



President Zuma

launches a massive plan to create
6 million work opportunities....

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public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA



WORX-NEWS



Mr Petrus Sibiya



EDITORIAL



Mr Reggie Ngcobo

'Fighting poverty and building a caring society for a better life'

During the month of October, the government celebrated programmes that are aimed at fighting poverty and building a caring society for a better life. At the centre of it all was the launch of the Phase 3 of the Expanded Public Works Programme (EPWP) – one of the Public Employment Programmes that has contributed enormously to the economy and the people of South Africa in the past 10 years.

The phase 3 of the programme that was launched by President Jacob Zuma on 03 October 2014 in Keiskammahoek in the Eastern Cape was hailed by many as a massive plan to create 6 million work opportunities in the next five years.

In his words during the launch, President Zuma noted: "The EPWP Phase 3 will continue to benefit poor, unemployed and vulnerable sectors of the community which includes youth, women and people with disabilities. Through the programme, we are determined to reach as many people as possible, and to achieve the goal of six million work opportunities."

Throughout his speech, the President praised the success of the programme in the past 10 years. This shows how much confidence the President and the people of South Africa have in the programme. This, all good in itself, places a lot of pressure on the Department of Public Works (as the driver of the programme) and all the implementing agents not to disappoint in the execution of the programme in the next five years.

Over and above the launch, the Department of Public Works has made it a norm to deliver as many projects as possible, aimed at changing lives of the people for the better. Judging from the recent media coverage, this initiative coupled with the rollout of the Turnaround Strategy has convinced many in the media fraternity that Public Works is indeed turning the corner. To that effect, the Department is celebrating an unqualified audit report this year on its Main Vote, after a period of eight years of massive draught that was characterised by disclaimers and many other negative audit reports.

Judging from the slight, but consistent improvement in audit reports over the past few years, it suffices to say that there is light at the end of the tunnel. With the recent launch of the Property Management Trading Entity (PMTE) and the positive contribution by many Public Workers, it promises that the DPW will ultimately get a clean audit report, both on the DPW Main Vote and the PMTE Account.

In the current issue of your WorxNews, there is a cocktail of articles which touch on health issues, sport and a column for all officials who celebrated their birthdays during the month of October. These and many insightful articles are sure to keep you on your toes as you go through your publication.

In closing, the WorxNews team once again appeals to all employees in the organisation to assist in identifying information and articles (stories) worth sharing about themselves, their units, their projects and events in an effort to enhance information flow in line with the 20 Years of Freedom Campaign, which encourages South Africans to tell their story.

Enjoy the reading!

The dangers of neglecting the Sport and Wellness of employees

A healthy employee is a happy employee. Employees who experience overall good health do not only function better, but they also contribute to the bottom line in many ways. Promoting employees' health and wellbeing, both mentally and physically, helps them go a long way towards being happier in life, and in turn, happier at work.

Employees spend an average of nine hours a day at work, so it seems logical that employers would want to develop a workplace that encourages and promotes healthy behaviours.

It's a fact that effective wellness programmes will help us as a Department to improve our organisation's culture and change lives of many employees in the process. The programme can also help reduce low turnover rates and absenteeism due to ill-health. It will also increase productivity and higher job satisfaction.

In the years that I have been with the Department of Public Works, I have realised it's not that simple to uphold the health and wellness matters. The process of developing our Sport and Recreation policy was not an easy process and when it was eventually approved, there was a lack of engagement and leadership support. This had a negative impact in mobilising and encouraging employees' participation in wellness programmes.

In our workplace, there are those who see participating in sport as a waste of money and abandoning work responsibilities.

It is my belief that what encourages us to get up in the morning, sit patiently (or not) through traffic to immerse ourselves in work, is the hope that the employer creates a suitable work environment to engage in wellness programmes of our choice.

Many of us spend most of our time at work, it is therefore my firm belief that the employer needs to take responsibility for promoting the health and well-being of its employees. Poor health and wellness in the work place is detrimental to economic growth.

That said, it is important to note and acknowledge the recent positive support from the Department's management. Currently there are aerobics at Head Office every Monday to Thursday between 16:00 – 17:00. The Department also participated in the National Employee Wellness Sports and Recreation tournament that was held in Port Elizabeth, in the Eastern Cape. Although we participated in Port Elizabeth tournament, our participation excluded some regions and others were told very late that they won't be participating, and as such the morale of those excluded (from the tournament) is still down even to this day.

I hope Sport and Wellness will be taken seriously by all of us in our Department, because its positive spin-offs will benefit all of us in our endeavour of rebuilding our Department.

Reggie Ngcobo is the Editor-in-Chief of WorxNews

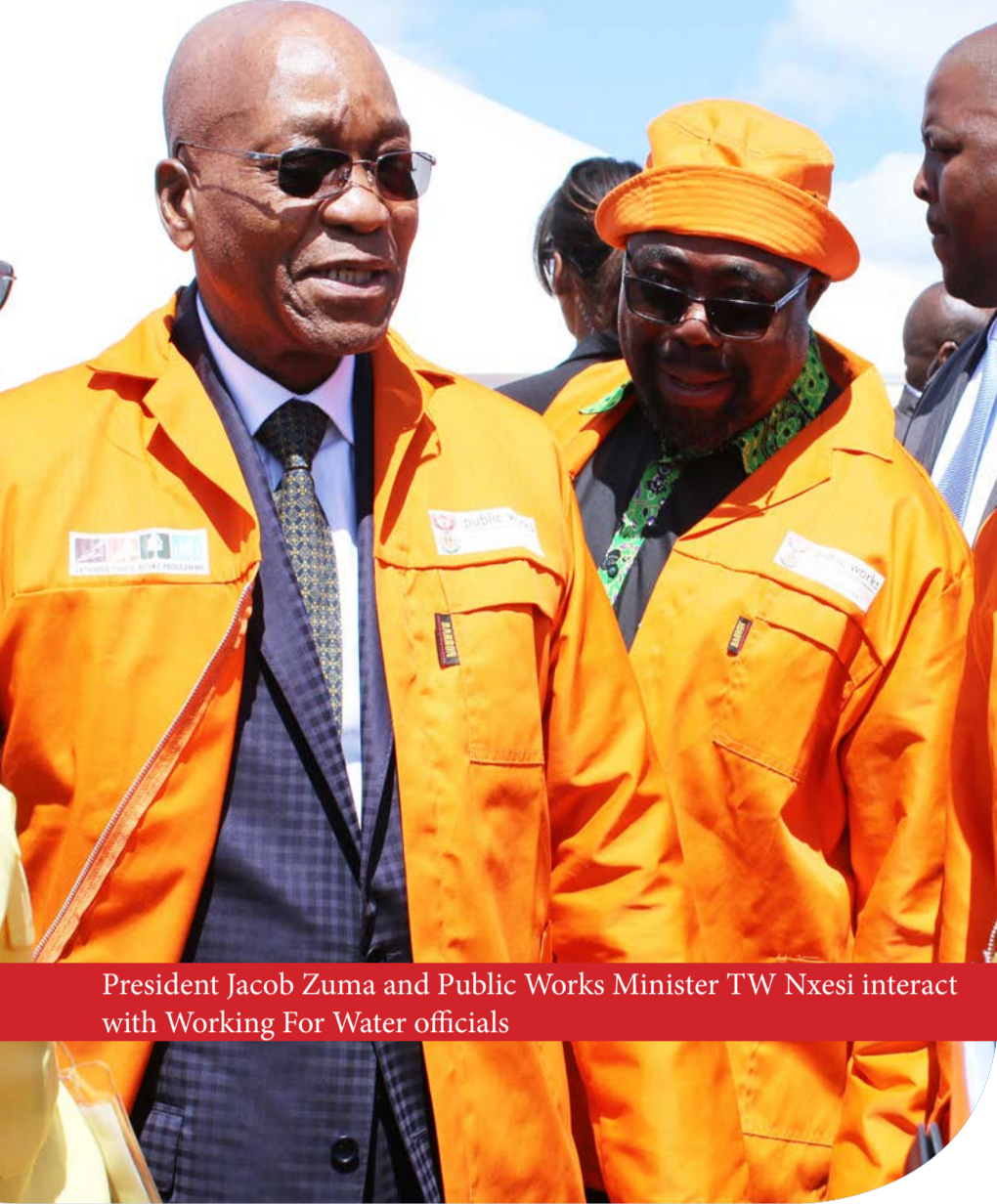
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President Jacob Zuma and Public Works Minister TW Nxesi interact with Working For Water officials



Independent Development Trust's Mr Phasha Makgolane explains the role of the IDT to the President who was accompanied by DDG: EPWP Mr Stanley Henderson (on the right) on a site visit to exhibition stalls



The state President walks through exhibition stalls to witness some of the work show-cased by the EPWP exhibitors

President Zuma launches a massive plan to create 6 million work opportunities

By Michael Mokoena

Pictures By Tshuluzi Nkoana & Willy Marimi

President Jacob Zuma says there is no doubt that Public Employment Programmes contribute enormously to the economy and the South African people. He was speaking in Keiskammahoek in the Eastern Cape, on 3 October 2014 where he launched the third phase of the Expanded Public Works Programme (EPWP), which promises to create six million work opportunities in the next 5 years. The government first introduced the EPWP programme in 2004 in its attempt to address the high level of unemployment in the country.

