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PUBLIC WORKS HANDS OVER STATE OF THE ART TWEEFONTEIN POLICE STATION TO THE COMMUNITY

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public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA





Mr Reggie Ngcobo

MY PUBLIC WORKS, MY FUTURE

Colleagues, it is that time of the year when the financial year comes to an end on the 31st of March each calendar year. The question you need to ask

yourself is, are there any changes you see in the Department?

The above-mentioned question is very relevant at this juncture because it is a time we need to reflect and see whether we are making progress or not.

The turnaround strategy of the Department was introduced by the Minister in 2011 and a lot has happened since then.

I will not put into a table format, what has happened and what has not or what is happening because all of us in this Department know where we come from and where we are

now. The fact is we have different views and we see what we want to (that's human nature).

One of the four principles for leading change successfully in any organisation is communication. Communicate early and regularly. Failure to communicate allows the rumour mill to be overactive. This over activity then forces leaders to spend all their time responding and reacting to rumours instead of spending time and resources on key building blocks of change in the organisation.

You are probably wondering why I say these things when I am the one who is supposed to be communicating early and regularly. To answer you, believe it or not I am communicating but ...

If rumour is allowed to continue, the concentration of the turnaround management team shifts focus from the goal, sometimes fear of certain people or stakeholders makes them to want to please these stakeholders instead of communicating steps of the turnaround as they unfold.

The fact of the matter is that people are not like water, they can't go to the same direction, and so instead of entertaining rumours, it helps to focus on the goal of the turnaround process.

In any change process, there will be fear and anxiety from the people affected by this change but this is bound to pass over time if there is constant communication and willingness from individuals to accept the changes. All of us are in this together because whatever changes happen in the Department, will affect us. We are all leaders of this change process, let's all stay in control.

Mahatma Ghandi said 'be the change you want to see' and this cannot be truer in the case of the Department of Public Works. This Department can only be changed by YOU, the employee with a little help from the outsiders.

No matter how big the help we get from outsiders, if we don't want to change, the status core will remain the same. Your future is the change you want to see.

My Public Works, My Future, Aluta Continua!

EDITORIAL

Welcome to another issue of WorxNews, which is issued on the eve of the 20 Years of Democracy celebrations on 27 April 2014. The South African government and the Department of Public Works in particular have come a long way to where they are today.

In the past 20 years, the Department has delivered a number of state buildings on behalf of the client departments. One such project is the Tweefontein Police Station which was recently handed over to the local community of Tweefontein near KwaMhlanga.

In handing over the building to the community, Police Minister Nathi Mthethwa and Public Works Minister T W Nxesi pleaded with the community to take good care of the facility.

This facility which will benefit 23 villages in a 52 km radius is aimed at strengthening partnership between police and communities to fight crime and ensure safety and security of citizens in the area.

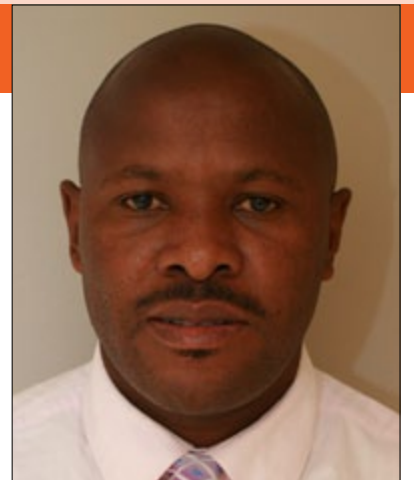
It is encouraging to learn that the project has provided training to 48 National Youth Service (NYS) learners, and that 58 beneficiaries were also employed - with 35 males and 23 females. In the current issue of WorxNews, you will read about the signing of the National Framework Agreement (NFA) which was dubbed by many as a grounding-breaking agreement which levels the playing field for the Department as an employer, and the representatives of the organised labour to work together to rebuild the Department of Public Works.

This move serves as fertile ground for mutual agreements which will see the two parties (i.e. the Department and organised labour) taking the Department out of the doldrums to higher levels where it would be regarded by its employees as an employer of choice, an organisation they can pride and associate themselves with.

On the policy development front, the Department officiated the event where the Construction Regulations were signed into law. It also foresaw the launch of the Best Practice Standards which are aimed at bringing about standardisation and uniformity in the construction industry under the ambit of the Construction Industry Development Board. These and many other insightful articles are lined up for you in the current issue.

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. Please also feel free to write letters to the Editor to share your insightful stories based on your experiences in the past 20 years as part of the 20 Years of Democracy campaign. Keep those stories coming!

Thank you and enjoy the reading!



By Petrus Sibiya



.....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.

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PUBLIC WORKS ENHANCES SAFETY AND SECURITY IN TWEEFONTEIN

By Charity Mathebula and Nelisiwe Zwane

Pictures By Brian Dlamini



The newly built Twefontein Police Station



Another view of the newly-built Twefontein Police Station



Public Works Minister Mr TW Nxesi and Police Minister Mr EN Mthethwa with SAPS officials inside the Twefontein Police Station cells

The people of Twefontein in KwaMhlanga, in Mpumalanga believe that the newly built police station, recently handed over by Public Works Minister Mr TW Nxesi, will lower crime in and around Twefontein.

Minister Nxesi was joined by Police Minister Mr EN Mthethwa in handing over the Twefontein Police Station to the community. Other officials who attended the handing-over ceremony included the Police Station Commissioner Ms Zodwa Mashiyane, Mpumalanga Community Safety MEC Mr VR Shongwe and local traditional leaders.

The R29.6 million police station will serve more than 23 villages in and around the Twefontein area. According to the Police Station Commissioner, Ms Mashiyane, the most common crimes in the area included assault, robbery and theft. Mashiyane said the new structure is able to house all police units under one roof. In the past, the units were situated in different areas – and far from each other.

