

# Public Sector MANAGER



THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

JULY 2014



## Together we move South Africa forward

- Focus on the State of the Nation Address, June 2014
- Ministers react to SoNA

## Provincial Focus

Premier Ace Magashule on changing lives in the Free State

## Mandela Month

Clean SA in honour of Madiba



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## Every day is Mandela Day!

*“Let there be justice for all. Let there be peace for all. Let there be work, bread, water and salt for all. Let each know that for each the body, the mind and the soul have been freed to fulfil themselves.”*

A legend passed on but his words, workings and teachings will live forever as this month marks the birth of a true leader, a philosopher and a legendary icon.

The merSETA celebrates the life of Nelson Mandela and continues to uphold Madiba's values by being...

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# New Deal for local government starts at your own desk

**W**e all know the feeling. You flick a switch and the light comes on, or you turn a tap and water flows.

When it's refuse collection day, you place black plastic bags or wheelie bins on the perimeter of your property with the same instinctive, unthinking action.

And when the light doesn't come on, the water doesn't flow or you don't hear the rumble of a refuse truck or the chatter of the collection crew down your street, you know exactly where to go: off to the municipal council. The question you literally asks is what happened and why they did not communicate with us?

Local government is where, as the cliché says, the rubber hits the road.

The South African Local Government Association (Salga) argues it best when it says: "Local government is the key site of delivery and development and is central to the entire transformative project of the new South Africa. It is therefore a key mandate of local government (with the support of provincial and national government) to eliminate the disparities and disadvantages that are a consequence of the policies of the past and to ensure, as rapidly as possible, the upgrading of services in the previously disadvantaged areas so that equal services will be provided to all residents."

It is for this reason that President Jacob Zuma devoted a significant chapter of his first State of the Nation Address of this new administration to the local sphere and outlined what he labelled a New Deal for local government.

President Zuma's point of departure was that ours is a caring and responsive government that takes seriously the voice and views of citizens. "We would like our people's experience of local government to be a pleasant one. We have listened to the complaints and proposals of South Africans over the past five years, relating to the performance of municipalities," the President said.

President Zuma then set out government's plan of action to revitalise local government, saying municipalities were built on a firm foundation, established over the past 20 years of democracy.

The President said all municipalities had been evaluated and that government had investigated municipalities' financial management, how they worked within legislative processes as well as their ability to roll-out projects and address capacity constraints.

"We have also looked at how they respond to service-delivery protests. There have been many successes in many municipalities.



However we face a number of challenges in others," said President Zuma, adding that the necessary support would be extended to struggling municipalities.

He congratulated 11 municipalities for being outstanding in terms of consistent good performance in audits, expenditure on municipal infrastructure grants and service delivery.

The 11 star municipalities are: Nkangala District Municipality; Cacadu District Municipality; Zululand District Municipality; Umzinyathi District Municipality; Ilembe District Municipality; Knysna Local Municipality; the West Coast District Municipality; Matzikama Local Municipality; Mossel Bay Local Municipality; Breede Valley Local Municipality, and Steve Tshwete Local Municipality.

Outlining support for other municipalities, President Zuma said that in the case of the Amathole District Municipality in the Eastern Cape, the Development Bank of Southern Africa had approved funding to develop infrastructure. >>

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The President said 100 projects, mainly in water and sanitation, would be started and completed in the next 12 months.

In Umzinyathi District Municipality in KwaZulu-Natal, funding would be provided to develop infrastructure projects covering mainly the electrification of households.

The local municipalities to be serviced include Msinga, Umvoti and Nquthu.

In Alfred Nzo District Municipality in the Eastern Cape, said the President, funding would be provided for infrastructure development projects covering water provision, sanitation and electrification. Local municipalities involved include Mbizana and Ntabankulu, catering for a population of about one million people.

In the case of OR Tambo District Municipality, government would help to stabilise the administration and organisational structure and fast-track the implementation of the Presidential Intervention Plans.

In Mbashe Local Municipality, waste management plans would be implemented and groundwater contamination would be addressed.

Turning to the economic heartland of the country, President Zuma said government would help the City of Joburg in Gauteng to resolve problems with its billing system.

The President also announced that work was underway to eradicate the bucket system throughout the country. "This will also be the priority of the Inter-Ministerial Task Team on Service Delivery (led by Cooperative Governance and Traditional Affairs Minister Pravin Gordhan) that I have established."

The task team comprises the Ministers of Planning, Performance Monitoring and Evaluation in The Presidency; Human Settlements; Water and Sanitation; Transport; Home Affairs; Public Enterprises; Energy; Rural Development and Land Reform, Health and Basic Education.

President Zuma said local government would in the next five years focus on the reality of rapid urbanisation. "South Africa is becoming an urban country. By 2011 almost 63% of our population were residing in towns and cities and this trend is expected to continue over the coming decade. Our government's Integrated Urban Development Framework will be finalised by 30 July 2014."

This framework, said President Zuma, would "provide a new deal for South African cities and towns", so that these centres could become "inclusive, resource-efficient and good places to live in over the next 20 to 30 years".

"Together let us move local government forward," said the President.

President Zuma's vision and government's plans for local government begin, as is always the case, with the hundreds of thousands of public servants whose work are a defining feature of the performance of local government.

The local sphere is where South Africans are confronted daily with the apartheid legacy of imbalances and inequality in the provision of basic services.

Salga says: "Given the fact that poverty is experienced locally, municipalities are confronted daily with the consequences of apartheid. As a result, a large part of the burden of addressing this falls upon local government, as it is the provider of primary services which are essential to the dignity of all who live in its area of jurisdiction."

Restoring and maintaining the dignity of South Africans in the places where they live is therefore at the heart of the New Deal for local government, and it is this responsibility that should be uppermost in the minds of all public servants at the national, provincial and local government level.

With the President having promised the nation a new surge in moving local government forward, we must ensure that municipal staff, councillors, municipal managers, mayors and everyone in-between – including private-sector service providers – make headlines for the right reasons.

The local government level is where the transformation demanded by the National Development Plan must be seen and felt first, and where, as the Public Service, we must build hope and confidence in citizens that will inspire them to work with government to move South Africa forward.

This will not be achievable or its services felt if our people are not taken along. Government at all levels, especially at local government, must communicate these plans to our people and work with them to achieve them. In this regard, our work is to ensure that the rest of government takes this plan to the people through multiple of platforms. The cadreship of professional communicators must take public representatives to the people in an effort to move South Africa forward.

Let's all think about how to sustain this effort across all spheres of government. Only some of us work in municipalities, but all of us live in municipalities. That's reason enough to do our best. 🇿🇦

**Ms Faith Muthambi, MP**  
**Minister of Communications**



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# Let's emulate Madiba's legacy

**W**hen the former President Nelson Mandela was growing up in the rolling hills of the then Transkei in the present-day Eastern Cape, I doubt he imagined that he would become one of the world's greatest leaders.

As he was growing up, he was exposed to the unfair practices of a colonial administration and the hardships endured by black South Africans. This inspired him to challenge the oppressive system, and this heralded the beginning of his dramatic and long political journey.

In the end, Madiba dedicated 67 years of his life to the liberation struggle that was aimed at changing the socio-economic and political well-being of all South Africans. This was a sacrifice like no other.

In November 2009, the United Nations honoured Madiba by officially declaring his birthday, 18 July, as Nelson Mandela International Day. The day seeks to recognise Mandela's values, his dedication to the service of humanity, as well as acknowledge his contribution to the struggle for democracy internationally and the promotion of a culture of peace throughout the world.

In his State of the Nation Address recently President Jacob Zuma announced that the theme for this year is to clean South Africa.

He urged all South Africans to dedicate 67 minutes on 18 July to clean the country in honour of Madiba.

This year marks the fifth anniversary of the event and it will be the first that the day is celebrated since the icon's passing. We can be grateful that he lived to see many of us heeding his call to make time to serve others, especially the less fortunate.

Nelson Mandela International Day is a call to action for all of us to take 67 minutes of our time – one minute for every year of Mandela's public service – to make a small gesture of solidarity with humanity and a step towards a global movement for good. It is also a call for all of us to work together to liberate people and confront social ills.

It is one of the best ways to honour Madiba's life and legacy.

Our service to humanity should, however, not only last for 67 minutes on 18 July. It should happen every day.



Madiba himself followed three rules: free yourself; free others and serve every day. This is how Madiba lived his entire life and because he was able to put other people's needs before his own, many lives were changed. He became an inspiration to leaders and ordinary people across the globe.

Although Madiba may not have changed people's lives directly, his actions, values and his contribution to making the world a better place, had and still have an impact on people of different races, cultures and be-

liefs in countries across the world.

As public servants we should strive to emulate Mandela's incredible qualities of selflessness,

humility and service.

This year South Africa celebrates 20 Years of Freedom. As we celebrate this milestone and move our country forward, let us remember this stalwart's contribution to a free and democratic South Africa. Twenty years into democracy, South Africa is a better place to live in.

During Mandela Month, let us remember that as public servants we are expected to serve the people of South Africa with respect and dignity.

Let's make every day a Mandela Day. 🇿🇦

***President Jacob Zuma urged all South Africans to dedicate 67 minutes on 18 July to clean the country in honour of Madiba.***



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In the June edition of *Public Sector Manager* magazine (PSM) Mineral Resources Minister Advocate Ngoako Ramatlhodi and Deputy Minister Godfrey Oliphant were erroneously omitted from the Faces of Government feature. *PSM* apologises for any inconvenience caused.

## Mineral Resources



Minister  
Ngoako Ramatlhodi



Deputy Minister  
Godfrey Oliphant

### LETTERS TO THE EDITOR

# We hear you!



**Dear Editor**

I was happy to read the article about the SA Premier Business Awards that took place on 19 March 2014.

I think the idea to award small businesses will encourage business owners to work hard on the service and products that they provide for their clients.

I also think that such award ceremonies will motivate more South Africans to become business owners and join the business sector. This will help improve our economy, and discourages laziness in our society.

The unemployment rate will decline as most of the people will be absorbed by the business sector to increase production.

I think such awards will also encourage us as South Africans to be proud of South African businesses.

**Mulalo Mbango, Limpopo**

**Dear Editor**

I have read your article on the Independent Electoral Commission (IEC). I am impressed by the work of the IEC and the awards that they have received over the years show that they are doing a good job.

The awards will encourage the IEC to continue to work hard and remain an independent and unbiased body which serves all political parties.

It will also encourage the IEC to always come up with new innovation to improve the electoral process but without losing quality results.

**Ephraim Masikhwa,  
Limpopo**



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**TWO CURRENT PROJECTS**

**Walter Sisulu University Health Science Faculty**

Walter Sisulu University has commissioned the development of a new Health Science Faculty to accommodate and house 2 000 medical Students. The faculty is planned to be constructed in three phases of which the first phase commenced in February 2014.

**National English Literary Museum (NELM)**

The new Five-Star Green Star certified building of the National English Literary Museum (NELM), in Grahamstown, whose construction commenced in February 2014, has been designed to have a minimal ecological footprint once operational. This project involves the design and construction of a unique literary museum. It will be the first of its kind to be situated in Africa and will be able to house international exhibitions.

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## President Zuma puts SA to work

**A**fter narrating the good story of 20 Years of Freedom in February, President Jacob Zuma walked through the doors of the National Assembly on a cold winter's night in June with a plan in his hand, in the form of the State of the Nation Address.

President Zuma then told the nation how government would direct its attention to improving an economy that has taken a knock due to domestic and international pressures.

The President also turned his attention on the Public Service and spent some time speaking about how all spheres of government should work better to improve service delivery.

When he delivered the first State of the Nation Address of the

fifth administration of the democratic government on June 17, the President said growing the economy would take centre stage over the next five years.

President Zuma said there was a need for "far-reaching" interventions by government, business and other social partners to bolster growth and create decent jobs.

The President - who was re-elected following a robust election campaign - said while the country was a better place to live in compared to 1994, more work still needed to be done.

His comments came as the country was hit by low growth in the first quarter of 2014, with Statistics South Africa announcing that the seasonally adjusted Gross Domestic Product (GDP) at market prices had slumped at an annualised rate of 0,6 per cent.

"As we enter the second phase of our transition from apartheid to a national democratic society, we have to embark on radical socio-economic transformation to push back the triple challenge," President Zuma said.

"The economy takes centre stage in this programme. It remains our strong belief that the most effective weapon in the campaign against poverty is the creation of decent work, and that creating work requires faster economic growth.

"We have set a growth target of 5per cent by 2019. To achieve this, we will embark on various measures and interventions to jump-start the economy," he said.

The President said the growth target was set at a difficult period, when the economy had grown below desirable levels over the past three years, with households also feeling the pinch.

He said the low economic growth was caused by the global economic slowdown and domestic conditions – the protracted and at times violent strikes – and a shortage of energy.

### Deputy President to head mining talks

The lengthy strike in the platinum sector had hampered production and had almost brought the country to its knees, with threats on jobs knocking on the door.



*President Zuma emphasised the need to address the socio-economic challenges faced by mine workers.*

The President said given the impact of the labour relations environment on the economy, it was critical that social partners met to deliberate on the violent nature and the duration of the strikes.

He said Deputy President Cyril Ramaphosa, who has a wealth of experience in both labour and business stretching back many years, would step in to lead social talks.

“Deputy President Cyril Ramaphosa will convene the social partners dialogue, within the ambit of NEDLAC [National Economic Development and Labour Council].

“The social partners will also need to deliberate on wage inequality. On our side as government, we will during this term investigate the possibility of a national minimum wage as one of the key mechanisms to reduce the income inequality,” he said.

President Zuma also said that government would play its part in the implementation of the landmark Framework Agreement for a Sustainable Mining Industry entered into by labour, business and government last year - a process that was led by former Deputy President Kgalema Motlanthe.

President Zuma said he would now take over the process himself.

“We will implement the undertaking to build housing and other services to revitalise mining towns, as part of

the October 2012 agreement between business, government and labour.

“The focus is the mining areas of Motlosana, Emalahleni, Sekhukhune, Lephalale, West Rand and Matjhabeng.

“An Inter-Ministerial Committee on the Revitalisation of Distressed Mining Communities has been established under the leadership of the Minister in the Presidency responsible for Planning, Performance Monitoring and Evaluation, Mr Jeff Radebe.”

President Zuma said government would ensure that mining companies met the Mining Charter targets in order to improve the lives of mineworkers.

“Companies are expected to convert or upgrade hostels into family units, attain the occupancy rate of one person per room and also facilitate home ownership options for mine workers.

“We urge the companies to meet the 2014 deadline for these targets and extend this right to dignity to mine workers,” he said.

**President to meet business to boost investment**

When President Zuma announced his new Cabinet in late May, he also revealed the creation of a new Ministry of Small Business, aimed at eliminating red tape that hampers businesses from developing.

In the State of the Nation Address President Zuma said low investment was a key constraint to economic growth and that government would work with the private sector to remove obstacles.

“We will continue to engage business in promoting inclusive growth and to build a more prosperous society.

“In this regard, I will soon convene a meeting of the Presidential Business Working Group.

“After the last meeting of the Working Group last year, six work streams were established and these have been discussing solutions to various obstacles to doing business in South Africa,” he said.

President Zuma added that captains of industry had raised some of these concerns that make it difficult to do business in the country.

**Youth development to be prioritised**

The President said there would be an increased focus to ensure that the creation of jobs for youth was accelerated.

“We will expand the number of internship positions in the public sector, with every government department and public entity being required to take on interns for experiential training. >>

"The private sector has responded positively to the introduction of the employment tax incentive. In only five months, there are 133 000 employees who have benefited and 11 000 employers who have participated in the incentive scheme," he said.

He said the majority of young people have been employed in wholesale and retail trade, manufacturing and finance sectors.

### Revitalising local government

The President said over the past five years, government had listened to all service delivery concerns from members of the public and was now ready to respond.

President Zuma appointed Minister Pravin Gordhan to Cooperative Governance and Traditional Affairs with the aim of revitalising local government.

This was an area of concern for government, with the former Auditor-General Terence Nombembe identifying local government as a sphere that needed some attention over his term of office.

The common issue he identified was the continued use of consultants while there were officials hired to do the same job. The problem of unskilled professionals was also highlighted in most instances.

The President said government would like the experience of local government to be a pleasant one for citizens.

He said government had listened to the complaints and proposals of South Africans over the past five years, relating to the performance of municipalities.

"We have evaluated all our municipalities. We have inspected their financial management, how they work within legislative processes as well as their ability to roll out projects and to address capacity constraints.

"We have also looked at how they respond to service delivery protests. There have been many successes in many municipalities. However we face a number of challenges in others," he said.

About 100 projects, mainly in water and sanitation, would be launched and rolled out to several municipalities over the next 12 months.

The President said he had also established an Inter-Ministerial Task Team on Service Delivery, to be led by Minister Gordhan, to eradicate the bucket system around the country.

### Ministers to sign performance agreements

The President also said together with the Deputy President, he



*Government wants the experience of local government to be a pleasant one for citizen.*

would be meeting with Ministers and their deputies soon to discuss the programme of action and detailed implementation plans for the next five years.

"Each Minister will sign a performance agreement with the President outlining what each department will do to deliver on the programme of action.

"This programme of action is aimed at making South Africa a better place for all.

"We urge all South Africans to work with us make the implementation of these programmes a success.

"Together let us move South Africa forward," he said.

The President said, meanwhile, that weaknesses in procurement, management and operations systems that undermine the efficiency and effectiveness of government would be addressed.

"One of the key steps, which is already underway, is to centralise procurement under the Office of the Chief Procurement Officer in the National Treasury.

"We have begun piloting this new approach with the centralised procurement of school furniture in the Eastern Cape. The furniture will be delivered in all Eastern Cape schools by the middle of August 2014."

Measures would be introduced to prevent public servants and public representatives from doing business with the state.

"These will be supported by improved implementation of the Financial Disclosure Framework, strengthened protection of whistle-blowers, and the provision of technical assistance to departments for the effective management of discipline," President Zuma said. ☺

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# Ministers welcome SoNA

**C**alled the “Cabinet of Action” for a reason, Ministers have rolled up their sleeves and are ready to deliver on government’s plan of action highlighted by President Jacob Zuma during his recent State of the Nation Address.

Ministers who spoke to *Public Sector Manager* are enthusiastic about tackling issues raised by the President, saying the Address had highlighted what needs to be done to deal with the problems facing South Africa 20 years into democracy.

## Mineral Resources Minister Ngoako Ramatlhodi

“We need to address the socio-economic challenges faced by mining towns and mining workers themselves that is where the root of problems lies. We have established an Inter-Ministerial Committee, and are working with a team of ministers to bring about stability in mining and to improve the quality of life for miners. What the President’s Speech did was to emphasise on certain actions that will have to be done. We believe labour relations need to be strengthened. We



have sound labour relations practices in this country and we will continue to ensure that relations between workers and employers and indeed government are continuously improved.”

## Cooperative Governance and Traditional Affairs Minister Pravin Gordhan

“Our department will up the ante to ensure that local government works more efficiently. We believe that



municipalities need to listen to the people more and respond to challenges quicker. In light of recent municipal protests that have turned violent, municipalities need to respond to people by listening carefully and responding with a greater sense of urgency, and making sure that when they raise a problem, we go sort it out instead of allowing it to accumulate over time. Our municipalities need to govern better and follow the rules. We need to make sure that we have competent officials and technical capabilities. In smaller municipalities and districts, we have to make a greater effort to get people like engineers and planners - particularly at district level - so that smaller municipalities can access those services. The National Development Plan has also set a target to make sure South Africa is 80% urbanised by the year 2030. We are working hard

to overcome challenges of the past, but at the same time there are policies in place to make sure there is a better future ahead.”

### **Rural Development and Land Reform Minister Gugile Nkwinti**

“To assist government has developed an Integrated Urban Development Framework that will reorganise the urban system in South Africa so that towns not only cities become inclusive, resource efficient and are good places to live in over the next 30 years. We want to create jobs through cooperatives that will



lead to thousands of jobs created and the development of rural communities. By revamping rural areas and towns, we will ease pressures associated with rapid urbanisation, where people leave rural areas to go to urban cities to seek economic opportunities. Urbanisation is an international phenomenon and is not something that can be easily stopped. We have a good relationship with China and they have a programme called Township and Village Enterprises, where they actually create industries in rural areas. We have sent a team on a learning mission to China to see first-hand how the Chinese do it. We are considering the options brought back. Our aim is to create mega cooperatives for young people from rural areas to do construction and transform them into a class of black industrialists to create more jobs and build social infrastructure.”

### **Trade and Industry Minister Rob Davies**



“The President underlined a particular focus and some of the challenges that needed to be addressed and one of these was the energy question. Energy has become a big constraint for many productive sectors, which is one of the biggest barriers that need to be overcome if the economy is to be put on a structurally different growth path. There has been a lot of work going on behind the scenes, including trying to improve relations in the mining sector, by identifying issues that need to be resolved.”

### **Small Business Development Minister Lindiwe Zulu**

“The SoNA contained many plans that could lead to job creation and a turnaround in the country’s economy.” <sup>SM</sup>



# Special feature:

## SoNA 2014



President Jacob Zuma.



**P**resident Jacob Zuma's first State of the Nation Address of the new administration on 17 June 2014 brought hope and confidence with the promise to transform the economy and the create decent jobs.

The President touched on, among others, South Africa's major infrastructure development achievements by his administration since 2009.

Before the President took to the podium to address the joint sitting of Parliament and the nation, the streets around Parliament were a hive of activity as South Af-

ricans waited to catch a glimpse of the President and members of Parliament and guests.

Both the returning and new Cabinet members did not disappoint and brought some colour to the red carpet.

The State of the Nation Address is usually an annual ceremony of State. However, this year there were two addresses – one before the elections and another one after the elections and the establishment of the new Parliament - the fifth democratic Parliament.

Here's a look at what happened on the day.



President Jacob Zuma and the First Lady, Nonkululelo Ntuli.



Home Affairs Minister Malusi Gigaba and Noma Mngoma.



Deputy Minister of Communications Stella Ndabeni-Abrahams, and Mr Thato Abrahams.



Statistician-General Pali Lehohla.



Deputy Minister of Agriculture, Forestry and Fisheries Bheki Cele and his wife Thembeke.



Chief Mandla Mandela and his wife Mbali.



Cultural groups added some colour to the occasion.



Young South Africans came out in their numbers to hear the President's Address.



President Jacob Zuma takes a national salute.

# Reaching a childhood dream despite obstacles

There are stories that you hear in passing that can inspire you for a moment and you quickly forget about them. But there are those stories that not only inspire you to do more with your life, but also make you grateful for the life you've lived, writes **Ongezwa Manyathi**.

**T**he Chief Executive Officer (CEO) of Heidelberg Hospital, Dr Ronny Masilela, always dreamed of becoming a doctor but little did he know that the journey to his dream would be filled with obstacles.

He was born in 1954 and grew up in Jakkalsdans on the outskirts of Pretoria. During the forced removals of 1962, his family was moved to Dennilton in Mpumalanga.

"We were the poorest of the poor. As far as poverty is concerned, I have covered the whole scope."

Dr Masilela, together with his brother and three cousins, was raised by his grandparents in a mud house with little resources and often no food.

His grandfather had no education and had to do piece-jobs in the village to make ends meet.

"Despite the poverty our grandparents loved us."

He attended school in the village but it was torturous for him and his brother, so much so that he wanted to quit school.

"My brother and I were the laughing stock. Our grandparents could not afford to buy us new clothes so my grandmother would use mealie meal sacks to make us clothes," says an emotional Dr Masilela.

But he forged ahead because his grandparents encouraged them to go to school.

He was a sickly child and it was his own and his grandmother's health that drew him to medicine.

After completing his primary school education, he moved to Waterval to continue with his Standard 6 in 1971. In the same year his grandmother passed away.

"It was a difficult blow and I didn't realise that her death was the beginning of bigger problems."



Dr Ronny Masilela.

During this time he was often admitted to hospital.

One of the doctors at the hospital, Dr Robertson, offered to pay for his education and for a while things were fine. But soon Dr Robertson moved to Rustenburg.

At the age of 15 he had to become the breadwinner and took care of his grandfather, whose health had deteriorated.

