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MORE BRIDGES NEEDED IN KWAZULU-NATAL FOLLOWING DEVASTATING FLOODS



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Public Works and Infrastructure
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Contents

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04 BRIDGES IN KZN

Severe floods provide added impetus for the installation of more bridges in KwaZulu-Natal

05 TEMPE BASE VISIT

Minister De Lille and Deputy Minister Kiviet assess progress at the Tempe Military base

06 CULTURE CHANGE AT DPWI

A change in organisational culture for the DPWI

09 SALDANHA HARBOUR IN PICTURES

The DPWI completes infrastructure upgrades at the Saldanha Harbour

10 DM'S VISITS TO ENTITIES

Deputy Minister visits the Department's entities and professional councils

12 FACILITIES MANAGEMENT SESSION

Facilities Management Branch gets its house in order



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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.



No DPWI official should be left behind in the digital era!

Welcome to May/June 2022 issue of **WorxNews**! Read along as we share with you some articles on what the Department has been up to lately. We open this publication with the article on the need for more bridges in KwaZulu-Natal, arising from the floods that hit that province hard in April this year. Find out what DPWI is doing in relation to the bridges on Page 4.

When you go through this issue, you will read about the Ministry's oversight visit and inspection of Tempe Military Base in the Free State. During the visit, Minister Patricia de Lille and Deputy Minister Noxolo Kiviet assessed progress emanating from major refurbishment and civil infrastructure projects at the base.

In this copy of **WorxNews**, we also share with you how the Chief Directorate, Human Resource's Organisational Development unit ensures that no DPWI official is left behind during organisational culture change. OD is currently visiting DPWI's regional offices to engage junior staff who do not have access to the digital communication, about culture change and what it means to them. Read all about it on Page 6.

On 7 June 2022, the Ministry visited the Saldanha Bay Harbour in the Western Cape to inspect recently completed infrastructure upgrades. These upgrades, form part of a major refurbishment programme to thirteen (13) Proclaimed Fishing Harbours that were completed by DPWI in March this year, to the tune of R501-million. Check out the pictures of the Saldanha Harbour visit in this copy of **WorxNews**.

When you go through this issue, you will also read about Deputy Minister's visits to the Department's entities and professional councils. DM is also leading the District Development Model (DDM) meetings in the Northern Cape. Read more about this on Page 11. These are just some of the life-changing stories you will find in this copy.

The **WorxNews** team would like to thank those employees who continue to identify information and stories worth sharing about themselves, their units and departmental projects. This ensures information flow within the Department and the country at large. We invite all officials to do the same.

Thank you and enjoy the reading

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SEVERE FLOODS PROVIDE ADDED IMPETUS FOR THE INSTALLATION OF MORE BRIDGES IN KZN

By Thokozani Ngema, Hope Motitimi, Tiisetso Nkome, Siphamandla Nyembe & Andile Xulu
Picture by Thokozani Ngema

The recent severe floods in KwaZulu-Natal have provided an added motivation to the Department of Public Works and Infrastructure's (DPWI) Welisizwe programme, which sees the construction and installation of modular steel bridges in the province. The DPWI and the Department of Defence and Military Veterans (DoD) are currently working with the KZN provincial government to respond to the need for more bridges to be installed in various communities.

DPWI Minister Patricia de Lille revealed that 18 sites where bridges need to be installed in KZN were identified and assessed for the 2022/23 financial year. However, following the devastating floods in April, the new number of sites where bridges need to be installed across KZN stood at 52. She was speaking during the handover of the Nsimbakazi bridge to community members within the Mthonjaneni Local Municipality in Empangeni, in the northeastern part of KZN.

Minister de Lille, her DoD counterpart Ms Thandi Modise and KwaZulu-Natal MEC for Human Settlements and Public Works Mr. Jomo Sibiya jointly handed over the Nsimbakazi bridge earlier in May 2022. It is one of the 14 bridges that have been completed in KZN under the Welisizwe Programme. This initiative forms part of government's response to challenges of access to social facilities and forms part of the SoNA (State of the Nation Address) commitments as announced by President Cyril Ramaphosa earlier this year.

The Nsimbakazi Bridge was built by the South African National Defence Force (SANDF) which is accountable to the DoD, with the funding provided by the KwaZulu-Natal Department of Transport. DPWI provided expert coordination between these government institutions. Around R103 million was spent on the installation of the 14 bridges.

The programme to install the 14 bridges provided 420 job opportunities to residents from various KZN communities. Of the 420 Expanded Public Works Programme (EPWP) opportunities created, 60 were provided for the Nsimbakazi Bridge. "The programme also contributed towards skills development as 23 graduates were appointed as bridge assessment, project management and maintenance team. These positions included junior and assistant engineers as well as candidate construction project managers," said Minister de Lille.

The Minister also revealed that apart from the intervention of more bridges in KZN following the recent floods, on 19 April she and the DPWI Deputy Minister Ms. Noxolo Kiviet were joined by MEC Sibiya to visit various sites that are also affected by the floods. She said they have brought together a multi-disciplinary team of built environment professionals from organisations such as the Council for the Built Environment (CBE) and the Construction Industry Development Board (CIDB) to assess, scope, cost, design and implement critical reconstruction and building work associated with bridges, roads, storm water and other critical infrastructure used by other spheres of government.

She said the team of built environment officials included architects, quantity surveyors, civil, electrical engineers, structural engineers and project managers. "Internal departmental resources will focus on the 49 government-owned buildings that have been damaged in order for them to be made fit for purpose and usable by client departments in the shortest possible time," said the Minister.



MINISTER DE LILLE AND DEPUTY MINISTER KIVIET ASSESS PROGRESS AT THE TEMPE MILITARY BASE

By Lunga Mahlangu

Public Works and Infrastructure Minister Patricia de Lille and Deputy Minister Noxolo Kiviet embarked on an oversight visit on 8 April 2022 at the 1 South African Infantry Battalion (1SAI) and the 44 Parachute Regiment to assess progress at the base. The 44 Parachute Regiment serves as the South African Army's Chief Airborne Infantry unit at the Tempe Military Base in Mangaung/Bloemfontein in the Free State. The purpose of the exercise was to assess progress thus far emanating from major refurbishment and civil infrastructure projects at the base. Part of the Department's mandate is to provide essential infrastructure to the Department of Defence and Military Veterans.