During the construction of the police station, women and the youth from the local community were employed. Most of the subcontractors were also from the community. Minister Nxesi said 58 learners (35 males and 23 females) under the Expanded Public Works Programme's (EPWP) National Youth Service worked on the project to gain experience.

A local business owner Mr Piet Mtsweni was delighted that the Twefontein Police Station was finally completed and officially opened, but raised a concern that the Police Station was situated near the busy Moloto Road.

A local councillor Ms Davey Msibi concurred, saying an overhead pedestrian bridge should be built, to allow members of the community to cross the road safely to and from the Police Station.

Minister Nxesi noted the need for a pedestrian bridge, promising to engage with relevant stakeholders to ensure that the bridge is built.



Public Works Minister Mr TW Nxesi with Police Minister Mr EN Mthethwa during the official opening of the Twefontein Police Station



Traditional leaders also came in numbers to witness the officials opening of the newly-built Twefontein Police Station

PUBLIC WORKS BRINGS JUSTICE CLOSER TO THE PEOPLE OF KAGISO

By Bukiwe Mgobozi

Pictures By the doj & cd

The Department of Public Works (DPW) has handed over to the Department of Justice and Constitutional Development (DoJ & CD), the Kagiso Magistrates Court complex. The court which cost over R55m to construct was handed over by Deputy Minister Jeremy Cronin, MP, to DoJ & CD Minister Jeff Radebe, MP, on 18 March 2014.

Handing over the court complex, Deputy Minister Cronin said during the construction phase, 30 participants were recruited and trained under the National Youth Services (NYS) programme. Deputy Minister Cronin said the youth were trained in Bricklaying, Plastering, Plumbing and Electrical. They also undertook a 10-day programme of life skills provided by the National Youth Development Agency, after which they spent six months on-site doing practical training.

In his acceptance and opening of the court speech, Justice and Constitutional Development Minister Jeff Radebe said since 1994, 43 new courts have been built of which most were built in predominantly black and rural areas which were marginalised by the apartheid government.

The court complex consists of two regional courts, three district courts, one civil court, two family courts and one children/equality court. The complex also has a cash hall, offices for Magistrates and support staff, boardroom facilities, police offices and cell blocks.

Deputy Minister Cronin also said there were six local enterprises from the local community which were sub-contracted on various trades on site including bricklaying, plastering, paving, earthworks and painting. The Deputy Minister said through the painting sub contractor, the main contractors paint supplier Plascon, took 18 youth from the township to the Plascon Academy where they were trained as specialist painters and awarded certificates after completing the course.

During the construction phase of the complex, the Department of Public Works also organised a number of workshops, educating the community on various aspects of construction such as company registrations, compliance with various bodies and financial management.



Kagiso Magistrates Court



Kagiso Magistrates Court front view



Gauteng Community Safety MEC Faith Mazibuko



Tswana traditional dancers entertain the crowd



Stakeholders who attended the handover and the opening of the Kagiso Magistrates Ctourt



Public Works Deputy Minister hands over the symbolic key to Justice Minister Jeff Radebe

ORGANISED LABOUR AND DPW SIGN A NATIONAL FRAMEWORK AGREEMENT

By Petrus Sibiya

Pictures By Thobi Langa



All the players involved when organised Labour and DPW signed a National Framework Agreement

FRIDAY 14 March 2014 was an important day as organised labour representatives and the Department of Public Works jointly signed the National Framework Agreement committing to work towards efficient and effective service delivery within the Department.

The signatories also undertook to create a patriotic public service culture that was committed to ethical public administration, the rule of law and the promotion of effective mechanism to prevent corruption and maladministration.

In his opening address to pave way for the signing ceremony, Minister T W Nxesi, said the agreement would help to create conducive environment to rebuild the Department of Public Works and bring about a collective vision for the Department.

Minister Nxesi also assured all stakeholders that there would be no job losses during the process of transforming the Department.

He praised the transparent process of crafting the framework that would benefit all stakeholders and rid the Department of corruption, fraud and maladministration.

"As a demonstration of accountability, I've since my appointment moved from one region to another, telling employees what



Mr Manie de Clercq, Minister T W Nxesi and Ms Pulani Mogotsi joining hands after the signing of the National Framework Agreement

the Turnaround is all about without fear or equivocation. You must not be afraid to sign; only the guilty must be afraid. The National Framework Agreement is there to address employee challenges.

"It is there to help to rebuild Public Works and bring back its credibility. It is there to fight fraud and corruption. Surely, all of us want a clean and performing Department," said Minister Nxesi.

In his address during the signing ceremony, PSA Deputy General Manager, Mr Manie de Clercq hailed the framework as a ground-breaking document that would address the challenge of fraud and corruption in the public service.

"As PSA, we have adopted a zero tolerance stance to fraud and corruption. Any union that does not want to take part in the Turnaround process must look at itself and reflect. We,



Ms Pulani Mogotsi, Minister T W Nxesi and Mr Manie de Clercq signing the National Framework Agreement on 14 March 2014

as PSA, will support the process. I don't find anything that borders me in the document, so I'll sign it because we understand where we collectively want to go to as stakeholders."

Sharing the sentiments of the PSA, Nehawu National Treasurer, Ms Pulani Mogotsi welcomed the signing of the agreement. "The consultation process with the employer made Nehawu to be part of change management process since there is an assurance that there will be no job losses.

"The redeployment and reskilling of employees that the Minister has highlighted in his address is part of any forward looking organisation and is acceptable".

Mogotsi said Nehawu called for the stakeholders to move South Africa forward and challenged all parties to respect this agreement.

