

# Public Sector MANAGER



THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

APRIL 2014

## SA's 20-year success story:

- Reaping the benefits of living under a democratic government
- Infrastructure boom
- Improved gender transformation
- SA is a better place in which to explore and experiment



## Rural doctor

Dr Kelly Gate – a gatekeeper for good health

## Lifestyle

- Health basics for non-health freaks
- Hiking the beautiful Otter Trail



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# Create your space

**Y**ou spend a large chunk of your day chained to your desk at the office and keeping a clean, tidy and organised is the best way to not only be professional, but to get those creative juices flowing. Never let your desk be mistaken for a rubbish pile. Personalising your office space is the perfect solution to make your workspace stand apart from the rest, however avoid going a bit over the top when it comes to adding personal touches.

PSM magazine shows you how to find the perfect balance between of keeping your space clutter free and yet creative.



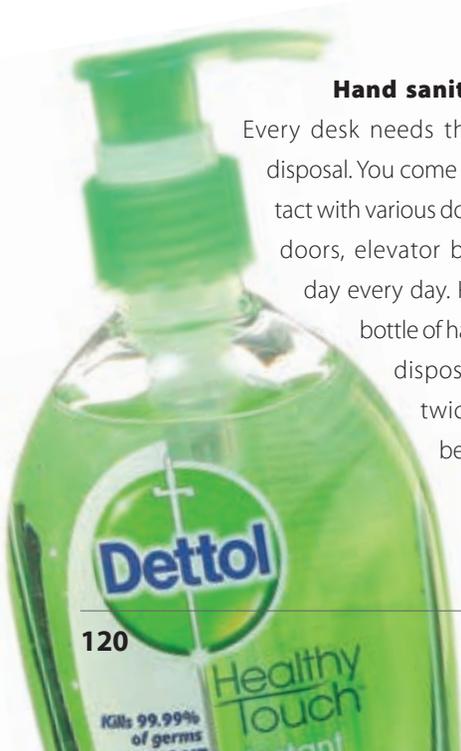
**A photo frame** — Keeping photos of your loved ones at the office is a great idea. However, avoid cluttering your backboard with tons of photos. Choose your favourite photo- just one will do, and frame it.

**A pen cup** — Place all your pens and stationary bits and bobs in a modern stationary or pen cup for a hassle free workspace. These are great for storing all those pens, pencils and stationary loitering around your desk. This saves you time from fussing around to find a pen when you need it.



**Hand sanitizer** —

Every desk needs this at its disposal. You come into contact with various documents, doors, elevator buttons all day every day. Keep a small bottle of hand sanitizer at your disposal and use at least twice a day, preferably before and after meals.



**Travel/Coffee Mug** —

Get your own coffee travel mug, instead of sharing mugs with colleagues at work. This allows you to make a cup of coffee or tea at home and enjoy it in while on your way to work.

They come in great colours with great sayings as well, to motivate you throughout the day.



**Tissue Box** — Tissues always come in handy, when you need to wipe up a coffee spill or simply to clean your hands after a quick lunch. Get a box for your workspace.

**A modern mouse** —

You can find an array of mouse, or mousepads that reflect your personal style, from bling to exciting colours and patterns. This will surely add a pop of colour to spruce up your space. ☺





plode. Rather than take it out on your family or on colleagues or other motorists, go running, go to the gym or take up kickboxing.

**Be a quitter.** If you smoke, chances are high you will either get lung cancer or emphysema. Don't do this to yourself and your family. Nicotine is one of the most powerful addictive substances. This is the reason why it is difficult to quit. Do whatever it takes.



**One for the road.** Not a good idea. A major portion of road accidents and injuries can be ascribed to drinking and driving. Even if you don't get injured, think of how difficult it may be to live with the consequences of injuring someone else.

**Don't harbour grudges.** If you have things eating at you, keeping you awake at night and absorbing your energy, do something about them. Talk to someone, it won't kill you to see a counselor and get rid of these feelings before they turn inwards and do real damage to your insides. Prolonged unhappiness or depression is often a precursor to serious illness.

**Get enough sleep.** Sometimes this is not possible, but make a point of trying to go to bed at more or less the same time every night. Your body likes routine and will reward you for it. Most people need about seven hours in order to function properly.

**Glug, glug, glug.** Make sure you stay properly hydrated by drinking water and other drinks throughout the day. Let thirst be your guide – drinking too much water can actually do more harm than good by flushing important nutrients from your system. ☺

**Source: Government Employee Medical Scheme (GEMS)**



# 10 basics for non-health freaks



**N**ot everyone has the time to spend exercising and looking after their health every day. The good news is that it doesn't have to take a lot of time.