This project forms part of the Department's essential infrastructure provision initiative and it is implemented by DPWI's entity - the Independent Development Trust (IDT) which appointed contractors to carry out the project at the base. In her keynote address, Minister De Lille articulated the project's scope of work as she stated that "the scope of work at the 1 South African Infantry Battalion (1SAI) consists of electrical and mechanical installations, internal facilities and infrastructure wherein refurbishments were completed at 77 buildings and structures". The project was completed in April 2021 to the value of R146 million. Local sub-contractors benefitted from the project with 49% of the project spend benefitting local companies. Overall, 194 work opportunities were created on this part of the project including 126 beneficiaries under the Expanded Public Works Programme (EPWP) and National Youth Services project.

Female representation forms a critical part of the project as 47 females were employed under the auspices of the 194 EPWP participants. Minister de Lille further stated that, "the scope of work at the 44 Parachute consisted of major refurbishments on civil infrastructure services which included residential accommodation, offices and training facilities. This resulted in the completion of 81 buildings and structures. Electrical and mechanical installations were also implemented. The project was completed in May 2021 to the value of R111 million. This part of the project created 24 local contractors employed with 36.3% of the project value benefitting local companies. A total of 168 work opportunities were created during construction of which 120 were part of the EPWP and National Youth Service programmes".

On the side-lines, while addressing the media at the base, Minister Patricia de Lille announced that she will meet and engage with the Minister of Defence and Military Veterans Ms Thandi Modise to discuss and deliberate on which projects they (Defence and Military Veterans) intend to prioritise as the DPWI cannot implement all the projects at

once. "We want to share this responsibility with them wherein the DPWI will be responsible for implementing major projects while the Defence Department implements minor projects," she said.

The project cost thus far is estimated to be in the region of R155 million to date, with other aspects of the project yet to be completed. The Department of Defence has made provision for the availability of funds to the DPWI to implement the project on their behalf as this forms part of the Department's mandate.

The South African National Defence Force's (SANDF) Brigadier General Molefi Hlalele and head of the base expressed his gratitude to the Department for acknowledging essential needs and implementing major refurbishments at the base. He said this was a progressive step towards mending fences with the Department as refurbishments contributed towards a positive atmosphere for the soldiers at the base as it serves as their home away from home and he added that the upgrades have improved the SANDF's operations at the base.

Briefing the delegation, the DPWI's Head of the Construction Management Branch Mr Batho Mokhothu emphasized the modern design aspects and the value adds in implementing the project in line with transforming the old design infrastructure as part of modernisation. DPWI's Bloemfontein Regional Manager Ms Thobile Zulu formed part of the delegation and hosted Ministry's delegation at the Regional office. Following the oversight visit at the base, both Minister de Lille and Deputy Minister Kiviet visited the Bloemfontein Regional office to engage with artisans who benefited from training implemented by the Agriculture Sector Training Authority (AgriSETA) through a Memorandum of Agreement (MoA) with the DPWI. The objective of the partnership is to train the Expanded Public Works Programme (EPWP) learners across the country on artisan development, utilising the funds received from the Department of Higher Education and Training through its National Skills Fund (NSF).

The oversight visit served as a precursor as it occurred a day before the Presidential Imbizo on 9 April 2022, wherein President Cyril Ramaphosa accompanied by several ministers inclusive of Minister Patricia de Lille and Deputy Minister Noxolo Kiviet engaged and discussed with the people of Free State pertaining to their bread and butter issues. Some of the critical issues discussed during the Imbizo included the general state of the province as it was placed under administration earlier in the week. The Imbizo was held at the Petrus Molemela stadium in Bloemfontein.

A CHANGE IN ORGANISATIONAL CULTURE FOR THE DPWI

By Nolwazi Ndhlovu pictures by Tinyiko Baloyi

The Department of Public Works and Infrastructure (DPWI) has embarked on a journey of changing the Department's organisational culture, in an effort to revitalise the Batho-Pele Principles among its staff, to ensure that the Department improves on service delivery.

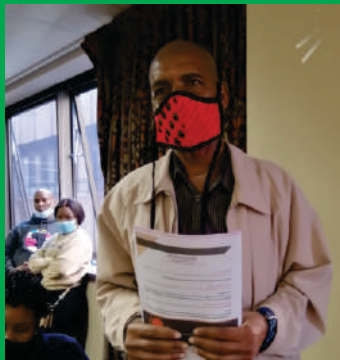
The Culture Change management programme that is currently underway in the Department, is being led by Deputy Minister Ms Noxolo Kiviet, working closely with the Corporate Services Branch and the Chief Directorate: Human Resource and Organisational Development.

Task teams have been appointed to make sure that this programme succeeds. The task teams include Change Leaders, which comprises of EXCO members and Regional Managers, Change Champions, who are the Senior Managers of the Department, and Change Agents, who are nominated by Change Champions, from their respective sections.

In an effort to ensure that all staff members are included as part of this culture change, officials from the Organisational Development (OD) unit and the Communications and Marketing Chief Directorate, have been travelling across the country on regional visits to engage with junior staff, who have no access to digital communication, about this culture change management programme and how, they too, can play a role in ensuring its success.

To date, Head Office, Johannesburg, Pretoria, Kimberley, Mthatha, Cape Town, Durban and Polokwane regional junior staff have been visited and addressed. The regional visits are still continuing and the remaining regional offices will also be addressed.

Johannesburg Regional Office Pictures by Tinyiko Baloyi



TSHANDUKO YA MVELELE YA MUHASHO WA ZWA MISHUMO NA THEMAMVELEDZISO NA VHASHUMI VHAVHO

Vhaṅwali: Nolwazi Ndhlovu na Tinyiko Baloyi

Muhasho wa zwa Mishumo na Themamveledziso wo dzhena fhasi kha lwendo lwa u shandukisa mvelele ya muhasho wayo, vha tshi khou lavhelela u vusuludza milayo ya Batho- Pele nga kha vhashumi vhavho, na u shandukisa ndila ine zwithu zwa khou itwa ngayo nga vhashumi vha muhasho wavho, hu u itela u kwini fhadza ndila ine vha isa tshumelo vhathuni ngayo.

