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FEBRUARY / MARCH 2022

# DPWI HAS PAID FOR THE TERTIARY EDUCATION OF OVER 400 YOUNG SOUTH AFRICANS SINCE 2014



public works  
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Department:  
Public Works and Infrastructure  
REPUBLIC OF SOUTH AFRICA

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FEBRUARY / MARCH 2022

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

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

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.



## The DPWI is transforming its current organisational culture to a high performing culture

Most employees are aware that in 2021, the Department started an initiative to beef up service delivery in line with the Batho-Pele principles. The Department began by evaluating its organisational culture, to better understand what was missing or how it could be improved. According to a communique dated 20 July 2021 that was shared through the DPWI electronic bulletins, the culture diagnosis would be followed by a comprehensive change management programme. Staff members were given time in August 2021, to provide their inputs through an online questionnaire (survey). Based on the results of the survey, a number of characteristics were identified as important contributors to the development of a high-performance culture within the DPWI. These include establishing an environment where there is a strong focus on people development and in which employees can maximize their potential. These characteristics and the results of the survey are being shared with employees through posters that are also being circulated in the DPWI daily electronic bulletins.

Led by Deputy Minister Noxolo Kiviet – the DPWI Culture Change Management Programme aims to **transform the DPWI organisational culture to a high performing culture**. The need to re-organise the Department and align processes to improve service delivery, follows an announcement by President Cyril Ramaphosa during the inception of the 6th administration where the Department was tasked with an additional mandate of co-ordinating infrastructure roll-out. Make sure you continue to participate in all processes that seek to improve the work of our Department. With this, I welcome you to the 2021/2022 Financial Year's final issue of **WorxNews** where you will read about how within 8 years, the DPWI has paid for the tertiary education of over 400 young South Africans. This, as the Department continues to increase the number of qualified built environment professionals from previously disadvantaged groups, who serve our country in the delivery of infrastructure projects.

In this copy of **WorxNews** we also bring you an article where Minister Patricia de Lille provides an update about the Infrastructure Investment Plan projects. On 8 March, the Minister conducted an oversight visit to one of these projects. Check the pictures of this visit on Page 8. When you go through this copy, you will also read about how the Expanded Public Works Programme's Incentive Grant is proving to be a catalyst for sustainable livelihoods at the Zululand District Municipality in KwaZulu-Natal. Meet all the 11 DPWI Regional Managers and also find out how and where to check if you have unclaimed benefits with the Government Employees Pension Fund (GEPF). For more thought-provoking information, make sure you go through this entire copy.

In closing, the **WorxNews** team once again invites all officials to identify information and stories worth sharing about themselves, their units and departmental projects; in order to ensure the flow of information within the Department.

*Thank you and enjoy the reading*

Kindly share with us your comments and concerns by contacting the following colleagues;

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# THE DPWI PAYS FOR THE TERTIARY EDUCATION OF 43 YOUNG SOUTH AFRICANS

Article By WorxNews Reporter and Picture By Shudufhadzo Mudau

A group of 43 young South Africans from all nine provinces began their journey to acquire tertiary qualifications this year, thanks to the Department of Public Works and Infrastructure (DPWI). The Department awarded these youngsters with bursaries to cover the cost of their tertiary education starting from the 2022 academic year.

The value of the bursary is estimated at R150 000 per student per year. This amount covers among others tuition, accommodation, meals, textbooks, laptop, books, excursions and monthly stipend.

The bursaries are awarded to students who plan to study at various accredited universities - for the courses in the built environment such as Electrical Engineering, Construction Studies and Quantity Surveying among others. This comes as the country has a lack of skills in the public sector, for built environment professionals.

Awarding the bursaries in Pretoria on 1 February 2022, DPWI Minister Patricia De Lille congratulated the recipients for having achieved excellent results in Grade 12. She urged them to grab this opportunity to use education in building our country.

Over the past 8 years, the DPWI has awarded bursaries to 401 students since the Department's bursary programme started in

2014. This is an investment of R52million into the lives of the students. Around 146 former bursary recipients are currently working for DPWI, either as Professionals, Candidates or Interns. Thirteen percent (13%) of former bursary recipients work in the private sector and some in other spheres of government.

The bursary programme is aimed at increasing the number of built environment professionals from previously disadvantaged groups, in order to represent the demographics of the country and ensure transformation of the built environment sector. The programme further serves as a feeder to the departmental Internship and Young Professionals Programme and later form a pool of qualified built environment professionals to serve the state in the delivery of infrastructure projects.

