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The Director-General's first 150 days in office

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Agrivaal

An Art Deco Heritage building in central Tshwane is the cornerstone of the first Green Star SA certification development by

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public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA





By Reggie Ngcobo

Your future is up to you, plan for a better tomorrow

You cannot change yesterday but you can do something today that can change tomorrow.

It doesn't matter what happened in the last five/ten years or that you may not be able to change it; you can be able to reposition yourself and make

new decisions that will change what tomorrow may bring.

Invest in your future. Refuse to be a mental hobo or to end your life on a side walk. Tell everyone you come across that you believe in the future and you will act to secure your future.

You may have been born poor but you were not born to be poor, you may have been brought up poor but you were not brought up to be poor.

I'd love to concur with the person who defined adulthood as responsibility. When you become an adult you take up responsibility for your future, become responsible, refuse to fail, to give up and believe that you were made to be a winner.

God has a purpose for all of us and he has not created you to be a failure. Your biological parents may not have planned to give birth to you but you must know that in God's eyes you are not a mistake; He knew you were coming and he made sufficient provision for you.

There are certain things you must do in order to succeed. However, it's important to always be mindful that there are things that are not in abundance, they are limited and one of them is time. Therefore, you need to save time and keep track of your time. (You can't always be late for meetings, late at work, late for appointments. If you continue to be late; you will even be late for your own funeral). There is no extra time; life is not a game, therefore make every day count for your life.

Improve yourself every day. Introduce something that counts in your life every day. Choose to be a success, be inspiring to others. Distinguish yourself with character, with excellence (let your manager know that if he/ she has given you work to do, he/she will get excellence). Whatever you do, do it with excellence. Put your best in what you do and change your world.

I will repeat, there is no extra time, therefore whatever you do now, do it the best way the first time. Success is waiting for the men and women who say yes to success. Success is waiting for a person who plans for it, who reaches out for it, who says I woke up for you, its waiting for people who make decisions. Procrastination is the thief of time.

Colleagues, time is important so do not spend your time doing things that won't take you somewhere in life. Don't spend time looking at what other people are doing because those you are looking at have put their best on what you are looking at. Change your position, say to yourself I will be looked at.

If you are the kind of person who absolutely loves designers' clothes, shoes and expensive perfume, you can channel that love towards creating your own designs. Challenge yourself for the future. There is a room for you; there is a

place for you at the top because the bottom is crowded.

Train your mind and use it and it will be ready to deliver to you the right thoughts and ideas that will earn you commercial value. There is no poverty for the man and woman who has made an investment in his or her mind and who is willing to act. There is no hunger for people who have trained their minds to think through every problem, to solve every problem. Train your mind to think through every problem and render a solution. Let people come to you for advice, decide to be smart and to be a problem solver (don't wait for your superiors).

Problem solvers are in short supply in our country. There is always a place for anyone who chooses to be one. Engage yourself in national issues, get involved, and get concerned. Some of us are the best thinkers this country has ever produced, but where is your contribution? Maybe you sleep a lot, rest too much and play too much. It's time you put your best into whatever you are good at and let this country benefit from your gift and talent.

Let's put all hands on deck and define our future paths, as individuals, employees of this Department and citizens of South Africa. The fact that in some problematic areas in our Department, we have shown some improvements is a sign that indeed *Working Together We Can Do More*.

Minister Thulas Nxesi said, "Getting this Department where it's supposed to be is not an event but a journey." Let us all become part of this journey to a better and well-functioning Department.

As former President Nelson Mandela once said: "Be the Captain of your soul."

Reggie Ngcobo is the Editor in Chief of *WorxNews*

Editorial

A promise made, is a promise kept...As we promised in our previous edition, the *WorxNews* crew went out of its way and caught up with the Director-General (DG) of the Department, Mr Mziwonke Dlabantu who shares with staff his experiences of the first 150 days in the hot seat at the helm of Public Works. Thanks to the DG who managed to accommodate the crew in his tight schedule.

All you need to do now is to relax, take a deep breath and read the DG's article word by word so as to get a clear picture of where the Department is, currently, and where it is heading, going forward.

You will be getting a clear path and an unambiguous route the Department is taking, and what is amazing about the whole thing is that you will be getting everything from the "horse's mouth".

In the recent past, the Department hosted the Standing Committee on Public Accounts (SCOPA), met with the Correctional Services Portfolio Committee and hosted Women's Day events, among others. These are some of the many departmental events that you will read about in the current issue.

Coming to the turnaround issue which has become critical, central and intrinsic to the business operations of the Department, colleagues should always bear in mind that for this drive to yield fruits, the Department should focus on change management as one of the critical factors of the process. We also need to remind ourselves that change starts from within. It begins with each one of us to work for change. It is up to us to think creatively on how best we can bring about the positive change in our respective spheres of operation that would help us meet our clients' needs and expectations.

We cannot do the same thing, the same old way - over and over again and expect something else to happen. If we want real change, we must start doing things differently. We must be able to identify stumbling blocks that prevent us from doing things differently. Most importantly, let's act on the stumbling blocks and turn them into building blocks in an effort to rebuild Public Works. Some of us might be thinking... "easier said than done", but I want to say to you...if you can put your mind to it, you can do it...it is those little things that you do differently that can bring about remarkable change. Let's

do more with the little resources we have. And lastly, let's remember that what can keep us going and reaching for the heights is our resilience and our ability to see opportunity in the face of adversity.

To managers in the Department during this time of change, maybe we can focus on three critical elements for the units we are heading. We should be asking ourselves whether our sub-ordinates have the necessary **resources, skills** and the **capacity** to deliver on our objectives, if not, let's capacitate them on those three elements and give them the necessary support and the space to manoeuvre. That way, we are likely to bring about change we want to see in our units and our Department.

In closing, the *WorxNews* team once again appeals to all employees in the organization 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. Thanks to the units who are heeding the call. The number of units who are forwarding articles is gradually increasing and we will share some of those articles with you in our next edition. To those units, we say keep up the good work!

Thank you and enjoy the reading!



By Petrus Sibiya



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

It is a forum for 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.

WorxNews would like to express its profound gratitude to all the Directorates and individuals who have given their sincere support towards the production of *WorxNews*.

Special thanks to the following staff members who contributed to this publication: Reggie Ngcobo, Petrus Sibiya, Motlhabane Skade, Mduduzi Zwane, Lucky Mochalibane, Barnie Ntlou, Mashite Mogale and Thobi Langa.



The Director-General's first 150 days in Office

By Reggie Ngcobo

WorxNews' Reggie Ngcobo caught up with the Director-General, Mr Mziwonke Dlabantu for a comprehensive interview with him where he shares his experience for the past few months in the Department and his vision for Public Works going forward, and this is what he had to say:

In your short stay in the Department, what would you regard as challenges that this organisation is faced with and how do you think we can overcome them.

The first challenge we face as a Department is our negative image and perceptions in the eyes of the broader public (other departments, institutions like the Auditor-General, Parliament, some of the constitutional institutions and others). I sometimes get a sense that this image is also similarly poor even within the internal stakeholders like fellow staff members, union representatives etc. This situation seems to stem from a systematic collapse of the governance culture and framework as a result of instability at leadership level over a fairly long period of time. It seems that many initiatives that were aimed at implementing corrective measures and actions were generally never completed and concluded thereby resulting in escalation of the negative consequences of the problems that were being addressed. As you will agree we are going through similar processes even now, it will be very important that we succeed in implementing a substantial part of the recommendations and initiatives coming out of the diagnoses of the problems we are faced with.

"We do not need too many new ideas and initiatives, but actions on those we have agreed upon."

That is what will preoccupy our minds and direct our actions going forward.

