

Ever wondered why GEMS just keeps growing and growing?

There are more than a dozen good reasons why GEMS has what it takes to offer you the best benefits to meet your healthcare needs.

- Unlike other medical schemes GEMS was not created to profit but implemented as policy and a valued condition of service for Government employees exclusively.
- Our commitment to meeting the needs of GEMS members leaves them spoiled for choice.
- GEMS assures its members of only the highest standards of corporate governance.
- GEMS works hand-in-hand with employers to optimise its service offering to members.
- At GEMS sound ethics is everything. The conduct of our trustees, employees and contracted providers is governed by an impeccable ethics policy and governance framework.
- Not only has GEMS enjoyed unprecedented growth year after year but it has made considerable inroads into the previously uninsured market.
- At GEMS we are totally committed to making every member interaction excellent.
- GEMS has been singularly successful in meeting its strategic objectives.
- GEMS' constant drive to provide members with quality, affordable healthcare services has won the hearts and minds of public service employees.

- At GEMS we work hard to make the lives of our members easier.
- The interests of the beneficiaries of GEMS are well protected through strict service level agreements and supply chain management policies.
- Since its inception in 2006 GEMS has at all times received unqualified audit reports from its external auditors.
- More than ten independent audits performed every year ensure that the interests of GEMS members are safeguarded at all times.
- Every cent counts at GEMS! Non-healthcare expenditure and annual contribution increases are impressively low.
- At GEMS we touch the lives of thousands of people. Every day brings more than 11 000 calls to our call-centre and over 1 000 visits to our walk in centres.
- Independent research has clearly shown that what members value the most about GEMS is its service excellence.

For more reasons why **GEMS** is **South Africa's fastest growing medical scheme call** 0860 00 4367

or simply **visit** www.gems.gov.za.



Government Employees Medical Scheme (GEMS)

The remarkable rise of GEMS

An unmualified success

Since the end of 2009 the Government Employees Medical Scheme (GEMS) has grown by 100 000 members. With more than \$15,000 principal members representing well over 1.4 million lives, this is a noteworthy milestone in the history of the Scheme

The GEMS team is humbled by the growth and achievements of the Scheme. Few would have predicted the unqualified success GEMS would become when the Scheme was first registered in January 2005.

Nowadays GEMS is the second largest medical scheme overall and the largest closed or restricted scheme in South Africa. More than one third of all eligible public service employees are enrolled with the Scheme while two percent of all South Africans are members of GEMS, the fastest growing medical scheme in the country.

One of the most significant aspects regarding the growth of SEMS is the fact that more than half of its members did not previously have access to an employer subsidy. This means that some 700 000 people who previously did not have fiealthcare cover, now do.

However, at GENS the pursuit of excellence continues unabated with the unrivalled growth of more than 10 000 members per month. Every month more than five million claim lines to the value of R1 billion are processed in two weekly claim runs thereby re-affirming the financial soundness of the Scheme, now and into the future.

in the past four years GEMS has proved itself as a force to be reckoned with in the South African healthcare funding landscape and it is not at all hard to see why.

GEM5 products and benefits

What is the reason for the year-on-year growth of the Scheme? It is the highly innovative approach that GEMS follows in designing medical scheme benefits and its strong emphasis on service delivery.

A total of five different benefit plans namely Sapphire, Beryl, Ruby, Emerald and Onyx, provide GEMS members with considerable choice coupled with a range of comprehensive healthcare benefit options.

Sappline	An entry level network option that provides out-of-hospital care such as visits to the doctor and dentist, optometry and maternity care at povate facilities and in hospital cover at public facilities.
NA.	An entry level network option that provides both in and out of hospital benefits via a network of private facilities
West of the last o	A savings account for day-to-day medical expenses as well as a hospital plan
Emerald	A traditional option designed to resemble the medical scheme plan most public service employees were enrolled on prior to the establishment of GEMS
Onys	A top of the line comprehensive option

True to its stated objective, GEMS remains focused on its members and their individual healthcare needs while providing accessible, quality healthcare that is both affordable and administratively efficient.