Minister De Lille informed the new bursary recipients that they would be introduced to the Buddy Programme, wherein senior students are paired with 1st year students, for mentorship purposes. "Importantly, as part of building life skills and supporting you, we also heard talks on the subjects of mental health, as well as financial management," said the Minister.

The Minister thanked various stakeholders including teachers - for their continued support and guidance provided to the young people in the Department's bursary programme.

# MEET SOME OF THE 43 DPWI BURSARY RECIPIENTS

By Lunga Mahlangu and Bukiwe Cimela

Pictures By Thokozani Ngema and Shudufhadzo Mudau

## Khali Mahlangu



Khali Mahlangu from Kinross in Mpumalanga is 18 years old. She completed Grade 12 at Nhlabathi Secondary School in Embalenhle in the Mpumalanga province. She obtained 4 distinctions (in Physical Sciences, Life Sciences, English and Life Orientation), as well as achieved over 70% in Accounting and IsiZulu. She plans to join the University of Cape Town to study towards a BSc in Construction Studies.

Khali mentioned that her twin is also a beneficiary of the DPWI bursary. She says as soon as she has secured a career after completing her studies, she would like to help her mother, who is the breadwinner at home, to pursue her dream of having a business as well as help her finish building her house. She also wants to help young people pay for their tertiary fees so that they can also realise their dreams.

## Siyamthanda Tyhaliti



Siyamthanda Tyhaliti is an 18-year-old aspiring Mechanical Engineer from Colesberg in the Northern Cape. He completed Grade 12 at Umso High School in the Northern Cape. He obtained 3 distinctions (in Life Sciences, Life Orientation and IsiXhosa), as well as achieved over 70% in Maths and Physical Science. He plans to study towards a Mechanical Engineering qualification at the University of Johannesburg.

Siyamthanda has three (3) siblings, two brothers and a sister. His mother, works in the Community Work programme which is part of the Expanded Public Works Programme. Siyamthanda says as the first person in his family to go to university, after completing his studies he would like to help his siblings complete their education as well. He also wants to extend his family home.

## Awethu Ngcobo



Awethu Ngcobo is a 19 year-old aspiring Mechanical Engineer from Durban. He completed Grade 12 at Lamontville High School in Durban, KwaZulu-Natal. He passed Grade 12 with a Bachelor and also obtained a distinction. He will study towards a Mechanical Engineering qualification at the University of Johannesburg.

Awethu says after his mother passed on, his aunt took over the responsibility of raising him. He has an older brother and the first thing he would like to do is to uplift his family after finishing his studies, by rebuilding his grandmother's house.

## Naledi Miya



Naledi Miya from Welkom is 19 years old. He completed Grade 12 at Lesedi Technical Secondary School in the Free State. He plans to study towards a Mechanical Engineering qualification at the University of Pretoria. He says Mechanical Engineering was an obvious choice for him as he had already been introduced to Mechanical Technology at his Technical school.

Naledi and his sister depend on their mother who is self-employed. He says young people need to pursue built environment studies in order to help the country address a lack of skills in those fields.

# DOZENS OF APPRENTICES ARE NOW CERTIFIED ARTISANS AND HAVE COLLEGE DIPLOMAS

Article and Picture By Tshuluzi Nkoana

A group of 187 plumbing apprentices are now certified Artisans, thanks to the Department of Public Works and Infrastructure (DPWI) and Gauteng Department of Infrastructure Development (GDID). These apprentices were awarded their qualifications during a ceremony held in February 2022 in Pretoria.

The DPWI and the GDID hosted a total of 200 plumbing apprentices for workplace learning, funded by the Construction Education Training Authority (CETA). Most of the apprentices were placed under the Workshop division of the DPWI and some were acquiring training in plumbing through the GDID, while also receiving a stipend. Intouch Community Projects was appointed as the training provider and a lead employer.

The placement of the apprentices followed an agreement that was signed by the National Department of Public Works and the National Department of Higher Education and Training (DHET), for the DPWI to open its workplace for learning and practical exposure.

A total of 200 trainees were enrolled, the training intervention was financed by the Construction Education and Training Authority (CETA). The 187 of the 200 trainees who joined the training intervention in 2017 graduated and 13 left the programme for both private and public sector permanent employment.

The DPWI and GDID did not only assist the trainees to get their trade test and qualify as artisans, they also provided them with the 24 months practicals required by TVET colleges. The 187 apprentices have secured the N6 qualification in Building and Civil. The majority of them had waited for more than five years just to get the 24 months' workplace learning, in order to complete their full qualification.