In just a few minutes a day you can make sure that the basics are looked after.

**An apple a day.** Your body needs fruit and vegetables every day. The slice of onion on the hamburger is not enough. Keep some apples or bananas at work and get into a habit of nibbling them rather than eating chips.

**Caffeine.** Watch those endless bottomless cups of coffee. A cup or two can do little harm, but when you start doing four or five, it



could wreak havoc with your blood pressure and sleeping patterns.

**Cheers.** Have a drink or two, but having more on a regular basis is simply not good for you. It dehydrates you and depletes your body's vitamin reserves. Never



drink on an empty stomach. And make it a rule to drink a glass of water for every drink you've had. Your liver will be very grateful.

**Walk, don't ride.** If it's six blocks to work, get into a habit of walking. If that's not possible, get into a habit of climbing a few floors to work rather than taking the lift. Don't drive to the shop on the corner, take a walk.

**Get a rage outlet.** Life can be frustrating and every now and then you could feel like you're going to ex-

went to see a designer to make my matric ball gown. I fell in love with the whole process after watching her work on my dress and I knew then, that this was the career choice for me.

### **My personal style is...**

I am a typical girly-girl, so I love feminine, structured clothes that flatter the figure. So that is the style of clothes we produce.

### **Sober is truly South African because...**

Our pieces are truly designed to show off and fit the features of the true South African lady.

### **Sober clothing appeals to...**

A dynamic, intellectual and sophisticated woman who socialises and lives in an urban environment. She is strong, loves attention and pays a great deal of attention to detail. She loves to stand-out and demands exclusivity in all areas of her life, especially clothing.

### **My label is different because...**

I believe I cater for a market that appreciates detail and a good fit. I am not afraid to go to great extents to produce a product that is not only of superb quality, but also has an aesthetic that is appealing to a wider mass market, that is relevant and accessible.



### **The essentials for a great corporate wardrobe are...**

Timeless, well-fitted suits of good quality that are interchangeable and have a lot of complementary pieces and accessories. Think of a look or item that you can take from day to evening; this is what provides a good level functionality and sophistication to your wardrobe. The timeless aspect of your suiting allows you to grow your wardrobe with time, and not date. Have a range of neutral coloured suits and add a pop-of-colour with a blouse or accessory.

### **The latest must have fashion item for this season is...**

An over-sized coat. This is not an ill-fitting coat, but one with exaggerated Kimono-like sleeves or collar. They are chic and comfortable to wear all day as the cold weather creeps in. ☺

You can now find Tshepo's Sober creations at Salvation in Menlyn Park and Rosebank, at Edgars in Melrose Arch, at Spree's online boutique [www.spree.co.za](http://www.spree.co.za), and at Black Apple in Witbank.

# FASHION

## *to fit all forms*

**M**aking clothes has always been a dream for Tshepo Mofokwane. After honing her skill from her grandmother who worked as a seamstress, she equipped herself with a Bachelor of Technology degree in Fashion Design from the Tshwane University of Technology and her conquest to design clothing for easy going, stylish and personable women began.

She launched her fashion label called Sober. The range, according to Tshepo, is for women who have an appreciation for classic pieces and who demonstrate an enviable power within.

### **The story behind my fashion label...**

I worked for a retail department store, where I learnt a great deal about the processes involved in the manufacturing, buying and merchandising.



### **The name comes from...**

The name "Sober" was really the only way I can describe the process I went through into becoming a real designer. I pretty much gave up the idea of trying to please everybody, and designing clothing that clients wanted, to chase an income or being employed in the corporate world. I really wanted to represent myself, and have a voice as a designer. That process was simply a "sobering" experience for me.

### **My path to fashion began...**

I was raised by my grandmother who was a dressmaker, and although I never realised at that stage that I had any interest in the clothing industry, I found myself gravitating towards a career in the creative field in my last year of schooling. I was very artistic and although my mother and grandmother did not approve at first, I became more strong willed about fashion when I first

Wade Sensing will be offered as an optional extra exclusively on the top-flight HSE grade, enabling drivers to use the TFT screen to monitor proximity to the maximum wading depth of 700mm. The system is activated when water hits the bottom of the lowest parking aid sensor, projecting a graphic of the vehicle in profile onto the screen, with a real-time indication of the water level relative to the maximum wading depth, with warning chimes that sound as this figure approaches. Information to calculate water depth is supplied by sonar-based sensors in the mirror housings.

To align the 2014 Discovery with Range Rover vehicles, the SE and HSE models will now be fitted with Meridian premium audio. The SE will have a Meridian system which features eight

speakers and 380 Watts of power, while the Meridian Surround system which produces an impressive 825 Watts output and features 17 speakers will be fitted to the HSE derivatives.