The second major challenge is the disjuncture and disconnect between our core business and the resourcing of those key areas. The lack of capacity and skills in key skills areas particularly in the engineering, property management (in all its areas), finance, supply chain management, legal etc. is a serious challenge and in fact a threat to the continued existence of the Department, for it directly affects the extent to which we are unable to service government effectively and efficiently. Linked to this is the lack of clarity with regard to the service delivery model and value chain which is necessary to ensure we can deliver on our mandate efficiently. Having modelled our delivery on the basis of a partnership with the private sector, our

capacity to engage the private sector adequately and on an equal basis is hampered by this deficiency. You will probably be aware that the Competition Commission has discovered malpractices in the form of unprecedented levels of collusion by the major players in the private sector involved in construction. Some of those cases involve projects in our Department and most probably our sister departments at provincial level. To address this deficiency in our engagement capability, we are currently reviewing the service delivery model and value chain so as to ensure that there is clarity of what it is we are about, as well as to identify that which we are not about – which we will have to do something about. Similarly, we will be able to understand the capacity and skills requirements and prioritise resources around those key areas of our business. Work has already started in this regard.

Thirdly, we have to fight directly the scourge of corruption that seems is endemic in the organisation and around it. Internally we are strengthening the governance structures of the organisation to prevent, detect, and deal with cases of corruption when these occur. While we are doing the above, we have roped in the assistance of external partners like the Special Investigating Unit (SIU), our Internal Audit unit, and from time-to-time make use of service providers to probe and propose corrective measures for us to implement. Under the auspices of our turnaround project, we are developing and putting in place the necessary policy instruments and appropriate intervention actions to deal with these matters and will ensure that everyone inside and outside (to the extent that they are affected) the Department is aware of these.

Fourthly, the negative audit (disclaimers in our case for both the Vote and the Property Management Trading Entity) outcomes as a result of failure of governance and non-compliance culture in general (for example in terms of the extent of irregular, fruitless and wasteful, and unauthorised expenditure) and the absence of a fully reliable, complete and well-maintained Immovable Asset Register that is compliant to prescribed accounting standards and frameworks, is a significant matter that we are dealing with. The establishment of the Clean Audit Project and the task currently underway to clean the asset register is our intervention to address this matter.



Director-General Mr Mziwonke Dlabantu

What are the strengths that you have identified that you think we can build on as DPW?

People. I have been encouraged by the extent to which the majority of staff is committed to ensuring that the Department takes its rightful place in government and society in general. Every morning when I come to work I meet enthusiastic young and old, men and women who show a lot of commitment to the Department and who are positive towards the resolutions of the problems that the Department is faced with.

Secondly, as I have indicated, some of the solutions to the challenges are already there having been diagnosed but not implemented. Not everything will be built from scratch.

Thirdly, I think the Expanded Public Works Programme (EPWP) is one flagship programme that even with its challenges here and there that seems to have a good delivery track record and therefore enjoying a positive image out there. We will need to build on this image.

Could you kindly share with us your focus areas that you would immediately embark on going forward?

The key focus areas currently involve dealing with the backlog in the property management particularly the expired leases. This is a major cause for concern as it affects the efficient operations of our client departments. As budgets for these leases were decentralised into the various departments, any improper arrangements on these leases affects the records of all affected departments including any irregularities associated with them. You can imagine how unhappy the client departments are as a result of this situation.

The second issue is reviewing the problems in the project management processes and the implementation of measures to improve performance of my Department in this area.

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The implementation of the multi-skilled teams dedicated to the needs of our clients is expected to have a major positive effect on this in the current year.

Thirdly we will also address the service delivery blockages that bedevil our image. We will complete the outstanding aspects of our turnaround plan and monitor the implementation constantly. We will do so with and bring on board the rest of the staff membership of DPW as well as organised formations representing staff.

Lastly, I am paying close attention to the management of the Prestige portfolio. It may seem small in terms of expenditure compared to the other areas of our work, but it remains one of the areas that have the highest impact on our image in government. We will deal with the problems experienced in the pricing distortions that exist in this areas some of which were reported recently in various newspapers.

What issues have you attended to in your first months in the Department? Issues that springs to mind when you think of Public Works.

The media enquiries related to the Prestige portfolio renovations in Cape Town. The difficulty to justify why we spent so much per house in some of the areas was an eye-opener. I had been briefed generally on many issues regarding the portfolio and had read about some of these, but was extremely surprised when I had to deal with that matter. It gave me a sense of what I was going to be faced with.

I have also met with the labour representatives on the turnaround where we discussed issues around the matter almost informally and agreed on what is to be done in that regard. I have noted that more needs to be done to pursue the matter through formal engagements.

"We are augmenting our team on turnaround to include people who have been there before in turning around departments that have been where we are previously."



Director-General Mr Mziwonke Dlabantu

In this regard the arrival of Mr Jacob Mamabolo, who was part of the successful turning around of the Department of Home Affairs particularly the change management aspects thereof, is going to assist a great deal in ensuring that we follow through on this matter and probably commence with the process of actively engaging labour formations on the turnaround.

I have also had engagements with the MINMEC and Technical MINMEC on matters related to the Public Works function as a concurrent national and provincial function in terms of the constitution, National Treasury on the budget and its adjustment, the institutions reporting to the Minister of Public Works on their functions and responsibilities. Various discussions on the Turnaround projects were held where we had to take the necessary decisions on the various issues including the operationalization of the Property Management Trading Entity (PMTE).

The finalisation of the Annual Performance Plan (APP) and the various briefing to Parliament were amongst the many issues that were useful in orientating me and which I had to deal with.

What are your plans for the first year in your new portfolio?

I need to fully understand all the key strategic issues of this Department's areas of operation in terms of strengths, weaknesses, threats and opportunities. The implementation of the Turnaround Strategy is going to be the centre of my attention as it covers all the key matters that have been diagnosed.

My plan for the year therefore will be to deal with the key projects that are aimed at the first phase of the Turnaround, which is largely aimed at stabilising the Department as a patient.

"Firstly, I will focus on the implementation of the Property Management Trading Entity as it is key to the delivery of a total and professional solution for our clientele."

This will also cover the areas that have contributed to the negative audit outcomes of both the Departmental Vote and the PMTE itself. I will drive the development, implementation and maintenance of internal control systems of the Department. Key in this regard is the strengthening of the management of our assets throughout their life cycle and creation of the right model for choosing and providing the best options of delivering best value to our clients. This will mean addressing the problems we are experiencing in the leasing environment and completing the development of an asset register that is complete and compliant with the basic assertions necessary for accounting purposes, and which will later be enhanced further to be fully compliant to the generally recognised accounting standards.

Secondly, I will also deal with the the development of the service delivery model and the related value chain in order to address service delivery



Director-General Mr Mziwonke Dlabantu

weaknesses. The process will entail a careful analysis of all related processes aimed at achieving the mandate of the Department, eliminating duplications and confusion related to the roles and responsibilities between all internal and external role-players to enhance efficiency and accountability. Thirdly, I will review the governance framework of this Department to ensure the goal of good governance. This will cover the need to develop appropriate policies and structures necessary in that regard. At the core of the problems bedevilling the Department at the moment are matters related to the collapse of the governance framework, creating a culture of non-compliance generally and bypassing or even ignoring of critical internal controls necessary for safeguarding the assets of the organisation, and impunity for deviations. Fourthly, I will continue to implement the initiatives already underway on the priority of combating fraud and corruption which has affected our image to the public.

Could you kindly share with us what this portfolio of a Director-General entail?

This portfolio can be described as that which closely resembles the position of a Chief Executive Officer (CEO) of any company in the private sector. The DG is largely responsible for all administrative functions of the Department, is accountable to the Executing (Executive) Authority, the Minister - who in turn is accountable to Parliament. We operate on the basis of delegation by the Executive Authority, and responsibilities assigned by legislation directly (such as the PFMA etc.).