"The EPWP Phase 3 will continue to benefit poor, unemployed and vulnerable sectors of the community which includes youth, women and people with disabilities. This programme will be taken to all



Public Works Deputy Minister Mr Jeremy Cronin with Agriculture Minister Mr Senzeni Zokwana

corners of our country. We are determined to reach as many people as possible, and to achieve the goal of six million work opportunities," said the President.

He told thousands of community members, who gathered at a site of the EPWP's Siyakholwa Project that the government will reach its 6 million work opportunity target because of the success of the EPWP in the past 10 years, saying more than 6 million work opportunities have already been created by the EPWP over the past 10 years.

At the launch, President Zuma and other dignitaries visited the exhibition stalls where implementing bodies of the Programme showcased the EPWP services to the public and proceeded to observe the Working on Fire demonstration by fire fighters on the fire extinguishing process which forms part of the broader Integrated Fire Management.

Other political heads led by Public Works Minister TW Nxesi, his deputy Mr Jeremy Cronin and Minister Edna Molewa of Environmental Affairs visited three EPWP projects in that area, namely, Amahlathi Water and Sanitation Project, Mzomtsha Senior Secondary School (handing of Eco Furniture) as well as Masonwabisane Early Childhood Development Centre (ECD).

President Zuma said that the third phase of EPWP would focus on the quality of the services that are provided and the new assets that would be built through the programme in the next five years. These assets include schools, clinics and multi-purpose centres.

"We also want to place greater emphasis on the training received by the participants in the course of their involvement so that they (participants) are empowered to go onto formal employment, or to set up their own Small Medium Macro Enterprises (SMMEs) or cooperatives," said the President. He said the people of South Africa, including school children, had benefited a lot from EPWP programmes in the past 10 years.

"Thousands of schools (children) around South Africa are receiving meals from food grown in EPWP food gardens, and with food prepared by EPWP workers. Through EPWP programmes, hundreds of thousands of home-based care visits were embarked on," added President Zuma.

Referring to some of the successes of the EPWP, the President said the EPWP Environment and Culture Sector through the Working for Water Programme has saved an estimated 71 percent of SA's grazing land from irrelevant degradation by removing alien invasive plants. He also said the maintenance of rural roads by mainly female-headed households in the Zibambele Programme led not only to income transfers into these households, but also to women starting savings clubs and forming co-operatives. "Thousands of children have been exposed to early education while their parents are at work through ECDs, many of whom are partly staffed by EPWP participants," said the President.

He added that in the period leading to 2019, government would pay greater emphasis on improving the coordination and integration of all its Public Employment Programmes within and across all different EPWP sectors which include Infrastructure, Non-State, Environment & Culture and the Social Sector.

President Zuma further stated that EPWP projects in the Keiskammahoek area were a shining example of how it is possible for government and Non-Government Organisations (NGOs) to work closely together to achieve development.

"This Keiskammahoek Community Work Programme (CPW) is doing wonderful things. With government funding and working closely with local implementing agency - the non-profit organisation Siyakholwa Development Foundation, villages here have organised themselves into 37 Village Committees. It is the village communities themselves that do household profiles - they identify local needs and put up plans on how to get what is needed," the President noted.

The political heads sealed the launch by signing a pledge, committing to working together to achieve the 6 million work opportunities target by 2019.



Keiskammahoek community came in numbers to witness the launch



Public Works Minister TW Nxesi with Property and Construction students from Wits University who volunteered to scribe during the conference

Minister calls for adherence to Health and Safety ethical standards in the project and construction sectors

By Reggie Ngcobo
Pictures By Tshuluzi Nkoana

Public Works Minister Honourable TW Nxesi has encouraged the continuing focus on health and safety; ethical standards; transformation and skills development, as well as promoting best practices in areas of procurement and construction project management.

Addressing the 2nd Project and Construction Management Professions Conference Gala Dinner in Midrand - Johannesburg; the Minister said it was important for professionals to end the death of workers on construction sites. The event organised by the South African Council for Project and Construction Management Professions (SACPCMP) took place from the 21st to the 22nd of October 2014.

"Let me commend the SACPCMP for placing the issue of health and safety prominently on the conference agenda following the promulgation of the Construction Regulation 2014. It remains unacceptable that on average, two workers die every week on construction sites," said Minister Nxesi.

The Minister commended the organisers for inviting labour representatives to the conference, not only as spectators, but also as participants as they assist the debate on safety of employees on construction sites.

He called on the conference to engage and forge synergies between the government plans and private sector service providers.

"I believe that this conference is taking place at a crucial time for the built environment sector in our country. There is now a common understanding that infrastructure development has to drive economic and social development in the coming years," said Minister Nxesi.

The Minister also called on the delegates to focus on the critical task of enhancing the profession, and to ensure that registered construction project management professionals understand their important part in the roll out of the infrastructure development plan.



Public Works Minister TW Nxesi with Mr Bonke Simelani (from the left), the Registrar Ms Nomvula Rakolobe, Gauteng Social Development MEC Nandi Mayathula-Khoza, Mr Makgati Phaladi, Ms Portia Tau-Sekati and Mr Manqoba Soni



Project managers attending the 2nd Project and Construction Management and Professions Conference at the Gallagher Estate Conference Centre in Midrand - Johannesburg

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Minister Nxesi calls on the construction industry to speed up transformation

By Reggie Ngcobo
Pictures By Tshuluzi Nkoana

Public Works Minister Honourable TW Nxesi has called on the Built Environment Sector to speed up the transformation of the project and construction management professions.

Speaking at the opening of the 2nd Project and Construction Management and Professions Conference at the Gallagher Estate Conference Centre in Midrand Johannesburg on 21 October 2014, Minister Nxesi said the conference needs to ask itself what needs to be done to ensure that public and private sector contribute to the growth, development and transformation of the Project and Construction Management Professions.



Public Works Minister TW Nxesi during the 2nd Project and Construction Management and Professions Conference at the Gallagher Estate Conference Centre in Midrand - Johannesburg

"In my policy statement issued after the May elections this year, I listed a number of priorities for the coming five years of the new administration. One of these is for a renewed and sustained programme of action to transform the built environment, the construction and property sectors to address the mounting concern at the slow pace of transformation, so that the ownership, management and the skills profile better reflects the demographics of South Africa," said the Minister.

Minister Nxesi said transformation must include support for black and female contractors and property practitioners; as well as the production of black and female professionals and artisans in the Built Environment disciplines. "We cannot be complacent that up until now, only 24% of built environment professionals are black and 9% female," explained the Minister.

The Minister told delegates that he was aware that the charter councils have been frustrated in their work by non-compliance and non-cooperation and that, in general, the pace of transformation was too slow.

Minister Nxesi said, "Government has heard the concerns - which were echoed again recently by the BMF (Black Management Forum). The recent publication by the Department of Trade and Industry (DTI) of the long-awaited black empowerment codes for small business will assist, but only if there is speedy implementation and compliance."

He emphasised that in pursuit of the goal of transformation of the built environment, a meeting of all stakeholders in the construction and property sectors was called earlier this year with a view of analysing "where we are with transformation; the progress made; as well as, the barriers to transformation in order to drive a debate in the sectors around possible solutions".

"The objective is to develop concrete workable plans to be fully consulted throughout the sectors and to put in place the necessary regulatory, as well as monitoring and evaluation processes to ensure that implementation takes place," said the Minister.



The Northern Cape Mental Health Hospital undertaken by the Public Works Department on behalf of the Health Department



EPWP workers constructing the 2,5 km storm water canal at the Greenpoint Township outside Kimberley

NORTHERN CAPE DEPARTMENT OF PUBLIC WORKS PLAYS HOST TO MINMEC

By Lucky Mochalibane

Pictures By Lucky Mochalibane

The forum of Public Works Minister and MECs (MinMec) convened and chaired by the National Minister of Public Works, Mr T W Nxesi, and attended by the relevant MECs in the country, met in the Northern Cape for 2 days from 09 to 10 October 2014 as part of the regular MinMec programme.

As part of its deliberations, the MinMec noted that there was a significant improvement to the audit outcomes for 2013/14 for the Public Works Sector. This was after a presentation by the Office of the Auditor-General. The meeting emphasised that there were no short-cuts to dealing with this matter. Departments were therefore urged to prioritise the issues of capacity building particularly in planning, implementation and monitoring, and to ensure that the right people with the right skills were recruited and employed and that the culture of accountability was encouraged and enforced.

MinMec also learnt that the EPWP was over-achieving in its 2014/15 targets, judging by the creation of more than 400 000 (423 387) work opportunities just in the first quarter of the new financial year against the annual target of one million, re-affirming the President's assertion during the national launch of the EPWP Phase 3 on 03 October 2014 that 6 million such opportunities will be attained by 2019.