Mr Donald Baikgaki from the DPWI Professional Services says the graduation confirmed the success of the programme. "We are happy to see the fruits of the programme. Our role was to allocate apprentices with a place for their practical training and to allocate supervisors and mentors, as well as achieving the trade test as artisans and obtaining the college diplomas," he said.



One of the graduates Ms Siphephe Mkhathswa

He added that the Department had a similar programme where it takes in apprentices and trains them in various artisan trades. He also added that the DPWI intended hosting 10 000 apprentices for workplace learning and practicals from TVET Colleges, SETAs and SMMEs. This will help in addressing the issue of scarce skills in the Built Environment, it will also ensure that the apprentices complete their diplomas as well as assist the Department of Higher Education to achieve the target of 30 000 qualified artisans per annum.

"Our Pretoria Regional Office Workshop under the leadership of Mr. De Wet, Mr. Ramoroka and other officials - plays a pivotal role in developing these apprentices by providing work, supervision and the necessary mentorship through qualified artisans," said Baikgaki.

One of the new graduates Siphephe Mkhathswa was placed at the Tembisa Hospital in Gauteng, for her to acquire plumbing skills. She has expressed gratitude for the opportunity presented by the Department. "The training has helped dispel some of the misconceptions I had about plumbing being a lousy job. It does not just give one the qualification and trade only but it also provides the financial means to support my family and not depend on SASSA. I wish the Department can continue with this particular Programme to bring hope to more hopeless young people in the country, especially in the TVET colleges." she said.



# INFRASTRUCTURE INVESTMENT PLAN PROJECTS ARE CREATING MUCH NEEDED JOBS

Article By WorxNews Reporter and Picture By the GCIS

The Minister of Public Works and Infrastructure Patricia de Lille says various Infrastructure Investment Projects have been launched and are progressing well especially in the human settlements and transport sectors. She says these projects are in full swing of reviving the construction sector and creating much needed jobs in line with objectives of the Economic Reconstruction and Recovery Plan (ERRP).

She was providing an update on some of the 62 projects in the Infrastructure Investment Plan which was approved by Cabinet in May 2020. The Minister and Head of Infrastructure South Africa (ISA), Dr. Kgosientsho Ramokgopa jointly briefed the media on 22 February 2022, in Cape Town. The projects within the Infrastructure Investment Plan were gazetted as Strategic Integrated Projects (SIPs), in line with the Infrastructure Development Act in July 2020, enabling them to follow an expedited path to ensure implementation.

Most of the government projects in the Infrastructure Investment Plan are implemented by the respective government departments, three spheres of government and State-owned Entities (SOEs). The DPWI and ISA play a co-ordinating role of oversight and they assist with raising funding from outside of the fiscus. They also assist with any blockages on projects.

The projects that the Minister revealed are progressing well include the ones that she visited last year. These projects are the Lufhereng Mixed Use development in Soweto in Gauteng, the N3 Road Upgrades in KwaZulu-Natal and the Small Harbours Repairs and Maintenance Programme at the 13 proclaimed fishing harbours in the Western Cape. She said the programme to upgrade these harbours was just over 97% completed.

To date, these projects (related to the harbours upgrades) have created 894 job opportunities and empowered local SMMEs to the value of R114 million.

The Minister mentioned that she was mainly making announcements during the update and that the projects would be launched after all processes such as the financing, has been completed. She also said that she will be visiting more projects which had started, such as the N2 Nodal mixed residential development. The N2 Nodal Development is a strategic economic and housing provision intervention programme in Gqeberha, Eastern Cape, under the Nelson Mandela Bay Metropolitan Municipality (NMBM). It includes private sector stakeholders.



The Infrastructure Investment Plan was approved by Cabinet in May 2020 and forms a central part of the Economic Reconstruction and Recovery Plan (ERRP) aimed at stimulating economic growth and job creation announced by President Ramaphosa in October 2020.



**THE MINISTERIAL VISIT TO THE N2 NODAL DEVELOPMENT PROJECT IN GQEBERHA**







**THE CERTIFICATION CEREMONY FOR APPRENTICES WHO HAVE COMPLETED TRAINING AS ARTISANS**



# THE EPWP INCENTIVE GRANT IS PROVING TO BE A CATALYST FOR SUSTAINABLE LIVELIHOODS AT THE ZULULAND DISTRICT MUNICIPALITY

Article and Picture by Sduduzo Simelane and Mziwakhe Radebe

Over twenty (20) workers who started out as Incentive Grant funded Expanded Public Works Programme (EPWP) participants, have become full-time employees of the Zululand District Municipality (ZDM) in the north of KwaZulu-Natal. Thanks to a ZDM resolution taken in April 2021, these workers now get to enjoy the benefits of permanent work including qualifying for leave and medical aid.

