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FEBRUARY / MARCH 2022

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







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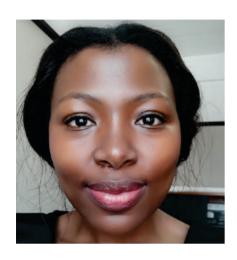
In frastructure.

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 $\ensuremath{\textit{WorxNews}}$ do not necessarily represent the views of management.





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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





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 begun 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.

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.

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.

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.



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 Mkhatshwa 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).

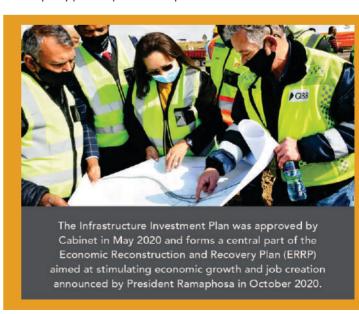
She was providing an update on some of the 62 projects in the Infrastructure Investment Plan which was approved by Cabinet in May 2020. The Minister and Head of Infrastructure South Africa (ISA), Dr. Kgosientsho Ramokgopa jointly briefed the media on 22 February 2022, in Cape Town. The projects within 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 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: 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



Cape Town



Ms Thobile Zulu Regional Manager



Advocate Jeanette Monare Regional Manager Johannesburg



Ms Nolizwi Hlengwa Regional Manager Mthatha



Ms Ruwayda Baulackey Regional Manager



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

Reuben.Mahlatjie@dpw.gov.za

082 887 8047 / 012 406 1289

How and where to check if you have Unclaimed Benefit?



he 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 | website: www.gepf.co.za
- GEPF social media platforms (twitter and Facebook) Twitter: @gepf SA

Facebook: @GovtEmployeesPensionFund













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Msiza Tshepo Mapedi

nane Gugulethu Mkhize Thembinkosi Isaac Kgagara Mabel Selaelo Sibiya Khanyisile Beauty Magwa Albert Mthetheleli Van Den Heever Hester Louise Van Der Merwe Irefaan Magantolo Zoleka Gugushe Sazi Magubane Sifiso Goodman Mkabile Noncedo Netshifhire Mukhethwa

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De Lille Patricia

Tout Wilena

Sefali Palesa Agnes

Davids Ragmat Shenxane Tembekile

Mamphitha Tshifhiwa

Mabasa Hloniphani Elvis

Kekana Daniel Makuruha

Malwela Shandukani Leslie

ımasenya Phuti Abrina

Mashigoane Rendani Ricca Khan Ahmed Anwarulhaq

Swart Macheal Gideon

Malov Edwina

Nyamfu Nomaya

Motlhake Nkgadi

Sipondo Lulama

Jonathan Antjie

Mokokosi Marcus

Veronica Shabalala Tholakele

Phaswana Nditsheni Patrick

Mfusi Lungisani Reggie

Lepota Mampe Goodness

Motshoane Samson Sello

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Ratshilumela Rofhiwa Charity