As provinces were preparing to stage their launches of EPWP 3, the matters of best-practices across the various sectors of the Programme as well as integrated reporting systems were emphasised by the MinMec to stream-line the implementation of the programme and enhance the accuracy of the data at the implementing agent level thereby reducing the suspicion of under-reporting on the targets and impact of the EPWP.

The meeting noted the progress by the National Department to drive the Green Building Programme in the public sector and encouraged members to continue networking (sharing ideas) and benchmarking (sharing best practices) to establish shared norms and standards to enable the sector

debt by the Public Works Sector alone. Plans were in place to disaggregate and delineate this debt in terms of who owed how much to whom.

As the host, the Northern Cape MEC for Roads and Public Works, Mr Dawid Rooi, had led the delegation on day one on a visit to the sites of public infrastructure and other job creating projects in and around the city. Projects visited included the Phakamile Mabija Artisan Development Centre, where scores of youngsters were being taken through the theoretical and practical training modules in fields ranging from fitting and turning to welding and electricity in order to ready them for the competitive world of employment.

In echoing the support for the work carried out by the likes of the Phakamile Mabija project above, the MinMec reiterated commitment in the next 5 years to the transformation of both the property and the built environment sectors, ensuring that they reflect the demographics of the country as opposed to the status quo in the built environment of only 25% black and 9% female.

In support of the National Skills Development and the sector's skills pipeline, MinMec remained receptive to the proposal to import the second phase of the Cuban Technical Advisors mainly for skills transfers and service delivery improvement. Members were finalizing their needs assessments and budgets considerations before an invitation could be extended to the Cubans.

Also visited was the EPWP project at Greenpoint township outside Kimberley, exactly 55 youths were employed under the Expanded Public Works Programme (EPWP) to labour intensively construct the 2.5 km long storm water drainage canal to mitigate the effects of occasional flooding that brought hardship to this community during the rainy seasons. MinMec learnt that to date the turnover at the site has been more than 200 of work opportunities created, indicating the popularity and usefulness of the programme.

Regarding the delays at the construction site of the mental health hospital undertaken by the Province, it was explained that chiefly the poor performance by the contractor and the intervention by the government led to a protracted legal stand-off after the contractor was kicked off the site for non-delivery. In support of the Northern Cape, the MinMec concluded that going forward it would be essential for the Sector to tackle non-delivery and poor performance by contractors head-on and in a transparent manner, while also strengthening own construction project management capacity, adopting integrated infrastructure delivery management systems and critically, forming joint technical teams with the clients to make the latter integral to solution finding.



DG Mr Mziwonke Dlabantu, Public Works MEC in the Northern Cape Mr Dawid Rooi, Public Works MEC in Mpumalanga Ms Dumisile Nhlengethwa and Public Works Minister TW Nxesi during the MinMec Project visits in Kimberley

to productively engage with the private sector considering the extent of the state's immovable assets portfolio.

Same collaboration was urged among the members to deal with the crippling debt that was owed by both the provincial and national departments, not necessarily Public Works Sector alone, to the municipalities estimated at over R4.5 billion much of which was made up of property rates, bulk services, waste management and rental debtors. The MinMec was assured that the figure above was a total debt of provinces and national governments owed to local government and did not imply the



Public Works Deputy Minister Mr Jeremy Cronin and Public Works Minister TW Nxesi with the project manager during a visit to the Northern Cape Mental Health Hospital Project



Acting DDG Projects and Professional Services Mr Nkosi Vilakazi (on the right) hands over the symbolic key to Labour Minister Honourable Mildred Oliphant



The Rustenburg Labour Centre built by the Department of Public Works



The Rustenburg Labour Centre's main contractor Ms Mpho Magogodi

DPW takes delivery closer to the people of Rustenburg

By Thokozani Ngema

Pictures By Tshuluzi Nkoana, Thokozani Ngema & Shudufhadzo Mudau

It might sound like repetition to some which it is; the Department of Public Works has once again delivered another project that will benefit the lives of ordinary people in Rustenburg in the North West.

Two national departments, Public Works and Labour converged in Rustenburg on 26 September 2014 for a hand-over of a magnificent structure. A Labour Centre to the tune of R11.9 million was handed over to the Minister of Labour, Hon. Mildred Oliphant by Department of Public Works Acting Deputy Director General: Projects and Professional Services, Mr Nkosi Vilakazi. Mr Vilakazi stood in for the political leadership of the Department as well as the Director-General as they were committed elsewhere on other pressing matters.

What makes this particular Labour Centre in Rustenburg significant is the fact that it will be easily accessible because it has been built on the prominent street in the city centre, named after the late former president - Nelson Mandela. Due to the growth of a city like Rustenburg, a need was identified by Department of Labour to build a structure that will cater for the needs of a growing population. This 716 m², two-storey building was built by Ms Mpho Magogodi of Giveness Joint Venture who received praises from both Minister Mildred Oliphant and Mr Nkosi Vilakazi for the sterling job that she did. It is not a massive structure, but it is a fit-for-purpose kind of structure which will apply the "doing more with less" principle.

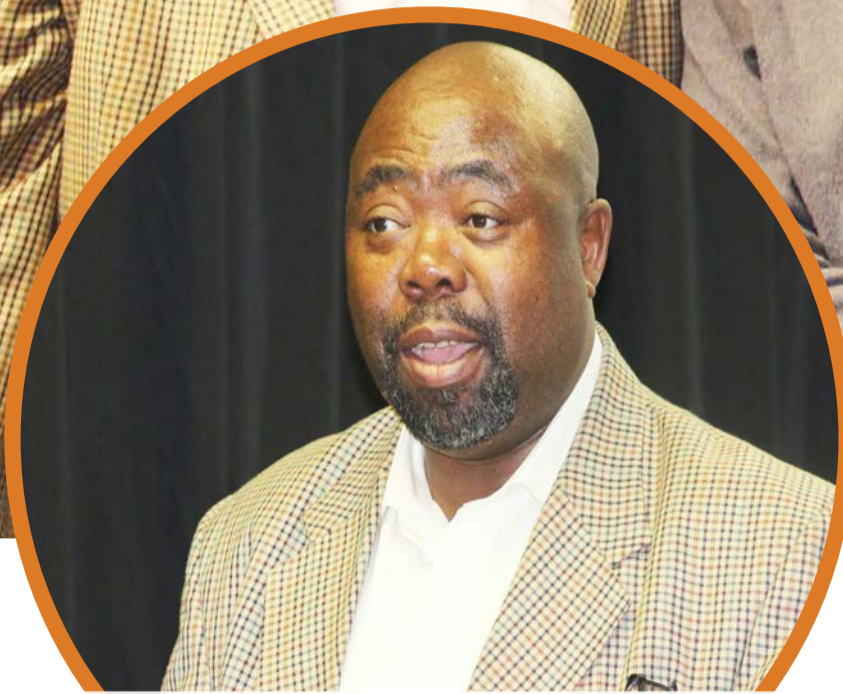
According to Mahikeng Regional Manager for the National Department of Public Works, Mr Ramabele Matlala who was instrumental in ensuring that this project is concluded, the Labour Centre will bring services much nearer to the people of Rustenburg Town and surrounding villages. Services that will be accessed include inspection and enforcement services, public employment, compensation funds and Unemployment Insurance Fund (UIF) Services. "Besides bringing services closer to the people in Rustenburg, the Department through this centre brings prestige and enhancement of the city," Mr Matlala concluded.



Acting DDG Projects and Professional Services Mr Nkosi Vilakazi and Labour Minister Mildred Oliphant unveil the Rustenburg Labour Centre plaque



Public Works Minister TW Nxesi, Namedi Secondary School learner Nompumelelo Jeyie after giving a vote of thanks and Chief Executive Officer of the Construction Sector Charter Council Mr Thabo Masombuka at the Property and Construction Career Week in Johannesburg



Public Works Minister TW Nxesi

A seed of hope planted among Grade 11 students

By Brian Dlamini,
Pictures By Brian Dlamini

A grade 11 learner from Namedi Secondary School in Diepkloof - Gauteng, Ms Nompumelelo Jeyie has thanked the Department of Public Works and the Property Sector Charter Council for creating a platform where learners can gain more understanding of the property and construction sectors through engaging with professionals in this industries.

Ms Jeyie is one of dozens Grade 11 learners from five high schools in the Gauteng Province who got a chance of being exposed to the possibilities of careers in the property and construction sectors, thanks to the Property and Construction Career Week hosted by the Property Sector Charter Council, supported by the National Department of Public Works. The Property and Construction Career Week was held from the 7th to the 9th of October at Hyde Park in Johannesburg.

Addressing the Career Week, Public Works Minister TW Nxesi urged learners to use the event to gather as much information as possible and to be open to the many career possibilities that are in the construction and property sectors.