Any short-term and/or long-term objectives for the organisation that you would like to share with the DPW Family?

In the short term, the Department will implement the initiatives that I have highlighted above. In the long run we want to create the capacity that

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“Fraud and corruption will not be tolerated,” says Minister Nxesi

By Motlhabane Skade



Minister Nxesi responding to questions from delegates during the National Stakeholder Forum at Emperors Palace

In his address to the National Stakeholder Forum (NSF) that was hosted by the Construction Industry Development Board (CIDB) at Emperors Palace recently, Minister Thulas Nxesi spoke strongly against corruption.

The NSF is a forum that is convened annually with the Minister of Public Works in terms of the CIDB Act.

Minister Nxesi mentioned during the Forum, that the Special Investigating Unit's (SIU) investigations, taken together with the recent findings of the Competition Commission, are a timely reminder that it takes two to tango, and that corruption and greed in the private and public sectors are mutually reinforcing each other.

He challenged the CIDB to zoom into the recent developments around the findings of the Competition Commission. The Competition Commission levied a combined fine of R1.46 billion against 15 construction companies, for colluding over prices in projects.

Minister Nxesi said that the CIDB is obliged in terms of legislation to initiate its own inquiry, a process that is independent of the Minister. He further mentioned that the admission of guilt paves a way for the CIDB to initiate its own process of investigation into the firms' conduct in terms of Section 28 of the Construction Industry Development Regulation of 2004, and the CIDB

Code of Conduct. “Collusion and artificially-inflated prices in projects has the knock-on effect of reducing the number of projects that we are able to deliver over a defined financial period – harming service delivery and reducing employment,” said the Minister.

He further reported on the progress made thus far in rebuilding Public Works which had been characterised by corruption and mismanagement which resulted in eight years of qualified audits and disclaimers in the last two financial years. He reported that the SIU has investigated about 40 irregular leases of which 23 were complete, resulting in successful disciplinary actions, suspension of six officials and the dismissal of four, which includes senior officials.

Commenting on the progress made, Minister Nxesi explained that the Department of Public Works was not doing it alone, adding that it was a team effort where the Department was working closely with the Chief Procurement Office at the National Treasury in re-modelling the Departments' supply chain system.

He praised the CIDB for its professionalism and the important work done in raising and maintaining ethical standards in the sector. He also thanked the CIDB for establishing norms, standards and procedures to implement a national maintenance programme in the State sector. Among the exciting news that Minister Nxesi shared with the NSF is the process of amending the Register of Contractors Regulations which has been completed, with new regulations which were scheduled to be gazetted later in the year.

On the issue of delayed payment of service providers, Minister Nxesi reminded everyone that during the 2012 Forum, the Department of Public Works agreed that it has to re-invent itself as a better client – a model client – to the construction industry. “We cannot be happy with the late payments which threaten the lifeblood of small contractors in particular,” noted the Department at the time.

“I am pleased to report that the Department has elevated this matter to a special project of the turnaround strategy. The focus is on the reduction of late payments and compliance with the President's instruction to pay suppliers within 30 days. My department is currently addressing backlogs and implementing new and improved systems. I have also started visiting regions to meet with contractors to address problems of late payments,” explained Minister Nxesi.

In his speech, the Minister identified systematic characteristics of the construction sector, which he summarised as follows:

- The slow rate of transformation in the sector – both in relation to contractor development and the share of contracts going to emerging contractors (black and female), as well as the proportion of black qualified professionals within the built environment sector (currently standing at 25%)
- Shortage of built environment professionals and skilled artisans in the sector
- Reduced order books and profit levels since the 2008 melt-down and global recession
- A need for mobilisation of construction capacity and partnership in support of the National Growth Plan and the National Develop Plan, among others
- The realisation of the construction industry potential of creating jobs.

In conclusion, Minister Nxesi said “while we remain distressed and outraged by the findings of the Competition Commission; we also need to discuss a way-forward, which may take a form of restitution and restorative justice. It is vital for the ethical functioning of the construction sector, and that we make a clear statement that there can be no return to business as usual”.

DG's 150 days in office continued from page 4...

will ensure that we are at the cutting edge of the market of providing accommodation and related services and products efficiently. We will define appropriate standards that will be the basis of measuring our performance in that regard covering all aspects related to that – whether its operational efficiency as required by each client in line with their functional requirements, environmental efficiency, locational efficiency etc. Our goal will be to ensure that we meet or make our contribution to the government's strategic objectives appropriate to this Department. Included in this

is the full implementation of the Government Immovable Asset Management Act (GIAMA) as a transversal legislation, which will be utilised to enhance our ability to achieve our objectives.

We have realised that there are functions that have fallen on our laps over years, either as legacy projects and/or functions, but which can best be dealt with on a decentralised basis. We will determine these and begin processes of having these assigned to the relevant departments and define our role in these which will most probably be policy determination,

regulatory and oversight where necessary. This will give us the space and free our resources to concentrate on key focal areas of our mandate. We also need to take stock of where we are in terms of implementation of the White Paper and therefore a policy review to confirm whether there is a need for any policy reforms, which may culminate in the development of a Public Works enabling legislation that will help define our mandate properly, the roles of each sphere of government, the rules of engagements where the function is devolved to the local government sphere and all governance arrangements necessary in the proper management of this function.

The overall implications of not complying with the court judgments/ orders/ rulings/ decisions by a government department:

By **Barnie Ntlou**, Director Legal Services & Litigation

Introduction

The long history of non-compliance with court orders by government departments has led to a certain portion of Section 3 of the State Liability Act No. 20 of 1957 being declared to be inconsistent with the Constitution and therefore invalid.

The relevant impugned portion read: "no execution, attachment or like process shall be issued against a defendant or a respondent in any such action or proceedings or against any property of the state, but the amount, if any, which may be required to satisfy any judgment or order given or made against the nominal defendant or respondent in any such action or proceedings may be paid out of the National Revenue Fund or a Provincial Revenue Fund as the case may be."

This made it extremely difficult for anyone to enforce any court order against a government department as this section placed the government above the law insofar as the binding nature of court orders is concerned.

The current legal position:

Section 165 of the Constitution provides:

1. The judicial authority of the Republic is vested in the courts.
2. The courts are independent and subject only to the Constitution and the law, which they must apply impartially and without fear, favour or prejudice.
3. No person or organ of state may interfere with the functioning of the courts.
4. Organs of state, through legislative and other measures, must assist and protect the courts to ensure the independence, impartiality, dignity, accessibility and effectiveness of the courts.
5. An order or decision issued by a court binds all persons to whom and organs of state to which it applies.

From the reading of section 165 of the Constitution, it becomes categorically clear that non-compliance

with court orders by an organ of state amounts to interfering with the functioning of the courts on the one hand and failing in its duty of assisting and protecting the independence, impartiality, dignity, accessibility and effectiveness of the courts on the other.

Section 3 (2) of the State Liability Amendment Act, 2011 provides: "The State Attorney or attorney of record appearing on behalf of the department concerned, as the case may be, must, within seven days after a court order sounding in money against a department becomes final, in writing, inform the executive authority and accounting officer of that department and the relevant treasury of the final court order".

Does the department have to wait until the formalities set out in section 3 (2) have been fulfilled before it can pay in terms of the final court order? What if the State Attorney or attorney of record appearing on behalf of the department concerned fails to inform the executive authority, accounting officer of that department and the treasury as required?

For the department concerned to wait until the fulfilment of formalities set out in section 3 (2) is problematic for the reasons that will follow.

In most cases, the court order sounding in money is couched in terms that also include payment of interest at the prescribed rate from a stipulated date to date of payment. Any delay in paying in terms of the court order automatically exposes the department concerned to escalated interest.