Mokoena Mokhele Johannes Mazibuko Bulelani Simon

Maluleka Khazamula Ahel

Ngubane Bongiwe Thuputlela Rebecca Sewela

Nsimbi Nompumelelo Dyalivane Zingisa

Khoza Miyelani Athel

Ngobeni Nyiko Justice

Masikane Nokwanda

Nelwamondo Ronewa

Nkosi Keneilwe Monica

Salo Stafford Clinton

Qayiso Mgcineni Eric

Madlala Idaw

Nkhoma Nelson Nondwangu Nombuyiselo Const Kgoele Nthabiseng

Mjamba Thando

Finaza Nobuntu

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Makonano Mutshidzi

Ngcetane Chulumanco

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Mugwena Maria Ntshedzheni

Goduka Zingiswa

Nzuza Slindile

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Mosoane Matshehlane Semori

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Weimers Maggie Pefile Sicelo Ramoselei Wilson Molahlegi Dladla June Sindi Nzuza Richard Manzi Vusumuzi Nyukela Yamiso Landile Welcom shoff Ronel Makhura Joyce Paulina Yman Willem Frederick Hlatshaneni Mangaliso Nyumalo Nobuble Doris Swart Catherina Magdalena Nkondlwana Gloria Nontsasa Manngo Tshimangadzo Tshilidzi Phetla Mamphetu Cathrine Sirhamza Wendy Netshifhefhe Nndwamato Noel Mothewe Tshegang Tulip Shangase Hlengiwe Chauke Tinyiko Pretty Tshoba Zodwa Molokomme Sylvester Morongwa

Mdolomba Siphelele Mlondo Khanyisani Emmanuel Dipa Sisipo Anathi Moletsane Mabataung Caroline Setlaba Ntswaki Sebabatso Ngidi Akhona Mbalenhle Nenhlanhlenhle Vuma Evelyn Mali Thomu Mafanedza Joyce Lesejane James Rammiper Kruger Lori Marie Caroline Makofana Kamela Paulos Moso Diaho Peyana Sivuyile

Madzhie Pfarelo Moloto Moloko Patience Mahohe Phiimeza Munyai Mulalo Molefe Simon Ntsietsana Muvhango Tshifiwa Constance Visser Fabian Randall Kongwana Msimelelo Alvin Molefe Patricia Ntombana Ntombekhava Rosalind Mashamaite Matome Philimon Masebe Keodirelang Johanna Moreno Garcia Rene Roberto

Kgomo Lilian Kelebogile Ragoasha Rodney Masuhelele Mosusumedi Iohanna Diya Vukile Muavha Tshifhiwa Patricia Molefe Hyworth Kealeboga Sambu Nomathamsanga Monyai Tsereni Kula Inam Ralivhesa Tshifhiwa Sebyeng Winny Moloko

22 Mageza Rosemary Lloyd Ryan Paries Ian Iva Hendricks Arlin Delme Poo Kevin Qiqimana Andiswa Malema Yvonne Refilwe Sete Cocky Ramadimetsa Thovhogi Avheani Desiree Sihlangu Miyelani Loretta Machubene Mmuso Rector

Mashaba Lulamile Kenward

23 Shimati Maud Cikolo Nompendulo Nomthandazo Sewedi Itemogeng Eric Watson Trevor James Khanyile Fikile Gladness Nkabinde Ioseph Mkiti Montshioa Michael Glen Olivier Aletta Eliezabeth Mbhungana Timhaka Vivian Makhanya Rose Palesa Mothebe Sydney Phiri Tebogo Busisiwe Segale Boitumelo Joseph Mushiane Tshambiluni May Sisanda Grace Matladi Maselaelo Elvis Tau Aaron Senti Sithenkosi Hlangwane Gavin Koketio Moroaswi Mathabo Daisy Matubatuba Thabisile

Dubisiko Lukholo Sokhela Siboniso Goodman Mothupi Cynthia Masetloa Mamoshole Welhemina Machoga Tsitsila Brenda Chiloane Lazarus Edward Mpisana Temba Ngcoho Nokulunga Nonhle Maluleke Discharge Molaoa Sannah Moleboheng Lekgothoane Mmamphoto Eric Williams Nathan Johnatan Davhula Murunwa Cathy Rasifudi Mulalo

Nekhumbe Mologadi Rosemary Mnqweno Andiswa Rosalind Potgieter Natasha ames Ronald Irvin Masiyakoana Balayegile Linah Khoza Gabisile Beauty Raphala Mahlodi Lina Khoabane Mahlomola Abiel Mugwedi Ofhani Justice Ndhlovu Tshepiso Seane Msibi Thandeka Patience Maoko Gelven Reizel Thembani Zodidi Sebolecwe Malebogo Prudence Kondleka Anathi Sekgobela Hagai Ditsebe Buys Wilheminah Rosinah Nemaguvhuni Ndivho Paris