The GEMS difference

There are more than a dozen good reasons why GEMS has what is takes to offer members the benefits that truly meet their healthcare needs:

- GEM5 was not created to profit but implemented as a policy and a valued condition of service for public service employees.
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Exuding style and confidence

A lot has been said and written about the right kind of office wear or work wear for men. Today's metro-sexual man is as aware of what to wear to work as his female counterpart. Paying attention to looking professional and well-groomed

at your workplace exudes style as well as confidence. Maintaining a meticulous and thorough appearance also conveys an eye for a detail towards your work. Office wear should be stylish, impressive, smart, but above all comfortable.



Real power dressing is about looking smart and feeling comfortable and confident about the way you look. It demands a positive attitude, which you will never achieve if you don't like what you see in the mirror.









Keeping it smart yet simple

Today's professional woman is as much geared towards asserting herself in the workplace as men. Whether you're meeting with a client or trying to impress your colleagues, always remember that the way you dress at work does influence how other people see you. Your work wear should therefore ooze confidence and professionalism. While your outfits should be smart, yet simple, they certainly don't have to be dull and boring. New style power dressing is about being smart without being flashy.

While following all the latest trends is fun and fashionable, in the work place you want to be noticed for your ability and your attitude, not your outfit. Power dressing is about standing out from the crowd but in a way that others can relate and aspire to.

Festive

summer salads...

...and wines to complement them. Gone are the days when salad was just a side dish of lettuce topped with

alads are quick and easy to prepare and a variety of tasty ingredients can be included. You can complement or replace lettuce with other vegetables and fresh herbs, add some chopped nuts and a dash of fresh lemon or orange juice.

Mushroom salad with basil and nuts

Ingredients

60 ml hazelnuts one garlic clove 500 g mixed mushrooms 20 ml white wine vinegar 2 ml sea salt, black pepper 80 ml olive oil selection of lettuce leaves fresh basil leaves (you can also use rocket)

winding at the end of a long, hot summer's day with a fresh summer salad?

What could be nicer than un-

Rub the sides of the salad bowl with the garlic clove. Preheat the oven grill.

Thread the mushrooms on kebab skewers and place on a baking sheet.

Make a dressing by blending together the vinegar, salt and olive oil and season with pepper.

Brush the mushrooms with the dressing and grill until done.

> Alternatively, cook them over hot braai coals

> Remove the mushrooms from the skewers

Place in the salad bowl along with the lettuce leaves, moisten with the remaining dressing and sprinkle with the nuts. Top

with fresh basil.

Variations: To turn this salad into a more substantial dish, you can add slices of grilled chicken and mozarella cheese.

Method

Toast the nuts in a 200 °C oven and rub off the skins. Cool the nuts and chop roughly.



Smoked chicken salad with mango, cheese and caramel nuts

Mangoes are freely available from December. Try this tasty mango salad form the South African Mango Growers' Association. You can substitute the smoked chicken with cooked breast fillet strips, beef or pork strips, shrimps or flaked white fish. It can also be served as a light meal when served with freshly baked bread.

Ingredients

caramel nuts a little olive oil (± 30 ml) 100 g pecan, cashew or macadamia nuts 60 ml (¼ cup) castor sugar salt and ground black pepper to taste



Complement your light summer meal with a glass of chilled white wine.

Per serving

½ fresh mango, peeled one smoked chicken breast fillet, cut

Variation

Lightly fry strips of haloumi or mozzarella cheese and add onto sal.

...then sit back and enjoy with a glass of wine.

Wine is a perfect complement to any meal, including salads that are full of fabulous flavours and intriguing textures. When prepared with the right ingredients, salads can be the perfect partners for a full range of wines, from crisp Sauvignon Blanc or Chenin Blanc to buttery Chardonnay, chilled Cape Riesling, punchy Paarl Riesling and even bubbly sparkling wines to toast the New Year.

A gift of award-winning wine

The Groote Post Reserve Sauvignon Blanc 2009 recently won a double gold award at the Michelangelo International Wine Awards! This elegant, vibrant and refined wine from top-quality fruit is a perfect match for food. It is described as an established and award-winning pedigree. It has a light straw colour with dusky, green pepper and asparagus on the nose and a full and lingering finish that is well rounded. Read more at eWine: www.ewine.co.za/southafricanwine, e-mail Michelle at sales@grootepost.co.za or call 022 492 2825.



It's the season for giving and what better gift for your wine-loving friends than a beautifully presented gift pack of wine or bubbly? Many wine producers have specially packaged wines for the festive season. Visit your favourite liquor store to find out what is on offer.