Section 3 (3) (a) (i) and (ii) of the State Liability Amendment Act provides that a final court order against a department for the payment of money must be satisfied within 30 days of the date of the order becoming final; or within the time period agreed upon by the judgment creditor and the accounting officer of the department concerned.

These provisions are more or less in line with Treasury Regulation 8.2.3 which provides that unless determined otherwise in a contract or other

agreement, all payments due to creditors must be settled within 30 days from receipt of an invoice or, in the case of civil claims, from the date of settlement or court judgment.

Section 3 (4) provides that if a final order against a department for the payment of money is not satisfied within 30 days of the date of the order becoming final as provided for in subsection (3) (a) (i) or the time period agreed upon as provided for in subsection (3) (a) (ii), the judgment creditor may serve the court order in terms of the applicable Rules of Court on the executive authority and accounting officer of the department concerned, the Attorney or attorney of record appearing on behalf of the department concerned and the relevant treasury.

What should the department do when confronted with a court order?

What becomes immediately clear is that the judgment creditor is not obliged to serve the order. It remains a matter of choice.

The best option therefore is for the department concerned to settle the judgment debt in terms of the court order immediately upon becoming aware of its existence. That option will save the department concerned from the escalation of interest and the possible embarrassment of a warrant of execution being issued against it.

The various steps to be taken by the judgment creditor or even the State Attorney after the court order has been issued as set out in the State Liability Amendment Act are not helpful in terms of preventing the interest from escalating.

The best of the best options therefore would be for the Department to regard every final Court Order as top priority by processing payment immediately upon receipt thereof. By this, the Department will be saved from paying additional costs and escalated interest.

Portfolio committee expresses satisfaction with DPW

By **Lucky Mochalibane**



DPW Ethekeini Regional Manager - Mr Nkosi Vilakazi during the visit to the Correctional Centre

The Correctional Services Portfolio Committee hailed as "a best practice" the working relationship between the Department of Public Works and the Empangeni Correctional Services Centre in Kwa-Zulu-Natal.

Members of the Committee engaged with and debriefed various role-players and stakeholders including the DPW Regional Management during their recent visit to the

Qalakabusha Correctional Services Centre at Empangeni near Richards Bay as part of their oversight. This took place on Wednesday 24 July 2013.

In anticipation (and preparation) for the visit, Public Works through the Durban Regional Office

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SCOPA LAUDS PROGRESS BY DPW TO TURN ITSELF AROUND

By Lucky Tshediso Mochalibane

During the visit by the Standing Committee on Public Accounts (SCOPA) to the Department of Public Works on Thursday 01 August 2013, the Members of Parliament decried the extent of the irregular, fruitless and wasteful expenditures currently (and correctly) being verified and possibly investigated in the Department.

What astounded the members was the apparent callousness with which the public servants would mismanage the public funds entrusted to them, leading members to suspect corruption as well as question the existence of the internal control systems and the disciplinary steps to isolate and punish the guilty ones.

Repeatedly since 2009/10, the Department has been incurring negative audit reports from the Auditor-General, often citing over and over again the same causes including irregular expenditures, incomplete immovable asset register and the failure to institutionalise the Property Management Trading Entity (PMTE), among the chief reasons.



...a group photo outside 1 Military Hospital

However, following the brief by the Minister and the presentation by the Director-General, the Members conceded in unison that there was discernible progress thanks to the Turn-Around interventions. According to the Chairperson, Mr Themba Godi (MP), there was "political will and commitment" and "leadership stability had returned to Top Management."

In his welcoming address to the members, the Minister, Mr. TW Nxesi (MP), gave an update on the legacy issues. Through the intervention of the Turn-Around, he said, critical projects were being implemented in the short-term to stabilize the Department and overturn the adverse audit findings, notably the Disclaimers of the past two financial years.

Some of the measures according to Mr. Nxesi included the overhaul of the archaic lease contract management system, the completion of an audit compliant Immoveable Asset Register, the fight against fraud and corruption as well as "the restructuring of the Department to respond to the core business of the organisation which is in the main, property management," hence the urgency to embed the PMTE in the Department.

Earlier in the day, the members of SCOPA went on a site visit to the 1 Military project in Thaba Tshwane and were showed around the massive project which the Department of Public Works was carrying out on behalf of the Department of Defence. Following their meeting with Top Management, the members



SCOPA Chairperson Mr Themba Godi, Chief Director Security Services Management Mr Zwiitani Rambau and Director Property Mr Makgwadi Mabuso being escorted by the Safety Officer at 1 Military Hospital new site

visited the Finance section in the Department albeit to get a glimpse of this operational pressure room.

SCOPA then requested for a special occasion soon with the Department to delve particularly onto issues of irregular expenditure to isolate underlying causes but most importantly to give effect to disciplinary and other legal actions against any liable officials.

Speaking to the media on departure, Mr Godi said: "We are satisfied with the progress that has been made and the energy and conviction shown by top management, though the Department is not yet transformed to where we need it to be. We also appreciate the openness with which the leadership is approaching this problem, because there is no attempt to create false pictures and impressions, and this will assist all of us to appreciate and contribute to the turnaround drive."

Continued from page 6...

submitted an updated report detailing the scope of work related to the Correctional Services. The report listed "all active projects" that the Department was undertaking on behalf of the client and this was acknowledged by the Chairperson, Mr. Vincent Smith (MP) during his opening remarks.

Amongst issues of facilities management, the members raised concerns with regards to the type of material particularly tiles used by the contractor in the kitchen areas. The leak on the roof, the faulty visual surveillance equipment and the repair of fencing were also highlighted.

Going forward, Public Works was requested to cooperate with the Correctional Services to conceptualise and deliver on building designs that are modern, user-friendly and not reminiscent of the "old apartheid" style.

"The DPW in consultation with the client and using the client's norms should try to review the building

designs to enhance the functioning of these facilities," said Mr. Smith after he returned from visiting and viewing the Remand Detention Centre and some health facilities.

In his response, the DPW eThekweni Regional Manager, Mr Nkosi Vilakazi was proactive and spot-on. The kitchen, the sewer and the roof, for example, had already been registered as projects and these were being attended to within the memorandum of understanding between his Department and Correctional Services (DCS). "As for the fence, the DCS was aware that this was their responsibility and the work fell within the agreed threshold," explained Mr. Vilakazi.

The Chairperson of the Correctional Services Portfolio Committee expressed content and said the committee would want to see the same working relationship between DPW and DCS replicated in other regions.



Chairperson of the Correctional Services Portfolio Committee - Mr Vincent Smith during the visit to the Empangeni Correctional Centre

Women's Month at DPW



From the left to the right: Ms Quineth Molapisi, Ms Palesa Makhanya, Ms Keneilwe Rakhale, Ms Azwihangwisi Mudau, Ms Noluthando Bunge and Ms Sophie Ratiro of the Johannesburg Regional Office



Employees from the Kimberley Regional Office fully participating in the programme of the day during their Women's Month event



the write associates Executive Accounts Director Ms Sindiswa Seakhoa addressing head office employees at the Pretoria Zoological Gardens.