Tshanduko iyi ya mvelele kha muhasho wa zwa Mishumo na Themamveledziso yo no thoma nahone hu khou tshimbidzwa mushumo, ino mbekanyamushumo yo rangwa phanda nga tshanda tsha minisita Vho Noxolo Kiviet, vhane vha khou shuma tsini na vha davhi ɓa dzi tshumelo khulwane, na davhi ɓa Human Resources Development. Huna vhathu vho nagiwaho sa vharangaphanda u ita vhuṅanzi uri iyi mbekanyamushumo l bvelele. Vharangaphanda a vho vha ne vhaṅwe vha hone ndi vhashumi vha EXCO na vhalanguli vha maṅwe madavhi.

Hafhu huna magwena a tshanduko ane ndi vhare nga fhasi ha vhalanguli vha hulwane vha muhasho, na mazhendedzi a tshanduko u ya nga u fhambana havho.

Nga u ɗi imisela na u ita vhuṅanzi uri vhoṅhe vha shumaho kha uno muhasho vha vhe tshipiḡa tsha ino mbekanyamushumo ya u shandukiswa ha mvelele ya uno muhasho wa Muhasho wa zwa Mishumo na Themamveledziso.

Vharangaphanda vha Human Resources Chief Directorate kathihi na vha vharangaphanda vha vhudavhidzani na u anḡadza, vho vha vha khou enda vha tshi dalela maṅwe mavunḡu a shango nga vphuphara, hu u itela uri vhashumi vhoṅhe vhare fhasi-fhasi na vho vha kone u divha nga iyi tshanduko l ambiwaho nahone ine ya khou itwa vhunga vhaṅwe vhavho vha si na zwo shumiswa zwa vhudavhidzani, navho vha kone u ɗivha uri iyi tshanduko l ɗo itiswa hani na uri navho vha kone u shela tshanda.

U swikela zwino, vha ofisi khulwane, Johannesburg, Pretoria, Kimberley, Mthatha, Cape Town, Durban na vha Polokwane vho no ɗivhadziwa nga tshanduko dzine vha khou ɗoḡa u dzi ita, maṅwe a madavhi a kha ɗi ɗo dalelwa ha iswa phanda na u ɗivhadzwa vho salelaho nahone hu si kale.

Pretoria Regional Office Pictures by Tinyiko Baloyi



NSIMBAKAZI BRIDGE HANDOVER

Pictures by Thokozani Ngema



TEMPE BASE OVERSIGHT VISIT

Pictures by Lunga Mahlangu & Thokozani Ngema





SALDANHA HARBOUR

Pictures By Shudufhadzo Mudau & Elizabeth Kau



DEPUTY MINISTER VISITS DPWI ENTITIES AND PROFESSIONAL COUNCILS

By Shudufhadzo Mudau



On 06 April 2022, the Department of Public Works and Infrastructure (DPWI) Deputy Minister Ms Noxolo Kiviet visited the Department's Entities and professional Councils to oversee the execution of their mandates as part of her responsibility. The aim was to check their mandates and gauge the level of performance towards transformation in the built environment.

Deputy Minister visited Agrément South Africa (ASA) where she met with staff and gave them words of encouragement to boost their moral. She also met with management and board members, whereby she discussed various administrative issues affecting the organisation. She congratulated the newly appointed ASA Chief Executive Officer, Mr. Richard Somanje on his new position.

ASA Chief Executive Officer, Mr. Richard Somanje thanked the Deputy Minister for the visit and assured her that he will work closely with the staff, management and the board to make sure that the organisation executes its mandate successfully. On the same day the Deputy Minister visited the Council for

the Built Environment (CBE) whereby she met with management and board members. She instructed CBE management and the board to prioritise issues of transformation in the built environment.

The Deputy Minister will continue to visit the remaining Entities and professional Councils as per her schedule.



DEPUTY MINISTER LEADS DISTRICT DEVELOPMENT MODEL MEETINGS IN NORTHERN CAPE

Article and Pictures by Ruwayda Baulackey and Phafe Tlaka



Public Works and Infrastructure Deputy Minister Ms Noxolo Kiviet began leading meetings in the Frances Baard District in the Northern Cape earlier in the year. The discussions aim to track progress regarding the Northern Cape Province's 'One Plan' of the District Development Model (DDM).

The first meeting was held in February after the State of the Province Address whereby Premier Dr Zamani Saul mentioned how the Northern Cape province was on its way to becoming the province of choice for solar power generation. He also revealed that focus would be placed on re-industrialising the province by supporting and promoting secondary industries. He said the DDM will be one of the tools employed to stimulate economic activity in key sectors. The starting point was to realise the catalytic projects that were already in the project pipeline.

The Deputy Minister met with officials from the Frances Baard District Municipality (FBDM) including the Executive Mayor, Speaker, Municipal Manager and Acting Director for Planning and Development under the FBDM, Executive Mayor of the Magareng Local Municipality and DPWI Kimberley Regional Manager. During this meeting, the Deputy Minister expressed

concern regarding the delay in finalising the Northern Cape's 'One Plan'. She indicated that the DDM had at its core, cooperative governance.

On 26 April 2022, the Deputy Minister led another DDM meeting in the Frances Baard District where she emphasised the character of the District Model of working together between spheres of government to ensure that services are rendered to make a meaningful impact in changing lives of the people.

She said traditional leaders, faith-based organisations as well as NGOs should form part of the DDM meetings because they could play a vital role in the growth and development thereof. She made the attendees aware that the District Model, just like One Plan, was not static but an evolving programme. "It should grow as it is being developed. There must be an element of measuring the impact of the work done. The One Plan is not an infrastructure plan but a plan for holistic development by all spheres of government and all sectors of the society," explained the Deputy Minister.

Deputy Minister Kiviet highlighted the following points to be actioned:

- All sector departments especially national ones should be part of the DDM meetings.
- Minutes of the previous meetings and decisions should be shared with the team of new mayors, for them to follow what was going on and how far the progress was.
- Each plan needed to have a spatial plan of the municipal area up to where the impact of the project was felt.
- All national departments should be mobilised to assist Magareng Local Municipality on its challenge of ground water pollution due to the kilolitres of untreated sewage because of inoperative and dilapidated wastewater treatment plants, which have been unable to properly process the sewage; thereby directly affecting the nearest community of Warrenton, N12 highway and Vaal River. Directives were issued to the Municipality therefore it requires joint effort to solve this challenge.