Because he was attending school in another village, his grandfather would be on his own during the week and Dr Masilela would cycle to see him on weekends. He then started working in the afternoons doing different jobs to make enough money to pay somebody to look after his grandfather during the week.

It was too much for a young boy to endure, but he kept going.

"My circumstances forced me to think beyond and dream," Dr Masilela says. Because of his grandfather's deteriorating health, Dr Masilela decided to leave school. He moved to Rustenburg and found a job as a clerk at a mine.

“My salary was R65 a month. I had to use that money to look after my grandfather, to save to go back to school and survive. That’s the first time I knew what it was to have new clothes. I did not even know my size. It was exciting to wear new clothes for a change.”

After saving enough money, Dr Masilela went to boarding school at KwaDlangezwa where he finished his Grade 11. He ran out of money and had to move in with the Tshabangu family to finish his Grade 12 at Mamelodi High.

“Because of the protest of 1976/77 I couldn’t finish my matric and I found myself in the mines.” His grandfather passed away in 1979.

Between 1978 and 1979 he did his matric part-time and was able to enrol for a BSc degree at the then University of the North (now University of Limpopo) in 1980.

“All I could afford was the R250 registration fee and I did not have R800 fees – I had used up all my money taking care of my grandfather. I had no money. I could not even afford soap to wash. I would wash my friend’s clothes and that would give me access to soap so that I could wash my own clothes and put aside some powder soap to wash in the morning.”

Once again there was a protest and they could not write their exams and had to wait for the following year.

He managed to pass two subjects, but had to write two supplementary exams. When he could not raise the money, the supplementary exams were converted to a fail.

After eight months of staying at home he got a job

as a radio presenter and soccer commentator on Ukhozi FM in 1982.

“I also got married while working at the SABC.”

Ten years into his radio broadcasting career he decided to go back to school to finish what he had started.

“I loved my time as a radio presenter but I still felt I needed to realise my dream of becoming a doctor.”

Many of the medical schools turned down his application because they felt he was too old. But he wasn’t discouraged instead he approached the Medical University of Southern Africa (Medunsa).

He credits professors Mokgokong and Mogotlane for giving him a chance. In 1993, at the age of 36, he started studying medicine.

He did not have an easy time at Medunsa either and was almost financially excluded in his third year of study.

Again Prof Mokgokong helped him and for the next four years he had to look beyond his immediate circumstances and focus on his dream.

“I had to survive on a loaf of bread for a week. I would use one tea bag to make six cups of tea. If there was no food I would drink water.”

### Realising the dream

Dr Masilela completed his studies in April 2000 at the age of 46. He did his community service at the Chris Hani Baragwanath Hospital.

“I will always be grateful to everyone that trained me. They took raw material from Medunsa and converted me into the doctor that I am today,” he says.

After his community service he worked in the Paediatrics Outpatients Department and worked part-time at Rahima Moosa Hospital (previously known as Coronation Hospital).

He was soon appointed Superintendent at the hospital where he was responsible for clinical issues.

By 2005 he was hospital manager at the Rahima Moosa Hospital. This was the beginning of his journey to becoming CEO, initially >>

Dr Masilela seen here with Nursing Service Manager Lydia Msiza and Mrs Potetsa Thuthi Assistant Director: Hast programme.



as the acting CEO at South Rand Hospital, and thereafter as one of the superintendents at Chris Hani Baragwanath Hospital. He also worked in Addington in KwaZulu-Natal before his appointment as CEO of Heidelberg Hospital in 2013.

Dr Masilela's role is not only to manage the hospital, but also to serve the community of Heidelberg.

"As the accounting officer, my team and I work together to ensure that people get good service."

Heidelberg Hospital is the only public hospital in the area and often gets referrals from surrounding areas and sometimes Mpumalanga as well.

The 126 bed hospital also has the Sizanempilo clinic that manages the HIV programme.

One of Dr Masilela's highlights is the opening of a new state-of-the-art pharmacy.

Although the pharmacy will officially be launched this year, it has been operating since December 2013.

"The new pharmacy is making a difference and has introduced convenience to our hospital."

Since the launch of the spacious pharmacy, patients no longer have to wait in long queues to get their medication and waiting time has now been reduced to five minutes.

When it comes to managing his team, he says he lives by the quote by former President Nelson Mandela: "Lead from the back and let others believe they are in front."

He believes in empowering people and also not managing people like they are robots.

"Also I think it's good to try to identify talent and nurture people according to their strengths while managing their weakness.

"Don't let their weaknesses prevail over the good that they can do," he says.

Whenever his team is feeling down because of bad media reports about health, he takes it upon himself to motivate them.

"It's my duty as CEO to encourage my staff to have a positive attitude towards the people we serve.

"What heals a person is not the Panado or injections we give them. Our attitude, the manner in which we receive, welcome and handle



**This and That**

**What most people don't know about me is...** that I am a motivational speaker and I often give talks.

**To relax I...** enjoy watching European soccer. I love soccer and I would still love to go back to soccer commentating. I also enjoy National Geographic and History channels.

**One of the things I am looking forward to is...** my autobiography. It should be published this year.

the patients – this is what makes people feel better. This is the gospel I preach to my staff. If our attitude is warm and welcoming and the hospital is nice and clean people will feel better and get well."

One of the challenges that the hospital faces is attracting the right calibre of staff to the hospital. Its location makes it difficult to employ the right people.

The hospital is situated in the small town of Heidelberg about 50km from Johannesburg and 100km from Pretoria. Dr Masilela is positive about the National Health Insurance and feels that it is a step in the right direction because it will give people access to health care. "As a public health practitioner, and certainly as Heidelberg Hospital, we will do our best to ensure that it works."

As the country celebrates 20 Years of Freedom, Dr Masilela says that the best way to honour this freedom is by respecting the rights of others – particularly women and children – and by taking responsibility for our actions.

"The onus is on us on how we manage our freedom. We need to appreciate it and not abuse it. If we can do this then we will all enjoy it."

There is no slowing down for Dr Masilela, who turns 60 in June. He is finalising his Master's degree in Hospital Management with the University of the Witwatersrand and is also doing an LLB degree with the University of South Africa.

Juggling work, his duties as an assistant pastor at his church in Diepkloof and his studies is not an easy task and it means that he does not get to spend as much time as he would like with his wife of 28 years and their 20-year-old daughter.

Dr Masilela has come a long way and his story is a reminder to everyone that it is never too late to realise your dreams. 🌟



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## National Science Week

4 -9 August 2014

National Science Week (NSW) is one of the many ways in which the Department of Science and Technology (DST) seeks to reach out to the South African public to raise awareness of science and technology.

This countrywide annual celebration of science involves various stakeholders and role players who conduct science-based activities during the week. NSW is run in all nine provinces simultaneously at multiple sites per province. The South African Agency for Science and Technology Advancement has been appointed by DST as the implementing agency and has the role of national project manager for NSW.

The theme of NSW 2014 is "Food for our future: Science feeding the world". The theme was inspired by the International Year for Family Farming and can include topics like food security, agricultural sustainability and innovation. The launch will take place on Saturday 2 August.



Science and Technology Minister Naledi Pandor with winners of the South African Women in Science Awards.

## South African Women in Science Awards

15 August

The South African Women in Science Awards (WISA) have become an integral part of South Africa's annual celebrations of Women's Month in August. The Department of Science and Technology (DST) has been hosting WISA since 2003 as part of government's efforts to recognise and create incentives for women scientists and researchers in the country and to profile successful women scientists whose distinguished achievements in research and innovation are an inspiration to the nation, particularly to young women and girls.

The WISAs encourage and reward women scientists and researchers, and also profile them as role models for younger women. The awards will be made to women who are South African citizens or permanent residents.

The theme for the 2014 South African Women in Science Awards is "20 years of democracy and freedom: The changing landscape of women's participation in science and technology education, training, and employment". This theme is informed by the 2014

United Nations Commission on the Status of Women; and the fact that South Africa is celebrating its 20 years of democracy.

## TribeOne Dinokeng Festival

26 – 28 September

The TribeOne Dinokeng Festival, hosted by City of Tshwane, will be a first of its kind not just for South Africa, but Africa itself. With a line-up featuring over 150 artists performing on three main stages, it is already being billed as Africa's biggest festival.

The festival will see the historic diamond-mining town of Cullinan, in the City of Tshwane being taken over for the first musical journey of its kind on African shores. International, African and local South African artists will perform for an expected crowd of over 100,000 attendees.

**For more information visit:**  
[www.tribeonefestival.com](http://www.tribeonefestival.com)

# Together we move South Africa forward

In the June edition of *PSM* we featured the Poverty Trends in South Africa Report (2006-2011) that was released by Statistics South Africa (StatsSA).

This month we bring you highlights from Part Two of the report.

In developing the national poverty line, StatsSA used an internationally recognised approach, namely the cost-of-basic-needs approach, which links welfare to the consumption of goods and services. The line was constructed as a combination of two parts, which include the food and non-food components. Results from the General Household Survey show that self-reported hunger in South Africa dropped from roughly 30 per cent in 2002 to just 13 per cent in 2011.

## Poverty and education

- In 2006, approximately half (49,8 per cent) of the population aged 18 and above were living below the upper-bound poverty line.
- By 2011, there was a significant decrease with 39,4 per cent of the population living below the poverty line.
- From 2006 to 2011 there was a 21 per cent reduction in the levels of poverty among adults.
- Individuals with little or no education displayed significantly higher levels of poverty.
- More than 78,5 per cent of adults with no formal schooling were poor in 2006, as were 70,5 per cent adults with some primary school education.
- There was a significant decrease of levels of poverty by 2011 – this trend was seen within each different category of educational attainment.
- Nevertheless, despite a 16 per cent decrease in poverty headcount for adults with no formal schooling from 2006 to 2011, almost 66 per cent remained impoverished in 2011.



## Poverty and settlement type

The Income and Expenditure Survey (IES) 2005/2006 only differentiated settlement type into urban and rural areas. For comparative purposes, this differentiation has been used for the Living Conditions Survey (LCS) 2008/09 and IES 2010/11.

- In 2006, 80,8 per cent of people living in rural areas were poor, which was double of that in urban areas (40,7 per cent).
- By 2009, the proportion of poor people had increased to 83 per cent in rural areas compared to 41 per cent in urban areas.
- In 2011, 68,8 per cent of rural dwellers were still living in poverty as compared with less than 30,9 per cent of residents in urban areas.

The rate of reduction in poverty levels between the two settlement types from 2006 to 2011 was different – as there was a reduction of 15 per cent in rural areas, and 24 per cent in urban areas.

## Poverty and population group

There are significant differences in poverty levels between the population groups in South Africa.

- In terms of poverty share, more than 94,2 per cent of poor people were black Africans in 2011, a proportion that increased slightly from 2006 (92,9 per cent) to 2009 (93,2 per cent)
- In 2006, 66,8 per cent of black Africans were living under the upper-bound poverty line. This figure declined to 54,0 per cent in 2011 – reflecting a 19 per cent decrease in the level of poverty among black Africans from 2006 to 2011.
- In 2006, 41,6 per cent of coloureds were found to be poor, as were 13 per cent Indians/Asians and 0,6 per cent whites.
- Levels of poverty among coloureds have progressively decreased from 37,8 per cent in 2009 to 27,6 per cent in 2011, showing an overall decline of 34 per cent during the period.

**Source: Poverty Trends in South Africa Report (2006-2011)**



# Post Office Logistics – from a letter to bulk frozen freight

Whether you want to send a gift parcel overnight, ensure safe delivery of precious bulk cargo, or start an online shop, the Post Office Logistics group designs a perfect solution.

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Dube explains the unique advantage of Post Office Logistics – designing special solutions. “One of our more unusual operations is delivering tiny citrus moths from the Lowveld, where they hatch, to citrus farmers in the Western Cape. The moths fertilise flowering citrus trees and without them there would be no fruit production. We transport the moths in special containers that protect them 100%.”

SA Post Office Logistics acquired 26 new Mercedes-Benz and Fuso trucks at the end of 2012, making a huge improvement to the coverage and reliability of its fleet.



On a less fragile note ... SA Logistics delivered the 2013 budget supplements for newspapers countrywide (and under strict security) from Cape Town. For the 2011 National Census, SA Logistics delivered 41 million items countrywide, and returned the completed material to Stats SA – all within deadline.

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**Speed Services Couriers** recently introduced a cash-on-delivery facility for business owners.

**XPS couriers** – a subsidiary of SA Post Office Logistics – focuses on business-to-business delivery, reaching 3,200 destinations daily and offering peace of mind through electronically captured delivery confirmation documents. Clients receive proof of delivery via hard copy, CD or website.

**PX** – another subsidiary – targets the niche freight market of retailers and related business sectors. PX moves consolidated loads of up to three tons in tailor-made containers right to the client’s doorstep, offering a three-day loose consignment service.

Post Office Logistics offers a particularly cost-effective service through alliances with postal operators in neighbouring Swaziland, Botswana and Namibia.

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**T**he Department of Higher Education and Training's (DHET) Dr Engela van Staden and her planning team are working to ensure Sefako Makgatho Health Sciences University will open in 2015.

The new university will be the first health and allied science university of its kind in South Africa, but the third new university established in the new democracy of South Africa.

Dr Van Staden is Chief Director of Academic Planning and Management Support at the DHET. Her unit is responsible for outputs four and five of the 12 Outcomes of government. These include creating decent employment through inclusive economic growth, and creating a skilled and capable workforce to support an inclusive workforce.

"We increase access to high-level occupation through our directed programmes in needed areas such as engineering, health sciences, natural and physical sciences, and we increase the number of skilled graduates by creating institutions like these."

Dr Van Staden also oversees the development of the newly established central application service that will soon streamline applications to tertiary institutions, making it more convenient for learners to apply and for the department to manage.

Higher Education and Training Minister Dr Blade Nzimande recently announced that the Sefako Makgatho Health Sciences University will merge with the Medunsa campus of the University of Limpopo in Ga-Rankuwa, Pretoria.

In 2005, the Medunsa campus (then known as the Medical University of Southern Africa) and the University of the North were merged to form the University of Limpopo. However, in 2011 Minister Nzimande decided to split the Medunsa campus from the University of Limpopo and make it part of the new institution.

"Opening a new university, especially a specialised health institution such as this, takes years of planning,

# Medical university's in good health

countless months of execution and endless hours of manpower involving a number of teams," says Dr Van Staden.

She grew up in Meyerton in the Vaal Triangle and matriculated from Dr Malan High School in 1980. An avid tennis player, she attended Roane State Community College in the United States 1981 on a tennis scholarship.

She returned to South Africa the next year and enrolled for the National Diploma in Higher Education at the former Rand Afrikaans University (now the University of Johannesburg), where she also obtained a Master's in Zoology in 1988 and a doctorate in Education in 1994.

She taught in Krugersdorp until 1996 when she was seconded to the Johannesburg College of Education where she served as acting deputy principal. In the same year she became a senior lecturer in Natural Science Education at the then Technikon Northern Gauteng (now Tshwane University of Technology) in Soshanguve and in 1999 became Dean of the Faculty of Education. In 2009 she joined the DHET as director of academic planning. She worked her way up to the position of acting chief director in 2010 and became chief director in 2012.

### **Meeting skills shortage**

According to Dr Van Staden, the decision to build a new university was taken after the department identified a huge need for health professionals in South Africa.

"The merger of the then Medunsa with the University of the North was found to be unrealistic in terms of provisioning of health professions in Limpopo.

"The idea of creating another university in Gauteng from scratch was not conducive to the province, as there are already four universities with broad-base faculties," she points out.

"We had to develop an extremely well-formulated academic model for the new university in order not to duplicate what is already offered at other institutions in Gauteng.

"It is extremely important for the province to have a university of this nature to boost capacity for health professionals. Firstly, the university will boost human-resource development of health professions, and will

also cater for the National Health Insurance scheme that will need professionals in all health disciplines. The current universities do not have the capacity or the space



to provide a large growth of graduates in the health professions," explains Dr van Staden.

### **What's in a name?**

The name of the new institution was a great choice, says Dr Van Staden. Sefako Makgatho was born in 1861 and went on to become one of the most important African leaders. In 1906 he co-founded one of the first teachers' organisations, the Transvaal African Teachers Union and founded the Transvaal African Political Union, which merged with the Transvaal Native Congress, one of the predecessors of the African National Congress (ANC).

He became involved in journalism and between 1912 and 1914 together with Alfred Mangena established The Native Advocate political journal. He also helped launch the South African Native National Congress' (SANNK) Abantu Batho newspaper.

Makgatho became the second president of the SANNK (renamed ANC during his tenure) from 1917 to 1924 and remained an influential member of the organisation until he died at the age of 90 in 1951.

Establishing a new university isn't as easy as choosing a name though. Dr Van Staden says in the case of Sefako Makgatho Health Sciences University, the process >>

was very different to the one involved in creating the Sol Plaatje University and the University of Mpumalanga.

“A demerger needed to take place followed by incorporating institutions. To establish a new university in normal circumstances needs absolute planning, from a macro level to a detailed institutional level and a dedicated project management team is needed to drive the process to implementation.”

Minister Nzimande and Health Minister Dr Aaron Motsoaledi appointed a technical team to advise them on the legal requirements and sequence of processes for unbundling the University of Limpopo, establishing the new university and incorporating the Medunsa campus into the new university.

The team held stakeholder engagements not only with other universities but also political structures and communities in the provinces where these were built. “One first needs to understand the rationale and philosophy of such a university. We need to think through what the role of such a university should be now and in the future.”

A university is also a business entity requiring funding, adds Dr Van Staden. Because governance structures and processes had to be in place, policies and processes had to be planned and developed before anything could be done.

“With Sefako Makgatho Health Sciences University the approach is a bit different, as there are already people or human capital in place. We needed to understand the institutions that will be incorporated into a virtual mother body that does not physically exist yet. Therefore a due diligence process is imperative.”

The team also dealt with governance and management processes and transitional arrangements that had to be addressed, such as admission policies, student fees, and the rules and regulations of the new university.

Dr Van Staden explains that the newly released White Paper for the Post-School System states the need for expansion in various scarce skills areas and the general necessity for more space for the development of high-level skills.

The department has set targets for the new university and envisions that enrolments will grow to approximately 7 000 by 2020. Applications for admission to the university will be processed via the Medunsa campus and the university will only start developing new academic pro-

grammes next year.

Over and above the curriculum of a conventional medical school, the university will also offer additional programmes in things such as biomedical technology, biomedical engineering, clinical technology and engineering, health administration and law, medical informatics, emergency medical care and services, audiology, sports science, sports medicine, prosthetics and orthotics, rehabilitation, health promotion, primary healthcare, nutrition, mental health, gerontology, traditional, complementary and alternative medicine.

Putting together a project of this magnitude has been extremely challenging, admits Dr Van Staden. “However, the pay-off at the end is that we have created, in the context of a new democratic South Africa, not one but three universities like this, and we did it as a collective.”

“Being a public servant one needs to understand that you as a person have an obligation to the public. I believe that working with the universities in a collegial manner is necessary in order to improve delivery to South Africa. We are paving the way for much needed technicians, technologists, professionals, thinkers and innovators,” adds Dr Van Staden. 📧



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# Freddy Marubini: making maths count

**D**riving along the gravel road leading to Mukula village outside Thohoyandou in Limpopo recently, we were greeted by melodious singing in the distance. The sound came from singers at the Thengwe Secondary School, where Freddy Marubini, South Africa's leading mathematics educator, works.

Getting closer to the sign-posted school, I could see a beautiful blue-roofed face brick building situated on a hill and surrounded by green trees. It is a beautiful area.

It is break and a group of schoolgirls dressed in yellow shirts are doing the domba dance on the tennis court. It is also known as the python dance and usually conducted at the female coming-of-age ceremony when girls and boys dance lithely like a snake to the beat of a drum

while forming a chain by holding each other's forearms. Today the learners of Thengwe have substituted clapping and loud cheers for the drum.

A bell rings and the learners stop dancing and head back to class.

## A paragon of excellence

Thengwe has 2 221 learners and 71 educators. It has 35 classrooms, two laboratories and two computer centres. For years the school has excelled at producing good results, especially in maths.

Between 2008 and 2013, Thengwe was part of the Elite Club 100, a group of schools that have had more than 100 matric learners achieve 50 per cent or higher for maths and science. The 2013 matric class achieved a 96,8 per cent pass rate and 20 distinctions in maths.

The man behind the school's success in maths is Freddy Marubini, nicknamed 'Superman' by the learners because of his hard work and commitment. Testimony to this is the award for excellence in teaching he received at the National Teaching Awards in Boksburg, Gauteng, in March this year.

Since 2008 Marubini has had four learners achieve 100 per cent for maths. However, Thengwe Secondary School has not always produced beaming young maths 'wizards'.

When Marubini started teaching maths at the school in 2004, learners were achieving marks of around 53 per cent and it had been years since the school had produced a distinction.

During his first year at the school, two students from the matric class of 2004 achieved B symbols. "With the 2005 matric class I was able to produce eight distinctions in maths. I was delighted," he says.

The next year five of Marubini's learners were the top-performing learners in the province. "One of my learners got 98 per cent for maths. I was so happy about my learners' performance. I wanted to improve the maths performance of the school, but I did not think that my learners would be among the top [matrics] in the province."

The matric class of 2007 achieved 20 distinctions.



Freddy Marubini is South Africa's leading maths educator.

Marubini says the 2008 matric class was a challenge because it was the first time that Grade 12 learners would write an examination based on the National Curriculum Statement (NCS). The Department of Basic Education (DBE) introduced the NCS curriculum to Grades 10, 11 and 12 in 2006, 2007 and 2008 respectively. With the NCS curriculum examination there were no longer higher and standard grade papers, but only one grade.

"I was very nervous about this paper because it was something new that had never been done in South Africa. I told the school management team that I wanted to work on the Grade 12 maths class alone. There were about 200 learners doing maths at matric level."

As a result of his hard work, his learners achieved 24 distinctions in maths. Marubini was named Tshiramba Circuit Teacher of the Year and the Mutale Municipality recognised him as the Top Teacher in the area.

### Rewards for excellence

The DBE rewarded the school for its brilliant performance by giving it a facelift and building a new school in 2008, furnished with computers, a sports field and laboratories. "In addition, Thengwe was featured amongst the top 10 best performing schools in South Africa and Anglo-American sponsored the school with R150 000," says Marubini.

"The year 2008 was my year because for the first time one of my learners received 100 per cent in maths. I was very proud."

In 2009 another of his learners achieved 100 per cent in maths and in 2010 three learners achieved this milestone.

Marubini says the school has continued to perform well.

### The path to teaching

The 44-year-old educator was born in the village of Tshiombo, situated about 35 kilometres from Thohoyandou.

Marubini has been a hard worker from an early age. From the age of 12 he worked as a gardener until he matriculated from Thohoyandou Secondary School in 1991.

"When I was in Grade 11, I developed an interest to assist other learners. My educator used to give me classes to assist other learners. My classmates would say I explain maths better than the educator."

By the time he was in Grade 12 Marubini had his own Grade 11 class.

After completing matric his childhood dream of becoming a radiographer was crushed. He came from a poor family and his mother was unable to send him to university. He opted to become an educator and enrolled at the training college for educators in Thohoyandou in 1992.

He completed his studies in 1994 and was unemployed until 2007 when he joined Telkom as a cable jointer. Later that year Telkom retrenched him but he found a job at Sasa High School in Thohoyandou where he taught for a year.

With his career starting to flourish he joined Almighty Learning Centre in 1998 where he taught until 2003.

He joined his beloved Thengwe Secondary School as a technology educator in 2004 and has never looked back.

### Recipe for results

He says that teaching also requires getting involved in the learner's character and background. "At times you find that a learner has no interest in maths and in passing. What I do is I call the parents and we work together in tackling the problem."

He says he is aware that the country faces a challenge when it comes to producing good maths results.

"Mathematics is like building blocks. If a learner cannot understand the basics at Grade 10 they cannot understand at matric level. I always stick to the basics ensuring that they understand and then I can move to the next level".

He says the mistake that some educators make is to assume that because learners are in Grade 12 there is no need to revise what was taught in Grade 11 to ensure that they understand the basics.

Marubini says when he teaches he uses as many practical examples as possible, thus ensuring learners understand better.

"I also add a little bit of humour to try and keep the learners awake. I also try to simplify questions and make them into examples that they know and see in their environment; this also helps learners remember what I have taught them."