Thipe Catherine Caroline Meleso Elizabeth Fisher Norman Maphophe Yvonne

Mchimii Andisiwe

Adams Mcdonald Sibiya Thoko Busisiwe Rampou Kenneth Moemise Mukwevho Mulalo Matane Kagiso Seleka Dikeledi Lettie Small Justice Lofty Matebula Windy Ntshele Luyanda Nomcebo Meryl Mgele Zandisiwe Wendy

Sekgala Kunke Goeieman Pulane Seabo Pule George Magogodi Kedire Daniel Chauke Yvonne Boonzaaier Julanda Viljoen Deon Shaha Jeffry Feni Neliswa Millicent Aphane Hilda Kelebogile Mangcengeza Ntomboxolo Amanda Mathabe Pollen Mere Mumsy Rebecca Blackmore David James Rafani Bongani Alfred Maisela Mamasiari Dephney Mfubu Abongile Dliwayo Kholofelo Nomuntu Mashabela Motlatjo Dlamini Nhlakanipho Master Buthelezi Lethiwe Ntombizonke

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Lourens Frandah Mavuso Elias Dumisane Mahlangu Bathabile Elizabeth Mbukushe Notshikelelo Agnes Dlamini Dumisani Erick More Keneloe Isaiah Nkuna Kulani Ewert Masego Emily Motlhasedi Moeng Jeremia Jodo Nomgcobo Khosa Boetie Twarisani Mukwevho Lufuno Nelly Tleane Ditheto Tehillim Mbaniwa Nyameko Thabiso Dlalisa Sanelisiwe Fezile Voko Amandla Yonela

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Petersen Galiema Phejane Moeketsi Jeffrey Jonas Mahasa Kulani Trinity

IN MEMORY OF OUR FALLEN LLEAGUES



Ms Mabilu Murendeni



Ms Tshoganyetso Sylvia Toute



Mr Moraka **David Malatii**



Mr Ben Kweyama





MARCH

Mhlahlo Tandiwe Nomtandazo Makaringe Musa Israel Landu Nonyaniso Victoria Serage Mpho Confidence Manguba Nana Tryphina Myaka Ntombizonke Zandile Mlambo Tintswalo Shade Molale Olebogeng Cyril Nkambule Jeremiah Mathongwane Randima Mukondeleli Docto Hadebe Nozipho Mpho Setaba Mmapula Rachel Mbatha Kethiwe Alphina Mambana Wonder Tshahangu Dzunisani Tetyana Nombedesho Nasiphi Spesihle

Mashaba Mafanela David Sikhathi Munyadziwa Joas Tseuoa Eunice Ekaba Makhathini Sindiswa Cindy Matsheng Chelsy Tshiamo Mokhere Karabelo Joyce Buthelezi Bafikile Eunice Nemudzivhadi Dzanga Ramafidza Takalani Winnie Rangolo Tshtamune Gudson Mafoho Thabo Samuel Mzinzi Mcebisi Mvana Portia Unath Booi Zwelinzima Eric Nkonyani Tinyiko Amukelani Mavunda Lungha Mabunda Prisca Mhedzi Sedzani Pholo Rebaone Jama Buhle Ndou Lutendo Ngawe Anele Nkolosa Aviwe

Nhlapo Mdudliza Samuel Thipa Semphete Worst Gustav Heinrich Seloga Maphale Annah Radebe Patricia Zandile Mtsweni Merriam Ricketts David Andrew Magida Daysman Nyosana Lindelwa Bonyongo Earlington Wanga Roos Deon Oeia Nkululeko Phinious Madyantyi Anele Siyasanga Magwaza Zanele Angel Mayundla Khumbulani Thabise Sokhela Thembani Dubazane Nonhlanhla Malatjie Lerato Thomas Phuravhathu Phathutshedzo Mulovhedzi Mahore Cecilia Nkwinika Motjatji Engelinah Mti Nobuntu Franklene Mjindi Soyisile Moyane Vuyiswa Emily Sohuma Kholiswa Malumane Lindiwe Mamboweni Ngomane Happiness Londekile Nyathi Emmanuel Nkosinathi Mukhithi Humbelani Mudau Mundzhedzi Ndifhedzo Rosina Nelovhola Thuso Mnguphane Zizipho Mutayhatsindi Mulalo Martia Creighton Naushaad Zokufa Lwando Siganga Zukisa