#### **Above and beyond**

The Discovery's breadth of capability has never been in question – a fact confirmed by an impressive average monthly sales figure of 185 (and a record figure of 398 in March 2013) since its introduction in 1989. With the launch of the new and improved 2014 range, Discovery looks set to continue to go above and beyond.



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the optional “Black Design Pack” remains available for 2014 models, featuring revised detailing and a choice of 19-inch or 20-inch black alloy wheels. New colours include Corris Grey, Loire Blue, Scotia Grey, Chablis and Luxor.

In a change driven by form and function, the newest Discovery has redesigned exterior mirrors. They’re more aerodynamic than before but also support the introduction of new technologies: they house the

cameras for the surround camera system, and the sensors for the all-new Wade Sensing system.

### **Discovering a new identity**

In recognition of the Discovery’s established profile, the refreshed exterior design for 2014 also incorporates a change of identity. For the first time ever, the “Discovery” name replaces “Land Rover” on the bonnet and the number 4 will be removed from the tailgate, leaving just the word “Discovery”.

### **Improvements in fuel efficiency**

Underlining Land Rover’s commitment to power with sustainability, the Discovery sticks with the class-leading 183kW/600Nm 3.0 SDV6 – with CO2 emissions of 230 g/km. The 155kW/520Nm 3.0 TDV6 will also continue to be available.

The petrol newcomer (this is the first time this engine has been offered in the Discovery) is rated at 250kW and 450Nm with emissions of 285 g/km versus headline numbers of 276kW/510Nm and emissions of 328 g/km for the V8. Improvements in fuel consumption are marked, with figures of 12.0l/100km for the V6 compared to 14.1l/100km for the V8.

All power-plants are mated to an eight-speed ZF automatic transmission, working in perfect harmony with Terrain Response and High/Low ratios to provide the perfect combination of gear ratio and drivetrain response for any situation.

### **Extended Navigation**

A Discovery has always been the perfect companion for an African overland trip and this capability gets even better with the Extended Navigation system fitted as standard on the new-generation vehicle. In a first for availability as a factory-fitted integrated system, the Discovery comes with the latest generation of Tracks4Africa, a suite of 16 maps of rural areas, with impressive detail, much of its content being user-driven. For example, in Angola it maps nearly 20 000 roads and tracks, and details more than 2 500 points of interest.

For the urban environment, the mapping software of choice is Nokia HERE, which gives comprehensive coverage of over 100 cities in sub-Saharan Africa.

### **New driver aids and premium audio**

The new range of driver assistance, comfort and safety features for the 2014 Discovery includes: Wade Sensing (a technology unique to Land Rover), Blind Spot Monitoring, Closing Vehicle Sensing, Reverse Traffic Detection and T-junction Cameras – which give drivers a 180 degree-plus view at an intersection via the centrally-positioned TFT (thin-film transistor) screen. >>



# New Discovery

## Ready to Explore

Photos: Quikpic



**T**he 2014 Land Rover Discovery receives a new look, new badging, an all-new petrol engine, improved audio systems and a new range of driver assistance, comfort and safety features to further broaden its appeal.

The Discovery has been given a new "face" and numerous exterior detail changes. The grille, front bumper and headlamps are all new while new daytime running lights with a distinctive LED signature and a more premium execution of the fog-lamp surround further enhance the Discovery's appearance.

There are three types of headlights, depending on the vehicle grade. XS and S models use bi-halogen bulbs with a single Daytime Running Lamp (DRL) while the SE gets Xenon headlamps with Signature DRLs and flagship HSE models get the Adaptive Xenon version.

To complement the front-end design changes, the rear light units receive a black mask for an especially clean look.

Two new alloy wheel designs have been introduced and, to give vehicles a heightened level of distinction,

been in line with the KwaZulu-Natal provincial government's Clean Audit Strategy, which is fundamentally aimed at ensuring improved audit outcomes are attained without fail.

Our notable service delivery achievements over the past two decades include:

- 177 000 new houses have been built since 1994.
- 874 414 households have been provided access to potable water.
- 727 662 households have been provided access to basic sanitation.
- 333 610 households have been connected to electricity.
- 945 910 formal and 724 482 informal households have their refuse removed weekly.

Durban is the premier port and logistics gateway into Africa. The harbour provides a leading export service to the rest of southern Africa and an important import and export service for the eThekweni economy.

Partnerships between government departments and state-owned

enterprises have seen the municipality engaging strongly in an effort to foster economic development and create sustainable jobs.

The municipality has invested millions of Rand in developing small, medium and micro enterprise (SMME) sector. The numerous achievements of participants in the SMME programmes have enabled such emergent business owners to undertake income-generating activities, resulting in employment creation and economic growth.