Women employees listening attentively to the presentation made during a Women's Month event at the Kimberley Regional Office



Colleagues Ms Eunice Louw and Ms Pearl Moalahi from the Kimberley Regional Office at the regions Women's Month event



Women employees from the Head Office celebrated Women's Month at the Pretoria Zoological Gardens



From the left to the right: Social Workers and a psychologist Ms Matshidiso Monaledi at the Johannesburg Regional Office



From the left to the right: Ms Dimakatso Chokoe, Ms Nombulelo Mpotulo and Ms Nomsa Ncongwane from the Head Office



From the left to the right: Ms Thobile Dlamini and Ms Dimakatso Motlhamme from the Head Office



The National Debt Mediation Association CEO Ms Magauta Mphahlele offering advice on good and bad debt to the Head Office employees



Johannesburg Regional Manager Adv. Jeanette Monare



From the left to the right: Ms Diana Mngandi, Ms Sylvia Tshabalala and Ms Ntomboxolo Makhabeni of the Johannesburg Regional Office



Ms Nopasika Mjekula delivering her speech at the Pretoria Zoological Gardens during the Head Office Women's Month event



Ms Sindiswa Seakhoa shared with the Head Office employees a poem, a song and is also seen here dancing to the lovely tunes during the Women's Month event in Pretoria



Ms Sanda Mdekazi, Ms Lerato Khoza and Ms Portia Modise from the Head Office



Ms Sarah Mahlangu and Ms Lesiba Phahladira having a wonderful time during the Head Office Women's Month event in Pretoria



Ms Magauta Mphahlele and DPW's Ms Mankwana Masemola



Johannesburg Regional Office women employees during a Women's Month celebration



Colleagues from the Johannesburg Regional Office who showcased their beautiful attires

What DPW did on Mandela Day 2013

By WorxNews reporter



DPW CFO Mr Cox Mokgoro giving his 67 minutes of doing good for the less privileged on Mandela Day 2013



DPW Director-General Mziwonke Dlabantu, at the Tshwane Leadership Foundation in Pretoria Central during Mandela Day



Colleagues from the Nelspruit Regional Office painting the walls



Kimberley Regional Office colleagues assisting with the laundry at a local care centre for the elderly on Mandela Day



Mmabatho Regional Office staff members hard at work on Mandela Day



The groceries donated by the Port Elizabeth Outreach Group to the family of three on Mandela Day



At the Helen Bishop Care Centre for the elderly, cleaning the yard and donating adult nappies among other things



Some of the Nelspruit Regional Office staff members who gave their 67 minutes of service



CTN RO staff preparing lunch for the Nourish, Capricorn and Sibongile creches.



Durban Regional Office manager in a black hat with other colleagues who gave 67 minutes of their time on Mandela Day



Pretoria Regional Office colleagues topped their Mandela Day activities with a birthday cake for Madiba



Brick making in full swing in Mmabatho



Cape Town Regional Office RM Mr Fred Johnson, reading a story to the children at the Nourish Creche



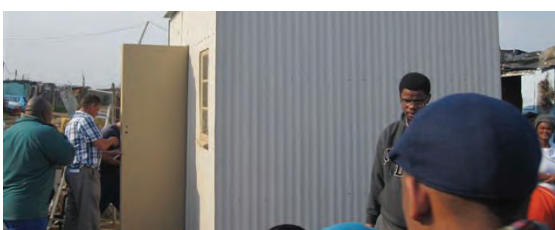
Mthatha Regional Office Manager awarding one of the fun-runners



Colleagues from the Pretoria Regional Office



A colleague from the Durban Regional Office



The Port Elizabeth Regional Office colleagues ensured that a father of two, who lived in a dilapidated shack, gets better shelter on Mandela Day



Durban Regional Office colleagues



Mthatha Regional Office employees participated in a fun run on Mandela Day

Official Languages Continues to Matter at DPW

By Mashite Mogale

Pursuant to the signing of the Use of Official Languages Act that enjoins the national departments, national public entities and national public enterprises to provide for the establishment of a National Language Unit and adopt a language policy regarding its use of official languages for government functions by President Zuma on the 02 May 2013, the DPW intends to sustain the momentum during this financial year and to comply.

This process will culminate in the adoption of the Language Policy that would amongst others promote multilingualism, social cohesion and nation building. Colleagues will be urged to learn a language other than their own as this would lead to better understanding and appreciation of other people's cultures and background and lead to a turned around and united DPW family as advocated in the preamble of the Constitution of the Republic of South Africa, Act 108 of 1996 that states that:

"We the people of South, believe that South Africa belongs to all who live in it, united in our diversity".

These pursuit is also in support of the government service delivery agreement and Outcome 12 - that

seeks to build an empowered, fair and an inclusive citizenry and consequently propagate the National Development Plan vision statement that foresee a society where "We live the joy of speaking many of our languages".

Play your part and embrace the advent of multilingualism by visiting your local library and read a book written in any of the eleven official languages, sing a lullaby for your little one in your mother tongue, and more importantly strive to learn a language other than your own.

Watch the space, as the Language Policy Implementation Unit rolls out its project plan and be counted amongst those men and women, youth, and people with disability who embrace diversity and contribute to a united, democratic and non-racial South Africa.

We are constantly in search of better ways to communicate, and feel free to engage the Language Policy Implementation Unit on matters that relates to implementation of the Use of Official Languages Act on 012 406 1837,

Email: mashite.mogale@dpw.gov.za.



Ambani luambo lwaṅu, Khuluma ulimi lwakho
Bua puo ya hao, Khuluma lulwimi lwakho, Praat
jou taal, Thetha ulwimi lwakho, Bolela polelo
ya geno, vulavula ririmi ra wena, Speak your
language Bua puo ya gago, Khuluma ilimi lakho

GLOSSARY

1. Constitution – The supreme law of a country
2. Multilingualism – The use of many languages
3. Official languages – Languages of record for government purpose
4. Social Cohesion – The state in which a society is united regardless of the differences
5. Use of Official Languages Act – The law that guides government which and how official languages should be used

Nyambo Dza Tshiofisi Dzi Ya Phanda Na U Vha Dza Ndeme Kha Muhasho Wa Mishumo Ya Tshitshavha (DPW)

By Mashite Mogale

Zwi tshi tevhela u sainwa Mulayo wa Tshumiso ya Nyambo dza Tshiofisi une wa khou laela mihasho ya muvhuso wa lushaka, zwiimiswa zwa muvhuso wa lushaka na mabindu a muvhuso a lushaka uri hu tendelwe u thomiwa ha Yuniti ya Luambo ya Lushaka nahone hu tlanganedzwe mbekanyamaitele ya luambo malugana na u shumiswa ha nyambo dza tshiofisi hu tshi itelwa ndivho dza wone muvhuso nga Muphuresidennde vho-Zuma nga Ja 2 Shundunthule 2013, Muhasho wa Mishumo ya Tshitshavha (DPW) u khou humbula u khwaṅhisa nyaluwo ya nyambo kha ṅwaha uno wa muvhalelano nahone muhasho u ḡo anana na Mulayo.

Kuitele ukwu ku ḡo swikisa-vho kha u tlanganedza Mbekanyamaitele ya Luambo zwine izwi, vhukati ha zwithu zwinzhi, zwa ḡo tṅṅuwedza zwa tshumiso ya nyambo nnzhi, matshilisano na u fhaṅa lushaka. Vhashumisani vha ḡo tṅṅuwedzwa u guda luṅwe luambo nga ṅṅha ha luambo lwavho lwa ḡamuni ngauri izwi zwi livhisa kha u khwinisa kupfesesele na u tlanganedza mvelele na ḡivhazwakale ya vhaṅwe vhatu nahone zwenezwi zwi ḡo livhisa kha u vha na muṅa wa DPW u anḡanaho nahone wo shandukaho sa izwi zwo themendelwa nga Ndayotewa ya Riphabuḡiki ya Afrika Tshipembe, Mulayo wa vhu 108 wa 1996 une wa bula uri: "Riṅe vhatu vha Tshipembe, ri tenda uri Afrika Tshipembe ndi Ja vhoṅthe vane vha dzula kha Jo, ri

vhathihi naho ri vha tshaka dzo fhambanaho" Izwi zwi dovha hafhu zwa tikedza thendelano ya ṅḡisedzo ya tshumelo ya muvhuso na Mvelelo ya vhu 12 – ine ya tṅṅa u fhaṅa vhudzulapo ho maanḡafhadzwaho, vhu pfadzaho nahone vhu katelaho, nahone sa mvelelo zwa ḡo phadladza tshitaṅamennde tsha bono Ja Puḡane ya Mvelaphanḡa ya Lushaka ine ya vhoneḡa phanḡa tshitshavha hune "Ra takalela u amba vhnzhi ha nyambo dzashu."