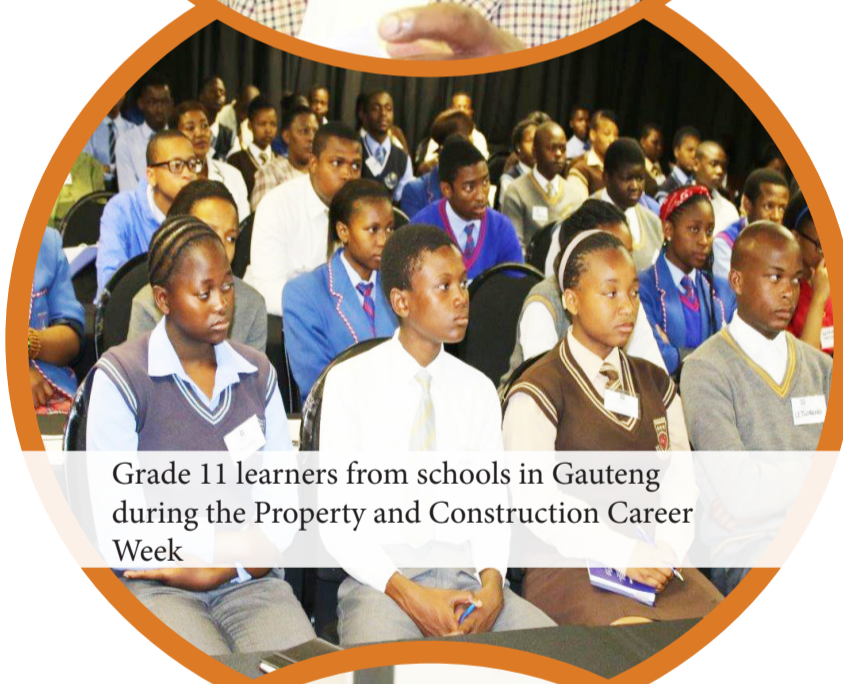
Under the theme *"Property and Construction as a career choice,"* the Week aimed to create interest in the property and construction sectors among high school learners from previously disadvantaged schools, as well as to establish a one-stop shop for learners to engage and learn all the technical and relevant aspects of the property and construction sectors.

The five high schools that took part in the Career Week are the Namedi Secondary School and Fons Luminis Secondary School from Diepkloof; Minerva Secondary School and Realogile Secondary School from Alexandra as well as Phomolong Secondary School from Tembisa.

Minister Nxesi announced, during the event, that the Department of Public Works would offer bursaries to one learner from each of the five schools, who wish to pursue a career in the built environment.

He said the expansion of the built environment (construction and property) was key to the social and economic development of this country, adding that the sector was also crying out for transformation. "On both counts, this points to greatly expanded career opportunities – as well as a productive and fulfilling vocation at the cutting edge of our country's economic trajectory and continued social transformation," explained Minister Nxesi.

The Chief Executive Officer of the Property Sector Charter Council Ms Portia Tau-Sekati said this initiative creates a platform where learners have an opportunity to understand more about the Property and Construction sectors, by engaging with the professionals in the industries.



Grade 11 learners from schools in Gauteng during the Property and Construction Career Week



Public Works Minister TW Nxesi with Realogile High School student Kabelo Charile at the Property and Construction career week event



EPWP Phase 3 Launch in Picture





MinMec Kimberley Project Visits in Pictures.

Interns celebrate the DPW's improved audit outcome

By Thulani Ntombela
Pictures By Ayanda Mabaso



Public Works Minister TW Nxesi addresses the Prestigious Internship Programme Graduate close-out event in Johannesburg



Ms Rendani Ratshibaya speaks of the intern experience

Public Works Minister TW Nxesi says of the 96 unemployed commerce graduates who participated in the Prestigious Internship Programme, 50 were offered work outside DPW and 41 have received one year contracts from the DPW. Speaking at the Prestigious Internship Programme Graduate close-out event, the Minister said the bursary programme launched in June 2013, was a result of the partnership with the South African Graduates Development Association (SAGDA), the Transport Education and Training Authority (TETA), KPMG in partnership with SikelelaXabiso, Nedbank and Old Mutual.

Through the Programme, unemployed graduates are placed in workplaces where they get to acquire critical skills required by young professionals entering the world of work. SAGDA officials say funding from the partners for this Programme, ensures that the graduates receive higher than industry norm basic salaries, access to benefits like Unemployment Insurance Fund (UIF), Hospital Plan, Annual, Sick and Study leave that they ordinarily would not have access to, during an internship.

Minister Nxesi said from the side of Public Works, the decision to partner in the Prestigious Internship Programme was about much more than creating jobs and providing work experience to unemployed graduates. "It is an integral part of our Turnaround Strategy for the Department of Public Works to stabilise the Department and to rebuild technical capacity to improve service delivery to clients. This required that we train, employ and retain core professionals, both in the running of the Department, such as finance people and in the construction and property sides of the business of Public Works," said the Minister.

According to the Minister, the internship programme was linked to the Department's clean audit project, focused on improving the audit outcomes of the Department.

The interns who joined the DPW were contracted to work as junior consultants and have been assisting the Department in managing its audit processes as part of the Turnaround Strategy.

Present at the event were DPW's CFO Mr Cox Mokgoro, KPMG Chief Executive Mr Moses Kgosana, Advisory Africa Head and Executive Director Mr John McIntosh and Nedbank Executive Marketing, Communication and Corporate Affairs' Mr Joshua Pule, among others.



(From left to right) KPMG CEO Mr Moses Kgosana, DPW intern representative Ms Rendani Ratshibaya, Public Works Minister TW Nxesi, DPW CFO Mr Cox Mokgoro and Advisory Africa Head & Executive Director Mr John McIntosh (at the back).



Interns under the Prestigious Internship Programme listen attentively to different speakers



Public Works Minister TW Nxesi with officials representing organisations behind the Prestigious Internship Programme pose with the interns



PUBLIC WORKS CONTRIBUTES IN PRESERVING AFRICAN CULTURES

By Nomhle Mabe
Pictures by Vhutshilo Tshikovhi

As part of Heritage month celebrations, the National Department of Public Works (DPW) observed and participated in the 20th annual Indigenous Knowledge Systems of South Africa (IKSSA) conference at the University of South Africa (UNISA) from the 25th to the 27th September 2014.

Some of the discussions held during the conference included the implementation of the Green Building framework. Also discussed was turning Vlakplaas into a National Heritage site. Vlakplaas is the farm West of Pretoria which was used by the apartheid government to torture and kill many freedom fighters.

DPW's Deputy Director-General for Regional Co-ordination, Mr Butcher Matutle said the Department of Public Works has noted challenges which need to be addressed with regards to the recognition of the IKSSA as a fraternity.

"It is on these basis that the Department found it necessary to ensure that IKSSA is located within the narrative of our contribution towards the realisation of the Green Economy through Green Building, in context, Green Building is within the broader umbrella of Sustainable Building which approaches development at the economic, environmental and social level", said Mr Matutle.

He also requested that the discussions of the conference should go on to produce actual programmes that ensure job creation, skills development, social-cohesion, and economic development. "Our task as Government will be to take what you have given us and incorporate it into a final Green Building Policy and Programme. A Programme to be implemented throughout all Department of Public Works buildings, new and existing", he added.

The IKSSA was formed in 1994 with the purpose of preserving cultural traditions of local communities by educating the young and old about the history and identity of our African cultures and issues affecting practices of traditional healers.

What you do not know can harm you:

A brief note on Organisational Performance

By: Lwazi Mahlangu

Chief Director: Monitoring and Evaluation Unit

Introduction

To understand organisational performance, it may be appropriate to firstly define organisation and performance individually. A simple definition of an 'Organisation' from an Oxford dictionary is "an organised group of people with a particular purpose" whereas 'Performance' is defined to include "the action or process of performing a task or function seen in terms of how successfully it is performed". Put simply, organisational performance then relates to how successful an organised group of people with a particular purpose perform a function. For an organisation or department like Public Works, it is imperative that the purpose and mandate of delivering services to the public are understood by management and officials in their daily functions. There are various parts to organisational performance and if all these parts were to work together, it is likely that the intended results will be achieved.

The following are some of the parts of organisational performance:

Strategic objectives – which often provide some form of direction often contained in the Strategic Plan of the organisation.

Organisational structure – this represents the form in which the organisation will deliver its services. The structure must support the strategy just as the strategy must have regard to the structure. For instance, an infrastructure delivery strategy will not be successfully executed unless the organisation has capabilities appropriate to deal with infrastructure (engineers, architects etc).

Operational performance measures – represent the measures by which each area of the organisation will be assessed (such as those contained in the Annual Performance Plan). In order to be relevant and of use to the organisation, the measures must be determined in light of the organisation's goals and the strategies put in place to achieve those goals. It is this measurement process that will direct behaviour more than any other system that may be put in place. Further, the information must be easily obtainable - in a timely manner. This requires the management information systems (M&E System) to be developed to collect the right data in an efficient way.

Allocation of resources (budgeting) and processes (value chain/business model) – relates to the decision making approach that takes place within the organisation. It is how the organisation goes about deciding where to apply its scarce resources – including money, time and effort - in order to achieve its objectives.