CIDB LAUNCHES THE BEST PRACTICE STANDARDS AND EDSA PILOT GRADUATION PROGRAMME

By Themba Thobela

Pictures by Shudufhadzo Mudau



CIDB Communication Manager, Kotli Molise



Public Works Minister T W Nxesi



The Chairperson of CIDB, Mr Bafana Ndendwa

The Construction Industry Development Board (CIDB) has launched the best practice standards, that are aimed at bringing standardisation and uniformity in the construction industry. The launch was also part of the Employment Skills Development Agency (ESDA) pilot graduation. The event which was officially opened by the Honourable Minister T W Nxesi, MP, was held in Pretoria and attended by officials from companies that were host employers for EDSA.

At the launch, Minister Nxesi said infrastructure was one of the key drivers of job creation and that government allocated over R1 trillion over the next five years as an investment in infrastructure.

The Minister said Government's National Infrastructure Plan was aimed at addressing the legacy of apartheid spatial planning by integrating parts of the country, particularly the rural areas. The plan also sought to use infrastructure development as a lead sector in the development of the necessary economic linkages to drive inclusive economic growth and the need for infrastructure development to lead the struggle against poverty, unemployment and inequality.

Minister Nxesi also said that there were eighteen major long term strategic integrated projects (SIPs) that were coordinated by the Department of Public Works.

"The projects include one in Limpopo that aims to unlock South Africa's Northern mineral belt through key infrastructure provision in Waterberg and Steelpoort districts. Another project also in Limpopo is the development of a new city around Lephalale. In Mpumalanga, there is a project to shift coal transportation from road to rail and also a project to increase capacity to Richards Bay." The Minister emphasized the need for these projects to be delivered to the right standards, quality and on time.

"There are too many examples of poor quality construction. According to the CIDB, as a result of poor quality construction, an estimated R4 billion is lost per year. Contractors failing to deliver construction projects are actually costing the country billions of rands," said the Minister.

He also spoke of the collusion in the construction industry and highlighted the need for wrong doers to face the full might of the

law, regardless of how big the company was. "If we can only punish the small companies, we will be making a big mistake. We must be consistent when dealing with this matter of collusion. The CIDB is obliged to conduct its own investigation into those who are found to have colluded in the construction industry," said the Minister.

The Minister also said that strategies should be put in place to ensure that all role players in the construction industry used the current state of the industry, whereby there is a lot of transformation to promote the development of the sector. Minister Nxesi also appealed for cooperation with the CIDB, as a body specifically mandated to regulate and maintain ethical standards in the industry.

Minister Nxesi said the Best Practice Standards complement government's initiatives such as the Expanded Public Works Programme (EPWP). He said these standards, once fully rolled out would create around R5 billions of development support for SMME (Small, Medium and Micro Enterprise) contractors per year and create around 3000 learning opportunities per year on government construction projects.

THE LAUNCH OF THE LIBRARY WEEK 2014 GOES FULL SWING AHEAD

By Petrus Sibiya & Charity Mathebula

Pictures By Thobi Langa & Thokozani Ngema



DPW Deputy Minister Mr Jeremy Cronin flanked by DPW Library Manager Ms Florence Matlala, LIASA President Elect Ms Segametsi Molawa, DDG: Corporate Services Mr Clive Mtshisa & Strategic Management Unit's Ms Anbigay Naicker

The launch of the DPW 2014 National Library Week went full-steam ahead on 17 March 2014 as Deputy Minister Jeremy Cronin delivered his keynote address and declared the campaign officially opened. This announcement was followed by a thunderous applause from the house that signified the official start of the Library Week activities.

According to Ms Naicker from Strategic Management Unit (SMU), this year's campaign with the theme: **Celebrating Libraries in 20 Years of Democracy: Check in @ Your Library**, is aimed at celebrating our country's intellectual and literary heritage of the past 20 years and to promote the right to freedom of access to information.

The campaign is also aimed at highlighting the value of libraries in the development of the nation's



Staff members attending the DPW 2014 National Library Week Launch



Exhibitions by internal and external stakeholders formed part of the Library Week activities

intellectual capacity, which in turn instils the culture of reading in order to create an informed nation.

The campaign also showcases libraries as desired spaces for connecting people to reach each other, and provide learning resources. Libraries connect communities, government, to the world and its environment. It positions the library as a one-stop-shop for information at all times.

In his keynote address, Public Works Deputy Minister

Jeremy Cronin remarked: "Our library is our institutional memory along with many of you who have been in the Department of Public Works for some time now. Without a good system, most of the DPW institutional memory gets lost. With the coming and going of Ministers and Directors-General (DGs), DPW is losing most of its corporate memory. This is where Librarians must come in, put systems in place to preserve the corporate memory."

The Deputy Minister recalled his youth days when he frequented the local library to empower himself with knowledge which enabled him to fight the apartheid system. But his fighting spirit saw him being jailed and being denied access to information. "When we were in jail in the 1970s, we were deprived of political reading material and knowledge of what was happening around us. That is when we discovered the importance of collective power of reading and access to libraries."

Speaking on behalf of the Library and Information Association of South Africa (LIASA) during the launch, President Elect, Ms Segametsi Molawa outlined the background of the Library Week which she said dates back to 20 March 1818 when the first library of South Africa was opened which is today known as the National Library, Cape Town campus. In her address during the launch, Ms Molawa highlighted the significance of the Library Week and some of the greatest concerns of our moment, which include the burning down of libraries.

"On one hand, libraries contribute to the knowledge economy by providing access to global knowledge and information in different formats to advance research and the creation of new knowledge. On the other hand, the burning down of libraries during the service delivery protests over the past few years is impacting negatively on the strides made so far. Also the introduction of VAT on electronic resources will further reduce an already obliged budget for all libraries," Ms Molawa noted. "But all in all, South Africa has the potential to be an information and knowledge society," she said.