As part of the meeting, the Deputy Minister Noxolo Kiviet, Mayors and the team also visited two of the catalytic projects in the Frances Baard District. There was a visit to Warrenton waste water treatment plant that entails relocation of the waste water treatment works and bulk infrastructure. Second visited was the state-of-the-art school at Galeshewe called Redirile Primary School which was closed in 2013 and is now under construction. ■

FACILITIES MANAGEMENT BRANCH GETS ITS HOUSE IN ORDER

By Adv. Nishi Sharma



Facilities Management (FM) Branch held a three-day strategic session from the 23rd to the 25th of March 2022, with the attendance of 9 of the 11 regions. It was a session specifically to address the challenges within FM and determine a collaborative way forward.

The three-day session was co-ordinated, facilitated and chaired by Adv. Nishi Sharma, with support of Head Office colleagues, Yusayn Nunez Yanez, Dudu Bonga, Adolph Mabasa and Edwina Maloy. Undeniably critical was the interaction and feedback from the Bloemfontein, Cape Town, Johannesburg, Kimberley, Mthatha, Polokwane, Gqeberha (Port Elizabeth) and Pretoria Regional offices.

The key focus areas of the session were to have regions present on their current portfolio, span of the regions, current resources, audit findings, devolution of functions to users, the FM structure holistically, maintenance challenges per client portfolio versus budget availability, implementation of key delivery mechanisms to address the maintenance challenge.

The theme of the session was: "If we do not establish our identity in Facilities Management, others will. Our recognition depends on the value contributed to occupations and organisations, today."

The Branch has adopted the following definition of the ideal Facility Manager to take the Branch forward: "An ideal facility manager must have Aristotle's logic and Solomon's wisdom, a priest's discretion and a gambler's poker

face, a lawyer's shrewdness and a marketing director's charm, a gladiator's guts, a marathon runner's perseverance and a sprinter's speed, a leatherneck's toughness and a dancer's agility, lots of good luck and 30 hours per day."

At the beginning of 2022, the Branch has adopted the following as their value statements:

1) Belief - Whether You Think You Can or You Think You Can't - You're Right." -- Henry Ford, founder of Ford Motor Company. Being A Facility Manager Means People Rely On You For Guidance, Trusting Yourself Is The First Step.

2) Failure: "I've Missed More Than 900 Shots In My Career. I've Lost Almost 300 Games. Twenty-six Times I've Been Trusted to Take the Game Winning Shot and Missed. I've Failed Over And Over And Over Again In My Life. And That Is Why I Succeed." -- Michael Jordan, NBA Champion.

Sports champions and business champions realize that to win and to be successful they must take risks. Sometimes they will miss their shot and other times they will make it!

3) Preparation: "The best time to plant a tree was 20 years ago. The second best time is now." -- Chinese Proverb.

Don't linger in the past, but focus on what you can do now to lay out a better tomorrow.

4) On change: "Your title, and your roles, may be unique. But no matter what you are called, we'll wager that you have many tasks.

You're doing all the basic blocking and tackling...and chances are your role is changing." -- Wide Open Workspace.

As a facility manager you're responsible for more each day, take it as an opportunity to challenge yourself, as your role changes you are only increasing your experience and gaining new strengths.

5) On innovation: "We cannot solve our problems with the same thinking we used when we created them." -- Albert Einstein, theoretical physicist.

Being adaptive to change is essential in our changing workplace, we must learn to be creative in our approach or we will never discover anything new.

6) On fear: "Fearlessness is not the absence of fear. It's the mastery of fear. It's about getting up more times than we fall down." -- Arianna Huffington, editor-in-chief of The Huffington Post.

You're going to make mistakes, the key is to learn from them, and get up to try again. Don't allow them to hinder your accomplishments for the future.

The Branch has established key Task Teams to be led by Heads of FM in the regions to address key deliverables to ensure that "we continue to grow and address the challenges we face, with an aim of eventually reaching the goal of a fully professionalised profession."

We would like to express gratitude for the session that took place to Mr Nkosana Kubeka, Mr Alec Moemi, Mr Patrick Nesengani, Regional Managers Ms Ruwayda Baulackey, Ms Tebogo Phiri, Ms Nolzwi Hlengwa, Adv. Jeanette Monare, Ms Phucuka Penxa, Ms Thobile Zulu, Mr Johan Van Der Walt, Mr Nkosi Vilakazi, Mr Pat Mashiane, Mr Musa Ntshani and Mr Ramabele Matlala. Through your continued support we can achieve our set goals for Facilities Management.

This is to be continued with regular updates and feedback.





MAY

1
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Mkhondo
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7

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8
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Sibusiso Ndukuyakhe Mchunu
Sipho Theodore Mbhele
Lindelwa Mpukane
Jeremiah Dihlogo Gwangwa
Simangele Phindile Shezi
Thilivhali Tshivhombela
Cedrick Honwani
Ntokozo Sam Ndiniza
Nokuthula Suzan Zabane

10
Margaret Mantoa Motaung
Moorosi Petrus Letaba
Nokuthula Sibiya
Tshililo Michael Ravhura
Naledzani Jeaneth Mamatho
Lungile Patricia Myeza
Thabiso Colleen Mtenganya
Dipallo Agnes Shea
Wisani Ronald Nkuna
Lorraine Nomfundo Sindane
Rodrick Lima

11
Abram Barnard Dibetsoe

Elizabeth Van Helsingden
Nomapelo Eunice
Madalambane
Themba Nolusu
Patricia Matsie Evelyn Molefe
Jan Polokwane Segobela
Jacqueline Michell Bobbert
Ntsoake Ellen Tshabalala
Dineo Milicent Kgomo
Gudani Magau
Ntsoaki Patricia Moleleki

12
Ayabulela Masango
Jappie Mogodi Mashigo
Matshediso Roseline Mabope
Mustakim Gierdien
Augustus Musa Msane
Letshego Iris Tlhodi
Magkwadi Elliot Mabuso
Ignatius Mosimaneotsile
Motone
Jerome Jeffrey Paulsen
Kgabo Abigail Mokoka
Yenziwe Charlotte Buthelezi
Nolukhlo Faith Sam
Phindile Sizwangani Khanyile
Nobuhle Gabriela Simelane