Values, culture and guiding principles – this part is unique to the organisation. The culture must support the achievement of the strategic objectives in order to draw out the "best" of people. The values and guiding principles must support the purpose for achievement of desired outcomes.

Reward structures – must reinforce the culture and direct efforts to support the achievement of strategic objectives. Reward structures may include various forms – monetary (for example, bonus on achievement of short term goals), promotion (recognition of having acquired certain skills), celebration event (recognising and congratulating team efforts), leave of absence / day off (recognition and 'thank you' for a job well done).

All these parts are inter-related. What is important to note is that a change in one of the parts will impact on one or more of the others. For example, one poor performing part such as allocation of resources (budget and capacity) will potentially negatively impact the others (delivery model) and lead to less successful results (services delivered). It is therefore important that all of these parts work in congruence in order to achieve greater results. Management and supervisors directing the efforts of an organisation or a group have a responsibility to know how (process), when (time), for who (target) and where (environment) to institute a wide range of changes. Such changes cannot be reasonably implemented without knowledge of the appropriate information upon which they are based.

Why Organisational Performance is important

Organisational performance and its various concepts are not only often misunderstood; even the tools of measuring performance (performance measures) at times are not properly implemented and monitored. Performance measures help to understand, in general, how an organisation is performing. In other words, it helps to know the direction (where from and where to) the organisation is taking, when to take a decision (should there be a need), why organisation is not achieving its goals or what makes it to achieve the set goals. Most importantly, success needs to be rewarded and failure corrected. If the measures of success or failure are not clearly understood, performance cannot be measured accurately (adequate enough to provide information about performance) and the organisation runs the risk of failure without management even knowing it.

Strategic performance measures monitor the implementation and effectiveness of an organisation's strategy, determine the gap between actual and targeted performance and determine organisation effectiveness and operational efficiency.

Continued on page 13

... What you do not know can harm you *continued*

From page 12

Good performance measures:

- Provide a way to see if the strategy is working - **effectiveness**
- Focus employees' attention on what matters most to success – **doing things right**
- Allows measurement of accomplishments (output/outcome), not just of the work that is performed - **progress**
- Provide a common language for communication – **Information sharing**
- Are explicitly defined in terms of owner, unit of measure, collection frequency, data quality, expected value (targets), and thresholds – **efficiency**
- Are valid, to ensure measurement of the right things – **doing the right things**
- Are verifiable, to ensure data collection accuracy – **reliability**

Think of a trip from Pretoria to Durban for a meeting. One needs to know the place of departure (starting point), time, direction and destination, calculate possible delays along the way and the possibility of not making it on time (risks). This is particularly valuable as it may help one to plan the trip properly and arrive at the meeting on time.

Just like an organisation, it is set on a journey or trip to achieve its goals. While reaching the destination may be the ultimate goal (i.e. achieving the targets in case of an organisation), the most important part is how the trip or journey was endured. As Ernest Hemingway puts it – **'It is good to have an end to journey toward; but it is the journey that matters, in the end'**.

Knowing the journey and preparing for it helps one to overcome some of the unforeseen obstacles. But if one is unprepared, any obstacle along the way may be

harmful - What you do not know can harm you.

Understanding the journey requires knowing the appropriate measures and tools in order to judge the performance. If performance is not measured continuously and appropriate measures are not used to address challenges, any decision taken by management may harm the Department. Various forms of depicting performance may include bar charts, statistical analysis - performance rate and progress, compliance rates, appropriateness of indicators, perception index, surveys, availability of an appropriate portfolio of evidence and many more. These forms provide useful information for management to take decisions.

Conclusion

The importance of knowing organisational performance has various benefits such as management being able to have better control, self-assessment (assessing how well a process is doing, including improvements that have been made), continuous improvement (identify process trends, prevent occurrence of non-performance, determining process efficiency and effectiveness as well as opportunities for improvement) and management assessment (being able to meet value-added objectives). The basic concept of performance measurement involves (a) planning and meeting the set operating goals/standards; (b) detecting variances from planned levels of performance; and (c) restoring performance to the planned levels or achieving new levels of performance. This supports the expression - "What gets measured gets done; if you do not measure results, you cannot tell success from failure and thus you cannot claim or reward success or avoid unintentionally rewarding failure, if you cannot recognise success, you cannot learn from it; if you cannot recognise failure, you cannot correct it, if you cannot measure it, you can neither manage it nor improve it".

Pitcher Partners Growth (2012. What is Organisational Performance?) [Online] <http://growth.pitcher.com>.



Ms Lydia Sibiya (standing) flanked by her friends during her farewell

A source of motivation, inspiration to her fellow colleagues and a mother figure, are some of the words used to describe Ms Lydia Sibiya during her special send off after 31 years of service in the Department of Public Works. Having worked in different areas including the official Presidential Home in Pretoria, Mahlamba Ndlopfu, Ms Sibiya said she has worked very well with her colleagues who in turn treated her well.

The Department's Chief of Staff Mr George Mudumela praised Ms Sibiya for having served and cleaned for the Department's ministers with respect. "You walked your journey with honesty and integrity, go home, rest and enjoy your pension", said Mr Mudumela.

Colleagues wished Ms Sibiya a happy and healthy stay at home, hailing her as someone who colleagues could confide in and also get guidance.

Ms Sibiya was filled with mixed emotions of sadness and joy that led to watery eyes when her colleagues delivered their farewell messages. She said, "Ndo shuma zwavhudi na vhashumisani hafha kha department, na vhone vhompfihara zwavhudi". (I worked well with my fellow colleagues here at the Department and they treated me well). "Ndido tuvha ushuma na vho" (I will miss working with them).

Mme Sibiya bows out after 31 years of service

By Charity Mathebula

Pictures By Charity Mathebula and Shudufhadzo Mudau



Ms Lydia Sibiya who is retiring after 31 years of service

Promoting and building a culture of good physical health

By Bukiwe Mgobozi

Pictures By Bukiwe Mgobozi

Loud pumping music, sweat and a group of dedicated Head Office employees from the Department of Public Works, has become the afternoon norm at the Department's CGO offices. This, as the aerobics class has been in a full swing since the 6th of October 2014 at the building's Sun Court from Monday to Thursday between 16:00 and 17:00.

The Organisational Development Directorate's Ms Mmaletogo Ditsebe says the aerobics classes were started after the 2013/2014 on-site Health Screenings conducted in partnership with the Government Employees Medical Scheme (GEMS) which indicated that 62% of the employees who participated, were reported to be at risk in terms of Cholesterol levels; Blood Pressure; and Glucose. Of those, 50.8% are reported to be at risk in terms of weight control. She says the aim is to integrate physical activity into the departmental Health and Wellness Programme, to improve general health and enhance emotional well-being.

In support of the programme, the Department has sponsored the procurement of equipment (Dumbbells; Exercise balls; Steps; Exercise Mats and Sound System).

Ms Ditsebe says currently, there are 78 ladies participating in the aerobics classes. She has also encouraged men to participate saying the classes were open for all.

Head Office officials interested in joining the aerobic classes are encouraged to contact Ms Mmaletogo Ditsebe at x1295/ e-mail Mmaletogo.ditsebe@dpw.gov.za or Ms Alletah Ntsie at x1747/ e-mail Alletah.ntsie@dpw.gov.za.



GOVERNMENT EMPLOYEES MEDICAL SCHEME (GEMS)

Healthcare update from the desk of Dr Joe

Breast cancer can be beaten

In recent years there have been important advances in the treatment of cancer. GEMS understands that cancer can be a frightening disease and we want to assure you that we are always in your corner to help you conquer this disease.

What are the treatment options for breast cancer?

There have been remarkable advances in the treatment of breast cancer in the last decade. If surgery is needed at all, a full mastectomy is no longer the best or most likely option. Women who would have lost their breast completely ten or twenty years ago, can now be successfully treated using other surgical options such as lumpectomies, in which the lump itself and surrounding tissue is removed but the breast itself is saved.

In addition, there are a number of other options that may be used as treatments before surgery is even considered as an option. It all depends on the type of cancer a person has been diagnosed with.

Recent advances in oncology have allowed for treatment to become much more targeted and effective. A whole range of old and new treatments can be called into play to treat cancer, depending on factors such as lymph node involvement, hormone receptor status and the spread of the disease.

Radiotherapy/radiation

One familiar treatment option is called radiation therapy, or radiotherapy. This treatment is often used after surgery to complete the work and ensure no cancer cells survive by focusing high-energy beams on the treatment area. Radiation damages cells in its path, the healthy cells and the cancer cells alike. Cancer cells are less stable than normal cells, and very active, therefore they are less likely to recover from the damage. Radiation therapy is also used to treat the spread and recurrence of cancer cells.

Chemotherapy

The most common form of treatment is called chemotherapy and the aim of chemotherapy is to do a systematic 'search-and-destroy', going through the blood stream to find any cancer cells which have escaped the breast region and could be spreading to other parts of the body. Chemotherapy works

by interfering with cell division (the thing cancer cells do best). Chemotherapy is therefore used to prevent and treat the spread of cancer, which is known as metastases.