The municipality understands that an efficient and reliable transport system is an integral part of a growing economy. In line with the development demands of our growing population, the city has adopted a long-term public transport plan of an integrated rapid public transport network (IRPTN) to further improve the efficiency of our existing public transport system.

### **Infrastructure investment**

The municipality has spearheaded a number of major projects that have changed the face and landscape of the city.

Such massive projects include the opening of the King Shaka International Airport, the development of the Dube Tradeport and the Airoptrolis, the construction of the flyover bridges in the Warwick Triangle precinct, which has ensured easy access to the city.

The municipality has also identified key tourism opportunities and tapped into these. Consequently, we have invested millions into Durban's Golden Mile, in order to maintain, boost and drive Durban's competitive edge in the tourism arena. About R75 million was spent on lengthening and widening the promenade, allowing for ease of movement.

Other investment facilities such as the Inkosi Albert Luthuli International Convention Centre, UShaka Marine Theme Park and the iconic Moses Mabhida Stadium have assisted the City in gaining international exposure through the hosting of high level international events.

The eThekweni Municipality also upgraded three existing stadia as training venues for 2010 FIFA World Cup namely, Princess Magogo Stadium at KwaMashu, King Zwelithini Stadium at Umlazi and Sugar Ray Xulu Stadium at Clermont.

The municipality has also invested millions in former townships such as Phoenix, Inanda, Ntuzuma, KwaMashu, Mpumalanga, Clermont/ KwaDabeka and Umlazi - particularly where there is suitable land available and the investment conditions are favourable.

The municipality's intervention is intended to bring catalytic change aimed at promoting development in these township areas, and more specifically contribute towards local economic development and the city's socio-economic objectives. The KwaMnyandu Mall development which is currently under construction will see locals having a 40% shareholding in the KwaManyandu Shopping Centre Ltd. This is the model that the city will seek to emulate in all future developments to ensure that economic development benefits do accrue to local business.

### **Clean my City Programme**

To ensure a sustainable and clean city, eThekweni Mayor James Nxumalo recently launched the municipality's Clean My City Programme, a multi-disciplinary approach that tackles various issues including by-law infringements, derelict buildings, litter, pollution and social ills.

The future hold endless possibilities and over the next 20 years we are going to double our efforts in creating new job opportunities and strengthening our economy .

Together we have changed people's lives!



Bridge City Mall



The iconic Moses Mabhida stadium

# ETHEKWINI MUNICIPALITY



## CELEBRATING 20 YEARS OF FREEDOM AND DEMOCRACY



Mayor James Nxumalo

**EThekwini has a great story to tell and it is a much better City since 1994**

Over the past two decades the eThekwini Municipality has undergone major transformation and benchmarked itself as one of the fastest growing municipalities in the country. This was no cosmetic revolution for a city that has long found its place among the world's leading cities. But this was a transformation process which has translated to its citizens, whose lives have been changed for the better.

Since the birth of democracy in 1994, our municipality has made significant strides towards the betterment of our environment and improved quality of life for all our citizens, especially the historically disadvantaged. The City of eThekwini has made steady but yet remarkable progress in pursuit of eradicating service delivery backlogs, while ensuring that the dignity of the citizens is restored.

In the past five years, we have been able to stabilise our municipality under difficult conditions without compromising service delivery. All our efforts have