The news of the appointment of these former EPWP beneficiaries landed on the ears of the EPWP Programme Manager Mr. Sduduzo Simelane and Deputy Director for Technical Support at the EPWP unit of the Department of Public Works and Infrastructure's Durban Regional Office Mr. Mziwakhe Radebe, when they visited the Zululand District Municipality at the end of 2021.

The objective of their visit was to check the project files as well as to verify the availability and validity of documents such as employment contracts, certified identity copies, attendance registers, proof of payment of wages, and where applicable, declaration of disability. While performing this task, these officials learnt from the ZDM EPWP Champion, Mr. Sanele Busane who had started as the EPWP participant in the Youth Jobs and Waste Programme at Mandeni Municipality, of the implementation of the ZDM Council Resolution taken in April 2021. The resolution determined that EPWP participants be gradually absorbed into permanent employment within the Municipality, as and when there are vacant positions.

The Zululand District Municipality has been looking for strategies that would provide an exit avenue for EPWP workers and help the municipality to minimise the outsourcing of services. This has been the context of the Council Resolution. In terms of the EPWP, There are three stages, namely: recruitment as an EPWP worker using either the Integrated Grant, the ZDM's own equitable share, temporary absorption by the municipality and permanent absorption.

The municipality has created a catalyst for sustainable livelihoods through the EPWP Incentive Grant by permanently employing 21 office cleaners, four men and 17 women who started as incentive grant funded EPWP participants.

The benefits that come with being permanently employed are a far cry from the EPWP wages. These workers are now on the



Zululand District Municipality's payroll system earning above R8000.00 a month with medical aid, pension fund, housing allowance, 13th cheque and leave benefits. In addition, they are now eligible to apply for study bursaries offered by the municipality.

## Participants' testimonies

Ms. Mbali Shandu comes from KwaSishwili in Ulundi where the main office of the District Municipality is located. The District Municipality has satellite offices in all its Local Municipalities such as Abaqulusi, Edumbe, Nongoma, Ulundi and Uphongolo. She joined the EPWP in 2013 and got permanently absorbed in April 2021. Ms. Shandu has revealed that because of the salary she earns she "is now able to save".

On the other hand, Ms. Zanele Mdluli who is from Emabedlane in Ulundi joined the EPWP in 2016. She added that "right now I am building myself a house", a clear benefit of being permanently employed.

Ms. Nonkululeko Nkosi comes from Nongoma and she participated in the EPWP in 2017. She says now that she is permanently employed, she can do much more than pay rent, as she is able to meet more of her basic needs. She is also considering applying for the municipality's bursary.

The ZDM EPWP Champion Mr. Busane's advice to other municipalities that would like to emulate what has been done by the Zululand District Municipality, is that the 'ZDM has a fully-fledged EPWP organisational structure, whereby the EPWP Champion sits on management meetings. "As the EPWP unit, we have our own meetings and one of the items on the agenda is placement. A supportive disposition of the Executive is also important," said Mr. Busane. He concludes by saying, "the culture here is that if you have qualifications and you are diligent, you will be absorbed but we must also thank the Department of Public Works and Infrastructure for the Incentive Grant, as it enables us to participate in this project."

# MEET THE 11 DPWI REGIONAL MANAGERS



**Ms Tebogo Phiri**  
Regional Manager Pretoria



**Ms Phucuka Penxa**  
Regional Manager  
Cape Town



**Ms Thobile Zulu**  
Regional Manager  
Bloemfontein



**Advocate Jeanette Monare**  
Regional Manager  
Johannesburg



**Ms Nolizwi Hlengwa**  
Regional Manager Mthatha



**Ms Ruwayda Baulackey**  
Regional Manager  
Kimberley



**Mr Johan van der Walt**  
Regional Manager  
Gqeberha



**Mr Pat Mashiane**  
Regional Manager  
Nelspruit



**Mr Nkosi Vilakazi**  
Regional Manager Durban



**Mr Musa Ntshani**  
Regional Manager Polokwane



**Mr Ramabele Matlala**  
Regional Manager Mmabatho



**The DPWI is transforming its current organisational culture to a high performing culture.**

**A new culture where we explore and implement new ways of delivering services that contribute to the improvement of organisational processes and enhance the achievement of organisational goals.**

**Where we align current service delivery processes with the technological advancements within the 4th industrial revolution.**

**Where employees within every level of the organisation contribute to the organisation's capacity to deliver on its mandate and where all employees are proud to be associated with the organisation.**

**Training and development interventions will be implemented to enable DPWI employees to understand the change.**

**DPWI managers will be equipped to provide guidance during the change.**

**The culture change will be implemented gradually to give everyone time to adjust and adapt to the new culture.**

**Feedback & Questions should be forwarded to**

**Mr. Reuben Mahlatjie**

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**082 887 8047 / 012 406 1289**

# How and where to check if you have Unclaimed Benefit?



**The Fund is concerned about the number of untraceable members and potential beneficiaries who never come forth to claim their pension benefits.**

Most unclaimed benefits are the result of rejections of incorrect documentation, issues identifying beneficiaries, member tax matters, incorrect banking details, family disputes with death claims, employee abscondment and pending disciplinary actions.