The World Festival of Youth and Students

Writer: Samona Murugan

Following the success of the 2010 FIFA World Cup™, South Africa will play host to the 17th World Festival of Youth and Students in December.

Fesman is ground-breaking in

spanning 16 disicplines. It has

every way, comprising exhibitions,

forums, lectures and performances

paved the way for many talented

musicians in the industry today.

he National Youth Development Agency won the rights to host this event in South Africa through a bidding process where countries were requested to make presentations in a process similar to that of the FIFA World Cup.

The festival is the most significant and important international youth event and attracts thousands of youth and student delegates from the 153 member countries of the World Federation of Democratic Youth, as well as presidents and ministers from various countries.

The World Festival of Youth and Students aims to:

- raise critical current issues to ifluence the shaping of the world's governments and policies
- unite the youth of the world for peace, solidarity and social transformation to create a world free of human rights abuses and build sustainable environments
- mainstream and integrate youth development in all organs of state, the private sector and civil society for sustainable livelihoods
- initiate, facilitate, implement, coordinate and monitor development interventions aimed at reducing youth unemployment and promoting social cohesion
- advance youth development through guidance and support to initiatives across sectors of society and spheres of
 - government
- embark on initiatives that seek to advance the economic development of young people.

The festival will take place from 13 to 21 December with the opening and closing ceremony being held at Orlando Stadium. Arts, culture and sport activities will take place daily at Mary Fitzgerald Square in central Johannesburg.

World Festival on Black Arts and Culture

As a young student, Senegal President Abdoulaye Wade played guitar in a local pop band. His love for music will be seen as he introduces the World Festival of Black Arts and culture, known as Fesman, to his country from 10 to 31 December.

The festival is ground-breaking in every way, comprising exhibi-

tions, forums, lectures and performances spanning 16 disciplines. These include cinema, traditional and visual arts, crafts, dance, music, urban culture, design, literature, fashion, photography, theatre, food, architecture, science and technology and sport. The festival, themed *African Renaissance*, promises to be more than just a music festival or cultural symposium.

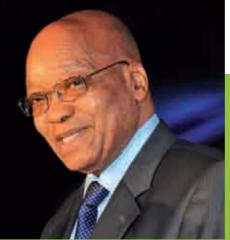
Fesman has paved the way for many talented musicians in the industry today, such as Angelique Kidjo. The festival will showcase both local and international acts such as Kidjo, Akon, Salif Keita, Hugh Masekela, Bembeya Jazz and the Mahotella Queens, hip hop sensation Didier

Awadi and Senegal's favourite sons Youssou N'Dour and Baaba Maal. The concert will be ticketed for crowd control but will be free of charge.



There can be no doubt that the annual SoNA is one of the most pivotal events on the Government's calendar. For the second year running, the SoNA will take place in the evening, at 19:00 on 10 February 2011.

The SoNA is an address to Parliament by the President of the Republic of South Africa, as the representative of the people, on the state of the South African nation. It is delivered annually to a joint sitting of Parliament (the National Assembly and



the National Council of Provinces sitting together in one venue – the National Assembly Chamber).

It is one of the rare occasions when the three arms of state come together in one place – the Executive, the Judiciary and the Legislature. The SoNA generates much discussion politically because it sets the tone for what government will prioritise

and focus on in the year ahead.

Following the SoNA, also look out for the:

- Debate on President's SoNA: 15 to 16 February 2011
- Reply by the President: 17 February 2011.

Public sector appointments

Dr N Mkhize

Director-General, Department for Women, Children and Persons with Disabilities

Dr Nonhlanhla Mkhize has extensive experience and has occupied senior positions in both the Public Service and the education sector. She was previously the acting DDG: Policy and Governance Branch in the Office of the Premier in KwaZulu-Natal. Her qualifications include a BA Honours, MA, BED as well as a D Litt et Phil. Dr Mkhize's achievements include facilitating the drafting of the Geographical Names Council Bill and coordinating the legislative process until it became an Act. She also initiated and facilitated the Telephone Interpreting Services for South Africa, which was piloted in all national government departments.



Ms Y Chetty

Chief Financial Officer, Department of Energy

Yvonne Chetty holds a Bachelor of Accounting Science (Honours). Ms Chetty was previously Senior Finance Manager at Metrorail where she was, among other things, responsible for developing policies and procedures, compiling the annual budget as well as ensuring compliance with the Public Finance Management Act, 1999. In her new position, she will be required to formulate creative solutions to enhance cost-effectiveness and efficiency in the delivery of services and the administration of the department. She will also advise the DG on matters that have strategic and financial implications.