This also being TB awareness month, Ms Mary Moroka from the Department of Health gave a presentation on TB awareness as part of information-sharing for the Library Week - illustrating and marking the most undesired states of TB signs that DPW family members should be aware of to curb the spread of the disease.

As part of the Library Week activities, the Department partnered with both internal and external stakeholders in various exhibitions where Public Works entities were also involved. The Library Week also culminated in an outreach programme on 18 March 2014 to Rakgotso High School in Hammanskraal - one of the disadvantaged schools which was identified and adopted by Public Works. The school has been identified as the best performing school around the area especially in Maths and Science, regardless of being without most learning resources, including a library. Public Works has already awarded five (5) bursaries to this school for university studies in the Built Environment professions in 2014.

In her address during the outreach programme, the School Principal, Ms M A Musane expressed delight in celebrating the Library Week with Public Works, which she dubbed as a resounding achievement in itself, although they don't have a library as yet. She said she hopes one day the school will have a library, adding that hopefully the day at Rakgotso had an impact on all the attendees. She further encouraged her learners to be focused and ensure that this effort yield the desired results, come end of the year.

Public Works Library Manager Ms Florence Matlala said that the outreach programme was aimed at creating awareness on the importance of reading and learning within schools. She committed to visiting the Rakgotso High School more often to ensure that the culture of reading is embraced and more and more students follow careers in the built environment to fill the skills gap in the construction sector.

In her address during the outreach programme Ms Vangile Manzini Director: Human Capital Investment (HCI) reiterated the Department's commitment to awarding bursaries to deserving students who want to pursue studies in the built environment sector. She wished the class of 2014 the best of luck in their studies. "We wish you well in your studies and hope that by January 2015, the Department of Public Works will come back to award more bursaries to you," she said.

In conclusion LIASA announced the Librarian's choice: Top 20 titles, 1994-2014 (In a chronological order), in celebration of the 20 Years of Democracy. Each of the top 20 books were written by a South African author in one of the South African official languages, published for the first time between 1994 and 2014, reflect South African life by South Africans, focus on issues of democracy or contribute to the consolidation of our democracy. They also examined who we are and where we are heading as a nation.

PUBLIC WORKS HANDS OVER A STATE OF THE ART TWEEFONTEIN POLICE STATION TO THE COMMUNITY

Pictures by Brian Dlamini



Officially unveling the plaque, is Minister of Police Mr EN Mthethwa and Minister of Public Works TW Nxesi at Tweefontein Police Station



Minister Nxesi planting a tree that symbolises a good working relationship between the SAPS and Public Works, during the official opening of the Tweefontein Police Station



Men of wisdom, we will forever seek wisdom and guidance from you our elders....., says the Minister



Young and old came in large numbers to witness the offical opening of the Police Station



Minister Nxesi shakes the hand of one of the youths present at the offical opening of the Tweefontein Police Station



Cells inside Tweefontein Police Station

THE DEPARTMENT OF PUBLIC WORKS DELIVERS THE KAGISO MAGISTRATES COURT

Pictures By the doj & cd



Public Works Deputy Minister Jeremy Cronin and Justice Minister Jeff Radebe



Justice Deputy Minister John Jeffery



Stakeholders listen to the speeches



Public Works Deputy Minister Jeremy Cronin delivers a speech



Public Works Deputy Minister Jeremy Cronin and Justice and Constitutional Development Minister Jeff Radebe



Kagiso Magistrates Court back view

DPW AND U.S. OFFICE OF DEFENCE COOPERATION JOIN HANDS TO RENOVATE SAMHS FACILITIES

By Petrus Sibiya

Pictures by Brian Dlamini

The government of South Africa through the Department of Public Works, and the government of the United States (US) through the Office of Defence Cooperation signed a Memorandum of Understanding (MoU) on the renovations of the state-owned properties of the South African Military Health Service (SAMHS) on 06 February 2014 in Thaba Tshwane, Pretoria.

The Acting Deputy Director-General : Policy, Ms Mandisa Fatyela-Lindie led the DPW delegation and signed the Memorandum of Understanding on behalf of the Director-General, Mr Mziwonke Dlabantu, the Department and the Government of South Africa.

In his address during the MoU signing ceremony, Colonel Sergio Porres from the Office of Defence Cooperation in the US hailed the move between the two countries as a step in the right direction, a game-changer aimed at changing lives of South Africans for the better. "I am privileged to be here signing this memorandum on behalf of the government and the people of America. This initiative is aimed at the prevention of transmission of HIV/AIDS for members of the military and their families under the banner of **Masibambisane**." He challenged everyone to continue to work together for an AIDS free society. He said the renovation of



Ms Mandisa Fatyela-Lindie and Colonel Sergio Porres shake hands after signing the Memorandum of Understanding in Pretoria

the infrastructure for the military plays a critical part in giving this sector the ability to function effectively.

Talking to **WorxNews** during the signing ceremony, Mr Percy Molefe, Head of International Relations within the Department of Public Works said the signing of the Mou came closely on the heels of the state visit to South Africa by the US President Barack Obama mid last year, which was followed by his attendance of the memorial service of former President Nelson Mandela in December 2013. "The signing therefore further demonstrates and strengthens the good relations that exist between the Republic of South Africa and the United States of America," he said.

The MoU between the two countries follows a bi-national agreement of 01 August 2001 in which the US government through the Office of Defence Cooperation (ODC) committed to assisting the Department of Defence (DoD) by providing a donation in a form of renovating facilities used by SAMHS for HIV/AIDS Counselling and Testing, training and treatment purposes in all nine provinces.