He says that experience has taught him that children need love, guidance and motivation with educators and learners working together with parents.

"I have developed a way of speaking to learners. I always tell them I love all of them equally. I do not have a special learner. They are all the same to me. This helps because when a learner does something wrong and I want to punish them they also agree with me that they need punishment."

>>

He adds this ensures that learners continue to respect him.

“A way of disciplining learners is to teach well. If an educator plans lessons well and also looks at different methods of teaching, the learners are attentive and enjoy the lesson.”

### Impediments

Some of the obstacles that Marubini faces daily as an educator include poverty and parents who do not understand the value of education.

“Some parents are comfortable with their children getting 50 per cent for their school work. Even when learners want to improve parents do not see a need. This also makes it difficult for a parent to understand that a pass doesn’t [necessarily] mean the learner is performing well.”

He says a lack of textbooks for lower grades and support for educators still pose a challenge, which the DBE has to work on. There are cases where eight learners share one book.

Marubini says teaching and improving the country’s performance in maths is not up to government alone; educators and parents have to play their part.

“Maths educators need proper support. There are educators who cannot teach properly. Some educators cannot answer questions they are teaching; more training is needed for them.

“If you have been teaching subjects for years but learners are not improving perhaps it would be wise to change the method of teaching because the problem might be with your teaching style.”

He says he is aware of the challenges that educators face but it comes with the job. “I have never seen a job without frustration. Anyone entering teaching should expect challenges. My advice to educators is to love your job. If you love your job you will not see bad things. Stress only comes when you do work you don’t enjoy. I do not need anyone to push me to go to class because I enjoy it.”

He says educators also need to understand that children will always make mistakes and they must not take things personally. “Working with children means you must have a heart to forgive. You must also understand the role of moulding those learners; we do not want to have educated fools who lack morals and manners.”

He adds that as an educator you need to give learners space to think and be willing to learn from them. “If a learner corrects me in the classroom and they alert me I ask the whole class to clap for that learner. You need to let them explore and not think



Freddy Marubini with Apfaho Rananga (left) and Pandelani Nedambale. Marubini always goes an extra mile to ensure that learners understand what they are being taught.

that as an educator you have all the answers.”

He says this also helps the educator to develop different ways of teaching.

Marubini says winning the National Teaching Award for Mathematics meant very much to him. He thought of sacrifices he made for his students. “When they called me on stage to receive my award I lost touch with reality for a moment. I remembered a day when my daughter had to go for an operation and I could not be with her because I had classes to teach.”

Along with his award he received a R25 000 cash prize, a trip to the United States, an information and communications technology lab for the school, 20 laptops for the school and one for him, and office equipment.

“I’m very happy about my winnings; I am also very excited to visit America. I have been to other countries within the African continent but never elsewhere.”

Marubini’s goal for the future is to become a deputy principal. “If I am a deputy principal, I’m in the school management team and I can still interact with learners. I love the classroom. I don’t ever want to leave it.” 

### This and That

#### What do you do for fun?

I enjoy watching soccer and attending live gospel shows.

#### What is your favourite holiday destination?

The Kruger National Park.

#### What is your favourite meal?

Steak and pap.

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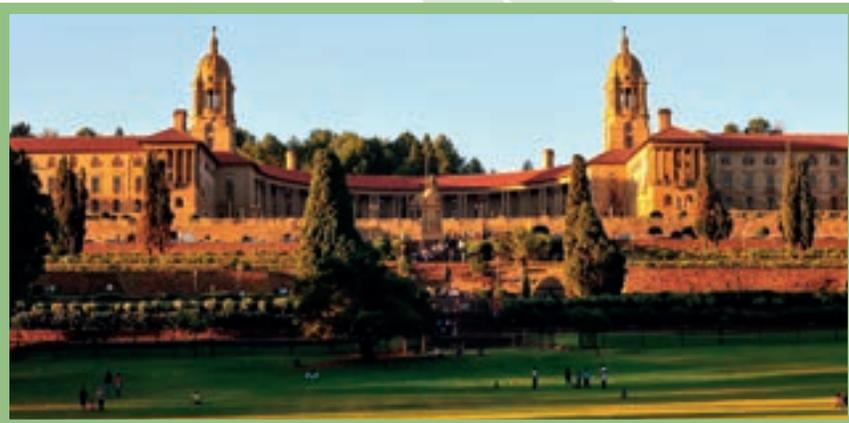
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Cllr Kgositso Ramokgopa  
Executive Mayor

# City of Tshwane Moving the Capital City Forward



Tshwane, known as the jewel of Gauteng, is the administrative capital of South Africa and houses the Union Buildings. This is where the eyes of an ecstatic world were fixed on during the inauguration of Nelson Mandela as the people's president after South Africa's first democratic election on 10 May 1994.

The City of Tshwane has a Mayoral Executive System with about 2.5 million residents and is divided into seven regions. Tshwane is the third largest city in the world in terms of land area, after New York and Tokyo/ Yokohama.

One of the City of Tshwane's greatest successes is its Expanded Public Works Programme, introduced after South Africa's liberation in 1994, it remains a key initiative for empowering communities and rolling out much-needed infrastructure. The Executive Mayor and his team set a target of 375 000 work opportunities for the political term of office, ending in 2016, to empower citizens as this is at the core of the City of Tshwane's vision.

So, in less than a year the EPWP, also known as Project Vat Alles achieved 23 500 employment opportunities and received a national award for this achievement.

The launch of the City Development Strategy in 2004 was an important catalyst for sectorial development strategies. Clear signs that some of these strategies are working are the fact that Tshwane remains one of South Africa's leading cities, as it has been processing more than 2 000 land-use planning applications every year since 2005. This resulted in the creation of 100 480 new residential opportunities between 2010 and 2012, which is significantly more than that of any other metro in South Africa in the same period.

The Tshwane 2055 Vision was designed to produce a vision for the future and a roadmap to get there. The 2055 Vision is a combination of short-term strategic actions and long-term planning directives, and a reflection of the broad discussions, negotiations and compromises made during the visioning process and



it will be revised each decade for the next 40 years so as to assess, reassess and adjust as the city develops.

Tshwane is a proven leader in education, research, technology, electronics and information technology, as well as defence, design and construction. Most of South Africa's research and development is conducted in Tshwane by institutions such as Armscor, the Council for Scientific and Industrial Research (CSIR) and the Human Sciences Research Council (HSRC). These organisations are complemented by world-class educational institutions such as the University of South Africa (UNISA), the Tshwane University of Technology (TUT) and the University of Pretoria (UP).

The City of Tshwane recognises the importance of working together with business to deliver growth and further development, hence it co-operates with the Tshwane Business Forum (TBF), an umbrella body for business chambers in Tshwane, in the following ways:

- Establishment of a platform for TBF to be officially recognised by the City of Tshwane as the preferred collective voice for the business community in Tshwane and promoting on-going contact between the City of Tshwane and organised business;
- Creation of awareness and promotion of acceptance among business communities of their responsibilities and obligations towards socio-economic and environmental issues;
- Effective co-ordination and alignment of programmes for an integrated approach to support economic development and promote local content;
- Adequate representation in and useful contribution to economic development initiatives of the City of Tshwane and government departments, structures and agencies in order to foster mutual support; and
- Assistance to the City of Tshwane with progress monitoring of the implementation of economic development programmes and projects.

Currently about 2 000 businesses are part of this organised structure and this number should double

in the next few years. It is for this reason that a memorandum of understanding between the City of Tshwane and TBF has been developed to support the objectives of economic development in Tshwane.

Tshwane has a well established manufacturing sector, with the automotive industry being a key player. It has the highest concentration of automotive original equipment manufacturing (OEM) in the country. This has translated into a favourable and rapidly growing trade performance with exports in 2011, comprising 61.7% of GDP and a contribution of 22.2% to the nation's total exports and 15.9% to its total trade.



The automotive industry.

### 20 YEARS OF ACHIEVEMENTS

The past 20 years has witnessed, among others, the following successes:

- Important inner-city strategies to ensure the Re Kgabisa Tshwane Programme led by the Public Works and Public Service Administration Department is realised in Tshwane – ensuring long-term accommodation for over 40 national head offices and agencies in the inner city;
- Urban renewal plans for Cullinan, Rayton, Bronkhorstspuit and Winterveld;





The Council for Scientific and Industrial Research (CSIR)



Title deeds hand over.

- Investment in the north-western, north-eastern and southern areas where there has been no electricity before;
- 172 600 electricity connections to formal and informal areas;
- Electrification of 45 informal settlements;
- 47 788 new street lights;
- 10 650 solar water heaters in RDP houses;
- Key initiatives to improve water and sanitation significantly;
- Significant increase in capacity to deliver capital project for roads;
- All roads in Soshanguve, Mabopane, Winterveld and Ga-Rankuwa to be tarred by the end of the 2015/16 financial year;
- Management of some 210 sports facilities in early 2012, which continue to increase as more facilities are being provided and others upgraded;
- At least two neighbourhood parks to be established in each ward ;
- Over 750 collection points to service residents and businesses in Tshwane;
- Plastic bags for waste collection provided to over 95% of all residents in informal settlements since 2010;
- Adoption of a city-wide broadband strategy in 2009;
- Provision of Wi-Fi access at public places such as Es'kia Mphahlele, Saulsville and Atteridgeville libraries in 2011;
- Availability of some 69 public internet sites by 2012;
- Being one of the first municipalities to have a non-stop call centre to improve effectiveness and efficiency;
- Strong policies and frameworks for disaster management, emergency services and fire safety;
- Over 10 000 community engagements that deal with basic life skills, buddy aid, fire information, candle and paraffin safety, pre-winter awareness and flood awareness;
- Passing of an integrated Transport Plan in 2007 to integrate taxis, buses, rail and non-motorised transport;
- A bus rapid transit system that will include the north of Tshwane;
- Development of the Tshwane Sustainable Energy and Climate Change Strategy in 2005;
- Development of the Tshwane Integrated Environment Policy in 2007; and
- Development of a policy and by-law on green buildings in 2010, setting minimum standards and putting systems in place to increase the number of green buildings in Tshwane.

**OFFICE OF THE EXECUTIVE MAYOR**

Centurion, Cnr Rabie and Basden Streets Pretoria  
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Chief Thato Motswagole.

# Healthy lunch box treats

## Part 1

Children are not the easiest people to please, especially when it comes to food. More often than not parents find themselves stuck with no quick and practical healthy lunch box recipes or ideas on how to get their children to eat healthy.

PSM has put together a range of scrumptious and practical healthy lunch box ideas that your children will love. It is Youth Month and both chefs featured in the article are still under training.

The first recipe was prepared by Thato Motswagole, a junior chef in her second semester at Prue Leith Chefs Academy in Centurion.

Motswagole, who describes herself as an all-round chef, was inspired by her dad to venture into the world of cooking.

“My dad cooked and travelled from a young age. Whenever he cooked he would bring his Australian origins into the recipes. These days he lives in China and the food he prepares now has Chinese influence,” says Motswagole.

Coming up with a creative lunch box idea was a challenge for her because she is used to cooking fine dining cuisine.

“It required thought and innovation to make something interesting for kids,” she said.

Suspend all your traditional lunch box options to try out our two guest chefs’ treats – from chicken kebabs to schwarmas and fruit lollies that youngsters can carry around with them.

### Chicken kebabs

#### Ingredients

- 100 g chicken breasts, skinless, cut into bite-size pieces
- 1 tbsp honey
- 10 ml olive oil



30 ml lemon juice  
30 ml Soy sauce  
zest of half a lemon  
1 garlic clove, crushed  
15 ml of coriander, fresh, chopped  
1 spring onion stem, cut at an angle  
1 red pepper, cut into the same size as chicken  
Salt and ground black pepper to taste  
\*Yield: 3 kebabs

### Method

Marinate chicken in honey, olive oil, garlic, coriander and lemon for at least 45 min.

Thread ingredients onto skewers, season with salt and pepper and sear kebabs on a very hot griddle pan. Add any marinade left over the kebabs as they cook. Once the chicken is seared and has a nice brown colour bake in the oven at 180°C for 10 minutes.

Season with salt and pepper, and serve.

### Cornbread muffins

#### Ingredients

85g melted butter, plus extra for frying  
1 large sweet corn, kernels sliced off  
1 small onion, finely chopped  
140g cake flour  
140 g polenta or cornmeal  
2 tsp baking powder  
50 g strong cheddar, grated (medium size)  
2 eggs  
284ml pot buttermilk  
100ml milk  
\*Yield: 12 muffins

### Method

Heat oven to 180°C and brush a 12-hole muffin tin with some of the melted butter. Put the corn kernels in a pan with the onion and a teaspoon of butter. Gently

fry for 5-10 minutes until golden and soft. Combine the flour, polenta, baking powder and cheddar with 1 teaspoon of salt in a large mixing bowl. Whisk together the eggs, buttermilk and milk.

Stir into the dry ingredients with the remaining melted butter and corn mixture. Divide between the muffin holes (they will be quite full). Bake for 25-30 minutes or until golden brown and cooked through – insert in a toothpick/skewer to check if it is done.

### Fresh fruit lollies

#### Ingredients

3 strawberries  
½ pineapple  
3 lollipop sticks  
\*Yield: 6

### Method

Hull strawberries and make an incision (where you cut off the top) and insert the lollipop stick. Cut pineapple into small triangles, make an incision at the base of the triangles, and insert the lollipop sticks. >>





Nadi Mahamba.

### Scrumptious shwarma

Our second recipe comes from Eastern Cape-born Nadi Mahamba, who is currently studying for her cooking diploma.

Mahamba credits her mother for encouraging her love of food and pursuing her studies. She describes herself as an experimental chef and enjoys trying out different ingredients.

“The lunch box challenge was interesting but challenging too as it required creativity outside of fine dining,” said Mahamba.

She would like to further her agronomic side of food at Slow Food’s School of Gastronomic Science in Italy.

“I will return to teach my locals on how to best use indigenous produce to help themselves.”

### Tuna shwarma

#### Ingredients

Two pitas  
70 g tuna steak  
30 g orange segments  
10 g fresh ginger, grated  
60 g red cabbage, chiffonade  
9 g basil, chiffonade (thin strips)  
10 ml mayonnaise

#### Method

Cut tuna steak into strips and season with salt and pepper. Sauté to preferred readiness (medium-well done). Lightly sauté red cabbage in ginger.

#### Assembly

- Spread mayonnaise on wrap.
- Place all ingredients in wrap in a straight line.
- Fold sandwich wrap to desired style.

**TIP:** Keep tuna shwarma refrigerated until consumption. 🍴

**\*Mpume Mqwebu is Head Chef at Africa Meets Europe Cuisine**

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Ms Thuli Radebe CEO of the  
Centre for Public Service  
Innovation.

# Unearthing innovation for a better Public Sector

crats bloom

One of the ways to improve and ensure high quality of service delivery in the country is to make sure that the institutions that are charged with delivering services to the people are professional, effective and innovative.

Improving innovation in the Public Service is not unique to South Africa as many countries around the world are always trying to find ways to boost innovation and ensure best practice in their Public Service.

In an effort to promote and encourage best practice in public sector innovation and service delivery in South Africa, the Centre for Public Service Innovation (CPSI) established

the annual CPSI Public Sector Innovation Awards. Since the launch, the awards, already in their 12th edition, have become the primary feeder for the replication of innovative practices across the public sector.

Speaking at the launch of the Call for entries for the 12th Annual CPSI Public Sector Innovation Awards held in Nelspruit, Mpumalanga in June this year, CPSI CEO Thuli Radebe said in both the developed and developing world, many governments face a number of urgent challenges—one of which is that the rising demand for services is running headlong into the reality of limited or no resources.

"You will agree that the citizens, now accustomed to new technologies and constant connectivity, have higher expectations as to the speed and quality of public services, including our most rural communities," said Radebe.

She said that some of the most cutting-edge innovations came from the developing world; governments believing they have no choice but to take bold risks.

"Others have come from developed nations, which feel more pressure than ever to do more and better with less. You will agree that is also true of South Africa."

There is no doubt that in South Africa there is an urgent need to deliver services to the people. In order for government to ensure that the people have access to adequate and efficient services there is a need to find extraordinary but simple ways of meeting people's needs, says Radebe, this means doing things differently to achieve, in some cases, radically different solutions that offer better outcomes for lower costs.

"It was in this context of better outcomes for lower costs that we were approached by Treasury at some point to work with government institutions to use the PFMA to creatively save government money. Right now it is a great tool for compliance," said Radebe.

The Annual Public Sector Innovation Awards programme is part of the CPSI's official mandate. The Awards programme is a strategic tool to promote best practices in innovation and to celebrate successes of individuals and teams across the three spheres of government.

Radebe used the opportunity to pay tribute to the very long-standing partnerships built with provincial and local governments and the innovations that have emerged from them and have gone to take centre stage on international platforms.

"We were in Congo-Brazzaville with the Mpumalanga Department of Agriculture, Rural Development and Land Administration, a few years ago we were in Malta with the Pre-school Water Programme of Mpumalanga; took Ligbron E-Learning project to Ghana. We were in Tanzania with the IEC's Result Slip Project;

took the Sustainable Villages Programme of the Eastern Cape to Kenya; we were in Bahrain with the City of Ethekewini project."

The CPSI is an institution in the Ministry of Public Service and Administration mandated to identify, support, nurture, test and pilot innovative solutions in the public sector with a view to improve service delivery.

The role of the CPSI is primarily to function as an enabler, facilitator and champion for innovative ideas. This requires creating an enabling environment for generating and rewarding new ideas; facilitating engagement between public, private and non-governmental entities with a view to establishing sustainable and mutually beneficial partnerships and championing the value and need for innovation within the public sector.

The Call for entries is an invitation to all innovators in government departments, public entities, municipalities, public institutions and partners to submit their innovative projects.

"I would like to emphasize the need to strive for a high performing and innovative public sector which is capable of enabling the delivery of sustainable, modern and quality public services. We cannot achieve that without innovation," said Radebe.

The categories for the awards are as follows:

- Innovative Partnerships in Service Delivery
- Innovative use of ICTs for Effective Service Delivery
- Innovative Service Delivery Institutions
- Innovative Enhancements of Internal Systems of Government

Category winners compete for the coveted Public Sector Innovator of the Year Award. Qualifying finalists are also entered into prestigious international Awards such as the United Nations Public Service Awards.

Category winners receive trophies and certificates and the Innovator of the Year will receive R60 000. All finalists receive a two-day training course on public sector innovation and will be invited to the Awards Ceremony.

The closing date for entries is 1 August 2014 and the official award ceremony will take place on 31 October 2014.

Entries can be submitted via: E-mail: [cpsiawards@cpsi.co.za](mailto:cpsiawards@cpsi.co.za) or posted to Postnet Highveld, Suite 404, Private bag X111, Centurion, 0046 or they can be hand delivered to: Floor 1, Block A, Corporate 66 Office Park, Corner Lenchen Av and Von Willich Street, Centurion. ☎

# Why it's hard to be good: leadership in government today

**O**ur desire for leadership is unending. There are many descriptions of leadership and countless number of books on how to be a good leader. Military historian, John Keegan once said: "We are intrigued, inspired, and intimidated by those who wear the "mask of command."

Many people think that leadership is magical – that it is only about placing the right leader in the right job and things will miraculously fall into place.

What is clear, though, and what many experts agree on is that leadership has nothing to do with seniority or one's position in the company or government department. But what does it mean to be a good leader especially in the Public Service?

To help public servants answer this question the National School of Government held workshops in Cape Town, Durban and Pretoria for senior managers in the Public Service for them to learn more about what it means to be a good leader.

The workshops were presented by Professor Al Gini a professor of business ethics and leadership author of several books, including *My Job, My Self* and *Seeking the Truth of Things: Confessions of a (catholic) Philosopher*.

Professor Gini has been teaching for more than 45 years at Loyola, the Jesuit University in Chicago and is chairman of the Management Department in the Quinlan School of Business at Loyola University.

"Leadership is chemistry – it's a special extra that joins on a lot things and without effective leadership nothing gets done," said Professor Gini at the opening of the workshop.

In attendance were senior managers in government departments and government parastatels/agencies.

The sessions consisted of a lecture from Professor Gini and there was time set aside for questions, sharing and reflecting on personal experiences and group discussions. Delegates were able to learn from not only Professor Gini, but also from their colleagues on how to handle certain situations in the workplace to become good leaders.

Professor Gini's presentations emphasised how being good involves an active relationship towards others. Being good all by yourself may not be good enough.

"Leaders are stewards because they work for others. Leaders set the tone and set the pace."

He said leadership is not just talent and skills but that it's a rare commodity.

For South African public servants and perhaps public servants the world-over, one of the best examples of stewardship was former President Nelson Mandela.

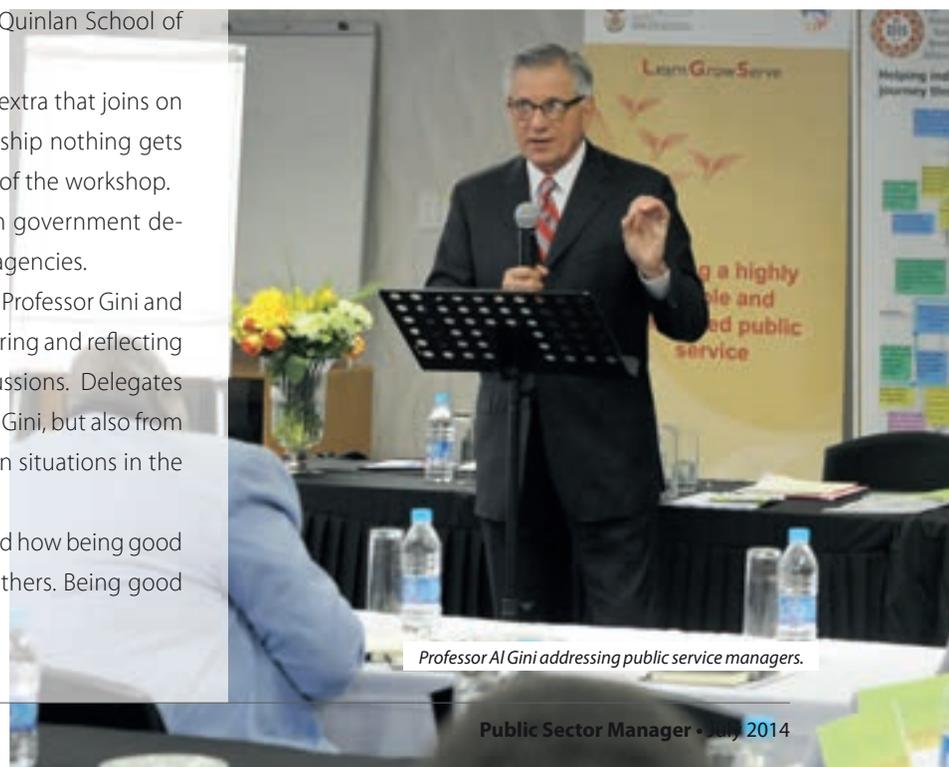
Professor Gini, who counts President Mandela as one of his inspirations, says the former President was one of the few leaders capable of inspiring confidence both inside and outside the country.

"Nelson Mandela represented personal strength," said Professor Gini.

The most important role of public sector leaders has been to solve the problems and challenges faced in a specific environment.

"Successful as well as failed leaders earn their reputations and their niche in history by how well their personal attributes and abilities matched the demands and challenges of their time on the job," said Professor Gini.

Professor Gini believes that there are three essential elements that underlie all forms of leadership namely:



Professor Al Gini addressing public service managers.

**Character: What a person believes in, values and is willing to act on.**

**Stewardship:** Being able to act as an agent for another, being of service to others

**Experience:** Acquiring competence, skills and perspective relevant to the job of leadership. Being a leader is a continuous process of growth and about stretching yourself.

Professor Gini believes that leadership can be taught all you need is two things: a greater teacher and an even greater student.

“You must actively practice what you hope for in others; virtues are not just innate but can be inspired and taught.”

Leadership is about the practice of the human virtues and as Professor Gini says virtue is an action that we make into a habit which leaders can use to a better quality of life. For Professor Gini these are the 10 virtues of outstanding leaders:

**Deep honesty:** Outstanding leaders avoid deception and misrepresentation.

**Moral courage:** In the face of possible job loss, embarrassment, ostracism and even physical threats, great leaders stand up for their values.