Ms R Rasikhinya

Deputy Director-General (DDG): Finance and Supply Chain Management, Department of Home Affairs

Rudzani Rasikhinya holds a Bachelor of Commerce (B Com) degree, a B Compt (Honours), a BCom Honours degree and a Chartered Accountant (CA) qualification. A registered CA, Rasikhinya previously worked at National Treasury as Chief Director: Accounting Support and Reporting. As DDG: Finance and Supply Chain Management, Ms Rasikhinya will be responsible for, among other things, giving strategic leadership and direction to the organisation as well as providing strategies that will address the challenges faced by the department. Ms Rasikhinya is passionate about people development and empowerment.



Public Sector Manager • vol1, January 2011





Zimbali epitomises style and elegance, which are expressed through the design of its homes, hotels and facilities. The rare interaction with nature is a result of the implementation at every level of management of the estate of the founding ethos of "Living in Harmony with Nature". It is

a destination where the most discerning of residents and tourists will feel at home.

Zimbali is only 10 minutes from Durban's new King Shaka International Airport, completed in April 2010, and is easily accessed from new off-ramps on the existing N3 freeway. There is really no reason not to live in arguably the premium residential and golf estate on the South African north coast.

It has a range of properties to suite your budget, including free-

hold homes, sectional title units and freehold land sites. But if you are not in the market to buy, you can still enjoy the serenity and tranquillity of this beautiful coastal resort by booking at Zimbali Lodge for a

weekend. This five-star boutique hotel overlooks the Indian Ocean and is surrounded by lush vegetation and beautiful indigenous gardens. The resort also has self-catering chalets, apartments and villas for rental.

The recently completed five-star Fairmont Hotel on the beach-

front of the estate offers all the luxury of a five-star hotel and epitomises the style, class and comfort that the estate has become known for.

Clive Greene from Pam Golding Estate comments: "Zimbali Estate has won numerous awards throughout the world as the top lifestyle estate. We have a range of properties ranging from R4 million up to R40 million. This estate offers security and exceptional investment opportunities as growth in prices have been phe-

nomenal in the past six years. The huge bonus of having the new King Shaka International Airport a mere 10 minutes away is just another reason why you should choose to live in this prestigious estate."

Many fast-living movers and shakers from South Africa as well as from around the globe have decided to relocate to this spacious estate, on a permanent or semi-permanent basis, to unclutter their lives and de-stress in the blissfully serene surroundings, which this nature sanctuary has to offer.



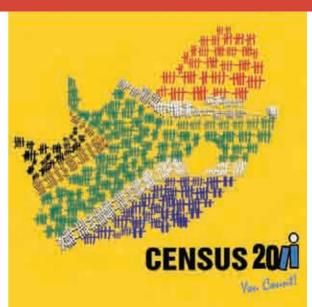


Public Sector Manager • vol1, January 2011

Writer: Elias Tibane

South Africa ready to conduct Census 2011

South Africa is ready to conduct the country's biggest-ever census next year, according to Statistics South Africa (Stats SA).



hile R1,2 million has already been allocated to Stats SA to conduct Census 2011, the total cost of the project could amount to more than R1 billion. By mid-October, Stats SA was still negotiating with National Treasury for an additional R700 million.

The census is expected to provide temporary employment to more than 120 000 fieldworkers, who will count more than 14 million households nationally, including illegal immigrants and homeless people, from 10 to 31 October 2011.

"This census is set to provide the most comprehensive picture of the South African society and economy in the post-apartheid era," said Statistician-General Pali Lehohla.

The census will form part of a continent-wide commit-

ment by most African countries to participate in the 2010 Round of Population and Housing Censuses, which began in 2005 and ends in 2014. The campaign aims to provide comprehensive data on the continent to assist in improved planning and development.

Census 2011 will be the third census conducted by a democratic South African government. The first population census in post-apartheid South Africa was conducted in 1996, followed by another in 2001. Although it was supposed to be conducted every five years, owing to some capacity challenges within Stats SA, the 2006 census was rescheduled for 2011. Instead, a Community Survey was conducted in its place in February 2007. The main objective of the survey was to provide demographic and socio-economic data at municipal level.