13
Peter Ntlanganiso Blouw
Andrew Desmond Daniels
Karabo Portia Mavhungu
Keneilwe Francina Sebesho
Samuel Teboho Molefe

14
Sekwapa Lawrence Mampama
Mokhulu Paulus Mthupi
Matlhoko Petrus Selebano
Moegamat Diedericks
Beauty Gaatsejwe Kutumane
Ignatius Ariyo
Noviwe Ndhrazi
Melynn Leo Maluka
Veronica Somikazi Pita
Zanele Portia Luthuli
Thilivhali Mudau
Noria Mihloti Maleleka
Sanelisiwe Vuyiseka Klaas
Sive Ntabeni

15
Sarah Mantritsane Mashiane
Josephina Jikumlambo
Sarah Molebogeng Boloka
Rosy Motiang
Ramasela Dinah Mokomane
Zoliswa Monica Mtelekiso
Mlungiseleli Michael Baskiti
Suresh Govender
Jabulane Isaac Mndebele
Akhona Poyo
Anneline Van Den Heever
Petronella Mawela
Mandla Baloyi
Sibusisiwe Precious Nala
Sanele Talent Zuma
Nkululeko Freedom Chauke
Mmatsiane Tebogo Matenche

16
Shumani Portia Matsha
Nicholaas Jacobus De Klerk
Lehlonono Augustinus Nome
Sarah Faliwe Mkwakwe
Bongani Simon Ngcobo

Veronica Mofemele
Siphokazi Paulina Bengu
Yolanda Socenywa
Lindelwa Mazibukwana
Zanele Cele
Duwayne Marcus Tobias
Kanya Kanzi

17
Ntavhanyeni Godwin Mudau
Kevin Siduduzo Simelane
Phuti Phillemon Mthiba
Alidah Neo Mmaphefo Rapoo
Elsie Elizabeth Sofia Marren
Ursula Ngcobo
Matseke Busisiwe Sentleeng
Dentia Maluleke
Piet Mandla Cossa
Khatshushelo Maphala
Portia Leballo
Virginia Kgomotso Ngobeza
Sifanelesibonge Jackson Jeza
Mpendulo Sandile Tomfred
Ngwane

18
Zingisile Mkosana
Liesl Anne Graaff
Herbert David Abrahams
Tsekenyane Ephraim
Moganedi
Kholofelo Innosantia Matlou
Charles Walter Pieters
Dikeledi Bridget Kgadima
Lebokang Lebogang Kumako

19
Mario Luis Gaspar Porta Nova
Bhikicilla Thobile Mkhathshwa
Bhekithemba Emmanuel
Mbatha
Lumka Wisegiri Nzimande
Kgomotso Minollia Nakana
Kagiso Martin Nokwane
Zizile Nomakha Mkatshwa
Hlulani Hennie Mukabela

20
Xolani Makhondo
Luyanda Funde
Maphuti Martina Mkgoghloa
Engedzani Mphephu
Lindiswa Skhosana
Duncan Xavier Sewada
Sibongile Millicent Kanyile
Arthur Thompho Musia
Sphindile Nkwanyana
Unathi Dasi
Hlayisani Liberty Nguyuza
Sithembile Janet Khwela

21
Jeremia Josias Venter
Makgomo Judith Mabaso
Samuel Khasapane Diaho
Mamosele Alice Lepoqo
Nondzodelelo Theodora Maku
Nolufefe Glory Manyala
Emile Rodney Crouch
Lufuno Maduguma
Michael Ndimiso Mkhize

22
Jackson Matsobane Mabila
Sulayman Jacobs
Ernest Harris
Mabule William Modiba
Reginald Klein

Prudence Mthombeni-
Nyalungu
Nonkosi Pumla Magula
Maropeng Yvonne Malatji
Sipho Mashimbyi
Xola Nameka
Bonolo Whitney Moxabase
Nonelwa Seplani
Allan Sanele Mkhize
Jacobeth Morongwa Moselane
Doctor Daniel Sibuie

23
Sasa Subban
Estelle Irene Kleinbooi
Thabo Michael Moloi
Zuko Lubabalo Ndamase
Sibongile Dyani
Mthokozisi Alicia Twala
Babalwa Nkonkwanwa Nkasele
Rhina Mugwari
Bonginkosi Israel Nkala
Nondumiso Yvonne Ndlovu
Khumani Sympathy Dlamini
Lucky Levy Mkgoghloa

25
Dumisani Gqibela
Balanganani Elisa Magadani
Isaac Henry
Petronella Mostert
Tsheko Cecilia Sedibana
Mandilakhe Macdonald
Matshaya
Mamoloko Phinah Phukubje
Michael Terence Vorsatz
Lesibana Elias Maropola
Rakau William Lekota
Mokiri Billy Lebetha
Lehlonono Joseph Molebatsi
Lesley Norhott Thomas
Mulalo Albert Mawela

26
Rensky Elizabeth Nel
Meisie Mmapula Nkgadima
Mathews Mtuzele Nyali
Khuthala Magdelene Louw
Denver Claasen
Muriel Vivienne Maasdorp
Nomzoboyi Sanna Seleke
Livhuwani Ndou
Eunice Bilisho
Happiness Nomvula Ngobese
Siviwe Adonis
Lebutsewe Aaron Matseba
Thobekile Sweetness Cele
Kealeboga Portia Gaokumelwe
Aviwe Mabhoza

27
Frank Melvin Carolus
Godfrey Roland Mintoor
Gail Jean Aysen
Makgano Roseline Montse
Mpiwa Cynthia Ntombela
Zandile Nelly Matsheke
Lawrence Mhangani
Siyabonga Lindelani Xaba

Phindile Phewa
Masilakhe Tshangana
Simiso Mbusi

28
Paul Williams
Robert Olivier
Raymond Tola
Mathibele Letty Maupa
Client Nkele Segage
Mmadi Judith Mamushi
Candice Alicia Saaiman
Tshwarelo Shemmy Ramoleta
Nomfanelo Jequeline Ntjabane
Gabaza Tilly Mthembu
Siphiwo Mfama

29
Bridgette Lorato Chababa
Eric Ramsamy
Obed Mesolo Bokaba
Erica Magdalena Ventura
Fuad Isaacs
Leboneng Samson Seleka
Bongiwe Mavis Stofile
Khayelihle Sabelo Mthembu
Sizwe Reginald Khomo
Victor Molefi Sebolai
Makako Eunice Chaane
Nosiphokazi Ndlwana
Tad Johannes Mehale
Marageni
Geraldine Desmine Botha
Simple Wayne Mnisi
Lufuno Prudence Ramabulana
Afia Dufie Unathi Jijana