Bridge City Train station was recently opened by President Jacob Zuma



The Inkosi Albert Luthuli International Convention Centre



Cornubia Integrated Human Settlements Project



### **The Soweto Uprising by Dr Noor Niefertagodien**

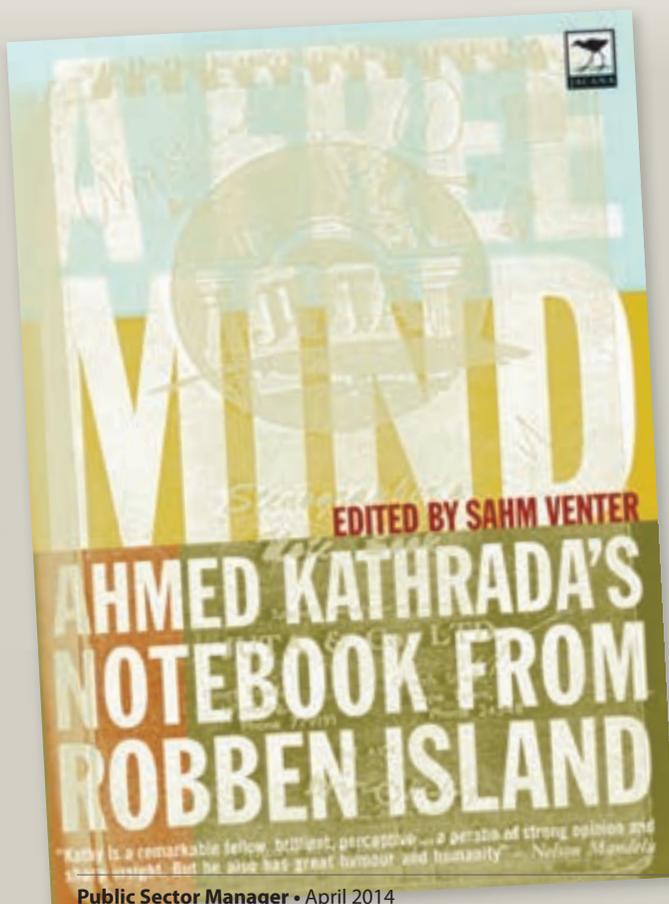
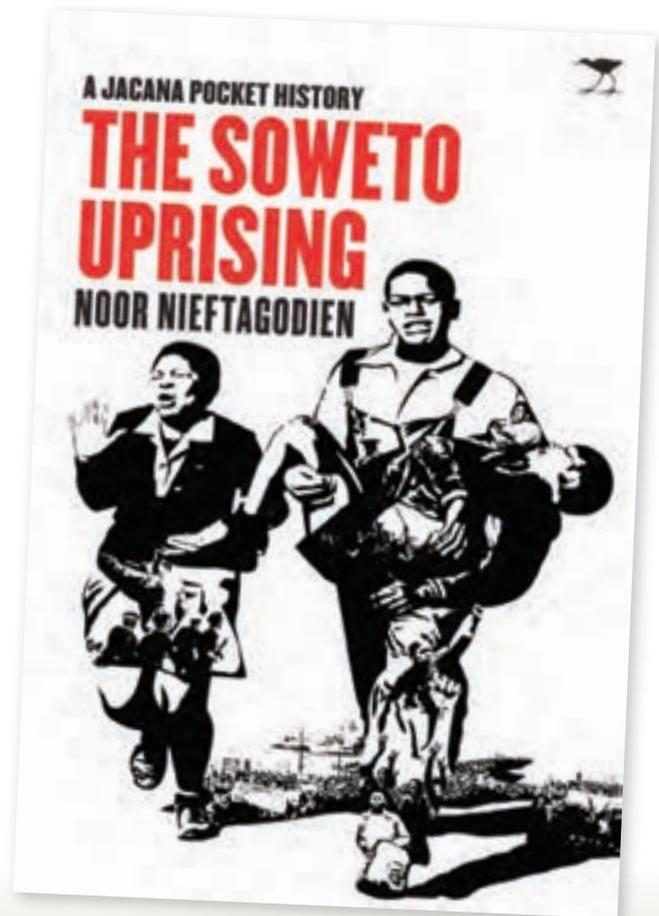
The 1976 Soweto uprising represented a real turning point in South Africa's history. Even to contemporaries, it seemed to mark the beginning of the end of apartheid. It also brought into the political equation the role of youth, who were to play a vital role in the township revolts of the 1980s.

What commenced as a peaceful and coordinated demonstration rapidly turned into a violent protest when police opened fire on students.

Orlando West, the centre of the confrontation on the day, was transformed into a space of political contestation. For the first time, students claimed the streets and schools as their own. Soweto parents were shocked by these events, revealing an important generational divide.

Thereafter, forging student and parent unity became a central objective of the liberation movement. This short history brings alive the sequence of events and delves into the significance the uprising had on South African politics.

**About the author:** Dr Noor Niefertagodien is part of the Department of History at the University of the Witwatersrand and serves as the head of the History Workshop. His most recent book is *Alexandra: A History*, co-authored with Phil Bonner. He also served on the editorial board of the Road to Democracy in South Africa Project and has published articles on aspects of the liberation movements.



### **A Free Mind by Sahn Venter**

During his 26 years in jail, Ahmed Kathrada refused to allow the apartheid regime to confine his mind. Despite draconian prison censorship practices and heavily restricted access to the written word, Kathrada discovered a wealth of inspiring writings, which helped to strengthen him.

*A Free Mind* presents extracts from poetry, novels, songs, sayings and letters that Kathrada transcribed and treasured as he served his life sentence with Nelson Mandela, mostly in South Africa's notorious Robben Island Maximum Security Prison. It includes quotes from Bertold Brecht, Mahatma Gandhi, Emily Bronte, Karl Marx, Olive Schreiner, Shabbir Banoobhai, Voltaire and many others.