The ODC as the donor will directly appoint contractors provided by the Department of Public

Works and pay them to effect the renovations. According to the recently signed MoU, the renovations of the facilities will be funded through the US President's Emergency Plan for AIDS Relief (PEPFAR)

The Memorandum of Understanding is the second in a row following the one for the 1st phase of renovations undertaken between 2003 and 2009. Following the agreement between the Department of Defence and the Office of Defence Cooperation, the Department of Public Works as the custodian of government's immovable assets was approached and asked to provide technical support and advice to the DoD during the renovations through the involvement of the Regional Offices.

As part of the MoU, the National Department of Public Works will issue a formal instruction to the relevant Regional Offices to audit the building, check inter-alia the conditions of the electrical wiring, water supply (internal reticulation) of the buildings and the structural soundness, particularly the roof as soon as it has received a Certificate of Essentiality (CoE) from the Department of Defence.

The Department together with the Contracting Officer's Representative will do site inspections during the course of the renovation projects to ensure that all applicable National Building Standards and Regulations are being adhered to.



Committing to deliver on the mandate of the Memorandum of Understanding is Ms Mandisa Fatyela and Colonel Sergio Porres



Posing for a picture are DPW officials, Defence and USA Officials after the signing of the MOU

MR NAIDOO SHARES HIS VISION ON THE DEPARTMENT'S SCM REVIEW PROCESS CURRENTLY UNDERWAY

By Thozama Nzama

Pictures By Tshuluzi Nkoana



Supply Chain Management (SCM) Chief Director Mr Raymond Naidoo

The Chief Director Supply Chain Management (SCM), Mr Raymond Naidoo has urged officials in the Department to prepare themselves to continue with the momentum to ensure an optimal and highly efficient SCM system. The Chief Director's plea comes as a team from the KPMG/ Sekela Consortium also known as the Financial Services Partner (FSP), instituted to strengthen the Department's capability and capacity within SCM, is set to leave the Department at the end of July 2014.

He says the departure of the FSP team should not signal the end of the SCM stabilisation project to realign the SCM System to respond effectively and efficiently to the core business of the Department. "SCM is a dynamic environment which is regulated by various pieces of legislation as prescribed by the National Treasury and the Construction Industry Development Board. Hence as legislation is promulgated from time to time, the Department's SCM processes will also have to be reviewed accordingly," explains Mr Naidoo.

Mr Naidoo confirms that his unit has been able to review and reengineer the SCM business processes to respond timeously to the Department's core business. He went on to say that the processes were being accepted and signed off for implementation by a core team from Head Office SCM. He says the sign-off is a critical component of the SCM review process and once completed, the processes must be

rolled out immediately within the Department through an effective training programme.

Another important milestone is the signing-off by the DG of the SCM policy, which places the Department in good stead with all the necessary regulatory requirements incorporated into a single reference document. Mr Naidoo says the policy is a consolidation of all SCM circulars, instruction notes and guidelines issued. He adds that the FSP has commenced with the roll out of the SCM policy training to all Regional Offices and that this opportunity will be further utilised to engage, induct and inculcate the new SCM processes into current work procedures.

Mr Naidoo clarifies that having an updated SCM policy is not a substitute for good governance and compliance. It is incumbent on all managers and all officials involved in SCM to ensure strict compliance to the policy. He says having an approved SCM policy ensures that SCM processes are prescribed hence strict compliance is mandatory, adding that this will contribute to the fight against fraud and corruption. "We must also remember that it is our duty as public servants to ensure that we report all non-compliance that gives rise to fraud and corruption and in so doing help rid society of this disease."

Another major milestone is the plan for the staffing of the new SCM structures, which is set to commence in April 2014. "The evaluation of SCM practitioners (qualified and sufficient) to execute the core business per Region and Head Office revealed that the Department has severe capacity constraints in this regard. This is a critical challenge as SCM processes require separation of duties hence officials cannot be the typical 'player and referee' as this compromises the integrity of the entire SCM process. One must never face a situation where officials are forced because of capacity constraints to execute SCM activities that do not promote separation of duties. Notwithstanding this challenge, a new SCM structure has been designed that will adequately capacitate SCM in the Department," explains Mr Naidoo. He says if the new structures are not immediately staffed, there would be a real danger of the SCM review process being compromised when considering transfer of skills, training, etc., and that this problem would be further exacerbated by the fact that the FSP contract will end in July 2014.

The IT systems currently supporting the SCM processes are being upgraded (hardware and software) so as to make them more responsive and capable of providing the required and relevant management information. He says, "Here one can refer to the Papertrail (electronic document management) system, electronic contract management (register of contracts) and updates to Proquote (price quotations) system." Mr Naidoo also shares details about the concept of the War-Room that he introduced to the SCM unit. He says the War-Room operates similarly to that of a military command/operations centre which is established to deal with any crisis that requires urgent and strategic decision making to address a particular crisis. Mr Naidoo says typically, one will have all key stakeholders in the War-Room who are empowered to make strategic decisions, to convene on a daily basis to evaluate the current situation/crisis and give direction and make decisions to avert the crisis and/or prevent an escalation thereof.

"For DPW, the War Room was introduced to focus on the severe under-expenditure detected on infrastructure projects for the 2013/2014 financial year leading to an indictment of our service delivery obligations. The War-Room evaluates all Projects in the SCM pipeline on a daily basis with a view to expediting the time lines for the award of the tenders before 31 March 2014. Regions were also instructed to implement the War-Room concept to communicate with the Head Office (HO) SCM War-Room. As part of the War-Room intervention, HO SCM also deployed members to assist Regional Offices to expedite the processes leading to awarding of tenders. The War-Room intervention provided a dramatic turnaround in the number of projects committed by 31 March 2014. This is testament to the fact that a lot can be achieved if we simply communicate the correct message to the correct people. The War-Room concept will therefore be institutionalised within the Department as its efficacy in ensuring SCM turnaround times has been proven," clarified Mr Naidoo.