MeerKAT operational within five years

The MeerKAT will be built in the radio reserve near Carnarvon in the Northern Cape. The development of seven dishes, called KAT 7, has already been completed. KAT 7 is a prototype that will be used to test all of the telescope systems.

he Karoo Array Telescope (MeerKAT), which is a precursor to the Square Kilometre Array (SKA), is expected to be operational within five years. Even long







before this deadline, more than 43 000 hours of observing time have already been allocated to radio astronomers from Africa and around the world. These experts have applied for time to do research with the telescope, which will consist of 64 dishes, each 13.5 m in diameter.

The MeerKAT will be built in the radio reserve near Carnarvon

UPCOMING EVENTS Public Sector Manager



South Africa's third democratic local government elections will be held some time between March and June 2011. The actual date is expected to be formally announced before the end of the year or in January 2011. Local government elections are held every five years to elect members of the district, metropolitan and local municipal councils which, in turn, elect the mayors of the municipalities to office.

Local government elections date on the cards

n terms of Section 159 of the Constitution of the Republic of South Africa, 1996, a municipal council's term expires after five years. If a municipal council is dissolved in terms of national legislation, or when its term expires, an election must be held within 90 days of the date that the council was dissolved or its term expired.

In the previous elections held on 1 March 2006, the African National Congress won 61,36% of the 8 380 seats nationally. The Democratic Alliance won 11,88% of the seats; the Inkatha Freedom party won 7,92%; while the Independent Democrats won 1,68%. A total of 97 political parties contested these elections.

Meanwhile, the Municipal Demarcation Board (MDB) has increased the number of municipal wards across the country for the 2011 local government elections. As part of the ward delimitation, all municipalities will have a minimum of four wards and a maximum of 130 wards. MDB chairperson, Mr Landiwe Mahlangu, says for the first time, over 10 000 council seats, which include 4 277 wards, will be contested in eight metropolitan councils, 45 districts and 231 local municipalities.







in the Northern Cape. The development of seven dishes, called KAT 7, has already been completed. KAT 7 is a prototype that will be used to test all of the telescope systems – the antennas, the receiver systems and the complex software and computing systems.

Meanwhile, following an initial identification of sites suitable

for the SKA by the International SKA Steering Committee in 2006, southern Africa and Australia are the finalists. A consortium of the major international science funding agencies, in consultation with the SKA Science and Engineering Committee, is expected to announce the selected site for the SKA in 2012. At about 50 to 100 times more sensitive than any other radio telescope on Earth, the SKA will be able to probe the edges of our Universe. It will help to answer fundamental questions in astronomy, physics and cosmology, including the nature of dark energy and dark matter. It will be a powerful time machine that scientists will use to go back in time to explore the origins of the first galaxies, stars and planets. The construction of the SKA is expected to cost about R14,25 billion.



These quotes were taken from actual employee performance evaluations in one country whose identity shall remain undisclosed ...

"Since my last report, this employee has reached rock bottom and has started to dig."	"A gross ignoramus - 144 times worse than an ordinary ignoramus."
"His men would follow him anywhere, but only out of morbid curiosity."	"He certainly takes a long time to make his pointless."
"I would not allow this employee to breed."	"He doesn't have ulcers, but he's a carrier."
"This employee is really not so much of a has-been, but more of a definite won't be."	"He's been working with glue too much."
"Works well when under constant supervision and cornered like a rat in a trap."	Always check your sick note!
"When she opens her mouth, it seems that it is only to change feet."	MEDICAL CERTIFICATE THIS IS TO CERTIFY THAT
"He would be out of his depth in a parking lot puddle."	Consulted me on
"This young lady has delusions of adequacy."	In my opinion / As t was informed hersele is not fa for work / school Ho / Style will be fit to resume duty on 03/03/09 inclusive. Nature of ilmoss:
"He sets low personal standards and then consistently fails to achieve them."	Mature of illness: 03/03/09 inclusive.
"This employee is depriving a village somewhere of an idiot."	As Ive been informed by him he has a surface with alrohol. He always comes to Marglay and wants the day off
"This employee should go far, and the sooner the better."	see me and Markey and wants the day off.
"Got a full 6-pack, but lacks the plastic thing to hold it all together."	Os/os/og





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