**About the author:** Sahn Venter is a writer, editor and freelance journalist based in Johannesburg who has worked for South African and international media since 1981. She covered the latter years of the anti-apartheid struggle and the release of political prisoners including Kathrada and Mandela, and the beginning of democracy. 🌐

longest at 14km, but also involves crossing the Bloukrans River Estuary. There's a fair amount of luck involved in the timing, as you need to arrive at the river mouth when the tide is as low as possible. We were a bit unlucky in that low tide was only at 3pm, so our group completed the 10km hike to the crossing and then had to wait around for a while for low tide to arrive. Just to confirm that it really wasn't our lucky day, as light rain began to fall. However we decided to toughen up and make the best of the situation, so we built a nice fire and warmed up before we finally braved the cold to make the dash across to the other side. Once emerging victoriously on dry land again, it's only a short 4km path to the Andre Huts. The fifth and final day is more like a victory lap, as it's a short but beautiful 7km trail (with amazing sea-views) to the finish line at Nature's Valley. While relaxing our tired muscles and celebrating our conquest of the trail we heard rumours of an "Otter Trail Marathon" that apparently takes place every year. Clearly this is only for the slightly insane, but it would make a great excuse to return one day. Thanks for the memories Otter Trail, we'll be back! 🐾



## What you need to know:

**•How to book:** You'll need to book and pay a deposit well in advance. Bookings can be made up to 14 months in advance. Phone 012 426 5111, Fax 012 343 0905, website <http://sanparks.org.za>. Cost of the hike is R860 per person.

**What to pack:** A camera with spare batteries is a must. You'll also need the camping essentials (although being in a hut you won't need a tent or mattress) as well as cooking equipment and utensils. Take at least one charged cellphone in case of emergency. Water purification tablets are a necessity, as is a first-aid kit. There are emergency exits along each stage of the hike in case of disasters.

**How to get there:** The closest airport is in George, and from there it's a two-hour drive to the Storms River starting point. Don't forget that you'll need to leave at least one car at the end (safe parking available).

**Accommodation:** Nature's Valley Guest House offers bed-and-breakfast or self-catering accommodation close to the trail. They do a special Otter Trail breakfast and also offer a shuttle service for hikers starting or ending the hike.

**Contact Pat Bond on**  
(+27) 44 531 6805 or [reservations@naturesvalleyguesthouse.co.za](mailto:reservations@naturesvalleyguesthouse.co.za).



At last the planning came to an end and the big day arrived. Our group met up and we signed the indemnity forms (up until then I'd always thought hiking was a pretty safe activity) and split up the food. Once again I was grateful for organised people in the group who had planned all the meals, as I had simply packed a lot of chocolate and assumed I could gallop along the route on a permanent sugar high. It wasn't long before the scenery took our breath away. The Otter Trail is set in the famous (and famously unpronounceable) Tsitsikamma National Park, and it isn't South Africa's most famous trail for nothing. The route hugs the Garden Route coastline for the duration of the trip, with the path either taking hikers at sea-level (watch out or you could get surprised by a big wave) or up to 150 metres above sea level. Don't ignore the other half of the view though, as the nature reserve on your right is also astoundingly beautiful. Within two hours of walking (I was on my fifth chocolate and rapidly discovering that this wasn't just a 'walk in the park') we came across our first mountain pool. It was a perfect match: we were hot and tired, the water was cold and refreshing, and so a happy few hours of swimming and lying in the sun passed by.

The first day is a mere 5kms, so hikers can afford to take it easy and still get to camp with plenty of time to prepare for nightfall. We arrived at the first huts (Ngube Huts) and were very impressed. Everything is clean and

orderly, and while it's simple (this is camping after all), you won't be lacking for anything. There are two huts of six beds each (we contemplated splitting guys and girls, but in the end went with the more logical separation of snorers and non-snorers) as well as firewood, a bathroom and a kitchen area. Pretty soon we had a roaring fire, hot drinks in hand and the smell of dinner being cooked in the air.

Day two was slightly longer than the first day and involved more forest hiking; including the scenic lookout point 'Skildekrans'. Day three meanders along the Geelhoutbos River (another name probably keeping foreigners awake at night with the pronunciation) and finishes at the stunning Oakhurst Huts. Camping takes you out of your natural element, so there are lots of strange things that feel extraordinary. Having to use your torch to find your way around (and still tripping over a million things), sitting around a fire chatting instead of relying on technology for entertainment, falling asleep to the sound of the ocean (and snoring – evidently one sneaky snorer managed to infiltrate our ranks) all take a bit of getting used to. But it's amazing how quickly the outdoor lifestyle becomes normal, and it wasn't long before the days were blurring together in a collage of happy memories. Every day we woke up at sunrise, had cornflakes and coffee looking out over the ocean and spent the day meandering and exploring our way along the coast.