**Moral vision:** Great leaders not only exhibit moral courage, they are able to understand the meaning of the values they fight for, and they are skilled evaluators of people’s character.

**Compassion, care and charisma:** Great leaders are able to connect with and resonate to the needs of their followers and are good messengers.

**Fairness:** Outstanding leaders are able to put aside personal biases to judge people on their merits.

**Intellectual excellence:** Outstanding leaders are curious about their natural and social environment, about new insights being developed in politics, science and culture that can affect our understanding of things.

**Creative thinking:** Great leaders innovate and “think outside the box”.

**Aesthetic sensitivity:** In a competitive global environment, beauty and efficiency in design are features of winning, high value products.

**Good timing:** Knowing when to act is often as im-

portant as knowing how to act.

**Deep selflessness:** Great leaders always put their organisation’s success ahead of their own.

“Virtues in leaders become virtues in followers and in turn in other leaders,” said Professor Gini.

**Balancing the good with the bad**

While most of us believe that leadership lessons can only be learnt from good leaders, Professor Gini believes that bad leaders/misleaders also need to be studied because they offer us lessons too.

“Not to study bad leadership is like a medical school that only teaches health while totally ignoring the disease.”

He said understanding and analysing bad leaders or misleaders is an important component of leadership.

“Take the bad leader when nobody else will because at least you will know what the bully wants from you,” said Professor Gini.

Bad leadership is not caring about those you serve but caring more about yourself i.e. self-service. Here are the six characteristics of misleaders:

- Incompetent
- Unyielding
- Callous
- Corrupt
- Insular
- Evil

**Effecting change in leaders**

Leadership styles have significant effects in government departments and private companies. As a leader you need to have some level of consistency. Those that are being led also need to be given the space to perform without being micro-managed.

Here are a few points to remember:

- If you want to change others you have to change yourself
- Change is to the human condition what water is to fish – it’s natural
- Change is not artificial and it’s not optional
- Be open to change
- Leaders rarely live out the jobs of leadership that they have planned for
- Change is part of our lives and we have to learn to cope with it
- Habits become our character. You are known by your habits
- Be the models you want them to be. ☺

## New credit law to protect consumers

Government has prioritised the protection of vulnerable consumers against unscrupulous and irresponsible lending practices. This followed the recent signing of the National Credit Amendment Act of 2014 by President Jacob Zuma.

To date, more than half of the 21 million South African credit consumers have records that are impaired and many are unable to access credit or employment because of unsecured and irresponsible lending practices. Lenders who do not adhere to the Act recklessly extend credit to consumers.

Most credit providers have been approving credit to the maximum of consumers' income, leaving them with very little money to survive. The new regulations promote the evaluation of a consumer's income to prevent excessive borrowing.

Though the new law, government is expected to crack down on illegal lenders. All lenders are required by law to register with the National Credit Regulator.



Trade and Industry Minister Rob Davies.

Speaking at the Wits Business School recently Brown said since his office was established, it has been inundated with calls from accounting officers from the Public

"There is a great will from accounting officers and I think people are starting to see the value of running their departments like businesses.

"Some of them are already calling us and we relate procurement processes to their business."

Brown said his office is planning a five-day intensive training, targeting accounting officers in the Public Service.

"We are looking at an executive programme which should not last for more than five days that focus on the strategic importance of procurement targeting accounting officers in the public service," he explained.

He added that discussions were already underway with different institutions of higher learning on the content of the programme.

"We are going to have that training in September because we are interacting with different tertiary institutions on the curriculum and how we want to tackle it."



Chief Procurement Officer Kenneth Brown.

## Public Service officials keen to get procurement right

Chief Procurement Officer Kenneth Brown has commended the commitment shown by public officials to deal with challenges facing procurement.

Brown said his office will release a Public Procurement Review document about centralisation of procurement for public comment in the first week of October.

### National Press Club honours Madiba

As the world celebrates Mandela Month this July, the National Press Club celebrates another accolade of former President Nelson Mandela as the recipient of the 'Newsmaker of the Year for 2013' award. According to National Press Club chairperson, Jos Charle, Mandela had dominated the news in 2013, both in terms of impact, news value and media coverage on electronic, print, online and social media platforms.

"We are not commemorating his death but instead celebrating the life of a world icon and legend, as well as his role as an international statesman," he said.

Mandela's death captured the attention of the world for 10 days. It consumed South Africa and much of the world, as the country pulled out all the stops to bury the father of the nation with military precision and ancient Xhosa customs.

"The world's news media, television, radio, print and online, extensively reported on Mandela's life and his role in South Africa's liberation struggle for weeks following his death."

An hour after the announcement of his death on 5 December 2013, two million tweets were generated, with over six million tweets recorded that day – the hash tags #RIPNelsonMandela, #Madiba and #RIPMandela were the top three topics on the social network and at one stage Twitter recorded a massive 95 000 tweets per minute with more than 13 million tweets in just over a month. The Nelson Mandela Facebook page gathered over 2,2 million likes and several posts, including tributes from the Nelson Mandela Foundation.

Over 4 500 journalists from all over the world covered the funeral. South African broadcasting houses ran "Madiba" programmes for more than 10 days.

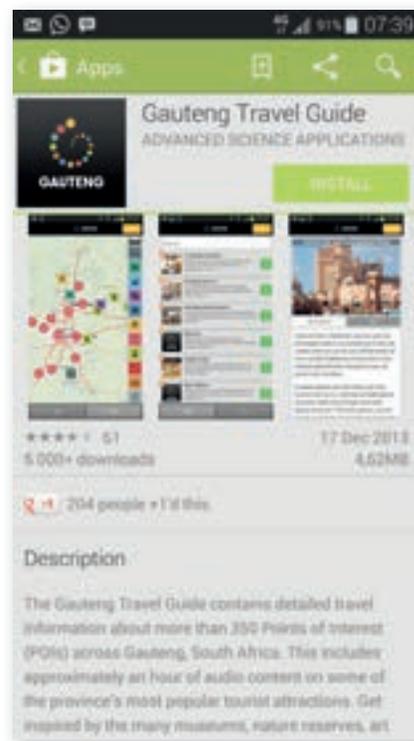
The National Press Club is synonymous with the Newsmaker of the Year Award, and over the years has recognised and awarded many newsmakers such as President Jacob Zuma, former Presidents FW de Klerk and Thabo Mbeki, Public Protector Thuli Madonsela and

politician Julius Malema. The previous award went to the South African rhino campaign.

### GoGauteng application makes transport accessible

Gauteng commuters can now access transport information at their fingertips, thanks to the new GoGauteng mobile application launched by developer Mobility and the provincial government.

This new public-private partnership provides the public with transport updates, information, timetables and announcements



on their smartphones. Commuters will get updates and information from Metrorail, Rea Vaya, Tshwane Bus Services and the Gautrain.

The application also provides commuters with alternate routes in the event of an accident or heavy traffic congestion. The application, also referred to as 'Gauteng on the move', is available on Android, iOS and Mobi sites, and will soon be rolled out to Blackberry application stores. Standard phone users will also be able to access the application via Mxit.

Meanwhile, the August edition of *PSM* will feature the makers of GoGauteng to unpack what it takes to create and drive such a revolutionary application.

To download the application, visit your smartphone's application store. 



# LIMPOPO'S ECONOMIC GROWTH TARGET IS 5% BY 2019

To put Limpopo's economy on a higher trajectory of growth and development, the legislature has identified infrastructure development, industrialisation and manufacturing as new game changers.

In his recent State of the Province address Premier Chupu Mathabatha said this will be in addition to mining, agriculture and tourism. The economic growth target being 5% by 2019.

He added: "We have put together a team of officials to develop the Limpopo Integrated Infrastructure Master Plan. They will define

the infrastructure development and delivery agenda of the province over the next 20 years and beyond. We have also begun with the process of developing the Provincial Development Plan consistent with the National Development Plan (NDP)."

The legislature will also be engaging in deliberate programmes to support and revive the provincial art and entertainment industry so as to unlock job opportunities for young people.

Government, he assured, will consolidate the public works programme to create more jobs. "Working with the private sector we

intend to create no less than 426 000 jobs in our province by 2019. This will contribute to the national NDP target of six million jobs by then.

"In this regard, we will work to ensure that the majority of these jobs are long term and benefit mostly the historically marginalised sectors of our society, that is, youth, women and people living with disabilities."

Because small business contribute immensely to both local and national economies the province will, through the Limpopo Economic Development Agency strengthen its support for small and emerging businesses. More resources have been



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A meeting would be convened with organised business in the province to engage on the contribution of the private sector in the economic growth and development of the province.

In an effort to expand the productive capacity of our the provincial economy through industrialisation and manufacturing, the Provincial Industrial Parks and Special Economic Zones will be resuscitated.

Agriculture had also been identified as a strategic driver of the economy.

"This province is the lead producer of high value agricultural commodities, tomatoes at 60%, and potatoes at 21%, citrus at 32%, avocados at 58% and mangos at 75%. Citrus, avocados and macadamia nuts are our largest foreign income earners.

It is against this background that our programme of action over the next five years must help us to maintain our position as the food basket of the country and the SADC region," he elaborated.

The next five years will see the conversion of massive tracts of under-utilised land in communal areas and land reform projects into productive units. This will also include the revitalisation of irrigation schemes.

The province, he said, was encouraged by the review of the land restitution and redistribution policy, let alone the extension of the deadline for land claims to 2019. "We call on our people to take advantage of this extension."

There is commitment to improving and expanding access to basic education.

"Going forward, we will be focusing more on ensuring well-qualified teachers for our children, proper educational facilities, timely delivery of learner-support material and proper school management.

Insufficient teacher supply, particularly in the areas of maths, science and technology is a matter of great concern to this government. In this regard,

the executive council has tasked the MEC for Education to look into issues of revamping the old colleges of education."

Premier Mathabatha affirmed the provincial commitment to providing a comprehensive health service. "We are working in partnership with the national government to ensure the successful implementation of the National Health Insurance Plan. This will help us to strengthen and expand our free primary healthcare programme, improve management of public hospitals, and reduce the costs of private healthcare.

"In the next five years, we will continue our fight against HIV and AIDS, TB as well as non-communicable diseases. We call on all our people to join us, because as government alone we cannot defeat this scourge."

A turnaround strategy, to be implemented immediately, includes R145 million to purchase and repair critical equipment for all hospitals in need.

"We will also pay special attention to non-negotiables in the improvement of the health system such as finances, information management, leadership and human resource management," he assured.

Fifty ambulances will be purchased in this current financial year in an effort to improve the response time of Emergency Medical Services. And, bursaries will be offered to the first intake of students by the new medical school at the University of Limpopo.

allocated to the agency to facilitate, among other things, a multi-pronged approach to youth economic empowerment.

This will entail consistent mentoring of youth on entrepreneurial skills through the provision of financial and non-financial support.

"Co-operatives and SMMEs will form the backbone of our economic interventions in the province. Hence, we will ensure that at least 10% of procurement of goods and services by government are from them. We implore on the private sector to do the same."



**PREMIER CHUPU STANLEY MATHABATHA**

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*“Going forward, we will be focusing more on ensuring well-qualified teachers for our children, proper educational facilities, timely delivery of learner-support material and proper school management.*”

Acknowledging that delivery service is of paramount importance, the province is identifying struggling municipalities and focusing on a programme of action over the next five years. The response will be to such challenges as:

- Poor accountability and relationship with communities;
- Problems with the political administrative interface;
- Poor compliance with the legislative and regulatory frameworks;
- Corruption and fraud;
- Lack of proper planning and poor project management;
- Lack of forward and integrated planning on current and capital projects;
- At times lack of suitably qualified and skilled personnel and, above all; and
- None and under-expenditure of the Municipal Infrastructure Grant.

The fight against crime and corruption is one of the critical priorities identified by the provincial government. The premier’s hotline, including those equivalent facilities

in municipalities, should make it easier for citizens to report incidents of corruption.

“You do not even have to be sure that corruption is taking place or has taken place; just a reasonable suspicion of corruption is enough to be reported,” he assured.

To improve accessibility to policing services, the province has increased its police stations to 84 from 97. These have been augmented by the establishment of 42 satellite stations in rural areas and we will be establishing many more over the next five years. Community Policing Forums and Community Safety Forums have been established and the premier urged communities to establish many more of these structures.

Reform measures, as captured in the Public Service Charter, are being implemented with the objective of building a disciplined, people-centered and professional public service. Public servants will be sent to the newly established School of Governance.

Importantly, Limpopo Province has exceeded the NEDLAC demand that government should have no less 2% of people living with disabilities in the employ of the public service. This will continue to increase along with a focus on the Promotion of Equality and Prevention of Unfair Discrimination Act.

It is now two and half years since the Cabinet’s decision to place five of Limpopo’s provincial departments under administration. The premier said: “I am, therefore, pleased that both the Provincial Executive Council and section 100 (1) (b) administrators are of one view that the province has turned the corner.”

Premier Mathabatha said: “We are indeed moving Limpopo forward. From here on, our province must never be the same again. Our freedom cannot be taken for granted. The youth of 1976 and all the other generations did not fight in vain; they shed their blood so that we could be free in the land of our birth.

“From here on, we must all commit to hard work and nothing less; we shall spare neither strength nor effort until the dream of a better life for all is fully realised.

“Allow me as I conclude to borrow from the timeless words of one of Africa’s greatest sons, the first President of Ghana, Kwame Nkrumah, when he said: ‘... the task ahead is great indeed, and heavy is the responsibility; and yet it is a noble and glorious challenge – a challenge which calls for the courage to dream, the courage to believe, the courage to dare, the courage to do, the courage to envision, the courage to fight, (and) the courage to achieve ...’



“Indeed the task ahead is great and it requires courage, commitment and collective effort.”

Premier Mathabatha also said: “The lives of our people have vastly improved and Limpopo is a much better place to live in than it was in 1994. There is no doubt, whatsoever in my mind, that Limpopo is a home to all irrespective of tribe, colour and race. It goes without saying that we have made significant advances in building a South Africa as envisioned in the Freedom Charter.

“As we said earlier, we have entered a phase in our transition that requires decisive steps to help eradicate poverty, create jobs and reduce inequality.

“This ANC government is committed to building a developmental state that is capable of leading efforts to overcome

unemployment, poverty and inequality. We will, in partnership with the private sector, organised labour and civil society, work together to create conditions for the acceleration of economic growth and stimulation of job creation.

“It will require us to institutionalise long-term planning, integration and coordination to drive industrialisation, manufacturing and infrastructure development programmes. It will also require of both the government and private entities that are doing business in Limpopo to procure their goods and services in this province. This will assist in increasing local production and ultimately supporting the creation of sustainable and decent jobs.

“We must actualise our resolve to build an economy that is people-centred.”



## Faces of Limpopo Provincial Government



**Mr Chupu Stanley Mathabatha**  
**Premier**



**Ms Joyce Mashamba**  
MEC: Department of Social Development



**Mr Seaparo Sekoati**  
MEC: Department of Economic Development, Environment and Tourism



**Mr Kgotlana Phala**  
MEC: Department of Treasury



**Mr Ishmael Kgetjefe**  
MEC: Department of Health



**Ms Nandi Ndalane**  
MEC: Department of Sport Arts and Culture



**Ms Joyce Matshoge**  
MEC: Department of Agriculture and Rural Development



**Ms Makoma Makhurupetje**  
MEC: Department of CoGHSTA



**Ms Mapula Mokaba-Phukwana**  
MEC: Department of Transport, Safety and Liaison



**Mr Jerry Ndou**  
MEC: Department of Public Works, Roads and Infrastructure



**Ms Thembi Nwendamutswu**  
MEC: Department of Education

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# Madiba's legacy lives on



**T**his year, post-apartheid South Africa is 20 years old. Our struggle was fundamentally for decolonisation and our right to self-determination, both of which are affirmed very strongly in the United Nations (UN) Charter and Vienna Declaration and the Programme of Action (VDPA), which essentially protects human dignity. Our transformation since our freedom would have been meaningless if it did not fundamentally change the lives of ordinary South Africans, black and white.

In the two decades of our freedom, we have a Constitution that promotes and protects civil and political rights as well as economic, social and cultural rights, including the right to development.

Former President Nelson Mandela may have left us but his legacy and a vision of a non-racial, non-sexist, united and prosperous South Africa lives on. In this regard, South Africa thanks the international community for their outpouring of support to our nation as we grieved and laid to rest a truly international icon.

As South Africans, our commitment to human rights remains forever strong, inspired by our compatriots who paid the ultimate price in the fight against racism and injustice. Also, the international community's solidarity over many decades with our struggle is remembered and cherished.

Notwithstanding what we have achieved, we recognise that we must do more to move South Africa forward in the fight against the triple challenges of poverty, inequality and unemployment as manifestations of the enduring legacy of apartheid.

South Africa is therefore firmly committed to the mandate of the UN Human Rights Council (UNHRC), cognisant of the huge responsibility which its 47 members carry in this regard. As members of the council, we should at all times be guided by a common desire and collective vision to constantly develop norms and standards for the promotion, protection and fulfilment of human rights and fundamental freedoms, including respect for international humanitarian law. This will ensure that the UNHRC guarantees maximum protection and adequate remedies to all victims of human rights abuses and violations through a uniform regulatory framework, and that there is no impunity for human rights violations.

Today, South Africa is better off than it was 20 years ago.

## **Fifth administration**

The 20th anniversary of our freedom finds South Africa on a solid footing regarding human rights and democratic values. In this regard, on 7 May 2014, we went back to the polls with our citizens exercising their democratic right to vote for their fifth administration. On the continent, we are also marking major milestones, celebrating the 50th anniversary of the Organisation of African Unity and the African Union (AU), the adoption of Vision 2063 when it is finalised mid-year, the Pan-African Women's Organisation heading for its 52nd Anniversary, and 30 years since the adoption of the African Charter on Human and Peoples' Rights.

In honouring our global icon, it is imperative that we continue the unfinished business by taking forward his vision of a world free of racism. The world cannot afford to slide back and the UNHRC has the responsibility to ensure that the commitments of the World Conference

against Racism, Racial Discrimination, Xenophobia and Related Intolerance are fulfilled. This council owes it to Madiba to unite behind the work that needs to be done in this regard.

South Africa welcomes the proclamation by the UN General Assembly at its 68th Session of the International Decade for People of African Descent, which will commence on 1 January 2015. The AU has its own programme to reach out to people of African descent across the world, including having hosted the first AU Diaspora Summit.

The spirit of Vienna as encapsulated in the VDPA should be our common launching pad for the advancement of our current agenda. The VDPA was indeed seminal because for us as South Africans, it establishes the importance of all human rights, including the right to development, with none superior than the other. That is why South Africa believes that there can be no hierarchy of rights. Therefore, as we push for more to be done on civil and political rights, we must ensure that economic, social and cultural rights also receive equal zeal and dedication. The VDPA, in affirming the universality, indivisibility, interdependence and interrelatedness of all human rights and fundamental freedoms, requires us to advance every right with unstinted fervour and commitment. For South Africa, the inextricable link between civil and political rights on the one hand, and economic, social and cultural rights on the other are also embedded in our Constitution, in particular the Bill of Rights.

It is from this point of view that the South African Government approaches the work of the UNHRC.

South Africa stands ready to work with all countries in the council. For the council to deliver on this vast mandate, it is important that the work of the Office of the High Commissioner for Human Rights is funded through assessed contributions, commensurate with the challenges we face. We must resist the bilateralisation of the mandate of the HRC through earmarked donor funding to this office. This will ensure less politicisation of the work of the council and enhance its objectivity, thereby making it more objective. South Africa believes in multilateralism and the global system of governance, in particular the UN. At the heart of this is an effective HRC that has credibility in rising to all challenges and remains true to its mandate.

We cannot be tolerant of regime changes under any circumstances. It is a shame that as we move towards 2015, the 75th anniversary of the UN, the Palestinian people continue to be denied their inalienable right to self-determination. We reiterate the two-states solution and wish the facilitators success. The South African Government also remains concerned about the fate of the people

of Saharawi who continue to be denied their right to self-determination.

We should all strive to support all Sri Lankans on their journey to find a sustainable and permanent solution.

## **Violence**

With regard to the situation in Syria, South Africa deplores the senseless violence that continues unabated in Syria from whatever side it comes. South Africa fully supports the UN process, including the Geneva Talks to find a lasting political solution to the Syrian crisis. In this regard, we urge all parties to stop the violence and to continue the negotiations in earnest and without preconditions.

On the Development Agenda Beyond 2015, South Africa starts from the premise that development is a continuum. Therefore, we must spare no effort in striving still to meet the targets set for the millennium development goals (MDGs) by 2015 and build on the progress accomplished on these. Furthermore, we welcome the outcome of the High-level Special Event on the MDGs, as contained in UN General Assembly Resolution A/Res/68/6, entitled "Outcome Document of the Special Event to Follow Up on Efforts made towards Achieving the Millennium Development Goals".

The document locates the negotiations on the post-2015 Development Agenda firmly within the UN inter-governmental processes, stipulating that the negotiations will begin in September 2014 on the basis of the Rio Principles. We need to bear in mind that centrally the Development Agenda Beyond 2015 is about development, and not renegotiating agreed outcomes of major UN summits, conferences and other negotiation tracks. We look forward to working with all countries on issues affecting women, children, persons with disabilities and indigenous people.

Racism knows no boundaries and we should fight it wherever it exists. In the words of Madiba: "We shall never allow our country to play host to racism. Nor shall our voices be stilted if we see that another, elsewhere in the world, is victim to racial tyranny." 🗣️

**\*This article first appeared in *Ubuntu* magazine, which is produced by the Department of International Relations and Cooperation.**

# Moving the *Free State forward*

**W**inter's typical cold breeze wafts through the foyer of the Free State Legislature on Charlotte Maxeke Street, where members of the executive council (MECs) are attending their second day of orientation as new appointees.

Free State Premier Ace Magashule selected the gender-balanced team of five men and five women to move the province forward and change the lives of the people of the province.

Premier Magashule told *Public Sector Manager (PSM)* that his second term as the Premier will focus on government's nine priorities, especially on rural development and land reform, and an increased work ethic in the Public Service.

The Free State, which is situated in the heart of South Africa, shares borders with six other provinces and also the Kingdom of Lesotho. Mining and agriculture play an important role in the economy of the province, which is also referred to as the granary of South Africa. The two sectors are the biggest providers of employment in the province.

Premier Magashule is one of six premiers retained to lead their respective provinces. Smiling, he says, "We have some unfinished business and this time we want to focus on ensuring that the economy is shared amongst South Africans, both black and white.

"We need to ensure that businesses are empowered and the economy is shared by all".

## Focus on the farming community

Premier Magashule feels that the provincial government could have done more in his first term of office, especially to improve the lives of people from the farming community.

"We haven't done much for people on the farms. We haven't worked hard on the farms because the farmworkers and the farming community are not living under better conditions".



Premier Ace Magashule.

He says the situation will change as time goes on because challenges facing farmworkers will be a priority of the new administration. "We want to spend the next five years dealing with the challenges of farmworkers, and at the same time improving their working and living conditions.

"All that we want to do is to improve their lives and their security," he says.

Though he is determined to inject hope and improve the lives of farm workers, he says it is a task that government cannot do alone. He says he will approach the private sector to join in.

## Education in the Province

Premier Magashule says he is happy with the Department of Education's upward trajectory achieved under the leadership of MEC Tate Makgoe in the past five years.

Makgoe is one of the Free State's longest-serving MECs and since taking over in 2009 has been one of the top achievers in the Premier's Cabinet.

"What we have done in education makes me smile.

It is for the first time that the Free State becomes number one in the country.”

Last year the province achieved the nation’s best matric results with an 87,4 per cent pass rate, jumping two places from third position in 2012 (with a pass rate of 81,1 per cent). North West came second with a 87,2 per cent pass rate and Gauteng was third at 87 per cent.

Last year’s performance came on the heels of a consistent improvement in the past five years, which saw the matric pass rate increase by 18 per cent from 69,4 per cent in 2009 to 87,4 per cent in 2013.

The province’s matrics performed well in Mathematics, Physical Science and Accounting and the number of historically disadvantaged schools achieving a 100 per cent matric pass rate has grown.