Kha vha dzhenelele nahone vha tlanganedze zwivhuya kana ndeme i ḡiswaho nga zwa tshumiso ya nyambo nnzhi nga u dalela Jaiburaru yapo vha vhaḡa bugu yo ṅwalwaho nga luṅwe na luṅwe lwa nyambo dza tshiofisi dza 11 fumithihi, vha imbele ṅwana wavho tshidade nga luambo lwavho lwa ḡamuni, nahone zwa ndemesa hu tshi khou lilelwa u guda luṅwe luambo nga ṅṅha ha lune muthu a amba lone.

Kha vha vhone tshikhala itshi, musi Yuniti ya u Shumisa Mbekanyamaitele ya Luambo ine ya khou shumisa puḡane dzayo dza thandela nahone vha vhe kha avho vanna na vhafumakadzi, vhaswa, na vhaḡolefali vane vha khou tlanganedza zwine vha vha zwone kana phambano nahone vha dzhenelele kha Afrika Tshipembe Ja vhatu vane vha pfana, vha demokirasi nahone Ji sa khethululi nga mirafho.

Ri dzulela u tṅṅa ṅḡila dza khwine dza u davhidzana, nahone kha vha pfe vho vhoḡholowa kha u

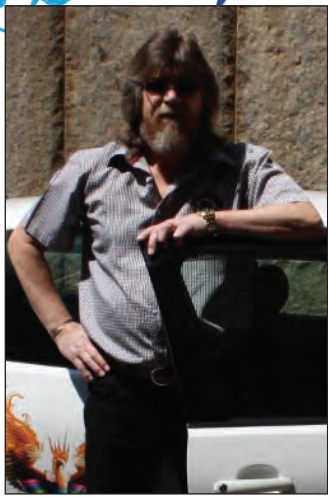
amba na Yuniti ya u Shumisa Mbekanyamaitele ya Luambo kha mafhungo a kwamaho u shumiswa ha Mulayo wa Tshumiso ya Nyambo dza Tshiofisi kha: 012 406 1837, Imeiḡi: mashite.mogale@dpw.gov.za.

Ambani luambo lwaṅu, Khuluma ulimi lwakho
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jou taal, Thetha ulwimi lwakho, Bolela polelo
ya geno, vulavula ririmi ra wena, Speak your
language Bua puo ya gago, Khuluma ilimi lakho

GULOZARI

1. Ndayotewa – Mulayo muḡulwanesa wa shango
2. Tshumiso ya nyambo nnzhi – U shumisa nyambo nnzhi
3. Nyambo dza tshiofisi – Nyambo dza rekhodo maṅwalwa muvhusonni
4. Matshilisano – Tshiimo tshine tshitshavha tsha vha tsho vhoḡhekanaho hu songo sedzwa phambano
5. Mulayo wa Tshumiso ya Nyambo dza Tshiofisi – Mulayo une wa sumbedza ṅḡila muvhuso kha uri nyambo dza tshiofisi dzi fanelwa u shumiswa hani nahone idzo nyambo ndi dzifhio

Decibel World Champion



Meet Mr Bezuidenhout – the Decibel World Champion

By Thobi Langa

Alex Bezuidenhout is the decibel World Champion in our corridor. Noise and Sound fanatic, you are invited to peep into Alex's toys and get to learn how he managed to put gold in his home cabinet.

150.3 dB

Sir, what do you call this game and can you please take us through it?

I participate in car sound competitions locally and internationally. The competition is for a car audio community dedicated to having fun and being competitive to see who has the loudest car sound! The local shows are staged monthly in and around Pretoria and Johannesburg and the final event is staged annually on a rotational basis between Pretoria, Durban, Johannesburg and Cape Town, and are open to anyone. On the other hand, international shows normally take place quarterly and require prior registration with the International Auto Sound Challenge Association (IASCA).

The competition comprise of the SPL and Bass Boxing. The SPL competition is using the Sound Pressure Level of a frequency as the main judging criteria. The peak of the sound pressure level is registered in decibels through a tester placed in in the car. The time allowed is 30 seconds to reach your peak pressure. Bass Boxing is similar to the SPL competition, but instead of the frequency, the competition uses the sound pressure level of a full range of commercial music as the main judging criteria. Bass Boxing puts several competitors against each other until one competitor prevails as "Champion". A song is played for 30 seconds and the average pressure is registered.

Each format consists of five (5) classes depending on the type of equipment used in the car. When playing sound inside the car, the limit is 150 decibels. For any sound above 150 decibels, the radio connection must be extended and be played from outside the car. The types of equipment ranges from Rookie (which uses an entry level equipment) followed by Stock, Stock Professional, Advanced with Ultimate being the last number.

How long have you been taking part, and how did you start?

It all started when my son nagged me to install a better quality sound in my VW Polo in December 2009. After the installation, my wife and I flew to Cape Town for a week long holiday. On our return when my son collected us from the airport, we were greeted by a big smile on his face introducing a nice trophy he had won in the car sound competition. The mischievous boy entered my Polo into a car sound competition that weekend without my permission and got a 3rd place in the Rookie division.. Not wanting to reprimand him because of the achievement, I was triggered by the place my Polo took and that was how my hobby started.

Needless to say, this competition is addictive; once you've started, there is no turning back. Tweaking the equipment is a frequent task until you reach the top level performance of

the equipment, this because it's a competition and you always want to be the best. Upgrading to a larger equipment when the purse allowed became a norm and drained all my savings and totally consumed my monthly income.

My Polo started in the Rookie class in December 2009 with a XTC 3000W amplifier with a bakkie box and 1000W Pioneer Sub Woofer. The car reached the first place in March 2010 with a reading of 133.5 decibel in the local shows and on the first international entry took the third place with a top reading of 134.5 decibel.

A change in the box to "2 X 10" 1000W Starsound sub woofers landed the Polo in the second place in May 2010, but was soon back in the first place with a top reading of 137.9 for local and a 138.7 for the international format.

Another change in the box to "2 x 12" Starsound 1000W sub woofers in July 2010 landed me only in the fifth place because of the limitations of the upgrade. The sub woofers were paper-cones and could not handle the heavy input.

This was my first booboo and I had to live with it until the end of August 2010 when I upgraded the amplifier to a Starsound 6500W which got me back to the first place with a top reading of 140.6 decibel.

On 9 September 2010 I bought a 1997 VW Golf

and I started stripping the car's inside to install soundproofing to the entire interior and removed the back seat of the vehicle. The car was prepared for the advanced class and I bought a 15000W Starsound amplifier, 2 x 4000W Starsound sub woofers and 4 x 160Amp hour batteries.

Once the soundproofing was done and the installation of the equipment completed, a theme was designed for the car. I am known as the "Wizard" in the sound industry as I am one of the oldest contestants in the local sound competitions.

At the beginning of October 2010, I bought my Polo's current amplifier, a Starsound 12000W and 2 x 160 amp hour batteries which was fitted under the floor in the spare wheel box.

A special road trip was arranged to New Castle where both cars were entered into a local show, the Polo got a reading of 142.3 decibel while the Golf's first entry got a reading of 150.0 decibel in the Advanced No Wall 1 class. My very first official 150 decibel!!

Several shows until the end of 2010 were attended, the Polo reaching a top reading of 148.7 decibel in Stock Class and the Golf a top reading of 153.7 decibel in the Advanced NW1 class.