Any good spot to stop at (and there were many) always evoked cries of "lunch", "tea" or just "stop", and there were never any objections to these suggestions. With 11 river crossings to navigate there were also plenty of swim stops, and we even managed to>>



# Hiking up a Storm

## *on the Otter Trail*

**Sam Bradley** finds himself hiking the beautiful Otter Trail, a 5 day walk stretching from Storms River Mouth to Nature's Valley along South Africa's postcard-perfect Garden Route.

**A**nthing which has to be booked a year in advance and costs a lot of money will probably be very good. Sadly my planning and organisational skills are "somewhat lacking" (in the words of a high school teacher), so I had resigned myself to never hiking the otter trail. But to the rescue came some organised and forward-thinking friends of mine who had managed to book a spot on the famed and elusive trail of the otters. And, due to a member of the group being stuck at work, there was an open spot for me. In this case one man's misfortune is definitely another man's gain, and I began packing and planning with the enthusiasm of a kid off to visit Willy Wonka's chocolate factory.

Spending some time getting organised is well worth the effort.

You'll need to pack enough food for five days (and you'll be carrying it all on your own steam, so packing light is a must). Make sure you've got all the essentials (torch, cooking utensils, sleeping bag etc) while leaving the extras behind (Pooky the teddy bear might have to miss this adventure). Although the trail is 42.5km over five days (which averages out to a very manageable 8.5km per day), there are a lot of ups-and-downs to be navigated. Make sure your fitness levels are at a reasonable level and get the knees ready for a bit of strain (a walking stick will make you look fragile but you'll be grateful for it when tackling some of the steep climbs along the way). There are also countless waterfalls and pools to be enjoyed, so make sure you've packed your water wings and got that beach body into shape. Lastly, don't forget about the feared Bloukrans River crossing where you'll need to swim across to the other side, so you'll need a waterproof bag and cable ties to keep your backpack safe and dry.





**Malebo Mabitje-Thompson**  
**Deputy Director-General:**  
**Industrial Development Incentive**  
**Administration at the Department**  
**of Trade and Industry (the dti)**

Malebo Mabitje-Thompson studied at the Nelson Mandela Metropolitan University where she graduated with a Bachelor of Commerce (BCom) degree in Economics and Business Management and a BCom Honours in economics.

She was previously the Chief Operations Officer of the dti's Industrial Development Division, a position she has held since 2010. In this role, she focused on improving the operational efficiencies within the division in support of increasing manufacturing activities, export and creation of jobs.

She also chairs the Industrial Policy Support Fund responsible for research to support the implementation and development of key action plans for the Industrial Policy Action Plan.

Previous positions she has held at the dti include Stakeholder Manager in 2006, where she managed the Director-General's bilateral engagements with counterparts in other national departments to address policy coordination and implementation challenges.

Prior to joining the dti, Mabitje-Thompson was the Business Unit Finance Controller and later the Programme Manager: Profit Improvement Plans at Volkswagen of South Africa.

In her new position, Mabitje-Thompson's main role will be to facilitate the development of sustainable and competitive enterprises through the efficient provision of effective and accessible incentive measures that support national priorities.



**Eugene Southgate**  
**Deputy Director-General:**  
**Corporate Services, Department**  
**of Rural Development and Land**  
**Reform**

Eugene Southgate holds a Bachelor of Social Science degree with majors in Industrial Sociology and Public Administration from the University of Cape Town (UCT).

After graduating from the UCT, he worked as a welfare and training officer in 1995. He then

moved into human resources (HR), where he gained extensive experience in all aspects of people management while also lecturing at the Cape Peninsula University of Technology in 1996. Southgate also functioned as the head of the Director-General's office in the Western Cape Government from 2004 to 2006, with a brief stint as "caretaker" of the corporate communication function. He is currently driving two major projects to improve corporate governance in HR and empower line managers to better manage HR.

In his new position he is responsible, among other things, for strengthening the dynamism of the department for continuous improvement, and providing strategic management and administration support.



**Tinyiko Ngobeni**  
**Deputy Director-General:**  
**Information Communications**  
**Technology (ICT) Infrastructure**  
**Support, Department of**  
**Science and Technology**

Tinyiko Ngobeni holds a Bachelor of Science degree in Electrical Engineering and a postgraduate Diploma in Electrical Engineering from the University of the

Witwatersrand. He further obtained a Master's degree in Electronics Engineering from the University of Pretoria. He also has a Management Development Programme Certificate from Stellenbosch University Business School.