Unfortunately, certain other cells are also good at rapid division, like those cells in the hair, which is why chemotherapy often makes a person's hair fall out. Chemotherapy is dreaded because of its serious side effects, but even these side effects are starting to get better as drugs improve, and as we develop more drugs to cope effectively with side effects like nausea.

Hormonal therapy

Many cancers depend on hormones to grow (the prime hormone in the case of breast cancer being oestrogen). Hormonal therapy fights hormonereceptorpositive breast cancer and it works by blocking the ability of oestrogen to 'switch on' cancer cells and trigger their growth.

A special GEMS programme to help you through this difficult time

If you have been diagnosed with cancer, we would advise you to register on the GEMS Oncology Disease Management Programme as soon as possible so that you can commence treatment early and beat the disease.

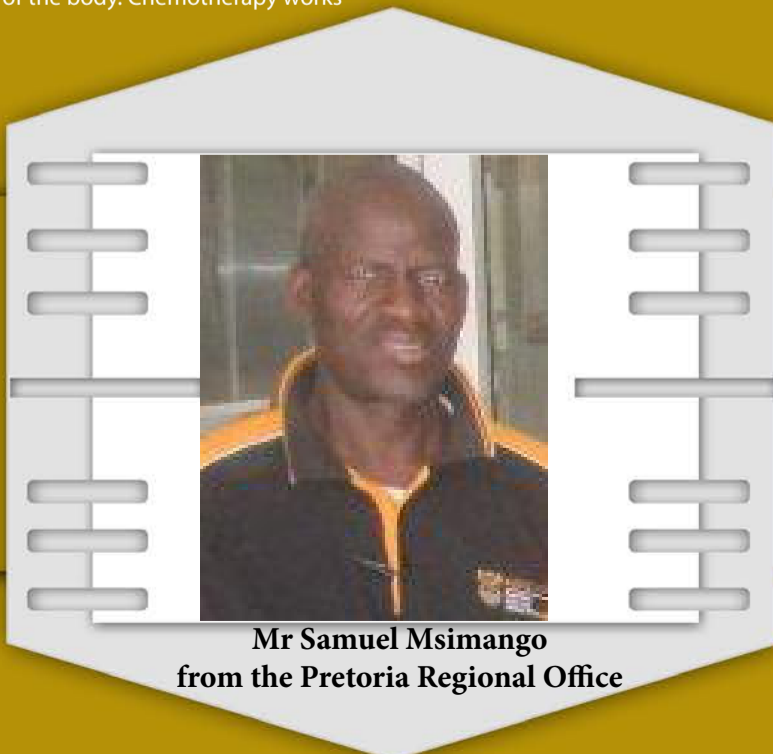
The GEMS Oncology Disease Management Programme was created to offer members suffering from cancer with not only the clinical but also the emotional support that they need in order to deal with the disease.

GEMS' partnership with the South African Oncology Consortium (SAOC) means that treatment is provided in the most cost-effective way possible. The programme allows all costs associated with the disease such as therapy, the oncologist's consultations, related pathology and general radiology to be covered by the oncology benefit rather than by the day-to-day benefit. The oncology benefit also remains active for 12 months after the completion of treatment.

There is always hope

In recent times, several promising new therapies have been approved which will significantly enlarge the range of effective treatments on offer to patients. Remember that being diagnosed with breast cancer does not mean the inevitable loss of the breast, or of a person's life. There is always hope.

Our Fallen



Mr Samuel Msimango
from the Pretoria Regional Office

Colleague

Happy Birthday

to the following colleagues born in the month of October

1

ENGELA NICOLANIEJANSE VAN RENSBURG 01 October
MAKATSO ISAAC JONATHAN 01 October
KEDIDIMETSE AGNES TSHUKUDU 01 October
DINGUMUZI DIFFERENCE MOKWENA 01 October
DENZIL PIERRE AMERICA 01 October
MOKGADI JOSEPHINE MAPATHA 01 October
MMASEAPE SANNY MALULEKA 01 October
KENEILWE MILDRED SAUL 01 October
ELLIOT AMOS PHANGISA 01 October
PROMISE AMUKELANI MUTHOMBENI 01 October
MMATSHERE KARABO MALAPANE 01 October
THEMBELIHE MATINISE 01 October
JANICA BOSHOFF 01 October
DIKELEDI DIVINEMALONGANE 01 October
DUSTY TUMELO MORE 01 October

2

DIMAKATSO SALOMEMOTLHAMME 02 October
SBONGILE MARIAMTHOMBENI 02 October
NONTMIBISO KILANI 02 October
AMUKELANI SYDWELL MABASA 02 October
KAGELELO PATRICIA SEGOLE 02 October
JACQUELINE ZEPHESEAMATHA 02 October
RAMALATJI BENKGOKANE 02 October
THOKA HILDA SIMELANE 02 October
GRACE NONTOMBIZANELE BALELA 02 October
STELLA POOL 02 October
RUWAYDAH CAROLUS 02 October
SHEILA NAOME SOMO 02 October
PHARAKWANE MADIMETJA EDWIN TEBEILA 02 October
RAMATSIMELA BEAUTER MAMABOLO 02 October
THABSILE FAITH MAJOLA 02 October

3

CHRISTOFNEL 03 October
PRINCESS MARGARETMKETSU 03 October
JULIA KELEBOGILE SETLHOKE 03 October
PHILANI RAYMOND NTULI 03 October
NTOMBKHAHA DEBORAH MADLOKAZI 03 October
ROFHIWA ZACHARIAMUDAU 03 October
MADIPHOKENG MARIA RAPOLAI 03 October
ZINZI NOZUKO NTANJANA 03 October
SUZAN MALIKGUTHANGWANA 03 October
CHRISTOFNEL 03 October
PRINCESS MARGARETMKETSU 03 October
JULIA KELEBOGILE SETLHOKE 03 October
PHILANI RAYMOND NTULI 03 October
NTOMBKHAHA DEBORAH MADLOKAZI 03 October
MADIPHOKENG MARIA RAPOLAI 03 October
ZINZI NOZUKO NTANJANA 03 October
ROFHIWA ZACHARIAMUDAU 03 October
SUZAN MALIKGUTHANGWANA 03 October

4

SAMARIA MARIA SHABANGU 04 October
TODI DORCASIBIYA 04 October
BHEKIZWI AMOS MCHUNU 04 October
SINA ABUENG MOTSAMAI 04 October
MUZI JAN KAGHUBO 04 October
ANDILE ERIC THOMAS 04 October
WILLIAM SOTHULEKILE KEKANA 04 October
ARIE GERHARDUS SCHUTTE 04 October
TAFLIN SHUDAN FORTUIN 04 October
TABISA AUDREYNCOCKO 04 October
TSHEPISO GLORIA DIBAKOANE 04 October
MSIZI MKHIZE 04 October
CATHRINE KATIWE CIBI 04 October

5

NGWENA ZACHARIAH THOBEJANE 05 October
HENDRIK CAMPHER 05 October
DUDU EMMERATIA MOLEFE 05 October
DIWAIRI MARIA MABASO 05 October
JACOBUS JOHANNESCONRADIE 05 October
DANIEL JONKERS 05 October
HELEN SUSANNA POTGIETER 05 October
MZIWOXOLO MDLETYE 05 October
MAKOLA STEPHENMONYATSI 05 October
HOMBAKAZI PHAPHAMA FIKENI 05 October
NGWANAMOTUDI SILENCE MOLEPO 05 October
JABULANI MICHAEL LUPUWANA 05 October
FORTUNATE ZANELE NDLELA 05 October
AMANDLA MJALI 05 October
BONGISIWE MCHUNU 05 October
NTSOAKI LYDIA LEBAKA 05 October
SIPHEPELO PROSPER MAPHUMULO 05 October
MMATHAPELO ZONDO 05 October

6

NICOLAAS JOHAN VAN STADEN 06 October
SIBONGILE MITTALSHWAYO 06 October
MMAMUEWA WILLIAM MOKWAPE 06 October
KETSILE JULIA SELABE 06 October
KEITUMETSE MIRRIAM MATUWANE 06 October
LATASHA LEWIS 06 October
MARTIN HENDRY VERKOPER 06 October
ADRIE REINECKE 06 October
SALPHINAH ADELAIDE PHAMBANE 06 October
KEEMETSWI PLEASURE MATHULO 06 October
MPHO REBECCA LANGA 06 October

FUNEKA TUTSHANA 06 October
MATLALANE LENTSA 06 October
ZINGISA RASMENI 06 October