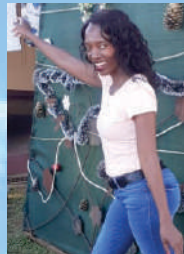
30
Lucy Dinah Qolo
Girly Thandeka Cindi
Nwabisa Fekisi
Themba Eric Mkaifane
Zanele Miriam Leeuw
Gloria Lerato Maema
Zimkita Samantha Dlepu
Thabo Milton Phiri

31
Jonathan George Voss
Stanley Sibusiso Shangase
Odwa Tiya
Tono Elias Maifo
David Mmakgabo Rathokolo
Sindile Thobela
Makomane Tsebisio Molatudi

IN MEMORY OF OUR FALLEN COLLEAGUES



Mr Nдавheleseni
Robert
Nengovhela



Ms Caroline
Thiye



Ms Motheledi
Gladys Kgatle



Ms Moitheki
Ntseke



Mr Precious Mathebula





JUNE

1

Nkoane Moshoeu Frank
Mposula Michael Mandlenkosi
Matsea Mbulungeni Elvis
Mashilo David
Mphahlele Tumiso Craose
Mtimkulu Thomas
Benjane Thandi Jiglan
Kadi Nkagisang April
Moeletsi Simon Kabelo
Seemane Kgaiso
Mthiyane Sthembela Zikhona
Nqwili Odwa Nicholas Eric
Motshwane Martha Matlodi

2

Vukela Samuel
Penxa Phucuka Penelope
Le Roux Patricia Elizabeth
Paulsen Faizal
Ntshona Wilmore Duncan
Mkhosana
Chirwa Happiness Thobile
Van Niekerk Gerhardus Ferreira
Nkosi Zinhle Simangele Scholastica
Kgosiemang Modisaortsile Amos
Williams Junita Noreen
Lekau Potso Jones
Gagela Ayanda Maurice
Mothata Maphuti Cambridge
Moekeetsi Mahlophe Basil
Yama Nonene Tryphina
Luqhude Zandile
Ntontela Nombasa Ncumisa
Lekgau Sewela Zeldah
Tambani Tshifwa Phillip
Moumakwe Khutso Patience

3

Madumetsa Deon Dikakanyo
Dladla Mnikelwa
Sithole Thomas
Lwate Monkoki Elizabeth Gloria
Ndanganeni Fulufhelo Brian
Nombakuse Onela
Mthembu Nokubonga Nomfundo

4

Chikgwa Shikhuleleni
Stofus Janetta Hesse
Bassadien Mogamad Riffaat
Mudau Takalani
Zimbiri Ernest Velly
Moyana Zanele Ntombifuthi
Nogantsih Siyanda Zukiswa Petunia
Bhengu Bonani Siyabonga
Mabusu Aobakwe Mmamogale
Khumalo Jabulile Vigirna
Mankayi Masentle
Mabasa Masia Solomon
Moshoeshe Masopha
Serei Dikgogodi Sandra
Rasivhaga Tondani Mercy

5

Buys Charmaine Michelle
Phahladira Lesiba
Ali Imthiaz
Haywood Arthur Frederick
Baatjies Johannes Hendrik
Keli Cikiwza Cylda
Magoleng Rosinah Dikgothi
Moremi Gideon
Bobi Phakamisa
Khoza Lebogang Maureen

Chauke Vistas Xikombiso
Khuzwayo Lindokuhle
Fojela Mhlangabazi

6

Mudau Nkhangweleni
Shabalala Mosima Agnes
Mogano Cynthia Gabaje
Lekoeneha Mmalehlohonolo Dinah
Mbongwana Gxokwe Phumeza
Murundwa Ivy
Marengwa Rakgoma Johannes
Nika Nontutuzelo Dinah
Dumezweni Boniswa Florence
Motlhabane Sepankie Abram
Ntoampe Mapurunyane Solomon
Bantam Terence Alfred
Moghekoana Elizabeth Lebohang
Mothepane
Makgoba Ponyane Simon
Motloung Ticho Ernest
Bessick Elizabeth Jo-Anne
Mni Bonisile Michael
Mncube Geina Jeremiah
Pohlo Xolile Maxwell
Tsholeka Phumlisa Ellen
Dlabantu Bantubakhe
Molosi Malefu Theresia
Ganga Bulelwa
Ramolobeng Obakeng Oupa
Galenthone
Bambela Phindeka
Teffo Matsobane
Mahlase Makgotsane Peter
Maxanjana Mtokozisi
Mahila Bongani
Klaas Nonyameko Portia
Kgoabane Aletta Mmaketsebae
Moletsane Nandipha

7

Van Der Walt Tjaart
Sithole Mandla Reginard
Nyundu Nomathemba Bonisile
Zondi Octavia
Mningiswa Nombulelo Patricia
Ntuli Emmah Mzabo
De Klerk Anna
Meiring Marthinus Albertus
Nhlapo Mbokodo Joseph
Mgidi Sybil Noxolo
Matinyane Elsie Mafokoti
Sunday Godfrey Boesman
Mbali Lutando
Ngalo Tsepo
Muthivheli Livhuwani Milcent
Mifi Selloane Lydia
Phasha Joyce
Nkanti Sazi
Kolani Rialivhuwa
Lomntu Asive

8

Miya Fana Stewart
Zwane Muziwandile Patrick
Khanye Ntombe
Mthombeni Annies Skheto
Moerane Lebuajoang Rony
Witbooi Albon
Jikeka Siyabonga Lawrence
Langa Prince Tshepo
Bakajana Zusiphe
Nyalunga Mlungisi Innocent
Phumo Isaac Thapelo
Moerane Lebuajoang Rony

Witbooi Albon

Jikeka Siyabonga Lawrence
Langa Prince Tshepo
Bakajana Zusiphe
Nyalunga Mlungisi Innocent
Phumo Isaac
Moerane Lebuajoang Rony
Witbooi Albon
Jikeka Siyabonga Lawrence
Langa Prince Tshepo
Bakajana Zusiphe
Nyalunga Mlungisi Innocent
Phumo Isaac Thapelo
Chauke Boitshoko Lorraine
Mashigo Bamakele Georgina
Mashigo Lebogang Faith
Coetzee Jacobus Christiaan