The province has also stepped up efforts to award bursaries for deserving students to study abroad. “We have given priority to rare skills. We said we don’t have enough engineers, electricians and plumbers.

“We decided to send 198 students to Cuba in 2011 to study medicine. We also have 78 students now studying mechanical engineering in Turkey.”

The aim of sending students abroad, explains the Premier, is to address the rare-skills shortage in the province. The last group of students is expected to leave for India in September.

Another area of focus will be that of working closely with



*Premier Ace Magashule during a visit at the Kgora Thuto High School in Botshabelo.*

other government departments.

Premier Magashule says that for his administration to change the lives of people in the Free State, public servants should play a critical role. He says they should render services on time and to the satisfaction of the public.

With a dedicated Public Service, a balanced team and a leader determined to change lives, the Free State is on the right track to have a positive impact on the people of the province. ☺



*Premier Ace Magashule during a media tour in Makgolokweng in Qwa Qwa.*

# INVESTING IN EDUCATION KEY TO RESTORING DIGNITY



MEC Mandla Makupula

The Eastern Cape is beset with a myriad of problems in the education sector but there is little denying that we are turning the corner. The Department has aligned its service delivery package to the National Development Plan Vision 2030, in a bid to improve the quality of education in our province.

education in our province.

As part of my commitment to deliver in my first 100 days, we are targeting improved quality of learning outcomes in the Grade 12 Class of 2014 as a significant priority, as part of an agreement with the Cabinet Lekgotla.

Already the Matric Count Down Support Program was launched on 12 June 2014 at Thubalethu High, in Fort Beaufort. The Matric Count Down support programme is a teaching and learning campaign that is aimed at supporting the Grade 12 class of 2014, focussing on all schools that obtained 60% and below. An amount of R120 million has been earmarked to support this program. The aim is to impact on, and improve the provincial pass rate to 70% and above in 2014,



in terms of the bigger picture the Departmental Budget of R27, 538 billion for 2014/15, marks increase of 1,5% compared to the 2013/14 budget. This percentage increase is less than the inflation rate. However, the Department agreed on expenditure framework that prioritises the following strategic thrusts: Curriculum Management and Delivery, Resourcing Schooling, Teacher Demand, Supply and Utilisation, Infrastructure Delivery, Leadership, Management and Administration Financing Education.



These strategic priorities are informed by the agreed policy imperatives articulated in the NDP, the Provincial Medium Term Strategic Framework and the recent Cabinet Lekgotla Resolutions on Education. We have heightened the Extended Public Works Programme and will mount a sterling service delivery frameworks, including direct contracting and recruitment, incubator programme for small renovation works, fencing and maintenance in schools, as well as programs



Province of the  
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EDUCATION

alignment with Cooperatives, Small and Medium Enterprises. Community based approaches will be explored to engender a people driven process

ICT has become central in the delivery of quality education and in partnership with key players in the ICT industry, the Department will be launching its Provincial ICT Strategy this July. Also, by end of September 2014, the Department will be launching the integrated Care and Support for Teaching and Learning (CSTL) programme to provide an overarching framework to expand care and support activities in and through schools.

Capitalisation of technical and vocational education is already underway in partnership with the national Department of Basic Education through the Conditional Grant mechanism. The purpose of this programme is to turn around vocational and technical education using the grant as a leverage tool. The packages include:

- Revamping and provisioning of workshops and classrooms.
- Deployment of teaching resources and workshop tools.
- Training and development of teachers.
- ICT enhanced teaching and learning.
- Institutional capacity support and development.



A total of 40 public schools in the Province will be targeted over the 2014/15 MTEF period, and the Department has allocated an amount of R32,805 million for this purpose.

The Department is steadfast in its resolve to turn the tide on the fortunes of the education system in the province and a number of critical interventions will be implemented and these include:

- improvement of the general education system;
- intensification of education in mathematics and natural sciences;
- promotion of social science that help build social cohesion;
- expansion the nation`s artisanship base;
- improving throughput and research in the universities; and
- an effective adult basic education programme.

We need to deliver quality education with a view to restore the pride and dignity of our people. Together with civil society partners we are now taking our province forward and continuing with a good story in education but resolve to continue introducing innovative measure and invest in the future of our province.

# EASTERN CAPE PREMIER SPELLS IT OUT

## *Seven priority areas identified*

By Luxolo Twani

New Eastern Cape Premier, Phumulo Masualle delivered his maiden State of the Province Address (SOPA) last week. The usual pomp and ceremony of the occasion was on a less grandiose scale this year.

Viewed as a pragmatist, Premier Masualle has inherited a province regarded by many as the worst in economic terms. The premier promised to take the bull by its horns. As the Provincial Chairperson of the ANC, he has the political clout to do so, he promised to confront the anomalies head-on. "We will undertake a number of initiatives aimed at radical socio-economic transformation," he told the gathering.

Premier Masualle has identified seven strategic priorities which his administration will concentrate on to alleviate the extreme poverty in the province.

These are the transformation of the economy to create jobs and secure rural development and food security. education, healthcare, fighting crime and corruption, integrating human settlements and strengthening good governance, were also areas the premier focused his attention on.

Massive employment will arise from major projects such as the Mzimvubu Multipurpose Project,



**Premier Phumulo Masualle.** *Picture by Luxolo Twani*

the upgrades at Mthatha airport and Wild Coast highway and the two new Special Economic Zones on the Wild Coast and in Chris Hani.

Road maintenance and construction will also be used to employ large numbers and Premier Masualle revealed that he has tasked MEC's Marawu, Somyo, Xasa and Qoboshiyane, "to develop a plan within three months to address government's capacity to construct and maintain rural roads." An amount of R5, 57 billion is invested in road construction and upgrades.

It seems that the days are numbered for public officials accused of corruption and fraud related crimes. Premier Masualle announced that new measures to combat fraud and corruption will be put in place. These will include ensuring that all public office bearers and government officials





The new multi-million rand 2.8km long runway at the Mthatha Airport . Picture: LULAMILE FENI

facing serious fraud and corruption charges are relieved of their duties until finalisation of the investigations The Eastern Cape administration has recently been embroiled in a corruption scandal related to former President Nelson Mandela’s funeral, and this has led to the arrest of senior leaders in Buffalo City Municipality. They still hold their lucrative positions.

The Premier’s administration will focus on the bigger picture, that of nation building and patriotism. The Premier said his administration would lobby for the re-writing of South African history “to take cognisance of our struggle for national liberation and economic emancipation.” In line with its home of legends campaign, Premier Masualle said the province will not only honour heroes and heroines of the province by building monuments, but he said they would also ensure the repatriation of the bodies of anti-apartheid activists who are buried in foreign lands.

More than R6 billion will be invested in the provision of bulk water infrastructure. Cluster bulk water projects in Chris Hani will get more than R800 million. Premier Masualle said some municipalities will be aided and capacitated so that sustainable service delivery may be ensured.

As education in the province continues to lag behind all provinces, Premier Masualle said his administration will start by removing liquor outlets

in the proximity of the schools and bolstering school sport.



“We will continue to deliver 100 percent of learner-teacher support material before the start of each school year and provide school nutrition programmes to needy primary and secondary schools and implement the No-Fee School Policy.”

Premier Masualle urged all Eastern Cape citizens to work with the government in the realisation of the goals he has set.

*Story courtesy of EC Today*



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OFFICE OF THE PREMIER

# Strive to make every day a Mandela Day



Sello Hatang.

*Writer: Sello Hatang, CEO of Nelson Mandela Foundation*

It is becoming a habit in South Africa to create a month to focus on a particular event or social issue which we mark in our national calendar. The month of June, which highlights June 16 as Youth Day, has become Youth Month and August 9, which marks Women's Day, has turned the month of August into Women's Month. The same goes for Human Rights Month and Heritage Month.

Thankfully we do not yet have Reconciliation Month.

We highlight this because the compartmentalisation of these critical social issues can have the opposite effect to that intended. If we look at these commemorative highlights for a month then we don't have to pay attention to them for the rest of the year. There is the implicit acknowledgment therein that one does not have to worry about them until the 'month' pops up again in the next year. We cannot discredit the value of advocacy that sheds some light on these important issues, but instead we should focus on building these days and their message into our everyday lives.

Important issues like youth upliftment and women's empowerment are crucial to the well-being of our society. It would be to our advantage to incorporate the importance of these issues into the very fabric of our being as individuals and as a country.

It is for this reason that very soon after the first Mandela Day in 2009 the Nelson Mandela Foundation (NMF) began to call on people to 'make every day a Mandela Day'. This rationale also linked to Madiba himself cautioning not to turn July 18 into a public holiday, but to ask that it be a day of service instead.

We at the NMF believe that it is not correct at all to spend a set amount of time on Mandela Day and not to aim to incorporate the Mandela Day ethos into our daily lives. To do this would ultimately do a disservice to our founder, Nelson Mandela, who himself made

the call that inspired Mandela Day.

On 27 June 2008 on his final trip to the United Kingdom, Madiba stood on a stage in London's Hyde Park at a concert to mark his then upcoming 90th birthday. Flanked by internationally renowned musicians, he addressed a crowd of 50 000 young people. Always the master of the grand gesture and sensing the historical imperative of passing on the baton, he diverted from his prepared speech and said, "As we celebrate, let us remind ourselves that our work is far from complete. Where there is poverty and sickness, including AIDS, where human beings are being oppressed, there is more work to be done. Our work is for freedom for all. After nearly 90 years of life, it is time for new hands to lift the burdens. It is in your hands now."

And with that, the idea of Mandela Day was born in the minds of his staff and the first Mandela Day was launched in New York City and across South Africa on Madiba's 91st birthday, 18 July 2009. We, as the foundation, thought it appropriate to link Madiba's call for everyone to do what they can to improve the world with a symbol of his service. We chose 67 minutes as symbolic of the fact that Madiba had spent 67 years in service to humanity.

## **Nelson Mandela International Day**

In 1942, 67 years before the first Mandela Day, Nelson Mandela had been living in the heady and politically fraught world of apartheid-era Johannesburg for just

under a year. As a young man from the Transkei hoping to become a lawyer he cautiously began attending political meetings. Two years later he joined the African National Congress (ANC) when he co-founded the ANC Youth League.

It is a matter of historical record how Madiba rose through the ranks of the organisation, grew as an attorney and sacrificed his family, his career and his liberty for the struggle against apartheid. He did this to ensure that we can live in and enjoy a free and democratic South Africa. The idea of giving one's time and energy to those less fortunate quickly caught on and within months the United Nations (UN) declared Nelson Mandela's birthday as Nelson Mandela International Day.

Since the first Mandela Day we have been moving away from marking just one day and similarly we have moved away from just 67 minutes on that day. The symbolism of 18 July, Madiba's birthday, is important, but in our vision every one of the 365 days we have in a year is a day to do good.

It was never the intention of the NMF or Mandela himself to commercialise his life's work and his spirit of service. He and his staff wanted to see the idea of service to humanity sweep the world in such a way that it would result in the creation of a social movement for good.

Madiba followed three rules throughout his life which he did at great personal sacrifice: free yourself; free others and serve every day. If his legacy is to be dynamic and continue to have effect it must be owned by current and future generations. His legacy must be accessible to everyone, and applied in constantly changing contexts of time and place.

We are not there yet, but we are getting there. In our determination not to fall into the many traps including turning Mandela Day into yet another money-making or wasting fest, we continue to encourage people of all walks of life to mark the message of Mandela Day in small ways where they as individuals and communities help to improve the lives of people less fortunate every day. We urge people not to spend money on big Mandela Day events with concerts, events and other activities that take money and efforts away from the essence of the project.

### **Container libraries project**

If money is spent let it be to come up with sustainable projects which will directly and positively impact the lives of those less advantaged. In keeping with Madiba's passion for education, one example of the many Mandela Day activities supported by the NMF is the Mandela Day Container Libraries project. In May 2014 the Sohlazane Primary School in Tjakastad, an informal settlement in Badplaas, Mpumalanga, became the 44th recipient of a Mandela Day container library.

The library features 15 tablet computers loaded with eBooks, Internet-access and the Via Afrika-registered Curriculum and Assessment Policy Statement curriculum. This digital centre of learning provides Internet-access and interactive curriculum applications to the school's 619 learners and 19 teaching staff, and to adults in the community who come to the school after hours for Adult Basic Education and Training. The learners are not only able to read content, but encouraged to click on pictures and watch videos to enhance their understanding of how things work. Learners are able to test themselves in various subjects, which is beneficial pre-exam preparation.

In each and every step we take we turn to Madiba's legacy for our answers. It is from his legacy that we are inspired by >>



Former Deputy President Kgalema Motlanthe visiting Boikgantsho Primary school as part of Nelson Mandela Day Celebration in Mamelodi, Pretoria on 18 July 2013.

the ethos of service. It is what he lived; a leadership of service. This servant leader constantly drove home this point. Another example took place on 11 February 1990, the day Madiba was released after 27 years in prison, when he stood on the balcony of Cape Town's City Hall and said: "Friends, comrades, and fellow South Africans, I greet you all in the name of peace, democracy and freedom for all. I stand here before you not as a prophet but as a humble servant of you, the people."

Then again on 2 May 1994 while making the speech on the ANC's victory in South Africa's first democratic elections he said, "I am your servant; I don't come to you as a leader, as one above others."

Some years after he stepped down as President of South Africa Madiba wrote: "I had always admired men and women who used their talents to serve the community, and who were highly respected and admired for their efforts and sacrifices, even though they held no office whatsoever in government or society."

So, we at the NMF follow Madiba's lead in practising and promoting the concept of servant-ship. We have interpreted his 27 June 2008 call as one asking us all to become servants in the mission to improve our world.

It is up to individuals to decide how they wish to make every day a Mandela Day and to whom they wish to give their efforts. For 2014 we have chosen the following pillars, which affirm our people's dignity, on which to build our activities: food security; education and literacy; and shelter.

### Food security

In terms of food security, the foundation aims to secure funding from corporate South Africa and international donors to distribute 670

000 food parcels between 2014 and 2016. Special attention is given to learners who depend on one meal a day which they get at school and who do not enjoy the same benefit during long school holidays. This, of course, includes such initiatives as establishing food gardens which can sustain communities. Through the Mandela Day Libraries Initiative we hope to achieve at least 67 container libraries.

We have partnered with Habitat for Humanity to help build shelters. We work with Trading Lives, a Rhodes University innovation, where people trade their skills, talents, interests or hobbies with other interested parties, to form wide-ranging networks of connections based on community solidarity.

Other initiatives include Trek4MandelaDay – Caring for Girls, the Kaya FM Relay for Mandela Day, the launch of the UN General Assembly Humanitarian Award in honour of Madiba (New York), the Yankees Mandela Day Game, 67 Blankets for Mandela Day Campaign, the Mandela Day Marathon and CycAlive in August 2014.

It is imperative that we do all we can to ensure that Mandela Day does not become part of the mark-a-month syndrome named at the outset. That would allow the campaign to slip into 'do-gooding' rather than building cultures of service. Let us rather honour Madiba's intentions for the campaign by initiating and growing sustainable projects and by Making Every Day a Mandela Day. 

### Madiba: honour the man, honour the legacy

Seven months after the death of former President Nelson Mandela, his legacy will once again be honoured as the worldwide community reaches out to those in need on International Nelson Mandela Day.

"As we mark International Mandela Day...let us begin planning for a major clean-up of our cities, towns, townships, villages, schools and beautify every part of our country," said President Jacob Zuma.

The President issued the call during his State of the Nation Address recently where he urged all South Africans to dedicate 67 minutes on 18 July to clean the country in honour of Madiba.

The President announced that the theme for this year is to clean South Africa.

Also, as part of the country's 20 years of freedom and democracy celebrations, President Zuma highlighted that during Mandela Month records turning 20 years this year, such as those of the late former President Nelson Mandela's first days in Office will be transferred to the National Archives.

He also urged South Africans to work hand in hand with government to make the Mandela legacy programmes, such as education and literacy, a success, not just on Mandela Day but every day of the year.

"Government's programme of action is aimed at making South Africa a better place for all and we urge all South Africans to work with us to make the implementation of these programmes a success. Together let us move South Africa forward," said the President.



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# First MeerKAT antenna signals SKA's star performance

**T**owering at 19,5 metres and weighing 42 tons, the first MeerKAT antenna makes for an impressive sight, bringing to life the dry brown landscape which makes up the Square Kilometre Array (SKA) core site in Carnarvon, Northern Cape.

The Department of Science and Technology unveiled the first of the MeerKAT antennas in March this year.

Heralded as a major milestone in the area of science and technology, the antenna is one of 64 antennae that will make up South Africa's new radio telescope – the MeerKAT.

The MeerKAT is one of the precursors to the SKA telescope and will later be incorporated into the mid-frequency component of SKA Phase 1. The SKA project is an international effort to build the world's largest radio telescope, with a square kilometre (one million square metres) of collecting area. It will be the world's largest radio telescope, located mainly in Africa and in Australia, but shared by astronomers around the globe.

Science and Technology Minister Derek Hanekom hosted the SKA African partner countries at the launch event in Carnarvon. The event was also attended by the Premier of the Northern Cape, Sylvia Lucas, dignitaries from around the world and Dr Phil Diamond, Director-General of the SKA Organisation.

Delivering the keynote address, Minister Hanekom told guests that the completion of the first MeerKAT antenna was the fruit of an idea planted many years ago. "We have come together over space and time with a clear sense of collective purpose; a purpose that is almost outrageously ambitious and far-sighted. I am really excited to be here, to see what we have achieved and what we will achieve in the next decade," he said.

He added: "We decided to put Africa not only 'on the map', where innovative science is concerned, but indeed in the lead, for the common benefit of the scientific community, and, ultimately, of humanity.

"This first MeerKAT antenna is evidence of our commitment. We have come here today to share this moment – partly to celebrate our achievements thus far – but more so to recommit ourselves to the long road ahead. For the MeerKAT, it is one antenna down, 63 to go.

"But, as we all know, as powerful as it will be in its own right, the MeerKAT will also help us learn how best to implement the Square Kilometre Array. The MeerKAT will in due course form part of the

first phase of the SKA, which will enable it to do even greater science than it would be able to do on its own."

The Minister said that modern frontier science involved huge international investments of time and money. "MeerKAT is in this category, and the SKA even more so. However, prior to the financial investment, there must be an ambitious and daring dream that requires the mobilisation of minds and intense teamwork. What holds this all together is steadfastness of purpose, which ultimately must be collective."

The new MeerKAT antenna towers above the antennae of the nearby KAT-7 instrument. KAT-7 was completed in 2010 as an engineering prototype for MeerKAT, and is now routinely used for scientific research.

The full MeerKAT array will consist of 64 identical receptors (antennae with receivers and digitisers). Connected by 170 km of underground fibre optic cable, the 64 receptors will operate as a single, highly sensitive astronomical instrument, controlled and monitored remotely from the MeerKAT control room in Cape Town.

"The contribution that MeerKAT promises to make to our understanding of the universe is vast. While the finer points are difficult to grasp for many of us lay people, I have personally developed a deep appreciation of the importance of this science.

"It is a fact that scientific discoveries tend to have unexpected spinoffs. The relatively young science of radio astronomy has, to give but one example, made a major and direct contribution to the development of WiFi technology, which has become a part of our everyday existence.

"Intellectually, what can be more important than seeking a better understanding of our cosmic origins, understanding how the universe was born, how galaxies and stars were formed, how the Sun and the Earth were born, and how life originated?" the Minister added.

The Minister also officially opened the specialised Karoo Array Processor Building (KAPB) – the cutting-



edge data centre for the MeerKAT telescope that has been built in an underground bunker at the Karoo observatory site.

Data will flow via the optical fibres from each receptor to the KAPB, which will house all the racks of digital data processing systems and the electrical power equipment. The MeerKAT project manager, Willem Esterhuyse, explained: "The processed data is then sent to the MeerKAT archives in Cape Town, and on to science collaborators in South Africa and abroad."

The KAPB is five metres below ground level in order to protect the MeerKAT telescope from radio frequency interference (RFI) generated by the electrical and electronic equipment housed in the data centre.

Being underground also enhances the thermal efficiency of the building. The racks of data processing systems are housed in a huge shielded enclosure within the underground KAPB.

This "steel box" is constructed from special steel panels that ensure that no RFI generated by the fast digital electronics "leaks out". An extremely precise atomic clock – a hydrogen maser – will be located in a separately partitioned room to ensure the thermal stability of this precision device.

At least 75% of the components making up the MeerKAT antennas will be manufactured locally, but several industries in SKA Organisation partner countries around the world are also making crucial contributions.

The global technology collaborations bring cutting-

edge knowledge and many years of antenna experience to the MeerKAT project, and are designed to transfer expertise to the South African industry partners.

For example, the first set of reflector panels, as well as the first receiver indexer and sub-reflector were manufactured abroad, but the remainder of these will be made locally.

Key local suppliers of major antenna components include Efficient Engineering (pedestal and yoke), Titanus Slew Rings (azimuth bearing) and Tricom Structures (back-up structure).

Vertex Antennentechnik in Germany is playing a key role on the contract to provide the MeerKAT antenna positioners. They have been responsible for a significant portion of the antenna design and analysis work, and will be providing the control system for the antennas as a sub-contractor to GDSatcom/Stratosat.

The extremely sensitive cryogenically cooled MeerKAT radio receivers were developed by South African company EMSS Antennas (Stellenbosch), and the United Kingdom company Oxford Cryosystems will provide the cryogenic cold-heads that are critical components of these receivers. These two companies have collaborated closely to develop a cold-head that is optimised for the MeerKAT application.

The National Research Council of Canada (NRC), through the Herzberg Programs in Astronomy and Astrophysics, developed the low-noise amplifiers (LNAs) that were chosen for MeerKAT's L-Band receivers (0.9-1.67 GHz).

The LNAs are critically important in achieving MeerKAT's sensitivity and the LNAs from NRC Herzberg were at least 5% more sensitive than any others that be could sourced from leading suppliers around the world.

The LNAs for the L-Band receivers are about to enter production >>



Minister Derek Hanekom at the launch of the first MeerkAT antenna.

through a sub-contract to industry, while NRC Herzberg completes development of the LNAs for the Ultra High Frequency band (0.58 - 1.015 GHz).

In challenging the orthodoxy of using metal panels for large dishes, the NRC has developed world-leading expertise in the application of composite structures to radio telescopes and will provide the complex 3.8-m sub-reflector for the first of the MeerkAT Antennas.

All of the onsite infrastructure (buildings, roads, electrical power conditioning and reticulation, aircraft landing strip, etc) has been constructed by South African companies, and the SKA SA infrastructure team based in Johannesburg manages the complex project.

SKA SA engineers and contracted manufacturing companies must now continue to produce the massive, high-precision components of the remaining MeerkAT antennae and install the components in

the Karoo according to a tight timeline. By the end of 2014, the first four receptors will be standing. All 64 receptors will be installed by the end of 2016, with final commissioning completed in 2017.

Astronomy teams from around the world have signed up to start using MeerkAT as soon as 16 of its receptors have been commissioned (around June 2015). The full array should be doing routine science observations by the end of 2017.

Dr Jasper Horrel, General Manager: Science Computing and Innovation, SKA SA, said: "MeerkAT's configuration – the way the antennas are placed on the ground – was determined by the science to be performed with the instrument."

He added that having the dishes close together provides sensitivity for imaging large, extended radio structures in the sky. "It's also good for searching for pulsars. Having dishes further apart provides for high resolution, i.e. being able to separate out very closely spaced celestial objects. In addition, one wants to create a 'well-behaved' imaging beam, by carefully designing the overall distribution of antennas to reduce imaging artifacts and ensuring sensitivity to a range of object sizes of potential interest. Other MeerkAT science, such as pulsar timing, does not depend on the configuration."

In the core of the MeerkAT array, 48 of the 64 antennas will be packed closely together in an area about 1 km in diameter. The rest of the antennas will extend up to four kilometres from the core, with the largest spacing between antennas being about eight kilometres.

MeerkAT will also participate in global very long baseline interferometry (VLBI) operations with all major VLBI networks around the world operating at the MeerkAT frequencies, and add considerably to the sensitivity of the global VLBI networks.