Ndlanzi Mosima Caroline Makhubela Giyani Mbadlisa Nande

Bhatama Dumile Kleinsmith Theodore James Edward Lirumo Rudzani Lilv Setlale Joseph Katlego Pefile Babalwa Edith Mapukata Mlungisi Alber Ngudle Noliwe Patricia

Modiba Mathibe David Khumalo Thato Mmapula Sekgobela Peter Lesiba Ndhlovu Johanna Hlamalane Hartzenberg Elmo David Mchunu Bonakele Hloniphile Koli Sizwe Ntsangani Mvelisi Maiola Thulile Nompumelelo Purity Shabalala Sfiso Zuma Musawenkosi Milton Masangane Sithandwa Charles Marescia Patrick Nowellen Manjolo Khanyisile Gugulethu Mookwa Tshepo Daniel Chokwe Raymond Hashane Mahlangu Jane Zanele Nyembe Snethemba Fortunate

Zide Eunhemiah Phumza Mdakane Sifiso Krige Evelyn William Mkwamubi Simanga Samuel Toloane Charlotte Thato Rotha Matthew Ban Malatji Ngwako Justice Rambau Azwindini Mothoa Kleinboy Mafamo Molokomme Lesley Thabo Makhoana Molelekwa Andries Hanise Novusile Qondani Sithule Klaas Ahlumile Mokomela Kgothatso Oratile Sikhuhgwini Chwavita

Lesoetsa Jacob Kopano Mokgabodi Gladys Maragele Maphaha Azwifanelwi Emily Mokgohloa Tshepho Chuene

Matoti Thendo Matshwane Silas Goitsemodimo Magwaza Langelihle Mpumelelo Ngobese Lungile Xaba Velile Cynthia Mthethwa Thandeka Lungile Mchunu Gladness Khethiwe Gwadiso Mawethu Mahlatsi Mookho Agne Marais Johannes Petrus Mfiki Nomfundo Samella Twatwa Nomnikelo Fana Zizipho Malovhele Madzang

Makwabe Bandla Ngcobo Nombuso Lynette Nong Lebogang Nelly Sifanele Sthembele Israel Ramphekwa Relebohile Magagula Grace Nomvula Ganas Pragason Segone Ayanda Mbijekana Patricia Funeka Williams Granville Ngcebele Nelisiwe Isabel Hurilall Reema Mthethwa Thandiwe Latha Msomi Khanyisile Mahloko Kwena Iacob Mtakwende Ezekiel Fikile Zulu Thandeka

Phasha Mashwahle Daniel Qhelo Palesa Herepinah Faku Athi Khululekile Kumkani Masika Wanda Siphelele

Redcliffe Warren Bertram Chauke Rixongile Sufficient Bengu Nokwenzani Lettie Mthembu Abigail Zandile Ntuli Simphiwe Lennox Mlaza Raciance Makgai Ramathabathe Sheila Mudau Azwihangwisi Eunice Swanepoel Kathleen Khumoeng Conny Tsholofelo Mbelengwa Mulatedzi Malatii Theophelus Ngeni Tandiswa Olivier Veronica Louise Mshumpela Malusi Xolisa Magagula Khawulani Niclas Sifingo Thabisa Phalatse Refilwe Patricia Mafadza Takalan Khabola Monamoli Manthwa Mukovhe Pressy Tshikovhi Gundo Mhlabeni Votiswa

