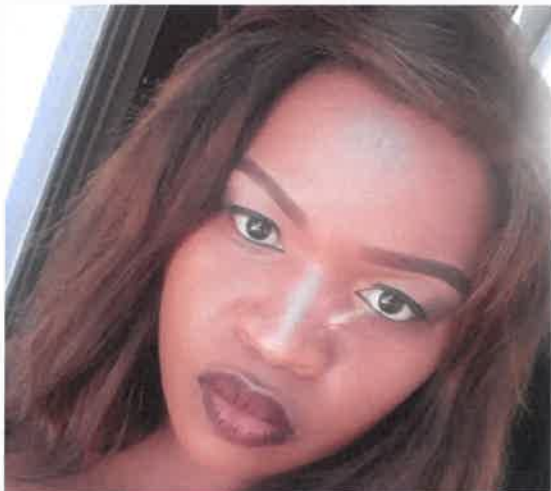
She joined the Department of Public Works as a Property Management Trainee on 01 November 2017. Her duties include, among others, inspection of properties to ensure compliance with lease agreements; ensuring that leased properties are utilised optimally; maintaining lease database of the Department and making follow-ups with landlords and client departments on lease matters.

Ms Nkoane says in order to thrive in this industry, one needs to have good planning and co-ordinating skills. What she enjoys the most about her job is the satisfaction that comes with conducting site inspections for compliance and she says this is because, "I understand that the buildings will be used optimally and as effectively and efficiently as possible. I find it quite pleasant to work within this industry because I believe even though it has been previously male-dominated, it is time for us as women to break the cycle and make our mark."

When asked what advice she would give to graduates who are starting their job search, Gomolemo says that patience is a virtue. "You will not find the job you are looking for at the time you want, however as you climb the corporate ladder, you will ultimately get there. Be patient and stick to your goal," she concluded.



Meet Candidate Property Valuer, Ms Ntwanano Hlekane



by Bakhaliphicebo Nakedi

Ms Ntwanano Hlekane joined the Department of Public Works on the 1st of August 2014, in the Johannesburg Regional Office and thereafter relocated to the Cape Town Regional Office. She then moved to the DPW Head Office on the 1st of December 2017 as a Management Trainee. She moved to the Property Valuations (Technical Services -Valuation Services Sub-Directorate) in January 2018. She is currently registered as a Candidate Property Valuer and she is a member of the South African Council for the Property Valuers Profession (SACVPV) and CIMA associations.

Hlekane's first career path was based on her B. Com Finance qualification and the CIMA (Chartered Management Accounting) sector. She has worked in the rates and taxes environment in the City of Johannesburg Municipality, after having been with JHI properties where she worked in the Accounting Admin Department. She came to the Department of Public Works through KPMG during the turnaround strategy and she focused on the Irregular Expenditure side of things. She then officially joined DPW and worked within the Budgeting, Inspectorate and Compliance units, as well as the Leasing Section in the Johannesburg Regional Office. She has worked at the Cape Town Regional Office as a Senior Investigator. She is currently in a dynamic atmosphere using her acquired professional knowledge in B.Com Honours Property Valuations and Management.

She says as a Candidate Property Valuer under the Young Professionals wing, her daily work entails receiving requests to do a market value and market-related rentals which are sent by the Investment Analysis Unit or PPM unit. "An assessment of the request based on whether it's for acquisition; disposal; donation or market-related rental is indicated within the report. As a Candidate Valuer, along with my mentor go on site to inspect the property in question and then write a report to the Land Affairs Board which will either approve or decline, or decide on the adjustments to be made," Ms Hlekane explains.

She says the job requires an individual who can articulate clearly to other stakeholders when going on site as well as an analytical person who is very humble and friendly as one meets different people on a somewhat daily basis. "What I love about my job is that I travel to different places within our country analysing different properties, and writing the reports. Gaining new knowledge and experiences is the most rewarding area in my job," she says.

When asked what advice she would give to women who want to pursue the same career; Ms Hlekane says; "Graduates should make use of the internet services and search engines to find property companies that deal with property in order to start their application processes. They should be focussed on gaining the experience and mastering their Property Valuations skills before they are fixated by the remuneration that comes with the job in question."