SKA SA engineers and contracted manufacturing companies must now continue to produce the massive, high-precision components of the remaining MeerkAT antennae and install the components in the Karoo according to a tight timeline.

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# Accelerating Your Potential To Achieve Your Mission



Bakhusele  
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Bakhusele Business Solutions Pty Ltd, (Bakhusele) is a Small business with its roots in Mpumalanga Province. Bakhusele meaning, "protect them", essentially opened its doors on 12 September 2013.

Bakhusele is a 100% Black owned and disabled Company with its Head Office in Nelspruit and has Offices in KwaZulu Natal and other Provinces. The Business as the name suggests has been introduced to provide solutions to many already existing businesses both from Private and Public sector businesses.

Strategies have been developed to grow the business and fast track it to a medium size business, this centres around the establishment of partnerships and associates with a focus to making a mark in administration, consulting and construction as well as the provision of sanitation solutions which are by far a huge challenge amongst many communities.

The business is introduced today with a diversification of various income streams such as Payroll administration, Change enablement, Value Added Tax (Vat) recovery/ collection , Property Development, Civil works, Building construction, Waste Management, Municipal Waste Management (General Waste Management) and Landfill Management.

We are also bound to conform to appropriate professional membership, such as NHBRC, SAIWM and CIDB, through hard work. Our CIDB Grading's are; 5CE, 5GB, 5 ME, 2SQ and 2EB. We believe the CIDB grading is an enabler for business growth and we shall endeavour to ensure that we reach the highest level in construction related works. Human Resources being the heart of our growth is an important element to success, we shall endeavour to obtain the services of professionals for all fields of specialisation.

Our partnerships / associates such as Ernst Cloete & Associates, Mkhago Health Care Services, Eyesizwe Consultants, Nuplan Development Consultants, Devine Architectural, Dumezulu General Dealer and Construction and KMG Chartered Accountants. These associates not only share resources but provide preferred advisory services to Bakhusele.



Group Chief Executive  
Mr. Mfanuzodlani E. Mkhabela



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PROFESSIONAL/INDUSTRY MEMBERSHIP



# With **GEMS**... every member matters

From the moment ...  
I first held my grandchild in  
my arms.  
To the time ...  
she contracted meningitis,  
and we nearly lost her.  
From the day ...  
my doctor told me I had  
prostate cancer.  
To when ...  
Thembi, my wife had that  
car accident.

## **GEMS was always by my side.**

If you are a government employee and  
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Remember you will need to have your  
PERSAL number handy.

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Working towards a healthier you

# Every member matters at GEMS



*Healthcare is one of the basic human rights enshrined in our Constitution and it is this right which is the focus of the Government Employees Medical Scheme (GEMS).*

GEMS currently covers 1.85 million lives – a responsibility we take seriously, especially as 55% of our members did not previously have healthcare cover. As South Africa's second largest medical scheme, we aim to provide all public service employees with equitable access to affordable and comprehensive healthcare benefits.

At GEMS, we follow the philosophy that every member matters. Members like Mrs Khaya Zikalala\*, who, at 109 years old, is the oldest person covered by the Scheme. Or the Nkosi\* family, who have 11 family members that GEMS provides medical cover to. Or Hamilton Shabalala\*, who was one of our very first members in 2006 and is still with the Scheme. Our members are at the heart of what we do; they are the driving force behind our values of excellence, innovation, integrity, value for money, simplicity and responsiveness.

Our member centricity was affirmed in the results of our 2013 member satisfaction survey, when we achieved an impressive 83% satisfaction rate from the 3 000 members surveyed. The overwhelming majority of respondents (89%) stated that they believed GEMS was here to stay, which is an accomplishment to be proud of as we are only eight years old. These annual surveys are a way of staying connected to our members and ensure we are ever mindful of ways in which we can enhance our service delivery.

Another sign that we are on the right track was when we received our second Ask Africa Orange Index Award last year,

where we ranked first for service excellence in the Medical Scheme category. We are especially proud of this award as the Ask Africa Orange Index measures customer service levels in South Africa through thousands of telephonic and face-to-face interviews with consumers, meaning that the acknowledgement comes directly from our members.

It's not hard to see why our members value us, especially as we ensure that 90% of our members have access to a GP who is within 10 kilometres of where they live and charges Scheme-approved rates. Our Friends of GEMS network is in all nine provinces of our country and consists of nearly 20,000 healthcare providers, who all charge Scheme-approved rates, meaning our members don't have to dip into their pockets. We also have a Medicine Pharmacy Network which we implemented in May last year, where our members can get their chronic medicine from 1,600 pharmacies around South Africa or a courier pharmacy without having to fork out for a co-payment.

It's simple measures like these which help make our members' lives easier, which is what a medical scheme should do. GEMS believes in uncomplicated, straightforward medical cover which provides both low-income and high-income earners with peace of mind when it comes to their health and that of their families. GEMS is a medical scheme that is mindful of the unique needs of its members, that is sustainable and effective and that provides all public service employees with equitable access to affordable and comprehensive healthcare benefits. This is, after all, a vital element of what we fought for in this country and what freedom and democracy is all about. ●

\*Names of members have been changed to protect their privacy.



# South Africa – leading in technology innovation

**B**y topping the 2014 African Transformation Report's technology index, South Africa has demonstrated that it is well on its way to positioning itself as a global African leader in technological advancement and innovation.

The report was released recently by the African Centre for Economic Transformation (ACET), which is an economic policy institute based in Ghana that supports Africa's long-term growth through transformation. The report ranks countries according to their performance in highlighting global production of exports, productivity, upgrading technology, economic improvements and increasing productive employment.

Mauritius ranked first in all categories on the African agenda on Economic Transformation and Depth, but the technology category belonged to South Africa, which clinched top spot as the leading information and communications technology (ICT) hub across the globe, with Mauritius ranked 14th.

Rounding up the top spots in the report were Cote d'Ivoire, Senegal, Uganda, Kenya and Gabon, followed by Cameroon, Madagascar, Botswana, Mozambique, Tanzania, Zambia and Malawi. The least-performing countries included Benin, Ghana, Rwanda, Nigeria, Burundi and Burkina Faso.

## An in-DEPTH approach

According to the report, ACET envisions that by 2025 all African countries will be able to drive their own growth and transformation agendas. It also indicates that by then all countries within sub-Saharan Africa will have a larger and younger workforce than China or India. With Africa's abundant land and natural resources, it is possible for that workforce to have a globally competitive advantage, which is a great asset in driving economic transformation.

To ensure that growth is sustainable and continues to improve the lives of many people, countries now need to strongly promote economic transformation by adopting the DEPTH approach highlighted by ACET. DEPTH means more

Diversification, Export competitiveness, Productivity increases, Technological upgrading and improvements in Human well-being.

By mastering DEPTH, countries can diversify their production and exports, become more competitive on international markets and upgrade the technology they use in production, to create human well-being to ensure more productive jobs.

## South Africa beefs up science and technology

According to the Department of Science and Technology (DST), South Africa has made great strides in innovation for development and socio-economic change.

"The challenges facing South Africa today require innovative solutions. We need to use knowledge to advance our goals as a developing country," says Science and Technology Minister Naledi Pandor.

She said: "Our quest to create a knowledge economy and position South Africa as a strategic partner for major international science and technology advancements will require continued investment in our people, infrastructure, policies and programmes to sustain and nurture our vibrant system of innovation".

To date, South Africa has made huge strides with ground-breaking innovations in technology. PSM magazine highlights a few of these achievements which clearly show why South Africa is a force to be reckoned with on the technology front.

## Astronomy's growth

When it comes to things seen and unseen, the massive Square Kilometre Array (SKA) project has got the skies covered. The Southern African Large Telescope (SALT) and the Karoo Array Telescope (MeerKAT) are two of the



most sensitive and ground-breaking telescopes of their kind ever to be built in the Southern Hemisphere. These are major key drivers for science and technology that have positioned South Africa as a global technological innovator and also increased productivity, and created countless jobs locally and internationally.

SALT uses 91 hexagonal mirrors to create a view area of over 90 square metres. The telescope is so sensitive it could detect a candle on the moon. Innovative improvements by local astronomers, such as the Spherical Aberration Corrector, have also improved image display and been fitted to the telescope SALT was modelled on.

MeerKat is the 64-dish radio telescope being built as the pathfinder to the SKA project, which became an international research facility in its own right. A South African engineering team on MeerKAT led the development of the Reconfigurable Open Architecture Computing Hardware (ROACH), which allows electronic devices used for astronomy research to be programmed. ROACH technology is now used in over 300 technology

facilities around the world.

Earlier this year, South Africa reached its first major project milestone when the first of the 64 antennas was completed. MeerKAT's programme manager, Glen Collins, says that once all 64 antennas are operational in 2017, the instrument ray will be so sensitive that it could pick up a cellphone signal from Saturn, making it better than all of the mobile networks in South Africa combined.

Former Science and Technology Minister Derek Hanekom said the launch of the first MeerKAT antenna was a major milestone and would leave a lasting legacy, especially skills development for young scientists. The SKA project has also invested in giving local schools access to the Internet to boost Maths and Science education. Through the SKA South Africa's (SA) artisan programme, a large number of local youths received bursaries to attend the Kimberley Further Education and Training College to train as electricians, plumbers, bricklayers and welders. The SKA SA Project now employs eight of these students.

### **Water in a dry land**

South Africa's water resources are under pressure, therefore innovative solutions to water treatment are essential if the country is to provide clean water to those who do not have access to it. To address this problem, a team of microbiologists and nanotechnologists at the University of Stellenbosch joined forces and created the portable, cost-effective and environmentally friendly "tea-bag" which removes harmful bacteria and chemicals from water, making it safe to drink.

The bag is made of a combination of microbicides and uses ultra-thin fibres activated by charcoal inside the bag. It fits in the neck of a bottle and removes all disease-causing bacteria. The invention has been patented and after a series of successful trials is on the road to being commercialised.

### **The digital drum**

Celebrated by Time magazine as one of the top 50 innovations in the world for 2011, an innovative South African ICT design is having a huge impact on education in Uganda and South Africa.

The Digital Drum is a solar-powered information kiosk brimming with information on health and education. The project, which was commissioned by the United Nations International Children's Emergency Fund and funded by the DST, began at the Council for Scientific and Industrial Research (CSIR) as South Africa's Digital Doorway Project. Despite material shortages in Uganda, the team got creative and used what they had on-hand: oil drums. The creative approach saw oil drums being shaped into computer terminal workstations for rural communities. The drums are being rolled out across South Africa and Uganda. >>

### Safety catch for cash

Cash-in-transit heists have plagued South Africa for many years, with over 315 robberies taking place in 2010 alone. Tackling crime through science, researchers at the CSIR developed the polyurethane dispensing unit installed in the vault section of cash-in-transit vehicles. If the vehicle comes under attack, the guard in the vehicle triggers the unit which immediately releases foam. Within minutes the foam hardens the cash so that it becomes a solid block and immovable asset

The simple design has helped bring down the rate of cash-in-transit heists in the country. To date over 600 units have been sold in South Africa, Nigeria, Brazil, Spain and Portugal for asset protection. The CSIR reports that there have been no successful attacks on vehicles using the unit.

The National Crime Statistics released by the then Police Minister Nathi Mthethwa last year showed a clear reduction of 62,4 per cent in cash-in-transit heists over the past four years. Minister Mthethwa also envisioned a further 20,3 per cent decrease during the past financial year.

### Making strides in health

Tuberculosis (TB), HIV and AIDS continue to plague developing nations such as South Africa and other African countries. Patients infected with these diseases used to have to take up to five different types of medication a day, until the introduction of the Nano TB delivery pack, and the Antiretroviral Fixed Dose Combination (FDC).

The Minister of Health, Dr Aaron Motsoaledi, says the country has made huge strides in reducing the number of people affected and infected by these diseases.

In packaging the TB drugs using nano-encapsulation, the drugs are engineered to target specific sites within the body. This means that the packaged drug packs a bigger punch when fighting the disease by directly attacking the infected tissue. The TB Drug Delivery programme ensures that patients only have to take one dose a week instead of three doses daily. Trials of the drug have already showed that patients could be cured within six weeks instead of

the current time frame of three to six months.

Making a dent in HIV and AIDS treatment is the FDC, which was rolled out last year. Patients now take one instead of three to five pills a day.

The fixed-dose contains emtricitabine, efavirenz and tenofovir, which are combined into a single pill which is easy to take, highly effective and in no way inferior to taking three individual drugs. To date over two million units of the pills have been distributed countrywide.

To curb malaria, the CSIR has developed a mosquito-repellent candle containing essential oil taken from the indigenous plant *Lippia javanica*, which was traditionally hung in houses to keep away mosquitoes. Developed by scientists and traditional healers, the candle will keep mosquitoes at bay, reducing the risk of contracting malaria. Proceeds from candle sales are being used to fund educational and health projects in rural communities across South Africa.

***To date, South Africa has made huge strides with ground-breaking innovations in technology.***

### Grey gold uncovered

Titanium is a metal that is both light and strong, and has been used in the aerospace and other industries for many years. Through the Titanium Centre of Competence, scientists have developed a way to create titanium metal powder, positioning South Africa as a producer of high-value parts for global aircraft and satellite industries, as well as on the health front.

The centre has developed a world-class technique for manufacturing medical implants by laser sintering the titanium powder. Patients around the world have already benefited from the technology.

The centre envisages that by 2020, South Africa will have a new industry based on titanium.

All of this confirms the report's finding that South Africa has adopted the DEPTH formula in its journey towards being a leader in technological innovation in Africa. Innovations such as these have helped boost the local economy, increase competitiveness in world markets, produce sophisticated technology, improve the security and health sectors, and identify ICT as one of its priority areas whilst creating a productive job force. 

# Congratulations to the winners of our 20 years of democracy competition

Our lucky winners, Mr. and Mrs. Ashraf Mayat joined by Johan Venter (left), Geen & Richards Store Manager - Parow and Tommy Wildschudt (right), Director of Uhuru.



Mr. and Mrs. Ashraf Mayat from the Western Cape!



They have **WON** the **Ebony Diningroom Suite** valued at **R46 999!**

With its Italian styling and generous proportions, it's perfect for any occasion. This eleven-piece contemporary designed suite is finished in high-gloss ebony, enhanced with chrome plating on the front and base. The nine-drawer buffet, tempered glass tabletop and strong visual lines combine to make the Ebony the suite of the moment.

# 20 Years of Freedom: A timeline



Writer: Chris Bathembu



**F**rom the historic Rugby World Cup in 1995 to the 2010 FIFA World Cup™, the first ever to be played on African soil, South Africa has become the centre of attention since attaining democracy in 1994. As the country celebrates 20 Years of Freedom, PSM looks at some of the historic moments in the country's history over the past two decades.



1994

## South Africa's first democratic elections

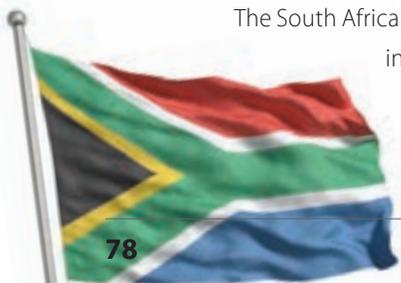
27 April was a defining moment in the country's calendar, marking the nation's first democratic elections. For the first time South Africans of all races were able to cast their vote and have a say in who would govern the country. Following the victory of the African National Congress (ANC) in the elections, Nelson Mandela became the first democratically elected President of South Africa.

## National Flag

The adoption of the National Flag was a symbolic moment in 1994.

The horizontal Y-shaped flag with its red, white, green, yellow, black and blue colours became a symbol of national unity. The occasion marked a new beginning for a nation bruised by years of segregation and inequality. The new flag replaced the one that had been used since 1928.

The South African flag has become a regular feature during major events hosted in the country and it can be seen flying at every public building."



78

1995

## Rugby World Cup

Who can ever forget the throngs of people at Ellis Park Stadium, who chanted 'Nelson, Nelson, Nelson' as former President Mandela entered the stadium to congratulate the Springboks on their victory over New Zealand during the 1995 World Cup final?

It was a big moment in South Africa, one that Mandela tactically used to unite the nation. He chose to wear a Springbok jersey and cap on that day to foster unity and reconciliation among South Africans of all race groups. It was a classic moment that will remain in the minds of many South Africans for years to come.

Mandela and Springbok captain Francois Pienaar's involvement in the World Cup is the subject of the 2009 film *Invictus*.

1996

## Truth and Reconciliation Commission (TRC)

It was the TRC of 1996 that made many of us realise that the truth really hurts. Hurtful as it was, the TRC process was probably what truly made South Africa's transition from apartheid to democracy the unique experience that remains the model of the continent of Africa to this day.

The TRC was based on the final clause of the Interim Constitution of 1993 and passed in Parliament as the Promotion of National Unity and Reconciliation Act of 1995. It was set up by the Government of National Unity to help deal with what happened under apartheid.

While the injustices of the past could not be undone; even though families had lost loved ones, it was felt that the only way to heal as a country was to confront the unpleasant past. The TRC provided healing for a nation wounded by years of conflict and exploitation.

## Sporting victories

Bafana Bafana made the nation proud by winning the African Cup of Nations tournament, which was hosted in South Africa.

Penny Heyns also won both the 100m and 200m breast-stroke events at the Atlanta Olympic Games. It was the first time democratic South Africa participated in the Olympics and Heyns' performance in the pool made her the country's first post-apartheid Olympic gold medallist.

On the track, Josia Thugwane also did the country proud by winning a gold medal on his first attempt. Thugwane became the first black athlete to earn an Olympic gold medal for South Africa.

## 1997

### New Constitution

On 4 February, the new Constitution of the Republic of South Africa, 1996, came into effect. The country's Constitution has been hailed as one of the most progressive in the world. It was approved by the Constitutional Court on 4 December 1996 and signed by former President Mandela at Sharpeville on 10 December 1996.

Among the laws contained in the Constitution is the Bill of Rights, which is a cornerstone of democracy in South Africa. It enshrines the rights of all people in South Africa and affirms the democratic values of human dignity, equality and freedom.

## 1999

### National Anthem adopted

The South African national anthem combines the new English lyrics adopted in 1997 with extracts of the old hymn *Nkosi Sikelel' iAfrika* and parts of the Afrikaans version *Die Stem van Suid-Afrika*.

## 2000

### Elections

President Mandela announced 2 June as the date for South Africa's second democratic election. He retired after serving his first term and Thabo Mbeki became South Africa's second democratically elected President. The Democratic Party became the largest opposition party, after being the fifth largest party in the 1994 elections and the number of parties represented in the National Assembly increased to 13.

## Coat of Arms adopted

On 27 April, a new Coat of Arms was introduced. The motto, *!ke e: /xarra //keis*, is written in the Khoisan lan-

guage of the /Xam people and translates literally to "diverse people unite". The new Coat of Arms replaced the one that had served South Africa since 17 September 1910. The change reflected government's aim to highlight the democratic change in South Africa and a new sense of patriotism.



## 2001

### World Conference Against Racism (WCAR)

The country hosted the WCAR in Durban from 31 August to 8 September. The conference, also known as Durban I, dealt with several controversial issues, including compensation for slavery and the actions of Israel.

## 2002

### Hector Pieterse Museum opens in Soweto

The Hector Pieterse Museum is named after one of the first casualties of the Soweto Student Uprising on 16 June 1976, when police shot at demonstrating students. Pieterse was only 13 years old when he was shot dead by police.

## First South African in space

In April 2002, Mark Shuttleworth became the first South African in space. He was a member of the crew of Soyuz mission TM34 to the International Space Station. Shuttleworth spent eight days aboard the space station, where he conducted scientific experiments for South Africa.

## 2003

### Cricket World Cup

The 2003 International Cricket Council (ICC) Cricket World Cup was co-hosted by South Africa, Zimbabwe and Kenya. This edition of the World Cup was the first to be played on African soil. In the final, Australia scored 359 runs for the loss of two wickets – the largest ever total in a final – defeating India by 125 runs.

## Sibusiso Vilane conquers Mount Everest

In March, Sibusiso Vilane became the first black African to summit Mount Everest. He earned the praise of the then President, Thabo Mbeki, for his achievement and was later awarded the Order of Ikhamanga (Bronze). >>



**2004**

**Elections**

South Africa held its third democratic elections, which marked a decade of democracy. A total of 20,6 million people registered to vote, making it two million more than the 1999 elections. Approximately 76 per cent of the registered voters cast their ballots. President Mbeki was inaugurated for a second term in office.



**United Nations Security Council (UNSC) seat**

South Africa officially assumed its seat as a non-permanent member of the UNSC following elections held on 16 October 2006 at the United Nations General Assembly.

South Africa was selected for the first time as a non-permanent member of the UNSC for the period 2007/08.



**Charlize Theron wins an Oscar**

South African-born Hollywood actress Charlize Theron made the country proud when she won an Oscar for her role in the movie *Monster* on 29 February. She became the first African to win the award.

**2008**

**Kgalema Motlanthe becomes President**

On 25 September Kgalema Motlanthe was elected President of the country after President Mbeki resigned, nine months before his second term of office expired.

**2005**

**50th anniversary of the Freedom Charter**

The Freedom Charter was the statement of core principles of the South African Congress Alliance, which consisted of the ANC and its allies, the South African Indian Congress, the South African Congress of Democrats and the Coloured People's Congress. It was adopted in Kliptown in 1955 and declared 'The People Shall Govern!'

**Mandela Day launched**

**2009**

Nelson Mandela's 91st birthday also marked the inaugural Mandela Day. After the success of this first Mandela Day, the United Nations adopted it as a day for global humanitarian action, calling it Nelson Mandela International Day.



**2006**

**Same-sex marriages legalised**

South Africa's Cabinet gave the green light for a Bill allowing same-sex marriages, which made it the first country in Africa and fifth country in the world to give homosexual couples the same rights as their straight counterparts, allowing legal marriages between same-sex couples with the promulgation of the Civil Unions Act of 2006. On 30 November, South Africa legalised same-sex marriages.

**South Africa goes to the polls**

South Africans voted for the fourth time in general elections and Jacob Zuma was elected President.

**Another Oscar**

The same year, South African film, *Tsotsi*, won an Oscar.

**2007**

**Rugby World Cup**

The Springboks won the Rugby World Cup for the second time, beating England (15-6) in the final at the Stade de France in Paris.

**2010**

**FIFA World Cup**

On June 11, the FIFA World Cup kicked off at the packed Soccer City Stadium in Johannesburg, with hosts South Africa taking on Mexico. Host nation South Africa got their continent's first World Cup off to a thrilling start by scoring the tournament's opening goal in a spirited 1-1 draw. Approximately 85 000 spectators attended the match, while millions more watched on public viewing screens all over the country. Spain won tournament, which ended on 11 July.



### Brazil, Russia, India, China, South Africa (BRICS)

South Africa was formally invited to become the fifth member of BRIC. With the addition of South Africa, the bloc expanded its name to BRICS.



**2011**

#### Census

South Africa conducted its third census. In October 2012, Statistics South Africa (Stats SA) released the results of its 2011 census, the third official census since the advent of democracy. It revealed that between the first and the third post-apartheid census, the population grew by just over 11 million to 51,7 million and 79,6 per cent of the population is black.

### 17th Conference of the Parties (COP17)

COP17 to the UN Framework Convention on Climate Change was successfully held in Durban from 28 November to 9 December.



**2012**

### Square Kilometre Array (SKA)

On 25 May, the members of the SKA Organisation announced that the SKA telescope would be split between Africa and Australia, with the majority share of the telescope destined to be built in South Africa. All the dishes and the mid-frequency aperture arrays for Phase II of the SKA will be built in southern Africa.



**2013**

### Mandela dies

South Africa's first democratically elected President Nelson Mandela, passed away on 5 December. He was buried in Qunu in the Eastern Cape on 15 December.

### Africa Cup of Nations

South Africa hosted the 2013 Africa Cup of Nations, also known as the Orange Africa Cup of Nations, for the second time after the original host, Libya, was stripped of its hosting rights due to the Libyan civil war. It was the 29th Africa Cup of Nations, the football championship of Africa, organised by the Confederation of African Football.