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Seomane Nthabiseng Sylvia Qamse Rosevelt Mbatha Mandisa Van Den Heever Tania Shirlene Jonathan Kobamelo Nancy Gangashe Dakalo Meshack Mtotywa Nomabhaso Makhafula Beauty Mmaleso Mugwedi Dzivhuluwani Thalitha Thobakgale Lesiba Koos Senyolo Ramelemo John Donald Ntobeng Thusho Mmudi Chauke Hitekani Ashley Ramabulana Mulweli Sharor Ndana Siyamamkela Pumani Uwuvile Nozivaca Sinazo

Magane Muriel Mmaphutsi Mokoka Lesiba Ioel Mosala Malenka Augu Hlengwa Rosemary Mabongi Majola Siyabonga Madonsela Thembisile Linah Karim Mohamed Raeef Nesengani Shandukani Caroline Lilimu Vhutshilo Msumza Thembela Siyamthanda Mabuso Letsatsi Josephine Mothaleli Mulalo Sandra Matjeni Jacob Ntimane Audrey

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Maluleka Iele Norman Msiza Zanele Julis Solomons Neil Christopher Ngobese Phelelani Selby Sishuba Mpumezi Patrick Koko Bulelani Theledi Janet Tseu Bongani David Gumede Themba Lefty Mazwana Meyisi Leshivha Takalani Agnecious Mudau Takalani

Briiman Gitish Ramdiras Rikhotso Mihloti Marlies Kidsingh Hansraj Sibeko Phakama Mubvumbi Tawanda Enock Sekgabi Stanley Makwe

Letsie Dipuo Elizabeth Nkondlwana Nonkoliseko Madonsela Ntuthuko Sandile Makhabeni-Fokazi Ntom Memela Hlengiwe Jessica Matodzi Lebogang Michael Abaroa Bolona Yasmin Moleno Matshelane Claudia Tshwane Mokgaetsi Suzan Matemana Maths Lucas Mabona Mabona Diteboho Ramoloto Khutiisho Sadnecia

Xaki Sydney Nkosinathi Shashu Mbiko Siyamvuyela Langa Ramokone Brenda Koetz Lefulebe Jeremia Makabeni Fezekile Nomgca Xolile Fillies Faiek Shange Samukelisiw Tladi Victoria Mangakane Baadjies Nthabiseng Rebecca Botshobana Luthando Mabe Maleboyo Cynthia Raphahlelo Modiadii Annah Sethosa Mmamma Jane Mesani Noluthando Alicia Mokuke Joshuan Lucianah Masego Tofu Nomfundo Constance Mnumlwana Lindiwe Nsimbini Zibonele Richard Malope Sophie Gavhi Thakhani

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Moretlwe Tsholofelo Mackaukau Thembani Harold Chokoe Monareng Johny Mothapo Isaac Seiabogale Mazibuko Aaron Lekatjo Shirinda Rodwell Gezani Ntlatleng Anna Leitumelo Lekholo George Thato Jacobs Anthony Edwards Ngcokana Bajabulile Felicity Gumede Zamanyuswa Phungula Nhlanhla Hubert Nyembezi Winter-rose Dumephi Nomandla Ntombela Duduzile Ceslina Mzwali Nolusindiso Barbra Xhava Lundi Mandeka Peter Khulile Makgate-khoza Betty Tebogo Phalandwa Pfunzo Phalanndwa Rendani Pinky Ntsau Thato Claurina

Mothoa Steve

Naidoo Raymond

Masango Mokgethoa Maggie Ngindana Ncumisa Ethel Phakathi Carol Zandile Melane Sicelo Ncapayi Fikiswa Tana Nokulunga Apolia Shuma John Magezi Semani Phumudzo Seanego Portia Sikhitha Dakalo Mawundu Wandile Theofred Tshauambea Khorommbi Moses Mtshiselwa Linda Prudence Zama Nozipho Clautiltdah Sefume Matshediso Christine Mamabolo Matshidiso Masefela Iovo Seti Thembela Veronica Papo Lesiba Paulus Mamorare Peter Kagiso Sidu Naledi Vuyiswa Claudina Sephamla Vuyani Godfrey Bele Ndivhudzannyi Chauke Shalati Gillian