On 12 Dec 2010 I entered my first international finals at Centurion, the Polo in the Featherweight Bass Boxing class and the Golf in Advanced No Wall 1 class. After qualifying, the Polo reached the Bass Boxing final but came second with a reading of 143.8 decibel, nearly the champion for the show. The Golf got a top reading of 152.9 with me very nervously behind the radio outside the car, achieving third place for the class.

I entered several shows for 2011 and the Polo and Golf taking first place in their respective classes for most of the shows, the Polo reaching a top reading of 154.5 on 26 February 2011 (the loudest Polo in Gauteng) and the Golf a top reading of 157.6 on 2 July 2011, a Gauteng local record still

standing and also the loudest VW Golf 1 in the country and not yet beaten.

On 4 October 2011 I sold the Golf and bought a Mini Panel Van on 8 November 2011 to be built for the ultimate class to see whether I have the experience and knowledge to be one of the loudest cars in the world, currently held by Craig Butler of America at 180.9 decibels.

During 2012 I attended fewer competitions locally but still entered internationally. On 8 April 2012 I entered the Rand Easter Show International competition with the Polo, now carrying the Golf's equipment for competitions and to my utter surprise, got the world record in Advanced No Wall 1 class at 150.3 decibel.

The cost of installing the car sound systems ranged from R3 297 in 2009 when I started, to a whopping R153,558 to date.

What does it take to be a champion in this game and how do you strike a balance between your life as the decibel champion and other responsibilities?

To be a champion in this game, you need to have a good sound system setup in your vehicle. Lots of experience to adjust and use the equipment to the peak level is an added bonus as it saves you money on installing and adjusting the equipment.

Dedication is the utmost responsibility in becoming a champion and even more dedication to remain one. A good financial position is also a requirement as the equipment is extremely expensive without a sponsor.

A good relationship with your wife is also required as you spend most of the time in the garage fiddling with the equipment in the car and hardly any time with the wife. Luckily I have an understanding wife who also likes to compete and also holding local and international records. We are the only couple who competed at an international show and reached second overall winners to date.

When and how many times did you record victory in this competition?

To tell you the truth, I lost track a long time ago as I have run out of space for the trophies and have given away lots of them. For the last two years, I have over 100 trophies.

How long have you been holding this title as the World Champion?

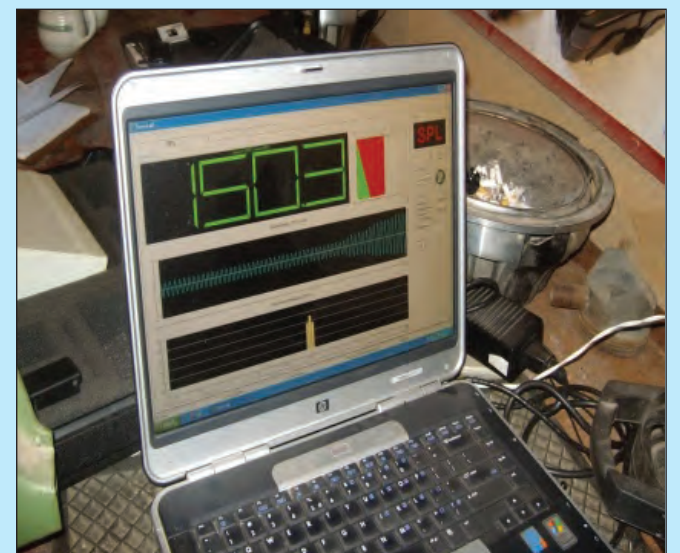
I have been holding this record since April 2012. Records remain until someone records a higher reading from the ones recorded. I reached my top level of the competition within 2 years, world record holder.



Bezuidenhout's first amplifier



Some of Bezuidenhout's Trophies



Sound



Soundproofing

This Agrivaal building is a 4 star green building

LANDMARK, BENCHMARK

An Art Deco Heritage building in central Tshwane is the cornerstone of the first Green Star SA certification development by the South African Government. The completed Agrivaal building will also be a touchstone for the Department of Public Works.

WORDS Michelle Ludwig

PICTURES PKA International Architects

Body

As the first building for the national Department of Public Works (DPW) to receive a 4 Star Green Star SA – Office v1 Design rating, Agrivaal is a flagship project for South Africa that seeks to demonstrate and set a trend for future government buildings, says architect Marco Macagnano of PKA International Architects. Designed in association with Francois van der Merwe Architects, the 10-storey building will be a towering feature of Tshwane's Inner City Regeneration programme and hopes to serve as a catalyst for further sustainable urban development in the area.

The building derives its name from the existing 1938 Art Deco Heritage building that had to be restored and incorporated into the new design. The ambitious brief for the development was to create an iconic landmark that complements and improves its setting while representing its "green" attributes. In addition, it needed to be future-proofed, designed for longevity, and set the trend for future government buildings. The project also aspires to an As Built Green Star SA rating. Francois van der Merwe explains: "This project is a learning curve for the consultants as well as the authorities who have to evaluate it. It's a good case study for the DPW as it is a complex building that touches on all the relevant issues.

"From the beginning, though, the DPW was positive that they truly wanted to do this. This enabled us to really do it the way it should be done. Of course facilities management will have to be done in accordance with the building's requirements for it to function as intended."

Icon

The 27 000 m² office building is located in a mixed use business district and is within walking distance of the Union Buildings. The intent is to represent a "contemporary urban African aesthetic while setting it apart from the rest of the Tshwane skyline", explains Macagnano. The final construction will be significantly taller than the surrounding buildings and it will be viewable from all angles, thus the design of each facade was equally important.

Challenges as opportunities

The urban infill site was chosen, not only for its central location, but also for

its low ecological value as it had previously been developed and contained dilapidated buildings. One of the first challenges for the design team was to respectfully incorporate the historic building within a larger one to provide sufficient A-grade office space. Integrating the old with the new, Macagnano said the "existing building informed the proportions of the new building" when it came to design approach. The three-storey original Agrivaal building is mirrored in scale as a podium in the new building with the additional office space rising as a fluid, curved tower above.

One highlight of the project for DPW chief architect Helene Nienaber was being able to keep the old building and its architectural details intact while creating a modern building alongside. The historic aesthetic of the original interiors has been preserved through careful removal, refurbishment and reuse of original fittings and finishes, including parquet flooring, doors and timber cornices. This part of the building will house an auditorium, cafeteria, conference facilities, public areas and some offices.

Another challenge was to allow for natural light in the deep interior spaces. Daylight from perimeter windows only reaches so far, leaving the middle of large square floor plates solely reliant on electric lighting. Key to this design was a central atrium with multiple-storey glazing that allows natural light into the interior over multiple floors, creating vibrant, light interiors and reducing the need for electric lighting. The atrium also centralises air circulation and allows for visual communication between the floors. The overall effect contributes towards a feeling of transparency between tenanted government departments and the public.

A building information model (BIM) addressed the typical project challenge of coordinating the various disciplines involved. Macagnano says this "allowed for seamless integration with the team when interrogating the design from concept to detailing". Each discipline could view the existing context to help inform their design and technical contributions. Nienaber notes that using computer modelling was new to the DPW's process and it was useful to know in advance the expected performance of the systems. The DPW now has a policy to explore green interventions on all projects but she found it useful to work with an appointed sustainability consultant who could focus on that area specifically and "not get distracted by also doing architecture", especially when going for certification.

Additionally, computer modeling was used to analyse and develop solutions such as how and where to target solar shading. Green building consultant Karly Spronk of WSP Green by Design says external facades were carefully calibrated to optimise the performance glazing. Fixed solar shading devices were



incorporated in key locations to minimise heat and glare while allowing for both maximum natural light to the interior and panoramic views of the city.