9

Ngomane Linah Ntombi
Sithole Mduduzi Steven
Moreo Kodisang Kooos
Davids Shanaaz
Dube Xolani Michael
Nyembe Thamsanqa Goodman
Jantjies Moegamat Imeraam
Bottom Erin Patricia
Seekoei Reflole Victoria

10

Mankonkwana Bandise
Mankonkwana Wandile
Gingold Brian Nigel
Fagodien Gawa
Mkansi Annah Thandiwe
Maqenukana Welile Marchborn
Gwija Nosiphiwo
Ndlou Virginia Sonto
Van Rooi Nonkululeko Precious
Qhekru Sinethemba
Ndwandwe Qiniso
Pakati Pumeza Eunice
Mocuminyana Lena Gadifele
Mashapa Lizzy
Sambo Penny

11

Maphempeni Nontuthuzelo
Theodora
Bhengu Thembokwakhe Zacheaus
Malatjie Phinias Phanos
Afrika Ntabeni Johannes
Nene Thembisile Philile
Mlungu Jeanette Nokuzola
Madlabani Vela Hezron
Ngobeni Maria Lerato
Mntambo Hendrick Bhekinkosi
Bosie Shirley Lorraine Mashela
Mohakane Daniel Luckyboy

12

Mamathaba Nditsheni Vincent
Kumbani Nyadzani Elisah
Zulu Zibuse Dennis
Chiya Sukani Bonginkosi
Hili Hutu
Nienaber Magdalena Magrietha
Langa Augustine Thobi
Madolo Sizwe
Kopsani Yamagush
Sekwaila Mongalo Magdelinah
Mda Sakhile Sanda
Mafune Hulisani
Tele Mogano
Mogale Suprise Lerato
Nqakala Simon Thembisile
Kabiqeya Sinesipho
Mlambo Nolwazi Simbulele Xola
Mampa Virginia Ramatsimele

13

Mamabolo Fatima
Kok Charmaine
Jantjies Mogamat Achmat Ebrahim
Van Wyk Frans Hendrik
Van Rooi Itumeleng Joseph
Meela Moloko Albertinah
Mhlanga Violet Hlekane
Simelane Ndabenhle
Mamaregane Pelebesa Mack
Musu Ntloheleng Cathrine
Kgorane Koketso Magdeline
Ditlhare
Mgobo Monelezi
Makgathata Matjie Pascalia
Zwelibanzi Lukhanyo Fuzo

14

Mmutloane Mamore Queen
Moholane Isaac Sello
Ratshibvumo Thivhulawi Godfrey
Ntimane Glory Nomalanga
Sadiki Tshilidzi Olivia
Maphoto Mpho Jeanett
Mncube Phindile Thabisile
Masilo Stephen Mogomotsi
Sabelo Khanyiswe Purity
Ntuli Sibani Lungisani
Luvhambi Ntanganedzeni
Mokoka Meetsemalala Thabitha

15

Mhlo Gaolathe Violet
Markus Daniel
Kganyago Mphaswa
Kegopotsemang Modiri Ralph
Shirinda Patroni Grace
Adams Riedwaan
Mafa Annah Mmakoma
Sabela Beverly Delisile
Netshitenzhe Gundo
Mukoma Thendo
Gaba Nontsikolelo
Saasa Ngwako Matheus
Ntuli Nonhlanhla Gina
Maselela Salome

16

Arends Peter
Langa Madimetja Peter
Siphugu Tshisaphungo Selina
Lewin Dorian Grant
Kiza Pamela
Ramathuthu Nwago Donald
Mashigo Victor
Tabane Petros Mapota
Sibiya Sanele Justice
Motau Simon
Ndimande Jabulisiwe Mantombi
Ve Ndemedzo Rachael
Khalahagali Lufuno
Gqibitole Vasko Xhanti
Mthembu Mduduzi Kwandabanisi
Sithole Sam
Sebati Bontletse Princess

17

Pause Claude Pause
Abrahams Hendrik
Phasha Friddah Leswika
Makabela Oscarina Nondiphiwe
Nethwadzi Makondedele David
Cindi Milton Themba
Kobo Pumza Primrose
Mafika Puseletso Pearl
Hlazo Marinda
Babile Dolly
Njeza Azile
Skenjana Sikhonathi
Makama Sasabona Nompumelelo
Williams Jill Anastacia
Molete Kopano Bridget
Mokonyane Mamokete Victoria
Mgwenya Nkateko Angelinah

18

Ngubane Mavovo
Daniels Spasie Susan Sebiene
Baron Gerald
Phillip Nisipho Georgina
Ramos Hernandez Aracelis
Zondi Phelelani France
Maluleka Mathilda Mmaphefo
Ketlane
Mabote Mokete Petrus
Dibete Chuene Ernest
Daweti Liyanda
Ntsele Busisiwe
Senne Tshogofatso Sylvia
Mbosini Kholokazi Faith

Ndhlovu Khanimamba
Tshoke Mpho Veronica

19

Pooe Snowy Donnah Naomi
Nundu Nomalibongwe
Mooi Buyelekhaya Livingstone
Mentoor Nazaar
Van Der Westhuizen Emeranchia
Michelle
Moerane Kelebogile Audrey
Ndandani Nozitha
Thobejane Phafane Collins
Mbokoto Chantel Bulelwa
Theunissen Chenille Siophan

20

Tshipala Nkhumiseni
Rodriguez Camejo Josue Raul
Fekwayo Dumisile Sylvia
Henney Lydia
Xulu Ka Dlamini Lindelani Mfundo
Xulu Gloria Nondumiso
Mhlanga Njabulo Thokozani
Derrocks Melissa Cenovea
Manzini Samkelo Rogern
Magolego Daniel Motlokwe

21

Nqawe Nosebenzile Bandezwa
Goliath Noel
Bester Elizabeth Johanna
Fritz Georgina Diana
Mtuzula Nokuzola Faith
Mosiya Lebohang Lydia
Nhleko Gabaza Nicolette
Mabasa Vincent Levy
Maahlo Stanley Maatshengwane
Mandla Siyabulela Elgin