In closing, Mr Naidoo appealed to all officials to contribute to the success of the SCM review by applying the rules, making regular inputs on processes, supporting the FSP team on the ground, availing themselves to participate in all engagements, treating SCM review matters with alacrity and inculcating a culture of a learning organisation. "It cannot be business as usual in DPW SCM. We have to shift paradigms and look at ways of doing things smarter and not harder."



Honourable President of the country, His Excellency Jacob Zuma

PRESIDENT JACOB ZUMA 'S 2014 SONA AND ITS PUBLIC WORKS CONNECTION

By Petrus Sibiya
Pictures by GCIS

According to the President, on average, the economy has grown at 3,2 percent a year from 1994 to 2012 despite the global recession which claimed a million jobs. He said working together as government, business, labour and the community sector, the country nursed the economy to a recovery.

"The national wealth, measured in terms of GDP, has grown to more than 3.5 trillion rand. Jobs are now being created again. There are now 15 million people with jobs in the country, the highest ever in our history, and over 650 thousand jobs were created last year, according to Stats SA.

"This is still not good enough. The unemployment rate still remains high. Youth unemployment in South Africa continues to be of concern, as it is the case throughout the world. We are taking a number of measures, including the Employment Tax Incentive Act which encourages employers to hire younger workers. Regulations will be passed to ensure that this does not affect unsubsidized or older workers adversely."

The President said further measures were contained in the National Youth Accord that was signed in Soweto last April, adding that, cabinet has set a target of 6 million work opportunities from this year to 2019, targeting the youth.

He said that the weaker exchange rate posed a significant risk to inflation and would also make the government's infrastructure programme more expensive.

However, he added that export companies, particularly in the manufacturing sector, should take advantage of the weaker rand and the stronger global recovery. "While we have these difficulties, we know that we can cope with this period of turbulence. We have done so before in the past five years. We will, in fact, emerge stronger if we do the right things. We have to work together as government, business and labour to grow our economy at rates that are above 5 per cent to be able to create the jobs we need."

President Zuma said that other than mining, the country had identified five other job drivers in 2009 which include tourism, agriculture, the green economy, infrastructure development and manufacturing.

The tourism industry has grown dramatically. In 1993, South Africa received a mere 3 million foreign visitors. By 2012, the figure had grown to 13 million visitors. He committed the country to continuing to grow this industry, given its potential for job creation.

"In 2012 we unveiled the National Infrastructure Plan, led by the President through the Presidential Infrastructure Coordinating Commission. We have subsequently invested one trillion rand in public infrastructure over the past five years. Many of the projects are completed or are nearing completion. Among others we have the Rea Vaya system in Joburg which is now used by more than 100 000 Gauteng residents. Similar systems are being built in Cape Town, Tshwane, Nelson Mandela Bay, Buffalo City, eThekweni and Rustenburg.

"As part of the job creation drive, the country's harbours and ports have been improved. Close to 1500 kilometres of new roads or lanes have been built. The construction of new rail lines has started in Mpumalanga, to ease the pressure off the roads. To realise the economic potential of the Western Cape and the West Coast, we launched the Saldanha Industrial Development Zone and opened two new factories in Atlantis. Construction is continuing at the new power stations, Medupi in Limpopo, Kusile in Mpumalanga and Ingula near Ladysmith, employing more than 30 000 workers."

The President remarked that the incentives to boost manufacturing have yielded returns. The Automotive Investment Scheme that was launched in 2009 had approved a total 3.8 billion rand worth of incentives for about 160 investment projects. "These sustain more than 50 thousand jobs," he said.

"We have stabilised the clothing, textile, leather and footwear sector, which had been shedding jobs. Agriculture is a key job driver and a provider of opportunities for entrepreneurship. Our agricultural support programme, Fetsa Tlala, is producing brand new exporters. We will continue to promote our fisheries sector as well, which contributes an estimated 6 billion rand to the economy and provides 27 000 jobs."

On the land reform, the President noted, "We have made good progress in the land reform programme. Since 1994, nearly 5,000 farms, comprising 4.2 million hectares, have been transferred to black people, benefiting over 200,000 families. Nearly 80,000 land claims, totalling 3.4 million hectares, have been settled and 1.8 million people have benefited. The next administration will need to take forward a number of policy, legislative and practical interventions, to further redress the dispossession of our people of their land."

The President said that the country has made strides in the eradication of mud schools. "To produce a decent learning environment, we have delivered 370 new schools replacing mud schools and other unsuitable structures around the country. The programme continues."

Continued at the bottom of page 15...

3.7 million work opportunities have been created through the Expanded Public Works Programme (EPWP) in the past five years. These are some of the statistics given by President Jacob Zuma during his State of the Nation Address (SoNA) 2014.

In his address on 13 February 2014, President Zuma said EPWP and community works programme continued to be effective cushion for the poor and the youth. The president said through EPWP, citizens get an income and skills which they use to seek formal employment.

The President outlined the pillars of democracy which includes gender equality, representation and extension of services, which he said were holding the country together. He said all these attributes have made South Africa a much better place to live in now than it has ever been. Although he hailed the country for having made great strides in the past years, the President was quick to point out problematic areas "which poses a challenge to our hard-earned democracy and freedom".

"Our country still faces the triple challenge of poverty, inequality and unemployment, which we continue to grapple with. Dealing with these challenges has become a central focus of all democratic administrations," he noted.