Since the building footprint consumes the majority of the site, it was important to dedicate significant surface area for the introduction of green spaces, which aid in carbon-scrubbing as well as provide spaces for recreation and escape for the building users, according to PKA International Architects. The 400 m² roof garden added to the original building offers views of the neighbourhood and includes decking, benches and a water feature. The analysis of the original structure's loading potential indicated that the screed required minor reinforcement. Landscape elements were positioned on the load-bearing walls below and a design for lightweight planting layers was implemented, according to Green Inc. landscape architect Andrew Kerrin. While not accessible, an additional 1 200 m² of vegetated roof on the office tower will act as a thermal barrier for the top floor and also contribute to stormwater management.

The landscape design proved to be a slight challenge in achieving Heritage status. The original sightlines from the street had to be maintained, which had implications for adding elements such as balustrades on the roof. However, according to Kerrin, the addition of new vertical planters for sidewalk screening was approved by the Heritage Foundation of SA as these were deemed to complement what was intended by the original design.

Future-proofing

A huge challenge is always to design a static structure that will meet the evolving needs of its occupants and accommodate technology improvements for any length of time. The design team approached this task from various angles, including materials, built-in intelligence, and design for users and change. Durable and simple high quality locally produced materials that could withstand the rigors of a public building were specified. The ongoing maintenance required was factored into the evaluation of finishes.

A fully comprehensive, integrated building management system (BMS) monitors and records usage. It calibrates the operational efficiency of the building's air-conditioning, ventilation, lighting, water, fire safety, security and accessibility. If a system is not operating at its full potential or becomes defective, it can readily be detected and adjusted to maintain optimal performance.

Incorporating a facilities management point of view was a particular focus in the design process to ensure the building was designed to perform consistently with the client's needs and how it would be managed in regards of operations, maintenance and hand-over. Here the Afroteq and FM Solutions teams played a crucial role. A building user's guide for the occupants, maintenance training and extensive operational instructions will facilitate understanding of how the building systems work and how best to operate them.

The modular and reconfigurable interior fit-out elements provide flexibility in layouts, allowing for easy future reorganisation with less demolition and costly infrastructure upgrades. Change is a continual challenge to government departments in response to their political context. As departments grow and shrink, and needs change, a common problem is space becoming obsolete or departments fractured over various office suites.

This building's architecture provides a framework that allows for flexibility. The structure is a repetitive grid within which demountable partitioning systems can be rearranged. These floor to ceiling partition assemblies look and function as normal walls but due to their design and modularity, they can be reconfigured and reused with significantly less construction mess and disruption than a conventional build.

Other fit-out elements that facilitate change include modular raised access flooring, which can be lifted in small sections to allow electrical and communications cabling to be redirected or entirely upgraded as technology improves. Lighting fixtures are linked to the BMS and when offices reconfigure, the fittings require simple reprogramming but do not need to move. By being able to reorganise spaces without significant demolition and damage, the entire building can be used in a variety of ways. Providing a building that is flexible means that it will be operationally optimised for the foreseeable future, Macagnano says.

This project also serves as a testing ground for new technologies and as a comparison to conventional approaches for the DPW. Most notably, the HVAC will encompass efficient ice thermal storage. Electricity is used during off-peak times at night to make ice used during the day to passively cool chilled water for the air-conditioning.

Nienaber says all innovative systems, such as ice thermal storage, greywater reuse, and programmable lighting were required to be well-researched and ensured to be workable before approval... and that all green items, experimental or otherwise, had to fit within a tightly controlled budget that was approved specifically for the green elements. The performance of this project and the various interventions will be studied to inform future DPW decisions.

Setting an example

Government has previously committed to set a national target for 12% energy efficiency improvement by 2015 as part of its involvement with the UNEP Sustainable Buildings & Climate Initiative. Spronk highlights that this building contributes towards meeting that goal and sets an example. The project will also be the first DPW project to pursue a Green Star SA As-Built rating that in effect will verify that the designed intent was accomplished.

The fact that this was a tendered project meant that the details were finalised before construction, which aided the process of gathering documentation for a green building rating application. The DPW has incorporated green strategies in projects in the recent past and has a policy to do so for all new projects, but this is the first time it has pursued certification. At first expecting it to be easy, Nienaber says once involved, they discovered the task was more intricate. "It was a good learning curve to help us evolve policy for how to get rated and is helping us think of new policy, for instance, how we appoint consultants, their scope of work and fee structures."

The DPW are also noting "lessons learned" and advice from the professional team to pass on to future projects as well as writing a manual for professionals' ongoing green. This project "seeks to set a new benchmark for the design, construction and operations of government buildings", explains

Macagnano, "...green and sustainable construction is no longer a nice to have; it is a minimum requirement and the way forward."

Nutshell

Location Tshwane, Gauteng
Client Department of Public Works
Building footprint 2 069 m²
Gross floor area 26 989 m²
Expected completion end 2014

Sustainability features

- HVAC featuring ice thermal storage
- Central atrium
- Programmable electric lighting
- Electricity meters
- Building management system
- External fixed shading devices
- Efficient low-flow toilets and taps
- Rainwater harvesting
- Water meters
- Reused urban infill site
- Near public transport
- Incorporated the renovation of an existing historic building
- Roof gardens

Sourcebook

Architects (joint) PKA International Architects Martin Pretorius and Philip Kruse 012 365 1724 www.pkainternational.co.za	Francois van der Merwe Architect 082 373 0057 francois.architect@gmail.com
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Client chief architect Department of Public Works Helene Nienaber 012 406 1369 www.publicworks.gov.za	Mechanical engineer WSP Consulting Engineers Gerhard Bothma 011 300 1300 www.wspgroup.com
Landscape architect Green Inc. Andrew Kerrin 011 327 3687 www.greeninc.co.za	Interior designer Afroteq FM Solutions Marlene Ash 021 528 8991 www.fm-solutions.co.za
Building management system supplier Landis & Staefa 011 088 6700 www.landisandstaefa.co.za	Contractor Trencon Construction (Pty) Ltd 011 974 4464 www.trencon.co.za



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At the Employee Health & Wellness Tournament held on 25 - 28 September 2013 in Mmabatho

By WorxNews Reporter



DPW Bloemfontein Regional Office team playing against DPW Nelspruit Regional Office team



DPW uMthatha Regional Office football team playing against the Eastern Cape Roads and Public Works Department football team



Gauteng Department of Community Safety playing against DPW Pretoria Regional Office



Netball empires showing the teams how it's done



DPW Durban Regional Office football team training before their match

In memory of our fallen colleagues



Mr BD Malatjie of the Pretoria Regional Office



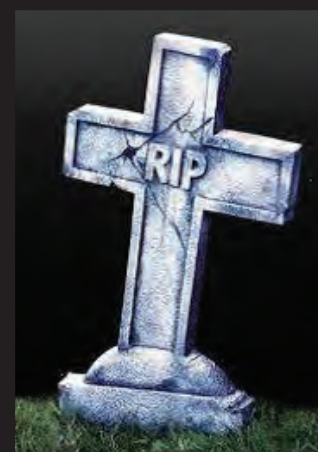
Mr Siphon Kubheka of the Head Office



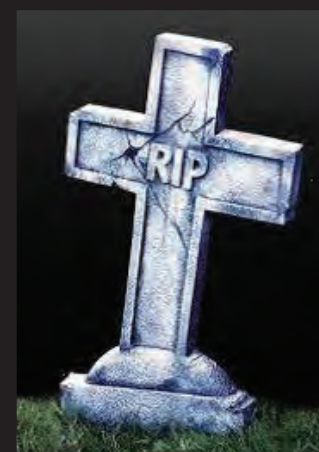
Mr Thulisile Hollgreen Bulana of the Cape Town Regional Office



Mr Zondi Petrus Mashaba of the Pretoria Regional Office



Mr Nicholas Mofadi of the Klerksdorp Magistrates Court



Ms Christina Moribe of Rustenburg Magistrates Court

"May your souls rest in peace, you will be always in our thoughts"