7

SAVATHREE WILLIS 07 October 2014
STANLEY WILLIAM HENDERSON 07 October
MUTHUPHEI JOYCE RATOMBO 07 October
MARGARET ZODWA NDIMA 07 October
SOPHIE KUMALO 07 October
ETHEL NOEL MAMOTIDI MATJIANE 07 October
ERNEST CHILOANE 07 October
LANA MARIA SAMPSON 07 October
MARY ELLEN TLOUANA 07 October
SIBONGILE SITHOLE 07 October
JOHANNES MOLATLHEGI MONARENGO 07 October
DAPHNEY MODISANE 07 October
GUGULETHU PRECIOUS THUSI 07 October
FAVOURITE SABELIWE ZITHA 07 October

8

JOHANNA MAGDALENA BLOM 08 October
MOTLHAKASE PETER MFETE 08 October
GRACE MAKAMBI 08 October
PEARLENE VANESSA PRETORIUS 08 October
CLARA ELAINE JENNIFER WITBOOI 08 October
JAMES SETSWAKAE MOKONE 08 October
NOMZAMO NDYOLASHE 08 October
SHARIFA ROSENBERG 08 October
BAHEDILE GODFREY MAANO 08 October
NTOMBIZODWA SUZAN ZINIKELA 08 October
HAJIRAADAMS 08 October
NTOMZANELE ELICIA NDUDE 08 October
NDIVHUWO RINAH MUDAU 08 October
WANDA ZIHLANGU 08 October
JOALANE KHOAISANYANA 08 October

9

HENDRIK ANDRIEAS KLEINHANS 09 October
VUYELWA GLADYSSIBENGILE 09 October
WILLEMCLEOPHAS 09 October
MARGARET NTSHABENG MAHAMBABA 09 October
MARY JANE XABA 09 October
MODUKANELA FRANS MOLEHE 09 October
NOMBUYISELO MATEBESE 09 October
MELIDA NGOBENI 09 October
NTSUNDENI TSHAUMBEA 09 October
SIMANGELE MANDY MGOBHOZI 09 October
JOCELYN RAMADIMETJADIKETANE 09 October
SAMKELO TREVORNGCOBO 09 October
MADODAJACOBS 09 October
SANA EMMANUEL MTIMUNYE 09 October
TEBOGO GODFREY MAROPEFELA 09 October
THEMBISILE PREIOUS SIKHAKHANE 09 October
SIZAKELE PEGGY MCHUNU 09 October
THANDO SELINGTON NYOKA 09 October

10

MASHUDU MARIAMBEDI 10 October
WELLINGTON FEZILEDYANTYI 10 October
RUBERTA NOMBULELO HANS 10 October
TEBOGO FRANCINAH TUKISI 10 October
SENZENI ALPHEUSMSIBI 10 October
NTOBOKO WISEMANOMTSETSE 10 October
THEMBISILE IRENE HLOPHE 10 October
MAUREENWATERLOO 10 October
NOKUTHULA FRANSISCA BHENGU 10 October
STELLA CONSTANCE MAHLABA 10 October
PATRICIA POPLINAH HLEBELA 10 October
PAPI MEKWA 10 October
TOBIE VICTORIA MASUYAKOANA 10 October
KEHLIWE PATRICIA NTEKE 10 October
PHILLIP JEFFREY MSHALI 10 October
MARTHA FRANCINA JACOB JOOSTE 10 October
ZANYIWE ROSEMARY NCOYO 10 October
MICHAEL SAMUEL DIEDERICKS 10 October
LEAH CHAUKE 10 October
KOOSRADEBE 10 October
XOLANI LANDULE 10 October
NKHENSANI NKATEKO MOSWAZI 10 October
NOZIBELE BRENDA NKONYANA 10 October
STHOKOZISI GOODNESSMSOMI 10 October
SCELO IGNATIUS ZULU 10 October
RAESIBE EUNICE MOKOMANE 10 October
HUMBULANI PAUL MASHILA 10 October
TEFO TSHIDISO LENNOXE JOBO 10 October
THINAWANGAMALUSHA 10 October
ZIMBINI SOMWALA 10 October
NQOBILE KHETHIWE MTHEMBU 10 October
BRONWIN BOOIS 10 October
ESAYA REX 10 October

11

LEPHUTHE ALPHEUSMAGASENG 11 October
ZWELINZIMA GIBSONNDUKWANA 11 October
GRAHAM HENRY MARTIN 11 October
IRIS LILLIAN EIMANN 11 October
JACOMINA ELIZABETH HATTINGH 11 October
MUKONDELELI ELINA SIDOGI 11 October
THANDISILE MILLION LALA 11 October
TIKHATHARI SOLOMON TSHIBALANGANDA 11 October
PRINCESS BUYISWA SIBENYA 11 October
SEISIWE JOHANNES KABINDE 11 October
LIMAKATSO ANNA TAU 11 October

NOLIZWI PROMISE THABISILE HLENGWA 11 October
ZOLISA PRINCESS SANDRA WANA 11 October
LUNGILE PATRICK ROTO 11 October
MMANKHUME MINKY LEUTLE 11 October

12

MAVIS LULEKA MSHUMI 12 October
TLANGANE JACKSONMAKAMA 12 October
CAREL WILLEM ROOS 12 October
MARLENE WIESE 12 October
THERESA ELAINE USHER 12 October
SIMANGELE BEAUTY NDLOVU 12 October
REUBEN THEMBANI SIDUMO 12 October
NOXOLO CASTIN MASHALABA 12 October
FHATUWANI MUAVHA 12 October
XOLISILE PRECIOUSZUMA 12 October
NTEBELE MAMPHO EVAH MATHABATHA 12 October
KEAOLEBOGA EUGINE MONNANYANE 12 October
NONKULULEKO NGUBANE 12 October
October8910120557089
NASIPHI AYANDISWA NDAMASE 12 October
NTOKOZO TREVOR SINDANE 12 October

13

BARTHOLOMEUS SAAAYMAN 13 October
KENNETH PETER SMITH 13 October
MANALA PIET PHETLA 13 October
NONYAMEKO MARGARET MTLA 13 October
JOHN LINTOOR VAN NIEKERK 13 October
FRANCOIS ADRIAN CARL LOUW 13 October
SELAOCWE JACOB KABELO 13 October
SIPHO RUBIN MADELA 13 October
IRVIN DALASILE 13 October
NOMPUMELELO PATRICIAPHELAGO 13 October
SUE-ELLEN GROBLER 13 October
JOHANNES JONES JORDAAN 13 October
SELLO ASSENT SEROPOLA 13 October

14

JACOBUS JOHANNES KOEN 14 October
MOLLY NONANANQONJI 14 October
BONISWE MONICA NHLAPHO 14 October
BATHMANATHEN MOODLEY 14 October
SAGAREN NAIDOO 14 October
MOGAMAT MALIEK JANTJIES 14 October
TREVOR MAKOLA 14 October
FULUFHELO LIVHUSHA 14 October

15

PAKAMA SUNNYBOY MAHLANGU 15 October
PETROS THOMAS MASHIANE 15 October
MARTHA MANTOMBINZIMANDE 15 October
LINDIE MARELYN NEMAVHIDI 15 October
MVUSENI PETER MSENGENI 15 October
MINNIE SAAIS 15 October
CHRISTINAH RAISIBE MONAMA 15 October
MARIE BESTER 15 October
SHIVUKANI CATHRINE SITHOLE 15 October
SIHLE VASCOMCHUNU 15 October
CHARLOTTEHENDRICKS 15 October
ELIZABETH DIMAKATSO MONNAKGOTLA 15 October
GCOBISA ABIGAILMRWETYANA 15 October
PHATHUTSHEDZO SUZAN MABIRIMISA 15 October
SEDIU MARIALEKOTA 15 October
BONGIWE PRINCESSNTOMBELA 15 October
RACHEL DHLAMINI 15 October

16

SELINA MAUPA 16 October
AARON BONOKOANE MOLELEKOA 16 October
MAPUTLE KHUMISHO MAPHUTHA 16 October
NTOKOZO VELILE JIYANE 16 October
VUYOKAZI TOKWANA 16 October
KGOMOTSO GWENDOLINE MATHULO 16 October
PATIENCE MOUNTAIN 16 October
MARTHA MAKGATHO NALANA 16 October
NIKIWE SOPHIE NGO 16 October
HUNADI NGWANILE KEKANA 16 October
NOMCEBO FAITH MKHATSHWA 16 October

17

ANITA WILHELMINAMCINTYRE 17 October
HAZEL SINDISWAGQOGGA 17 October
FUNDISWA VIOLETSTUURMAN 17 October
SIVUYILE LUMKILEMASIZA 17 October
PHUTI LINDI MABOTJA 17 October
BUNTU MQWASHU 17 October
DINEO DORISMAHLANGU 17 October

18

ZIBUZELE LOVEMOREMTWETWE 18 October
EBRAHIM JACOBS 18 October
NKOSENYA ALBERT MBHELE 18 October
PETRUS JACOBUS WHIELERS 18 October
MOTHEPHE HENDRIK NONI 18 October
SYDNEY MZAMENI CEBEKHULU 18 October
RACHELENE ANIETAH FORTUIN 18 October
NOBUHLE GWALA 18 October
NOZIPHO PORTIANEKILE 18 October
NICOLETTE ALANA MORGAN 18 October