The President said that in an effort to reverse these adversities, the country has elected to focus on five priorities which include **education, health, the fight against crime and corruption, rural development and land reform** as well as **creating decent work**.

"We also established the National Planning Commission which produced the landmark National Development Plan, the country's socio-economic blueprint and one of the major achievements of this fourth administration."

The Plan outlines what the country should do to eradicate poverty, increase employment and reduce inequality by 2030.

CONSTRUCTION REGULATIONS ARE NOW LAW

By Themba Thobela

Pictures by Themba Thobela



Honourable Minister T W Nxesi and Minister of Labour Honourable Mildred Oliphant during the Media Briefing at Birchwood Hotel



Honourable Minister T W Nxesi and Minister of Labour Honourable Mildred Oliphant during the Media Briefing at Birchwood Hotel

The National Department of Public Works (NDPW) in partnership with the Department of Labour (DoL) and the South African Council for Project Management Professionals (SACPCMP) have signed the Construction Regulations Accord.

The Construction Regulations plans to reduce the fatalities in the construction industry. Honourable Minister T W Nxesi, MP, was accompanied by his counterpart, Minister of Labour Honourable Mildred Oliphant, MP, in the signing of Construction Regulations Accord into law at the Birchwood Hotel, Boksburg, on the 10th February 2014. The SACPCMP is the only statutory body under the Department of Labour mandated to regulate and register the construction health and safety professionals. Both departments, DPW and DoL also signed a Memorandum of Understanding (MoU) which emphasizes and outlines the collaboration between the two departments within the context of professionalization of the construction industry.

The signing of the construction regulations accord was conducted on the eve of the first sitting of the formal inquiry that will investigate the primary cause of the collapse of the uThongathi Mall in KZN in which media reported that a number of workers lost their lives. Minister Nxesi, MP, said that the "construction industry continues to contribute disproportionate number of fatalities and injuries relative to other sectors, and there continue to be high levels of non-compliance

with the health and safety legislation". Minister Nxesi said that the safety of employees must be an absolute priority. "It is unacceptable that on average two South African construction workers die every week," remarked Minister Nxesi.

Honourable Minister Mildred Oliphant, MP, added that the incident of uThongathi Mall should have been prevented; and she committed her Department to ensuring that those who were responsible and irresponsible in contravening the Occupational Health and Safety Act and construction regulations faces the full might of the law.

"The uThongathi Mall incident has tarnished the image of the construction industry as an exploitative, cunning and uncaring industry," said Minister Oliphant.

Minister Nxesi highlighted some of the tangible benefits that the Construction Regulation will bring and they include:

- Registration of adequately qualified Construction Health and Safety Professionals and improvement in health and safety management on all construction projects;
- Increased employee and public confidence in employer's construction health and safety programmes; and
- Enhanced quality of life through the reduction of construction accidents, fatalities; illnesses; diseases and workmen's compensation claims.



Honourable Minister T W Nxesi and Minister of Labour Honourable Mildred Oliphant



Honourable Minister T W Nxesi, President of SACPCMP Professor RN Nkado and Minister of Labour Honourable Mildred Oliphant

Minister Nxesi concluded by saying that "the Department of Public Works is committed to the goal of improving Construction Health and Safety". He pledged to continue to support the implementation of the necessary regulations and the training of health and safety professionals.

BREDE VALLEY COMMUNITY BENEFITS FROM THE EPWP

By: Kgomotso Mathuloe
Pictures By Willy Marimi

The Minister of Public Works, Mr T W Nxesi launched the Community Safety and Security programme in Breede Valley Municipality in Worcester, Western Cape recently.

The Community Safety and Security Programme is a pilot project introduced by the Social Sector of the EPWP to create work opportunities and expand the sector's involvement at municipal level.

The project is as a result of a municipal study conducted by the Social Sector in 2011 through the Independent Development Trust (IDT). The results confirmed the huge potential among municipalities to deliver on social services related programmes.

Addressing more than 1000 community members in Breede Valley, the Minister said that Community Safety and Security was one of government's priorities outcome 3 on ensuring that all people in South Africa were safe.

He said the project was designed to address youth unemployment while rendering security and safety services to school children, traffic safety; fire safety and public safety in the towns and surrounding areas of Breede Valley.

The Minister also emphasised the importance of community involvement in planning and delivery of projects. "We need community structures and leaders to ensure the buy-in of the community so that whatever we do or build is looked after and safe-guarded by the community."

Minister Nxesi also praised EPWP for the hard work and dedication, "The serious point is to remind ourselves that there are large parts of the Public Works family that perform well and in the case of EPWP, are striving for excellence."

The project has employed 52 beneficiaries and additional 48 youth will be recruited moving the total number to 100. This is to ensure that there is representation across all racial groups and all municipal wards are represented.

Beneficiary of Community Safety Programme thanked EPWP for the opportunity

Samurin Jooste 21, who lives in Roodewal flats in Worcester is one of the 52 beneficiaries who are employed for 12 months to work on the Community Safety and Security project in Breede Valley.

Giving a testimony at the launch of the Community Safety Project in Breede Valley in November 2013, she brought tears to most of the community members and officials with her speech. "I come from a community where gangsterism and drug abuse are high, but I have reached one of my goals and I am proud of it."

According to Jooste, the project made a huge impact in her life. "As young people, we face the difficulty of getting employment because most employment agencies want experience. The project gave us hope; dignity and a sense of purpose."

She expressed gratitude to EPWP for giving her the opportunity to be part of the Programme. "The job is interesting and intense; and it is also a great feeling knowing that each day I make a difference in Breede Valley."

Jooste concluded by saying that she wants to learn more from the project and continue to serve the community. "As Traffic wardens we hope to make a difference in the road safety arena, so that all South Africans can have safe journeys on our roads."