**2014**

### Elections

South Africa held its fifth national and provincial elections on 7 May, as the country marked 20 Years of Freedom. The election, which saw the ANC emerge victorious, was declared free and fair. Jacob Zuma was elected President for the second time and was inaugurated at the Unions Buildings on 24 May. <sup>(2)</sup>



**\*Additional information sourced from South African History Online, Brand SA and gov.za**

# Sassa intensifies fight against fraud and corruption

**T**he South African Social Security Agency (Sassa) has intensified its campaign to root out fraud and corruption, especially among its own staff.

Sassa, an agency of the Department of Social Development, is responsible for administering the payment of social grants.

Sassa's general manager of fraud management and compliance, Renay Ogle, says the agency's improved fraud prevention strategy that was introduced in 2012 is showing good results.

The strategy's first pillar is the prevention of fraud, theft, corruption and maladministration in the social grants system; the second is investigation; the third is the detection of fraudulent activities in the system while the fourth one is the resolution of fraud cases.

According to Ogle, the strategy is starting to bear fruit, with an increase in the number of reported cases and Sassa officials being found guilty of fraud and corruption. She says the strategy has also led to improved working relations between other units of the agency such as procurement, information communication technology and human resources.

From April 2012 to the end of May this year, the agency had recorded 8 931 cases of fraud and corruption. Out of these, 4 894 cases involving 186 Sassa officials have been fully investigated and finalised, saving the agency R47,2 million. There are 1 926 closed cases and 2 111 open ones.

Out of the 186 Sassa officials charged with fraud and corruption, 34 have been dismissed and 58 suspended. Four officials resigned while their cases were still under investigation. The remaining cases were being dealt with through disciplinary proceedings.

Ogle says the agency is planning to link their system to the national one. "We are looking at linking our system to that of other government departments like Home Affairs so that the moment

you capture a fictitious identity number on our system that does not correspond with the information on the population register, it should raise a red flag."

She says the same principle should also be applied when dealing with the procurement of goods and services.

"If you capture the details of a service-provider in your Oracle or Basic Accounting System and link it to the account number, and that account number corresponds with the name of an official captured on payroll, that needs to be red-flagged," she explains.

While the agency is "making strides" in dealing with fraud and corruption, Ogle would like to see a reduction in the period it takes to finalise cases.

She says the agency's Chief Executive Officer, Virginia Peterson, has requested that external capacity be procured to deal with disciplinary cases to allow officials to focus on their core functions. "We want to have a quicker turnaround time in dealing with disciplinary cases."

Ogle has sounded a strong warning to illegal recipients of social grants and corrupt service-providers – Sassa is closing in on them. "We are taking a zero-tolerance approach and our message to clients, service-providers and officials is that you will be caught and convicted.

"The war against fraud and corruption in the Public Service will not be won unless partnerships are formed at all levels of government," says Ogle. The agency has teamed up with law-enforcement agencies and set up a fraud steering committee to look at creative ways to improve the battle to eliminate fraud and corruption in the system.

Meanwhile, Ogle says Sassa has completed its first phase of a fraud risk assessment targeting provinces, where most of the fraud is committed. 



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# How to manage retirement pay-outs

Image: <http://static.parade.condenast.com/>

**M**any people see their retirement fund pay-out on resignation or when changing jobs as a bonus to spend on a new car, pay short-term debts or go on holiday.

However, while it is certainly tempting to take the cash, it can become a costly predicament.

The problem with taking the cash is that not only do you give up all your retirement savings up to that point and the possibility of participating in the magic of compound growth, but also a large portion of it may go to the taxman.

A much better idea is to save your withdrawal benefit from your retirement fund.

One good approach of doing this is to preserve the benefit by transferring it to another approved retirement or preservation fund.

A preservation fund is a specially designed pension or provident fund with its own board of trustees. It is not an individually owned investment and it is usually managed by an assurance or investment company.

## How does a preservation fund work?

When you resign or when you are retrenched, your full withdrawal benefit from your retirement fund can be transferred directly to the preservation fund.

In this way, you are safeguarding your financial wellbeing after

retirement by ensuring that your retirement savings remain intact and will continue to grow.

Once you retire, you will receive a retirement benefit from the preservation fund.

## Advantages of transferring your benefit to a preservation fund:

- It is usually more tax-effective and could even be tax-free. You only pay tax on your benefit when it is paid out at retirement.
- Subject to certain terms and conditions, you may make one withdrawal from the preservation fund before you actually retire, so you can have access to your savings if you need it in case of an emergency. A portion of this withdrawal is tax-free.

Many South Africans will retire without enough money to allow them to maintain the same standard of living after retirement.

One of the main reasons for this is that they do not preserve their retirement benefit when they change jobs.

Don't be one of them, because saving for your retirement is a long-term investment – the sooner you start, the more money you will have, the better quality life awaits after retirement. 🌟

**Captain Eric Manentsa**  
**Chief pilot, South African Airways (SAA)**

Captain Eric Manentsa has 30 years' experience in aviation and has to date amassed approximately 14 000 flying hours.

Captain Manentsa has been flying for SAA for 20 years and has been the fleet captain on the A319/A320 fleet for the past six years. He obtained his commercial licence in 1987 and has worked for the Department of Transport in the former Ciskei, Department of Defence and has completed Officer Forming and Junior Command staff courses at the South African Air Force College.

He joined SAA in 1994 as an in-flight relief pilot on the Boeing 747 for nine months before flying as a first officer on the Boeing 737 on the domestic and regional network. He has also flown Airbus A320s and when these were phased out he flew as senior first officer on the Airbus A340s. Captain Manentsa played a key role in the formation of the original SAA Cadet Pilot Programme.

In his new role, Captain Manentsa will be responsible for, among other things, the day-to-day functions of the airline's 800 pilots and ensuring the company remains compliant to local and international regulations.



**Lieutenant General (Lt Gen) Lesetja Joel Mothiba**  
**Gauteng police commissioner, South African Police Service (SAPS)**

Lt Gen Mothiba has moved up the ranks of the SAPS since joining the police in 1982.

He served for seven years as commander at the Alexandra Police Station, six years at the helm of Human Resource Development and the last four years as the Divisional Commissioner: Visible Policing.

Some of his duties as Divisional Commissioner included enhancing visible policing as a key function of the SAPS, ensuring effective administration of the provisions of the Firearms Control Act of 2000, the monitoring and evaluation of policies, strategies, standards and guidelines of the Police Emergency Services, as well as the prevention and combatting of crime in the railway environment.

Lt Gen Mothiba holds a National Diploma in Police Administration, a Bachelor's degree in Police Science and a BA Honours degree and is currently busy with his Master's degree in Policing.



**Rufus Rabie**  
**Company Secretary, Media Development Diversity Agency (MDDA)**

Rufus Rabie holds the Bachelors of Laws (LLB) degree obtained from the University of South Africa. He is an admitted attorney and notary public of the High Court of South Africa. Rabie has seven years' legal experience both in the public and private sectors.

From February 2013 to August 2013, Rabie was a Manager: Corporate Governance & Compliance at National Metrology Institute of South Africa. Before joining MDDA he was a consultant company secretary at Sancho Field Investment Pty.

In his new role at the MDDA, Rabie is responsible for, among others, the arrangements and management of the logistics for board meetings including drafting of the agenda, compilation of the board packs and circulation to the board members.®



# SA companies driven by values, rather than compliance, to invest in development

*Companies give more than the recommended minimum, suggesting they have other motivations*

South African companies are motivated by their own values, rather than regulatory compliance or social pressure, to invest in social development. And while they acknowledge pressure from government, shareholders and employees to engage in social investment, a far bigger source of motivation is improvement of a company's reputation as well as its ability to attract and retain employees.

These are some of the findings of a new research report, *Value and Values: what motivates corporate citizenship in South Africa*. The report was compiled by Tshikululu Social Investments and was launched at the 5th Serious Social Investing, hosted by Tshikululu at the Gordon Institute of Business Science.

Tshikululu is a socio economic development consultancy that helps companies to conceptualise, design and implement social investment programs as well as evaluate the impact of their investment.

The research was conducted through questionnaire to senior executives in 39 companies, both local and multinationals from across mining financial services, consumer goods and professional services as well as healthcare and construction. These were followed up with in depth interviews with about a third of the respondents.

"The motivations of why companies engage in social investment are poorly understood and in some cases are unique to South Africa because of the country's history and social circumstances. This research seeks to help broaden understanding of why companies undertake social investment" said Tracey Henry, CEO of Tshikululu.



Tracey Henry, CEO of Tshikululu.

Tshikululu is a socio economic development consultancy that helps companies to conceptualise, design and implement social investment programs as well as evaluate the impact of their investment.

The research found that 63,4% of respondents believe very strongly that social investment shows their commitment to the development of South Africa while another 29,3 % of respondents strongly believe this commitment to be their key driver.

The next three key drivers are that CSI fits with a company culture and values, it is seen as an ethical imperative and it improves a company's reputation and image.

Half the respondents believe CSI helps recruit and retain employees, while just under that, 47,5%, believes it helps improve government relations. 39% believes it gives their companies

competitive advantage while 30,5% believe it reduces risk or costs.

Last year, South African companies spent R7,8 billion on corporate social investment, according to Trialogue. Henry notes that this is more than the recommended 1% of Net Profit after Tax that is recommended as minimum spend for CSI, which suggests motivation that is more than just compliance.

Companies acknowledge pressure to be socially responsible from all fronts, with the most acute felt from government. There is also pressure from employee and shareholders, as well as pressure from communities in which companies operate.

Henry says pressure from shareholders is particularly interesting as it probably reflects the change in the investor class to become more diversified, with more black, female and younger investors and place different demands on companies.

Companies that are regulated but are non-consumer facing feel pressure from compliance with Broad Based Black Economic Empowerment and other regulations. Sectors such as the retail sector, which do limited business with government and have no empowerment charter in place, feel no such pressure.

Companies also put great effort into monitoring how the money they give is used with about 65% reporting to regularly undertake monitoring and evaluation

Henry argues that most encouraging aspect of the research is that companies invest in society "not because they have to, but because they want to".



# 15 years of leading social investment

Since 1998, Tshikululu Social Investments NPC has delivered impact-driven social investment solutions designed and managed by dedicated professionals.

**Knowledge.** Our expertise covers financial management, risk and legal services, trust governance, strategy design, and monitoring and evaluation. Whatever your chosen social investment sector, our staff of development experts is able to assist you.

**Flexibility.** In addition to our full-service outsourced fund management offering, a specialised team provides individual or tailored packages of services on a project basis.

**Value.** As a non-profit organisation, we are able to add developmental value to your social investment, and help your social investment add value to your business, at a controlled cost.



[www.tshikululu.org.za](http://www.tshikululu.org.za)

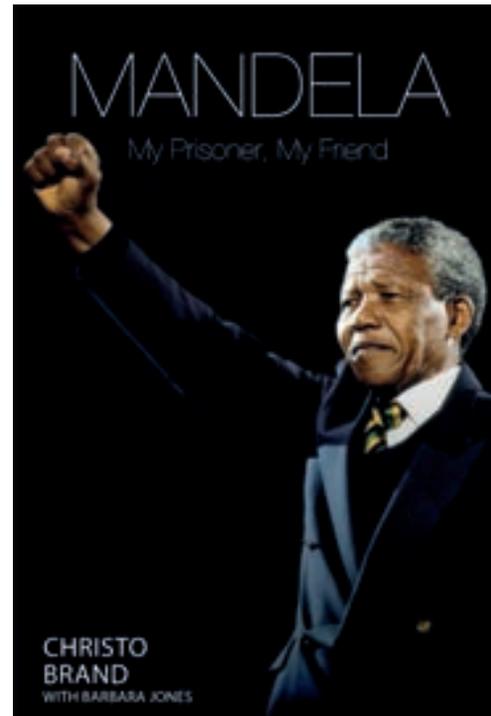
+27 (0)11 544 0300  
[info@tshikululu.org.za](mailto:info@tshikululu.org.za)

### **Doing Life with Mandela – My Prisoner, My Friend by Christo Brand**

Former President Nelson Mandela's former prison warder, Christo Brand's *Doing Life with Mandela – My Prisoner, My Friend* captures the unlikely, yet enduring friendship which Brand, as a young warder on Robben Island, struck up with the elderly Mandela.

"I was 19 years old when I came face to face with Nelson Mandela. He was 60. Until that day I never heard of him or his African National Congress. I was his prison warder on Robben Island, and he changed my life forever," says Brand in his book.

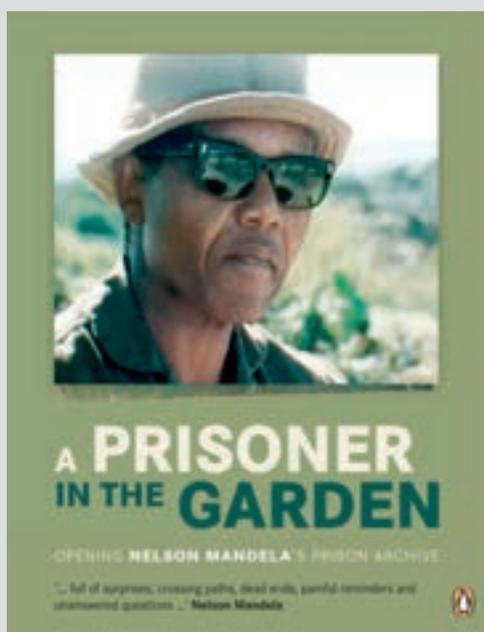
The book provides insight into prison psychology: how the apartheid regime used it to try to break the liberation movement and how – due to the strong will of prisoners, as well as the anti-apartheid movement outside – it failed. Imprisonment, in fact, had become a symbol of resilience against apartheid.



### **A Prisoner in the Garden: Opening Nelson Mandela's Prison by the Nelson Mandela Foundation (NMF)**

In 1977 the South African prison authorities allowed a number of journalists to visit the notorious Robben Island. The intention was to persuade the outside world to accept that the conditions there were not as bad as widely believed. On their tour of the island the journalists encountered a tall, thin man dressed neatly in prison clothes and leaning on a spade. The expression on his face was one of intense hostility, and his bearing was more of a prince than that of a prisoner. The man was Nelson Mandela, in his 13th year of incarceration on Robben Island.

Today the photograph, captioned 'A Prisoner Working in the Garden'



by the prison authorities, forms the centrepiece of the Mandela Prison Archive. When viewed as a whole it constitutes a living record of Mandela's 27 years in prison. It includes rare photographs and video footage, Mandela's handwritten letters to family, friends and the authorities, his personal diaries and notes, official records, medical records and legal documents

Together they create an extraordinary picture of prison life, but even more remarkably, of a man who, together with his close comrades, never gave up the fight for freedom and the vision of a liberated country.

This book is bursting with history. The records of Mandela's confinement are widely scattered – in conventional archives and some surprising personal collections. Readers will learn about chance discoveries and dead ends, crossing paths and painful reminders. The struggle against oppression can be seen as the pitting of remembering against forgetting. *A Prisoner in the Garden* documents one part of that struggle.

Mandela launched the Nelson Mandela Centre of Memory and Commemoration Project in 2004 as the NMF's new programmatic initiative. The mission is to tell the stories of a continuing walk to freedom, and aims to draw the memory resources around Mandela's life and work it into a dynamic, African centre of excellence.

The NMF is a non-profit organisation founded by Mandela and dedicated to promoting his legacy. *A Prisoner*

Working in the Garden was the first of a series of publications dedicated to enriching social memory by opening and disseminating unique archival materials.

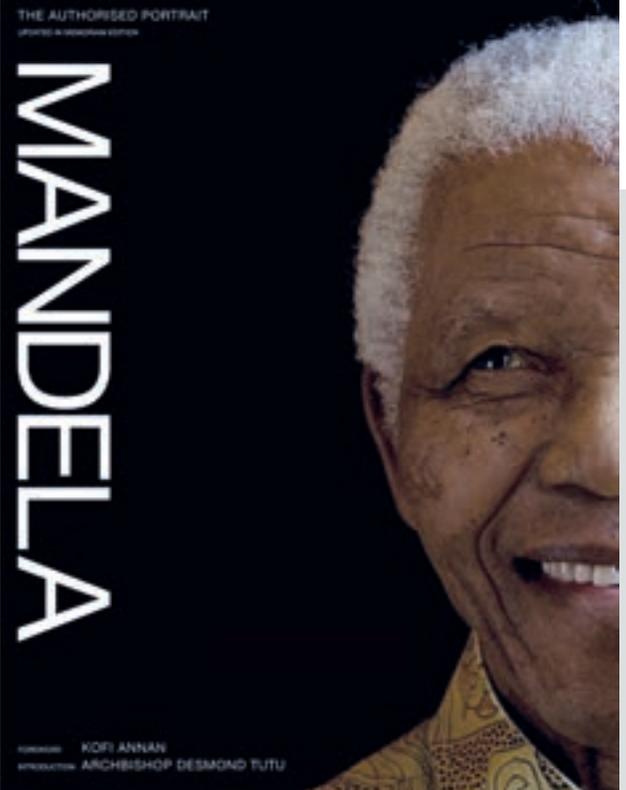
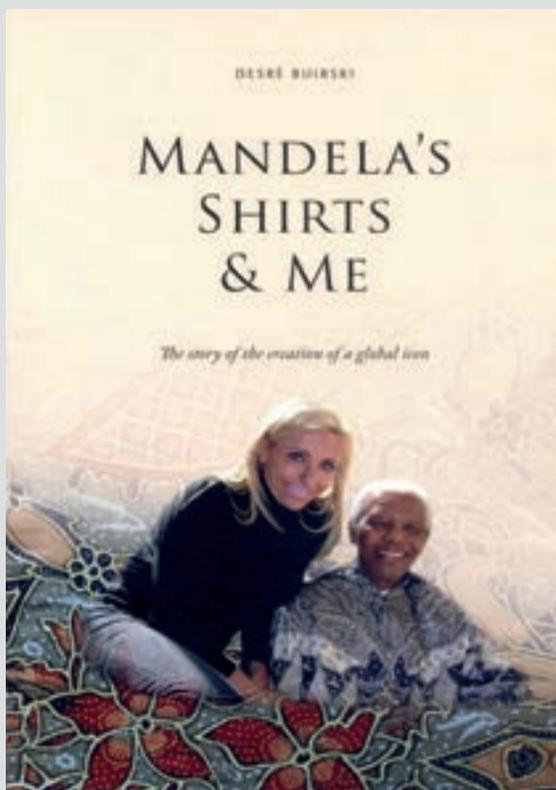
### **Mandela's Shirt and Me by Desre Buirski**

*Mandela's Shirt and Me* is the story of the creation of a global icon.

A picture of Die Burger newspaper shows Nelson Mandela at the dress rehearsal for the opening of Parliament. It was printed on Wednesday, 11th May, 1994, taken just before he stepped into his rightful place in South African history. He is surrounded by security guards and dignitaries. Every man in the picture is wearing a conservative double-breasted coat and tie, yet President Mandela looks relaxed, as if he is just a visitor rather than the center of attention. He had been elected President just two weeks before in South Africa's first free and truly democratic election. The eyes of the world are now on him.

President Mandela is wearing a loose black cotton batik print shirt with brown fish swimming across the chest. It's my shirt he is wearing ...," says Buirski. "It was the day my dream came true."

This book is the story of how former President Nelson Mandela came to wear Buirski's hand-made shirt that day, and how it became well-known across the world.



### **Mandela – The Authorised Portrait: In Memoriam Edition by the Nelson Mandela Foundation**

On 11 February 1990, a dignified elderly man walked out of prison and into history, hand in hand with the wife from whom he had been forced to live apart for 27 years. It is a date and an image the world will never forget: the day Nelson Mandela was freed. From that day on, Mandela's immense courage and personal moral authority moved out of the shadows of his prison cell to stand as a beacon of hope – first to a bitterly divided nation and then to the whole world.

Other images that followed included a smiling Mandela casting his vote in his country's first general election, a solemn Mandela at his inauguration as the first President of a democratic South Africa, Mandela with world leaders, with celebrities, with his wife Graça Machel and his family, in the midst of the crowds of children who were drawn to him wherever he went.

Mandela occupied a unique place in our world and in **Mandela – The Authorised Portrait: In Memoriam Edition** the narrative of his epic journey to freedom is accompanied by the most complete collection of images ever assembled and by more than 60 specially commissioned interviews.

World leaders, friends and associates ranging from business magnate Richard Branson to Archbishop Emeritus Desmond Tutu, from musician Bono to President Thabo Mbeki, from his comrades in the South African struggle against apartheid to boxer Muhammad Ali have all contributed their individual stories to build a compelling picture of this inspirational man through the eyes of those who were closest to him. ®



## *On the cliff* at Esiweni Lodge

**T**he late Maya Angelou once said: “Life is not measured by the number of breaths we take, but by the moments that take our breath away.” This has always been one of my favourite quotes. At Esiweni (meaning “on the cliff” in isiZulu) Lodge, which forms part of the Nambiti Private Game Reserve, in KwaZulu-Natal there is no shortage of breathless moments.

The scenic Esiweni Lodge is set on a majestic rock-face with panoramic views over a waterfall and surrounded by the sights and sounds of the unspoilt bush. Here you can watch birds of prey gliding and circling effortlessly, all from the comfort of your private balcony.

Nambiti Private Game Reserve is a Big Five wildlife and nature conservancy,

spread over 20 000 acres and containing extensive bird life and more than 30 mammal species. Although only five years old, Esiweni Lodge, which is managed by Natie and Magda Le Roux and their team is already making a new name for itself. Our every need was catered for from the moment we arrived until the tearful goodbyes.

Magda is a chef par excellence and my main concern was whether I would still fit into all my clothes by the time we left. Quality and freshness are guaranteed as all meals are made right there in their kitchen, from the unforgettable warthog pie to the chocolate mousse dessert. All meals are served with flair and are truly impressive – I would never have dared to try fillet steak with white chocolate sauce,



but I'm so grateful I did. Another "wow" moment for the memory bank...

The friendliness and warmth of all the staff members really blew us away. Magda and my wife, Christie, soon found a shared passion for baking, and in no time they were sharing recipes and ideas. Natie is an avid reader so he has a wealth of knowledge about anything nature related. He is also a keen historian and knows all about the fascinating sagas of the area, while the staff members are always happy to share a smile and story. With only five chalets making up the lodge, we were guaranteed a peaceful and cosy stay, with someone always at our beck and call.

Rooms have under-floor heating, inside and outside showers, a large bath and a private balcony overlooking the Sundays River. The main lodge is warm and welcoming with warm, crackling fires during the evenings, comfortable couches and a large deck with a rim-flow pool. There is a separate wine cellar stocked with over 50 of South Africa's finest fruit of the vine (also the perfect setting for a romantic dinner), as well as a boma area that is used for special-occasion lunches.

The game drives are both educational and unforgettable. Throughout the game drives the guests are looked after very well with snacks, drinks and warm ponchos

supplied for the outing.

The park also has a rule that only two vehicles may view an area at a time, meaning we had plenty of great photo opportunities. Natie has a passion for the wild, and is knowledgeable about every animal and plant that only comes from spending a lifetime surrounded by nature. He was able to identify every bird that darted across our path and knew exactly where to find the grumpy Cape Buffalo as well as some mischievous bachelor elephants.

The highlight was definitely watching (from no more than five metres away) a male lion and his two offspring slowly waking up from a day of slumber and then following them as they patrolled their territory and prepared to go hunting. The sight of those beasts showing their teeth will be remembered for a long time to come.

When not out stalking the Big Five, Natie kept us riveted with legends and fables of the area. We passed 'the >>



#### What you need to know:

**Travelling:** Esiweni Lodge is situated in central KwaZulu-Natal (close to Ladysmith), about 280km from Durban and 390km from Johannesburg. Directions are available on the website.

**Accreditations:** Esiweni is a certified AA Superior Lodge, has a 4-star rating and is registered by Bird Life South Africa as Birder Friendly.

**What to take:** Warm clothes and binoculars for the game drives, a swimming costume for the pool with the unforgettable view and a big appetite for those three course dinners.



#### Attractions:

- Nambiti has a wide biodiversity including grassland, savannah, thorn-veld, ravine bush, acacia trees, grasses and aloes with topography ranging from plains to valleys, mountains and waterfalls.
- Night drives are available where you can enjoy and learn about the stars of the Southern Hemisphere in skies free of light and pollution.
- Esiweni is situated in close proximity to the historic Anglo-Zulu War and Anglo-Boer War battlefields, and the Elandsplaagte Battlefield and Memorial is located on the edge of the Nambiti Reserve.