Meet Property Associated Valuer Ms Princess Dastile



by Yondela Mzozo

Ms Princess Dastile enrolled with the University of Johannesburg in 2007 to study towards a National Diploma in Real-Estate. In 2012 she studied for a Bachelor of Technology in Real Estate before completing a Bachelor of Commerce with Honours in Property Valuation and Management at the University of Johannesburg in 2015.

She joined the Department of Public Works in the Property Maintenance and Management Unit as a Portfolio Property Management Trainee in July 2014. She joined the Valuation Services Unit as a Candidate Valuer in February 2016. In September 2017, she qualified as a Property Associated Valuer.

As a Young Professional, her work entails: going out to do an inspection of the planned property, measure the building (s), take pictures of the building (s) for evidence and for a report; market research of the suburb of the planned property, research on the environment, property research in the country, since it plays a major role in the value of the property. She also liaises with other property professionals e.g. Estate Agents, Town Planners, Quantity Surveyors and Property Managers to acquire the information.

According to Ms Dastile, the most rewarding thing about Property Valuation is that one tends to be a person of wide knowledge because one has to be good in Finance, Accounting, Statistics, Drawing, Maths, Economics, English, Communications and Negotiation, among others. One of her major personal achievements was to pass the Board examinations with the South African Council for the Property Valuers Profession as a Property Associated Valuer in September 2017. She is looking forward to writing her Professional examination next year in order to be registered as a Professional Valuer.

Meet Professional Architect, Ms Lwazikazi Ngodwane



by Yondela Mzozo

Ms Lwazikazi Ngodwane holds a B. Tech and an M. Tech in Architecture Professional from Tshwane University of Technology. She is a registered Professional Architect who completed her post graduate studies in 2016.

Her journey to becoming a qualified Architect included completing her undergraduate degree, working full-time for three years, then pursuing her post-graduate studies whilst employed. It is a milestone for an African woman to succeed at this level in a male-dominated environment and she is an inspiration to other young females in the developmental years of their journey to becoming Architects.

As part of the Professional Services branch vision to drive growth and development of skills in the built environment, Ms Ngodwane was sent by the Human Capital Investment (HCI) unit to the African Union of Architects (AUA) Architectural Congress 2018, held in Mauritius earlier this year. The African Union of Architects (AUA) Architectural Congress 2018 is a triennial event that is organised and hosted by the AUA with a specific focus on continental built environment matters. It brings together academics; professionals; students; and suppliers from the continent of Africa to share, impart, and debate on topical and pertinent issues in the built environment.

The theme for the congress was ARISE (Africa Rise) and the main topics were research and development, investment, sustainability and empowerment. Lwazikazi has definitely learned a lot from her trip to Mauritius. She says she learnt that there was an ongoing initiative by the AUA to get African stakeholders in business and education to combine their skills and knowledge to mobilise African countries towards creating partnerships that encourage using African solutions for African problems.

“There is an outcry from the architectural fraternity that has been resounding for a while now, for institutions of higher learning and statutory bodies to streamline and standardise qualifications and the recognition thereof across the continent. This is to remove architectural borders and make it easier for African countries to do business with each other in the continent. As you know, there is a move in our country to transform and de-colonialise trade and education because western ideologies are, to an extent, failing us. They are separatist, hard to relate to our continent, our cultures, our sense of community and even our very climate,” explained Ms Ngodwane.

Lwazikazi has made a determination to herself to be well-versed in the regulations and policies that lead to good corporate governance and impact service delivery. She aspires to be involved in the managing of projects, portfolios and policies that improve the lives of South Africans in the short to long term. Whether it is in planning, or implementing infrastructure, she believes that the effect of every component of the value chain needs to be scrutinised holistically, for its short and long term impact.

ALBERTINA SISULU
Centenary
2018



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DID YOU KNOW?

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MaSisulu played a formative role in the opposition to apartheid and in building a non-racial, non-sexist and democratic South Africa.

She took on the mantle of leadership at one of the darkest hours in our history and stood as a beacon of hope.

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