Minister Mr TW Nxesi addressing the Breede Valley community during the Social Sector Community Safety Programme launch



The Breede Valley traffic officers with the EPWP beneficiaries sitting on the second row



Minister Mr TW Nxesi with the EPWP beneficiaries and other delegates who attended the launch



The Breede Valley Mayor addressing the community and welcoming the Minister of Public Works



GOUT..... IS IT TRUE THAT IT IS A RICH MAN'S DISEASE?

BY: Hendrik Noni and Esther Sethiba

So many things have been said about Gout, below are the proven facts about this disease.

What is Gout

It is said to be a medical condition which attacks the joints and is associated with recurrent attack and acute inflammatory arthritis. Gout is the body's reaction to irritating crystal deposits in the joints. Medical scholars also define it as a chronic, progressive condition.

Gout occurs about three to four times more often in men than in women.

Women are more prone to Gout after menopause, and it is rare in children and young adults.

Gout is characterized by painful flare-ups that may be concentrated in the big toes causing swelling and pain in the ankles, knees, feet, wrists or elbow. Flare-ups can last days or weeks.

What causes Gout

The pain and swelling of a Gout attack are caused by uric acid crystals building up in the joint and leading to inflammation. The body normally forms uric acid when breaking down cells and proteins, releasing it into the blood stream. The uric acid usually stays dissolved in the blood and ends up being flushed out by the kidneys. If there is too much uric acid in the blood, called hyperuricemia, or if the kidneys can't get rid of it quickly enough, it may begin

to form crystals that collect in the joints and even the kidneys, skin, and end up in Gout.

Gout may be aggravated by a number of factors which include the following:

- Obesity, weight gain, high blood pressure and abnormal kidney functions where waste products are not excreted effectively leading to accumulation of high levels of uric acid in the blood
- High consumption of alcohol
- High consumption of fructose sweetened drinks
- Too much intake of red meat and seafood.

Signs and Symptoms

- Joints pains at the base of the big toes (account for 50% of patients)
- Pains in the heels, knees, wrists and fingers
- Fatigue and high fever.
- Gout pain attacks can be precipitated by dehydration which occurs when the loss of body fluids (mostly water), exceeds the amount that is taken in. Heavy eating such as what commonly happens during festive seasons where people over indulge especially in alcohol.

Factors that lessens the risks of getting Gout.

- Healthy life style to maintain physical fitness is critical
- To avoid alcohol, red meat and sea food is a good place to start

- Reducing meal portion sizes as well as foods high in fructose can also help
- Normal consumption of coffee, dairy products and intake of Vitamin C to reduce the level of insulin in the body.

Treatment.

There are two key concepts essential to treating Gout. First, it is critical to stop acute inflammation of joints affected by Gouty arthritis. Second, it is important to address the long term management of the Gout disease in order to prevent future Gout arthritis attacks and shrink Gouty tophi crystal deposits.

Treatment for the disease is available in the form of:

- Steroids and non-steroids drugs which can be accessed through doctors' prescriptions to reduce pain and swelling
- Lowering of uric acid levels in the body through enough intake of water daily and reduction of intake of red meat
- Frequent medical checkups and blood tests can help to know if your uric acid levels are on the rise.
- Application of ice on affected areas several times a day also helps to ease pains.

For more Information Please feel free to communicate with Health and Wellness Unit, Mr. Noni M.H on 012 406 1287 and Ms. Sethiba OE on 012 406 1296. The information was obtained from Health care channel and Wikipedia.

PRESIDENT JACOB ZUMA'S 2014 SONA AND ITS PUBLIC WORKS CONNECTION

Continued from page 12...

On fighting corruption, President Jacob Zuma said South Africans were united in wanting a corruption free society. "Fighting corruption within the public service is yielding results. Since the launch of the National Anti-Corruption Hotline by the Public Service Commission, over 13 000 cases of corruption and maladministration have been referred to government departments for further handling and investigation. Government has recovered more than 320-million rand from perpetrators through the National Anti-Corruption Hotline.

Some of the successes of the National Anti-Corruption Hotline include the following:

- 1 542 officials were dismissed from the Public Service; 140 officials were fined their three month salary; 20 officials were demoted; 355 officials were given final written warnings; 204 officials were prosecuted.

He said the Special Investigating Unit was investigating maladministration or alleged corruption in a number of government departments

and state entities, through 40 proclamations signed by the President during this administration. "We will keep the public informed of the outcome of the investigations," he said.

"In the first six months of last year, the Asset Forfeiture Unit paid a total of 149 million rand into the Criminal Assets Recovery Account and to the victims of crime. This is 170% above its target of 55 million rand and is higher than it has ever achieved in a full year. Last year, the competition authorities investigated large-scale price fixing in the construction industry and fined guilty companies 1.4 billion rand. Further steps against those involved are now underway," stated the President.

THE NDPW DISABILITY COMMITTEE'S MEETING IN DURBAN

By Reggie Ngcobo



NDPW Disability Committee Deputy Chair Ms Maud Shimati



NDPW Disability Committee's Mercia Makhetha, Moses Cele & Ninky Modisakeng



NDPW Disability Committee Chair Mr Ronny Mogatle



Members of the NDPW Disability Committee conducting a site inspection led by Ms Monica Mabunda & a Durban Regional Office's OHS representative



IN MEMORY OF OUR FALLEN COLLEAGUES



Mr Edward Eddie Moeketsane from the Pretoria Regional Office



Mr Khomotso Gosebo from the Head Office



Mr Mocheche Frank Makola from the Pretoria Regional Office



Mr Reuben Makena from the Pretoria Regional Office



Ms Mabore Lilly Selepe from the Pretoria Regional Office

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