**For more information contact: 036 636 9002;  
email: [reservations@esiweni.co.za](mailto:reservations@esiweni.co.za) or  
visit: [www.esiweni.co.za](http://www.esiweni.co.za)**



haunted house' which was used as a hospital during colonial wars. These days it's apparently occupied not only by the farm manager but also the souls of all the soldiers who had passed away there. We heard the story of a Boer family who had been forced to flee during the South African Boer.

While on the run they hid their family treasure in one of the caves set in the cliff beneath Esi-

weni and legend has it that the treasure hasn't been found yet. Probably the best story of all is the successful land claim that took place at Nambiti Reserve just two years ago and to see the park flourishing under community ownership is heart-warming.

Howard Therman wrote: "Don't ask what the world needs. Ask what makes you come alive, and go do it. Because what the world needs is people who have come alive." To stay at Esiweni, and spend time with people like Natie and Magda who are 'alive' and loving the work they do every day provides the most breathless moment of all. 

# Keeping 400 tankers off the roads a day



Transnet Pipelines' DJP (Durban to Johannesburg Pipeline) and NMPP (New Multi-Product Pipeline) underground pipelines, cross five provinces on their journey from KwaZulu-Natal to Gauteng. At present these pipelines transport 6 billion litres of petroleum products a year. Without them there would be an extra 400 tankers on our roads a day. Imagine the congestion, environmental damage and road degradation those vehicles would cause? So next time you see a tanker on the road, think about the thousands that aren't there.

[www.transnetpipelines.net](http://www.transnetpipelines.net)

**TRANSNET**



# OUT WITH THE OLD AND IN WITH THE NUDE

Summer has officially set sail, and as we say goodbye to our colourful and bright accessories, we welcome a fresh, clean palette along with a new season. It's out with the old and in with the nude. Check out the latest nude must haves to keep you on trend this season.



Leather Tote, Ginger Jack, **R1 999**



G Couture, **R239**

Suede Nude nail polish, Woolworths, **R69.95**



Quilted Clutch, Zoom, **R199**



Patent Handbag, Paul's Boutique, **R1 600**



Bodycon dress, Truworths, **R799**



Lia laser cut heel, Forever New, **R799**



Perfect nude lipgloss, Woolworths, **R55**



Nude Trench, Anna Scott for Spree, **R2 495**



Pave Bangle, Fossil, **R1 499**



Patent Court Shoes, Zoom, **R400**

# OLD WITH THE NUDE



Textured Knit Beanie,  
Woolworths, **R110**



Linen Blend Flat Cap,  
Woolworths, **R110**



Nude Rim Aviators,  
Markhams, **R120**



Waffle Scarf, Country  
Road, **R449**



Nude V neck tee,  
Utopia, **R169**



Cotton Nude Coat,  
Truworhs, **R1299**



Windsor Chinos,  
Canterbury, **R499**

Twisted leg pants,  
Linx at Zando, **R459**



Flat front shorts,  
Canterbury, **R399**



Nude Gold Belt,  
Topman, from **R450**

Pleather Jacket,  
Truworhs, **R799**



Franco Gemelli dress  
shoes, Zando, **R399**

# RUSTENBURG

## *Rapidly Moving*

Initial research into how the citizens of Rustenburg felt about the city's proposed Bus Rapid Transport (RRT) project elicited responses such as: "we as a community are moving together as one"; "It includes everyone"; and, "because we are a united city" so the name Yarona. Now there is a sense of pride and ownership from the residents of Rustenburg as the project grows from strength to strength.

Marketing and Communication Manager, Muaz Gani, concedes that there have been some delays in the past few months, but says that, with any project of this scale, challenges may be tantamount but they bring out the best in those working on the project.

As he explained in a recent report back meeting, 2013 was the year of planning, design and construction while 2014 will involve intense construction, negotiations with the taxi industry and the long anticipated launch of the new public transport brand for the system.

The spend to the end of January this year was R683 million, for 2014-2015 the budget is R900million, followed by R1 billion the following year, which includes the bus fleet as well.

Construction of the first section of Corridor A on R104 has since been completed. Construction of the Corridor B (north east) bus lanes is under way.

The locations of bus stops along feeder routes are currently being determined, and when finalised they will be shared with the public and other affected parties.

Bus stops will be a combination of shelters and stops, depending on the location and needs of commuters. Work will start this year on the stations on the Tlhabane trunk route while bus stop and shelter designs are being finalised for the feeder routes. Work on the design for depot and bus holding areas has already commenced.

Importantly, more than 30% of materials, labour and supplies are being procured with local businesses

For Phase 1 and 2, two depots and one holding area will be needed and a depot is planned for the CBD and Boitekong. This is close to the trunk routes to minimize "dead" kilometers for buses to travel.

Addressing traffic considerations, Gani said, of the North West Corridor (R104) – "The RRT is currently conducting traffic counts to address the traffic volume experienced this year to determine the optimum traffic flow". As part of the recalibration of traffic signals, the right turning signal timing as experienced by road users will be adjusted accordingly.

"The installation of traffic signals at these intersections has been designed to ensure a smoother flow of traffic in anticipation of the future public transport system," Gani adds.

Parking policy changes for public transport have been introduced. As Gani explained, because none were in place and, with the introduction of an integrated public transport network, it was necessary to develop a clear





Marketing and Communication  
Manager, Muaaz Gani

policy around the routes and parking of private vehicles in and around where public transport is being operated.

"This is both from a safety and congestion point of view to ensure passenger safety and ease of use and prioritisation of public transport," he elaborated.

Public meetings will be held in July to garner a response but strategies to be implemented include the protection of public mobility routes by removing on street parking on the rapid rapid transport corridors for safety and congestion. Alternate off-street options will be provided and "Park and Ride" facilities will be promoted. People will also be encouraged to use bicycles and walk in and around the city.

In compliance with universal access guideline principles, parking for the disabled, will be dramatically increased to a ratio of one bay for every 50 normal bays. Modern parking technology will facilitate improved overall management and there will be zero tolerance for non-compliance and illegal parking.

A freight policy is being developed to address that fact that presently, and for the foreseeable future, road transport is the dominant means of freight movement to, from and through Rustenburg.

As Gani explained, "Regulating and directing freight transport around urban areas and where public and private car transport operates is vital."

More consultation will inform the actual details of the short and medium term freight plan.

#### Industry Transition

Nine taxi associations will be affected by Phases 1 and 2

of the RRT and a Taxi Negotiation Forum has been formed from these associations to negotiate inter alia the following:

- Compensation;
- Formation of the BOC;
- The 12 year Bus Operating Contract;
- Bus Transition
- Affected routes of Bojanala/Thari have been identified and agreed to;
- A Memorandum of Understanding has been concluded between Rustenburg the Bojanala Bus company confirming the engagement process between the parties and following aspects of the industry transition steps.

It is anticipated that all these processes will take another 12 months to complete

#### Key Milestones for 2014:

- The affected business evaluation process to be completed by 2015
- Compensation negotiations with taxi industry to be completed by 2015
- There will be an overlap between compensation and operating contract negotiations
- The contract between Rustenburg Municipality and Bus Operation Companies to be signed by 2015 for Phase 1 and 2 operations.
- Launch of new public transport brand
- Procurement of Phase 1 & 2, 210 Bus Fleet for 2016 operations.

For more information please visit our website.

[www.rustenburgrapidtransport.co.za](http://www.rustenburgrapidtransport.co.za)



@RustenburgRapid



Rustenburg Rapid Transport





# Innovation and freedom in a new adventurous package

**J**eep Cherokee has evolved into a completely new vehicle, fully expressing the brand's core values of freedom, authenticity, adventure and passion by delivering to customers a fresh interpretation of the "Go anywhere, do anything" attitude of the legendary American brand.

With the introduction of the 1984 Jeep Cherokee, Jeep invented the mid-size sport utility vehicle (SUV) category. The all-new compact SUV of the Jeep brand was the first vehicle of its type and size, and was so successful that





it was quickly followed by a number of competitive vehicles. A major feature of the 1984 Jeep Cherokee was the revolutionary unibody frame that gave the vehicle superior rigidity with reduced weight and fuel consumption.

Today, the new generation Jeep Cherokee completely rethinks the category invented by Jeep 30 years ago and features a new sleek and athletic design, the first nine-speed automatic transmission in the mid-size SUV segment, enhanced on-road driving dynamics and handling, superior Jeep 4x4 capability, premium interior craftsmanship, innovative technology, new levels of efficiency, entertainment and comfort, and 'five-star' safety and security features that recently allowed the vehicle to earn the designation of "safest 2013 SUV" in its category from Euro NCAP.

Engineered to excel on any and all terrains, the new Jeep Cherokee expresses the synthesis between stylistic innovation and family tradition, legendary 4x4 capability and technology.

With a sleek and athletic exterior, the new Jeep Cherokee remains true to the heritage of the brand while moving forward into the next era with a shape that is as efficient as the vehicle and maintains the DNA that makes it a true Jeep. The interior of the new Jeep Cherokee delivers craftsmanship, easy-to-operate technological contents and thoughtful, clever features.

Available in two-wheel and four-wheel drive configurations, the new generation Jeep Cherokee is engineered to ensure benchmark on-road and off-road capabilities under all driving conditions. The new Jeep mid-size SUV offers a choice of two innovative four-wheel drive systems: Jeep® Active Drive I and Jeep® Active Drive Lock. Jeep® Active Drive I features a fully automatic, single power transfer unit and delivers seamless operation in and out of four-wheel drive at any speed. Jeep® Active Drive Lock features a locking rear differential for superior low-speed power delivery.

This vehicle is also the first mid-size SUV to feature rear-axle disconnect, resulting in reduced friction and energy loss when 4x4 capability is not required and ensures improved fuel efficiency. The rear-axle disconnect, seamlessly switches between two-wheel and four-wheel drive for full-time torque management without requiring input from the driver.

The new Jeep Cherokee line-up was expected to be introduced in Jeep dealerships from June, in the Longitude, Limited and Trailhawk trim levels. The engine range comprises the new 3.2l I V-6 Pentastar petrol engine or the 2.4l Tigershark MultiAir L4, both of which are offered in combination with the all-new nine-speed automatic transmission. >>



**The new Mercedes-Benz C-Class is all about luxury, power and comfort**

The all-new C-Class heralds a new chapter in the C-Class success story and sets new standards in the premium medium-luxury segment. Thanks to an intelligent lightweight-design concept, the C-Class establishes new efficiency benchmarks in its segment, boasting with weight savings of up to 100 kilograms, excellent aerodynamics and new economical engines.

A host of new assistance systems offer safety of the highest standard, while a new optional air-sprung suspension provides for exemplary ride and driving comfort as well as nimble and agile handling. In terms of appearance the new C-Class adopts a progressive approach with its clear, yet emotional design and its high-class interior.

Many other innovations and equipment features underscore the sedan's energising comfort and refined sportiness. The high-class appeal of the new C-Class is an "upgrade to a higher class of vehicle".

"The C-Class is a best-seller that has always been a trend-setter in the mid-size luxury segment. This is also true for the new C-Class as it comes with qualities usually reserved

for higher-class vehicles – environmentally responsible, technologically advanced and high levels of comfort and driving enjoyment," says Florian Seidler, Vice President of Mercedes-Benz Cars South Africa.

With a sensuous and clear design and a host of technical innovations, the new C-Class offers a comprehensive scope of standard equipment and exemplary emissions and fuel consumption figures. This all adds up to substantial added value and long-term fuel savings.

"Our new C-Class embodies what we understand modern automotive luxury to be and showcases automotive passion by way of a contemporary design idiom. We are confident that our new C-Class will be a huge success," adds Seidler.

The C-Class has grown to take account of people's increasing average height. With an 80-millimetre increase in the wheelbase (2 840 millimetres) compared with the previous model, the vehicle is 95 millimetres longer (4 686 millimetres) and 40 millimetres wider (1 810 millimetres). The result is a more spacious interior. At 480 litres the new C-Class also surpasses its predecessor in terms of boot capacity (in accordance with ISO 3832).<sup>®</sup>



# A statement for a statesman.

Government MMS/SMS.

Mercedes-Benz South Africa (MBSA) together with our dealer network have an exclusive offer for National and Provincial Officials on the Middle and Senior Management Scheme. From persal level 9 and above, MBSA recommends a discount of 7% on standard retail prices\*, including PremiumDrive, our new 6 year/100 000km maintenance plan. We are also able to provide Finance, Insurance or Private Rental payment options through Mercedes-Benz Financial Services\*\*.

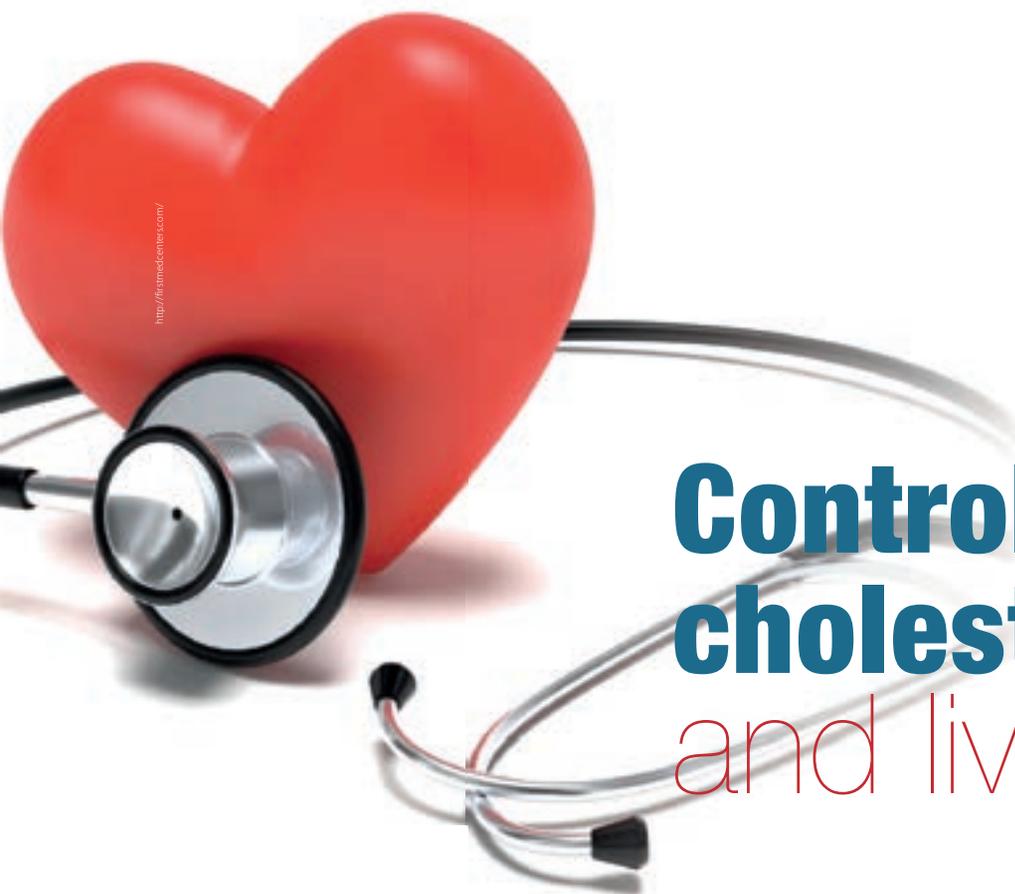
\* Excludes AMG and Limited Edition models \*\* Finance and insurance is available through Mercedes-Benz Finance and Insurance, a division of Mercedes-Benz Financial Services South Africa (Pty.) Ltd. An Authorised Financial Services Provider (Licence no. 18 604) and Credit Provider (Licence no. NCRCP80), Underwritten by Regent Insurance (FSB. 25 511) or Alexander Forbes Insurance (Licence no. 30414).

Vehicle specifications may vary for the South African market.

\*\* Please note that, due to anti-trust legislation, MBSA is unable to dictate nor enforce discounts.



Mercedes-Benz



# Control high cholesterol and live longer

**H**igh cholesterol levels are putting most South Africans at risk of developing diseases. However, the good news is that it can be controlled by, among other things, exercising regularly and eating healthy food.

## Good cholesterol, bad cholesterol

Cholesterol is a substance manufactured by the liver and found in the fats or lipids in the blood. It is needed to build healthy cells in our bodies, but only becomes harmful when it is excessive.

High cholesterol may cause you to develop fatty deposits in your blood vessels, which will reduce the flow of blood to your arteries. This means your heart may not get the oxygen-rich blood it needs to function properly, which increases the risk of a heart attack. On the other hand, such decreased blood flow to your brain can cause a stroke.

There are four types of lipoproteins, with the two main types being low-density lipoprotein (LDL) and high-density lipoprotein (HDL):

- LDL cholesterol, the so-called “bad” cholesterol, is transported throughout the body where it repairs cell membranes or makes hormones.
- HDL cholesterol, the so-called “good” cholesterol, is trans-

ported to the liver where it removes excess cholesterol from the tissues and disposes of it before it can do any damage.

## Hyperlipidemia or hypercholesterolemia?

Hyperlipidemia is just the medical word for high levels of fat in the blood. This means the same thing as high cholesterol or measurements of hypercholesterolemia or triglyceride, or both.

## Common causes of high cholesterol

High cholesterol can be genetic, but is often the result of unhealthy lifestyle choices, which can be altered. Here are the most common causes:

- Genetics – some people lack certain cell receptors needed to remove LDL from the blood. This condition is called familial hypercholesterolemia. It is a result of inheriting either one bad gene known as heterozygotes or two bad genes called homozygotes. Heterozygotes develop premature coronary-artery disease, usually in people who are in their 40s to 60s, while people with the homozygotes gene can die of heart attacks as early as their teens or 20s.

**Top tip:** Check if your mother had a stroke or heart attack before the age of 65 or your father had a stroke or heart attack before 55. You could be genetically inclined to develop high cholesterol and should get tested.

- Medical conditions – some medical conditions can cause high cholesterol. These include diabetes, underactive thyroid gland, Cushing's syndrome, certain types of kidney disease and liver disease. Managing the medical condition will reduce your cholesterol levels.
- Diet – Saturated fat and trans fat are some of the

biggest food contributors to high cholesterol levels. Your body easily turns saturated fat into cholesterol, which ends up on the walls of your arteries.

- Age and gender – after 20 years of age, your cholesterol naturally rises. In men, cholesterol generally levels off after age 50, while women's levels will stay relatively low until menopause, after which they will rise to the same levels as in men.
- Medicines – certain medicines could increase your cholesterol levels. These include thiazides, which treat hypertension and beta-blockers, which treat heart arrhythmias and high blood pressure.

### Top tips to lower your unhealthy cholesterol levels

1. Be active. Regular exercise, like brisk walking, jogging, swimming and cycling, helps to increase your good cholesterol.
2. Replace saturated fats with unsaturated fats. That means using olive, canola, avocado, grape seed and sunflower oils instead of bricks of butter or margarine.
3. Drink alcohol in moderation. Stay within the recommended limit of one unit each day for women and up to two units each day for men. Choose dry or 'light' alcohol or red wine, which can assist in raising good cholesterol, when consumed in moderation.



4. Choose healthier cooking methods like dry frying, roasting, baking, poaching, boiling, steaming and grilling instead of pan-frying in oil.
5. Add fish to your diet at least once a week to make sure of your regular source of healthy fats called Omega-3s, which help reduce unhealthy fat levels in your blood.
6. Add fibre to your diet by including fruits, grains, nuts, seeds and vegetables into meals at least three times a week.

**Information supplied by Discovery Health.**

# Mandela Magic MUST-HAVES

Writer: Nicholas Francis

July is known as Mandela Month, not only in South Africa but across the globe. It is a month where people of all colours and creed perform for the less fortunate. This legacy of service was instilled by the global icon and father of the South African nation, Nelson Mandela. This month we showcase must-have memorabilia that embodies the spirit of Madiba magic, not just for Mandela Month, but all year round.



Bird of Freedom Shirt  
R950

## The Iconic Madiba Shirt

Madiba was known for his afro-eccentric and iconic silk painted shirts. The brainchild behind this iconic item is local designer Desre Buirski. After sending a hand-painted shirt as a gift to Madiba after he was released from prison, Buirski was ecstatic when she saw her designs on the front page of the paper—the former President had worn the shirt she had gifted him at his inauguration. From that moment she became Madiba’s shirt-maker. Her iconic shirts, which range from R950 can be purchased at the Duty Free Presidential store at OR Tambo International Airport; at Tiestop Nelson Mandela Square or online at [www.presidential.co.za](http://www.presidential.co.za).

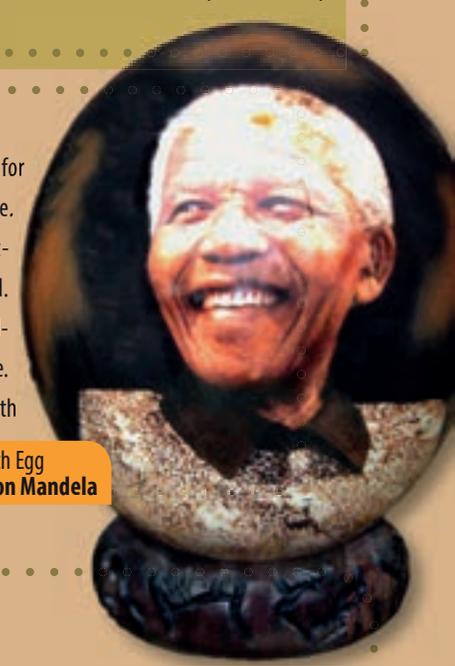


White Mandela Tee  
R83

Black Mandela Tee  
R89

## Mandela Day Tees

Mandela Day Tees have become the uniform of International Mandela Day, celebrated on Madiba’s birthdate July 18. The day, established by the Nelson Mandela Foundation, sees South Africans put on their Mandela Day gear and head out to do good for communities in need. You can order your specially branded Mandela Day tees, from First Choice Promotions on 021 531 7015 or visit [www.mandeladaystore.co.za](http://www.mandeladaystore.co.za) First Choice Promotions has been endorsed by the Nelson Mandela Foundation as one of the official Mandela Day merchandise carriers.



Ostrich Egg  
Nelson Mandela

## The Madiba Egg

Ostrich eggs are the oldest form of art and are known for adding a touch of opulence and elegance to any home. Ostrich eggs or decoupage, depending on the artwork have become collectables in the fine art world. Images of Madiba have been hand painted onto these collectables and are available at curio stores across the globe. You can get your hand on a Madiba Egg for just R250 at Earth Africa Curio, [www.earthafricacurio.com](http://www.earthafricacurio.com).

## The Mandela Bangle

New to the market are the Mandela Copper, Black Pearl and Coloured Bangles. These are the latest fashion accessory that are available for both men and woman. The Copper Bangle sells for R220, The Black Pearl for R239 and the assorted coloured range from R154 each. The bangles are available from Grayhouse [www.grayhouse.co.za](http://www.grayhouse.co.za). Call 011 463 2219 to place your orders.



Mandela Pearl Bangle  
R239

Mandela Coloured Bangles  
R154

Mandela Copper Bangle  
R220



Mandela Day Cap  
R48

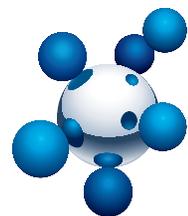
# COLLECTIVE ACTION DRIVING SUSTAINABLE WATER SOLUTIONS

Sasol Water Sense puts the power of collective action to work. Together with our partners, the Emfuleni Local Municipality has seen 4.4 million cubic meters of water saved so far – that is the equivalent of 1 800 Olympic size swimming pools. 26 Water Warriors have interacted with the community to inform and educate people about how to use less water. About 90 000 households and 76 schools in Evaton and Sebokeng participate in a water meter monitoring and leak-fixing programme, whereby 70 000 leaking taps and toilets have been repaired by 60 plumbers.

This is the power of collective action and the results speak for themselves.

**SASOL WATER SENSE**  
IT'S CLEAR WATER IS A PART OF OUR FUTURE.

For more information on Sasol's water stewardship projects  
visit [www.sasol.com/watersense](http://www.sasol.com/watersense)



**sasol**  
reaching new frontiers