The GEPF has a variety of platforms for members to use in order to enquire about pension-related matters. The following officials can be contacted during office hours (Monday – Friday) from 07:00 -16:00: Elizabeth Diale 012 399 2464, Patience Sejane 012 319 1286,

Rachel Breytenbach 012 319 1472, Thandeka Mhlongo 012 319 1378, Kgaogelo Lekau 012 399 2561 and Maggie Monaheng 012 399 2519.

Alternatively, you can visit or use the following social media handles to get in touch:

- GEPF Call Centre - 0800 117 669
- Regional Offices/Walk-in Centres in every province.
- Satellite Offices in some provinces
- GEPF enquiries email address and website - email: [enquiries@gepf.co.za](mailto:enquiries@gepf.co.za) | website: [www.gepf.co.za](http://www.gepf.co.za)
- GEPF social media platforms (twitter and Facebook)  
Twitter: @gepf\_SA  
Facebook: @GovtEmployeesPensionFund







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## SEBENZISA IFOMU ELISEMTHETHWENI UKUZE UCELE **I-ACU** UKUTHI YENZE UPHENYO!

Wonke amagatsha/ama-yunithi/amahhovisi e-DPWI ayakhuthazwa ukuba asebenzise **Ifomu Lesicelo Sopenheno** - elisemthethweni ukuze acele uPhiko Lokulwa Nenkohlakalo (i-ACU) ngaphansi kweGatsha Lokwengamela, Izingozi, Nokuhlonishwa Komthetho (i-GRC) ukuba liqhube uphenyo mayelana nezigameko zokukhwabanisa, inkohlakalo, ukungaphathi kahle njll. ngaphakathi koMnyango.

Ifomu kumele lihambisane nombiko oneminingwane ukuze i-ACU ikwazi ukwenza isinqumo sokuthi udaba lungaphansi kwengunya le-yunithi.

Ikhophi **Yefomu Lesicelo Sopenheno** esemthethweni iyatholakala ku-inthanethi yangaphakathi yoMnyango.

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REPUBLIC OF SOUTH AFRICA

ACU Reference

### REQUEST FORM TO CONDUCT AN INVESTIGATION

This form should be used by Branches/Units/Office when requesting an investigation to be conducted by the Anti-Corruption Unit (ACU) within the Governance, Risk and Compliance Unit (GRC). In broad terms, *corruption can be defined as the use of public office for private gain, or in other words, use of official position, rank or status by an office bearer for his/her own personal benefit. Following from this definition, examples of corrupt behaviour would include: (a) bribery, (b) extortion, (c) fraud, (d) embezzlement, (e) nepotism, (f) cronyism, (g) appropriation of public assets and property for private use, and (h) influence peddling.* The ACU is mandated to conduct investigations on allegations of fraud, corruption and serious maladministration within the Department. The functions of the ACU include combating all forms of fraud and corruption, investigating reported allegations of fraud and corruption, developing a comprehensive advocacy and awareness and representing the Department in disciplinary processes. In this regard, a request for an investigation needs to be lodged in relation to the functions of the unit.

**Section A. General Information**

A1. Requesting Branch/Unit/Office

**Section B. Information on the Investigation Requested**

B1 Please provide information on what needs to be investigated and demonstrate why the matter is believed to have elements of Fraud and Corruption (see definition and examples above)

Officials can also contact: Acting Deputy Director-General: Governance, Risk and Compliance **Mr. Lwazi Mahlangu @012 406 1977 / [Lwazi.mahlangu@dpw.gov.za](mailto:Lwazi.mahlangu@dpw.gov.za)**. Director: Investigation **Mr. Matomo Mabotja @012 406 1328 / [matomo.mabotja@dpw.gov.za](mailto:matomo.mabotja@dpw.gov.za)**. You can also use **TALK TO MINISTER/ TALK TO DEPUTY MINISTER/ TALK TO DIRECTOR-GENERAL on the DPWI Intranet.**