DIFEDILE MARIA MORALLANE 18 October

19

ERNEST ESAU LOUW 19 October
MARHULI ARNOLD MASHAMBA 19 October
KHANYISWE PRISCA DLADLA 19 October
MANDLA JEREMIAH SIMELANE 19 October

20

MATIKANE HENDRICK MATHEBE 20 October
ANNAH ZANEZE RAMOROKO 20 October
NCENGWANE MAHLANGU 20 October
MELIDAH SEBOD MARISHANE 20 October
CYNTHIA THULILE NKOSI 20 October
KABEKA HENDRICK LEFIFI 20 October
VINCENT IVAN GAZAR 20 October
FLORENCE RELEBOHILE MATLALA 20 October
BEVERLY PHILLIPS 20 October
ABRAHAM JOHANNES VISSER 20 October
TEBOGO DOMINIC MPHOSANE 20 October
MASEGO MILDRED ELESANG 20 October
NONHLANHLA INNOCENTIA MHLONGO 20 October
LEBOGANGMATHEKA 20 October
LEKUKELA NELSON LEBEA 20 October

21

ANWERALLIE BANDERKER 21 October
TAUHIER LEE 21 October
SIPHELELE MDLOTI 21 October
THEMBISA KOLIWE NQINA 21 October
MARUMO EMMAMAKGAMATHO 21 October
MAKOLE JOHANNA SETUMU 21 October
ANDREW SEFIRIRAMASODI 21 October
NOZIBONGO MBOMBELA 21 October

22

NONTSIZI ELSIE HALOM 22 October
ESTHER MEIKIE MPHATHA 22 October
BCBUTHELEZI 22 October
ONBEKEND DU TOIT 22 October
SOLOMON SELLODEANE 22 October
PRAVESH SINGH 22 October
FARIED ISMAIL 22 October
LINDELWA MBANJWA 22 October
HESTER PETRONELLA WHEELER 22 October
HILTON MONDLI MAZIBUKO 22 October
ZAMA MAGUBANE 22 October
SIFISO MAKIAN NCWANE 22 October
DIKELEDI PETULA RACHEL MAKHETHA 22 October
NTOMBININI MNGQENGEISWA 22 October
DALUXOLO MBOTHO 22 October
MAGARET SBONGILE MOKONE 22 October
SONQOBA MVUSELELO XULU 22 October
ABONGILE MANGE 22 October
NTSHADI ANNACLETTE RANOOE 22 October
MANDY MEMANI 22 October
ANNEKIE ANNELE DE WEE 22 October
UNATHIMQINA 22 October

23

NCEDE WILLIAM NGEMA 23 October
CHRISTOPHER BENJAMIN JULIES 23 October
THEMBA PHILLIPBOKWE 23 October
JOHANNES THEODORUS NEL 23 October
DINEO EDITH KGOMONGWE 23 October
VULINDLELA MAGNUS MAKHANYA 23 October
MAKUKA ANDREW LERUMO 23 October
TIEHO MATTHEWS MOHAPI 23 October
MACDONALD THABANI BIYELA 23 October
EBRAHIMA ROBERTS 23 October
CHANTALL SMITH 23 October
KHANYISA PORTIA NYONGO 23 October
SONTAGA LUCY MOSINA 23 October
KGOMOTSO FELICIA PAULINE MABELEBELE 23 October
KWEZI NOMBWEU 23 October
PHUMLANDABENI 23 October

24

BRIAN JOHN VELDSMAN 24 October
SYLVIA NOKUTHULA SIGWANDA 24 October
NKULULEKO MATTHEWS TEKI 24 October
NHLAKANIPHO WISEMAN DLAMINI 24 October
MEISIE MIRRIAM RANYELE 24 October
MARIUS HESSE DE KLERK 24 October
KAREN JANETTE HARTZENBERG 24 October
TAMBUDZANI LAYBON NDUVHENI 24 October
STEPHEN TSHEPO MARUATONA 24 October
KENEILWE LAURAH POONYANE 24 October
ANJESCHOEMAN 24 October

25

MUKONDI JOSEPHINAH NEMATHITHI 25 October
FREDERICK BRIAN JOHNSON 25 October
NOMUSA JEANETTE NTOMBELA 25 October
GREGORY DOUGLAS WAYNE OLIVER 25 October
LINDA NDABENI 25 October
GCINIKHAYA RIGER QUBEKA 25 October
MONAGENG PETERNENE 25 October
LUTHANDO ELVIS RAFANI 25 October
NWABISA NKANGANA 25 October
THABO MOKOQAMA 25 October
NHTATHEN GODFREY MAKHALA 25 October

SANDILE DUMAKUDE 25 October
MABELPHOKOANE 25 October
SEIPATI PRIMROSESERAME 25 October

26

LEON GEORGE 26 October
DAVID PATRICK MEYER 26 October
NOMSA BEAUTY MASUKU 26 October
BOLEKWA MTSHAZI 26 October
NOMAWETHU RALARALA 26 October
SIBULELE HAWARD TYHOMFA 26 October
THEMBALETHU TEMPLETON ZAUKA 26 October
NONTMIBISO NTAKANA 26 October
NONGEZELELO SIKO 26 October
TINTSWALO ZINTLE CHAUKE 26 October
PAMELLA ROSEBELLANYAKAZA 26 October
EUNICE NOMUSA MCIRA 26 October
DINAH MAGABA 26 October

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JOHANNES PHILIPPUS CRAFTORD 27 October
BRENDA ELIZABETH SAMPSON 27 October
MUZI LEONARD NDLOVU 27 October
BAOJELE SIMON KGOSIEMANG 27 October
AVHAPFANI PHANUELMUKHWATHI 27 October
LEONARD MPAKOTI 27 October
THANDEKA GRETTINA ZUMA 27 October
GILBERT THABO ZAULA 27 October
THABILE PATIENCE NHLAPO 27 October
VUSI GIVEN MSIMANGO 27 October
MAZEKA 27 October
ISAAC KHOLISILE NDUNA 27 October

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NOMVUYO WINNIFRED MQIKELA 28 October
PAUL GERHARD ELS 28 October
AZWINDINI JOYCE TSHIVHENG 28 October
MOGOATIKE JOHANNES LEKALA 28 October
NOBUNTU MNANDI 28 October
ANNANIAS MENACKS MAGANE 28 October
MARGARET RAMABELEMASEMOLA 28 October
NCAMISILE CYNTHIASITHOLE 28 October
JOHANNES THEKISO 28 October
GALE CELESTINA KHUMALO 28 October
RADITALA SIMON THABANA 28 October
OUPA MOSES MODISAKENG 28 October
PETER MALEKA SETSHEDI 28 October
NTOMBOSINDISO GAGAYI 28 October
JABULANI ENOS MKHAR 28 October
SISAMANGWANYANA MALUBEKO SIBUSISO DALI 28 October
PEGGY NTWENHLE NGIDI 28 October
ALUWANI ALUCIA RAMUSHEWU 28 October

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NDIVHUWO OMPHULUSA MULAUDZI 29 October
NOMONDE KUBUKELI 29 October
ZAMAZULU FIKENI 29 October
NTUKISENG BENEPHICIOUS RAKHALE 29 October
RANKOKONE RACHIEL GIBA 29 October
TSHOKOLO JOHNMAHLAKU 29 October
MBALI MARCIA ZONDO 29 October
ROBERTDANIELS 29 October
ELIZABETH PHILISWE NGCOBO 29 October
THEMBA ABRAMSIBEKO 29 October
ZILINDLE GOODNESS HLENGWA 29 October
MOETI PATRICK MOSEBI 29 October
LOUISA NDLOVU 29 October
MPHO TATS 29 October

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CHRISTINA WILHELMINA AVENANT 30 October
SALOMINA LYDIA NTLATLENG 30 October
JOHANNES KORTENHOEVEN 30 October
NONJA ELIZABETH CHAKALA 30 October
TEBOGO BENNETT MOSEGELENG 30 October
KERNEELS PAPIER 30 October
RANKUPA JONAS MATLOU 30 October
MOTENA SOLOMON MANGANYI 30 October
LORAIN NKONE MAKINTA 30 October
MABLE KHOMOTSO SHELTA 30 October
ALUTA KULANI 30 October

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JOHANNES JACOBUSFOURIE 31 October
THOMAS MATTHEWS 31 October
LORATO INGRID SEBESHO 31 October
MOFHLU ALFRED MOTLOUNG 31 October
PULE ABRAM MOKPODI 31 October
PHUMULILENOSIYABONGA TSHEKIMFE 31 October
SAMKELISWE DANISA 31 October
ANTHONY CYRIL LEEMAN 31 October
ANTHONY BRUCEJESSEN 31 October
NGENZENI HELGA MSOMI 31 October
LYDIA SHADI MOGPODI 31 October
NELIWA NCAPAYI 31 October
IAN PETERMOSES 31 October
VIRGINIA MMAPULEMALEBANA 31 October



The Port Elizabeth National Employee Wellness Sports and Recreation Tournament in Pictures