Mathibela Balekani Josephine Ntai Refiloe Abel Mohloding Manuel Sebego Tebogo Tsholohelo Nvapisi Shervl Mantsi Foroloko Fulufhelo Deetlefs Elizabeth Maria Molekwa Mamma Setta Lefifi Sophy Molebatsi Maseko Alice Zodwa Madikologa Ramaesela Paulinah Khotlo Isaac Aucamp Stephanus Johar Thubane Julia Momo Lee Dikeledi Louisa Nombembe Lelethu Luvolo

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Sikhwivhilu Vhutshilo Matsotso Lesole Soldaat Nkomo Simangele Chriscelder Mlaudzi Mashudu Patrick

Mpya Katlego Dikeledi Michelle

2.1

Zulu Lungile Precious Scharf Walter Michael Mowa Mmalenvalo Ephenia Prins Normelene Bulabula Andisiwe Mulaudzi Vhonani Ennocent Magenuka Zinzie Sixaba Gloria Zukiswa Masopha Elizabeth Keikantseng Mlombo Thembeni Thully Mashabane Jabulane Lawrence Malebe Thato Baloyi Tevin Hlawulekani Modise Mamokone Martha

2.2.

Maila Walter Mareme Mudan Fhulufhuwani Ndumo Sandiswa Mhlengi Zumane Priscilla Dineo Mnyandu Shoniso Wisem Baloyi Tshepo Sammy Ndou Lufuno Laka Tsepedi Henry Mgcuwe Nomaphelo Nosicelo Nkonwana Grammy Masingita Potsane Jacob Makata Mbayisa Akhona Sangotsha Sivuyisiwe Boroko David Mokotedi Movo Dan Nomde Khavalethu Ndalusiwe

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Iors Arrie Maseko Sesitjie Margrate Matsila Patric Pule Gomotsegang Mildred Mahada Mulalo Nchocho Moipone Nthabiseng Litheko Florence Mashele Phillemon Gezani Ngwasheng Albina Makolwan Mashinini Sharon Lebogang Mnisi Nongamthini Lydia Mnyandu Muziwenhlanhla Johannes Dire Motshabi Concordia Ngobeni Themba Collins Mugwena Aluwani Bernadith Sigidane Gundo Martin Amstrong Ramanawala Humbelani Chabalala Thato Sarah Mtyundyuto Dumisa

Steenkamp Michell Anette Ntuli Martha Duduzile Letsoalo Mohlahe Modisakeng Mackwin Mercy Iames Vuvo Bond Mzili Lindiwe Constan Mlandu Kolisa Rodlani Gloria Nandinha Letlere Sarah Raisibe Thoka Moshibudi Sabina Mapheto Mokgadi Engelina Ntshintshi Zama Alfred Mokaohloa Michael Chuene Nyimbana Sylvia Nokuthula Mabadahanye Khumbelo Mnetha Sandile Matsila Mukhathutsheli

25

Wichs Fugen Letsapa Rebecca Xoliswa Busisiwe Ntseke Keitumetse Moitheki Verena Mavimbela Nthabiseng Refeditse Ndobe Ntandazo Siyamtanda Naidi Iosenh Muntonaazi Ndlovu Bhekisisa Wiseman Nxumalo Sebenzile Samukelis Byumhi Mashudu Precious Baloyi Julias Thomas Monama Madidimalo Tiny Monnapula Victor Obusitse Gcaba Thandazani Mnqobi