22

Lethlhabi Tshoene Charles
Strydom Deon
Dike Sandile
Phokoane Simon
Makhathini Mbongeleni
Munisamy Magandran Kistensamy
Shabangu Samkele Cheril
Dube Leaveon Gcina
Mathentjwa Nompumelelo
Lomadlozi
Pote Zandile
Rikhotso Vuyisani Bridgeth
Luthodo Tshifhiwa Petunia
Gaju Zanele
Mokoena Welcome Louis

23

Kondile Nomfundo
Moodley Mageshveri
De Kock Sharon Rene
Mathe Mosamo Dorah
Sithole Emmanuel Khulekani
Oagile Tebog Ronald
Mntungwa Nkosazane Goodness
Nomsa
Mathikwane Simanga Fortune
Sokupa Mandilakhe Sabelo
Ndlou Progress Mbalenhle
Lekgau Rakau Gabriel
Madisha Tshogofatso Julia
Mbatha Nomkhosi Precious
Kubayi Sheila Halcyon Mamayila
Tlangelani

24

Dlamini Tholakele Claudia
Odendaal Engela Petronella
Titus Abraham
Mazibuko Mlungisi
Masemola John Bryan
Sekgale Mamaefe Stanford
Manyisane Nontyatyambo
Gaoorwe Centrin Ontiretse

25

Celento Cirillo Andrew
Kalie Petrus
Spammer Berdine
Mabalane Moabi Maria
Bara Bulelwa
Ramoroka Mokgaetji Lydia
Mphigalale Nyadzani Selinah
Treto Gonzalez Dietter
Tsolo Sellwane Christina
Langa Nokuthaba
Thothela Tshogofatso Euginia
Radebe Emmanuel Sanele
Beukes Garron
Maringa Tsakani Cleopatra

26

Mthombeni Akim Goodwill
Nesengani Patrick
Chokoe Dimakatso
Maphutha Chipane Patrick
Ngubane Bathulile Victoria
Ramelata Livhuwani Richard
Haywood Paul
Jaji Vuyokazi
Krause Ernst Hendrik
Theron Harold Fred
Talení Luthando
Motshelabela Modiegi
Tshabalala Mantwa Justina
Monakedi Makgabutle Khanya
Makhubela Mhakeni Fannie
Raphesu Matantele Josias
Mokhufhi Magole Obed
Rossouw Carmen Leonore
Matjila Elias Sebata
Ditsepu Motlokwe Lucky
Ndlou Jerry
Fakude Thobile Rita-Pearl
Moyani Raymond
Tshwale Phetola Monty
Dlamini Linnet Maureen
Tshibalanganda Tshilidzi Elia
Skepe Mzwanele Patrick

27

Botha Willem Petrus Adriaan
Moshitso Matsepho Rosinah
Xashe Vuyelwa Theodora
Phosani Sandile
Thembu Michael Goemeone
Nyamathe Pakiso Esther
Simelane Kwenzekile Sebenzile
Mzobe Phumelele Constance
Nokwali Samkelo
Basson Charmelle
Nzima Siphoo
Sikhwari Fhatuwani Maxwell
Masemene Cathrine Moagabo

28

Fortuin Willem
Nefhere Mashudu Patience
Magonare Mogomotsi Ezekiel
Maseko Thulani Emmanuel
Lekokwane Segamsetse Sarah
Letwaba Nkokoba Daniel
Lekoloane Mpho Matome Paul
Qegu Leolin Ntsika
Zeederberg Clive
Pillay Devandran
Jaer Riaan
Mamaleka Malusi Prudence

29

Myeza Snothile Sethabile
Motsepe Pinky Deliah Kebone
Khanyile Nompumelelo Maureen
Meyer Claudine Irene Alice
Jayiya Precious Pumeza
Mathaga Peter Tiro
Manganye Josephine Lindiwe
Ranwedzi Tshilidzi Florence
Khosa Jeneath
Maja Ramaabele Mabotse
Adolphina
Dlela Nopink Irene
Seanego Emmanuel Malose
Morris David Michael
Makgati Meladi Octavia
Ramatsobane

30

Songo Abraham
Ndinisa Sabelo Marvel
Nkambule Mamsey Betty
Maila Nozillo Emmah
Khuzwayo Mbuyisani Eugene
Govender Thavakanthan
Thipe Sinah Maphelo
Williams Makopano Jeanette
Mzondi Mfumaneke
Tom Rea Koliswa
Lekgoathi Maseamoga Beverly
Fisher David
Kapho Seiso Phillip
Pambo Pikoletu
Mjwara Xolisile Joyce
Nkwinika Amukelani Matimba
Moroka Mathapelo Bobby
Ngcece Nqobile Ntombenhle
Precious
Mokonyama Dikeledi Dorcus
Stemele Thulani

Die DPWI se kultuurveranderings-bestuursprogram



Die DPWI omskep sy huidige organisatoriese kultuur in 'n hoëprestasie-kultuur.

'n Nuwe kultuur waar ons nuwe maniere ondersoek en implementeer om dienste te lewer wat bydra tot die verbetering van organisatoriese prosesse en die bereiking van organisatoriese doelwitte.

Waar werknemers op elke vlak van die organisasie bydra tot die organisasie se vermoë om sy mandaat na te kom en waar alle werknemers trots is om met die organisasie geassosieer te word.

Die DPWI se veranderingsbestuursproses sal 'n sterk fokus op die **adhokratiese** en **stamkultuur** hê.

Die omvang van die **verandering wat binne die DPWI onderneem moet word** om waarde te skep word **hieronder aangedui**.

Lae omvang (hiërargies) – waardeskepping deur vordering en verbetering van prosesse en dienste te beklemtoon terwyl kontinuïteit gehandhaaf word.

Medium omvang (dienslewering) – waardeskepping deur vordering en verbetering ten opsigte van responsiwiteit, betrekking van belanghebbendes, verbeterde diensleweringmetodes en doeltreffendheid te beklemtoon.

Hoë omvang (adhokrasie) – waardeskepping deur radikale innovasie en behendigheid te beklemtoon en deur prosesse en dienste na voorheen onontginde gebiede uit te brei.

Hoë omvang (stamkultuur) – verandering vereis ten opsigte van mensebestuur, veral in die volgende areas: samewerking, persoonlike ontwikkeling, betrekking en bemagtiging van werknemers.

Terugvoer en vrae moet aan
mnr. Reuben Mahlatjie gestuur word:
Reuben.Mahlatjie@dpw.gov.za
082 887 8047 / 012 406 1289