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Power Petrus Hendry Machethe Mmapula Salome Mavhunga Mmbudzeni Joseph Basson Frank Ruben Fred Tshekela Guau Penelope Cele Princess Mchunu Mthutheni Matlholwa Kegomoditswe Gladnes Mkabeni Ayanda Zandile Thulo Mapaseka Mamafohla Alice Makhubela Maria Mhlongo Nokuthula Sbekez Chibase Mpho Rethabile Mulaudzi Ntanganedzeni Nethengwe Khathutshelo Ethel

Radebe Mzinakhe Ieremiah Nyembe Prudence Tshautshau Rofhiwa Girlie

Mnyaka Mvelisi Sengakane Semonki Paulus Magadlela Ntomboxolo Motloung Clifford Iosenh William Thomas Mbele Mdinelwa Cornelius Zulu Goodman Sbeko Khumalo Petros Bhekizitha Mutheiwana Nkhumeleni Shezi Khulekani Benedict Sbusiso Sebopetja Lerato Freddy Rankapole Nchidi James Mahaniana Sihahalo Sidwell Motlhaolwe Sismogang Elizabeth Bhembe Nomasonto Thabitha Kutu Nthabiseng Mofutsanyana Thabang Erne

28

Mabokela Mamonang Emma Frieda Mtuzula Nomonde Kuloago Andronicca Thabiso Sebolelwa Nethe Mahlavane Piet Mtshali Themba Makepeace Kwinda Kanukani Timothy Mahlaela Tshepo Phillip Mabape Petrus Mbuti Khabbu Potondua Faith Letsoisa Cecilia Palesa Lidzhade Rolivhuwa Namatelana Zingiswa

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Niselo Luvuyo Setaise Dimakatso Johannes Maluleke Thembi Matuteke Thembi Kgaditse Makgoneng Hellen Moloi Dimakatso Patience Rathaha Khukhwane Lucy Moko Khanyisa Parks Crystal Estelle Shahalala Nobuthula Patricia Nkosi Zandile Zanele Noel Barry John Gwe Veliswa Victoria Matjeke Jabulane Frans Mathonsi Jabulani Patric Selepe Martin Xakeka Thokozile

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Zwane Bhekani Sidwell Kunene Jabulile Viljoen Wayne Patrick Fortuin George Allen Michelle Frauline Ndala Iacoh Malwaai Baloyi Khazamola Daniel Barnard Aletta Gertruida Matakane Nokukhula Ngqongqo Andile Ntsikelelo Nkosi Iulia Zanele Managa Mpho Matloha Mudadzho Bencil

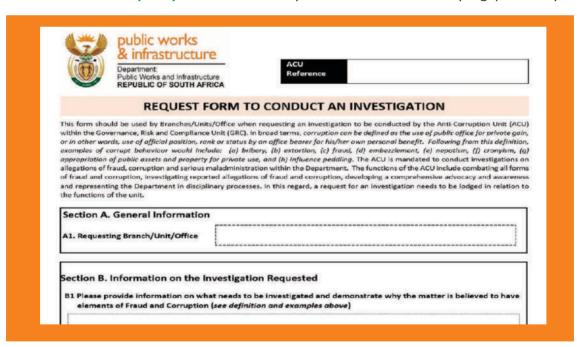
Motlhamonyane Bennet Tsholofelo Mashia Mpho Charles Makheda Violet Sihlahla Athenkosi Sizani Xolile Lennox Bangela Nelisiwe Ndonyana Akulule Sibiya Sithumu Elphas Ramncwane Buyisiwe Rima Masenya Lousa Mmadikhuru Matlou Rammala Lucas Mfuku Thandolwethu Sandra Luhlanga Lindinkosi Paul Ramabulana Thendo Mose Zabonke Ndinisa Sabelo Marvel



Wonke amagatsha/ama-yunithi/amahhovisi e-DPWI ayakhuthazwa ukuba asebenzise **Ifomu Lesicelo Sophenyo** 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 onemininingwane ukuze i-ACU ikwazi ukwenza isinqumo sokuthi udaba lungaphansi kwegunya le-yunithi.

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



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