Ngobeni's 17 years ICT career started at Spoornet as a research engineer working on railway signalling communication systems and software developer for long-haul train capacity management.

He then joined Telkom's Radio Frequency Spectrum Management division as an engineer. He was later appointed to head the Radio Frequency Spectrum Management division.

He joined Vodacom's Regulatory Affairs Department in 2007 as a Technical Regulatory Advisor focusing on spectrum, numbering, technical standards, International Telecommunication Union and fixed network deployment.

Ngobeni will drive the implementation of South Africa Connect, the country's broadband policy, plan and strategy. 

# Save today, enjoy tomorrow

**A**ccording to research, the more prepared you are for retirement, the less likely you are to experience stress. For you to enjoy your retirement, start investing today. Think about saving for your retirement as investing in your future happiness. As you build your retirement savings and approach retirement age, it might be a good idea to get help from a financial advisor.

## Your advisor can provide a wide range of services, including:

- Reviewing and enhancing your cash flow through debt and life-style management.
- Planning and managing investments to build savings.
- Determining your retirement needs based on your projected lifestyle.
- Calculating what income you will have from a variety of sources.
- Managing your assets before and after retirement to make sure you have the income you need.
- Assisting with tax planning before and during retirement.
- Helping you manage risk (critical illness, long-term care)
- Planning your estate.

## Here are a few tips to help you along:

### Cut your expenses

Try as much as possible, to spend less than you earn. Live within your means and spend money on things you need. Even if the savings don't go towards your retirement, it's always good to have an emergency fund for whatever curve balls might come your way.

### Always track your spending

Keep track of how you spend your money. If you have extra money, instead of spending it on things you don't need put it towards your savings.

### Set target goals

Consider the following factors to have a clear idea of what you're saving for: when you plan to retire, how many years you'll need the income you've saved, and the rate of return expected on your investments.

### Make enough contributions

If you begin investing later in life, your savings will have less time to compound; meaning that you'll have to contribute more to make up the deficit. The concern here is that you only get a tax benefit up to a certain amount on your retirement contributions so you'll save more on tax if you start making contributions earlier.

## Diversify within reason

Unlike a medical aid, you can have as many retirement funds as you like. However, if your fund is well managed and administrated, having one fund can be more cost effective than multiple smaller funds.

Consult your financial advisor for expert help in choosing funds and contributions so that you can enjoy your retirement the way you would like to.

## More tips

- Cater to your medical expenses by investing in a good medical policy/aid.
- Free yourself as early as possible from home loans and other debts.
- Consult a financial expert to help you manage your finances.

Source: *HealthInSite, fcac.acfc.gc.ca, slideshare.net*

## TAX BREAKS FOR SAVING PLANS

To encourage individuals to save in tax-preferred savings accounts, tax exemptions for interest, dividends and capital gains will be granted for investments of not more than R30 000 per annum, per individual.

Investments in bank deposits, collective investment schemes, exchange traded funds and retail savings bonds will be allowed to be offered in these savings accounts by banks, asset managers, life insurers and brokers. Further details will be available over the course of the next 12 months.

Lump sum payments from retirement funds are taxed using different tax tables from those that apply to other taxable income. The rates for these lump sum payments are to be adjusted to limit instances where lower income taxpayers are required to pay tax on lump sums even though they did not benefit from a deduction for contributions to the retirement fund because their taxable income was below the tax threshold.

The adjustments mean that a lump sum payable on retirement will be tax free if the amount is R500 000 or less. ☺

Source: *Budget 2014 People's Guide*



Minister Nosiviwe Mapisa Nqakula interacting with Military Veterans at the official launch of the health care campaign in KZN.

The Department is currently running an intensive national counselling programme that will address and restore positive well-being and improve lives of 1800 Military veterans, by assisting them to achieve the development of their positive psycho social stature, and to support them in their efforts to carry out their daily tasks with ease and purpose.

The Department, in a bid to ensure social relief to veterans, has signed a MoU with the Department of Social Development. This relief programme will see 1053 military veterans receive vouchers whilst they await the implementation of their pension programme.

200 Military veterans and their dependants were able to get bursaries from the Department in the last financial year while a further 1800 military veterans and their dependents are expected to be assisted with bursaries in the year 2014/15.

In terms of job creation and skills development, 1171 were able to benefit in the last financial year. A MoU with the following government departments has been signed: The Departments of Defence, Energy, Rural Development and Land Reform, Forestry and

Fisheries, Water Affairs. This programme will see 2500 military veterans targeted for 2014/2015.

The umbrella association of the South African National Military Veterans (SANMVA) was constituted for military veterans in 2013. This is in line with the stipulations of the Military Veterans Act 18 of 2011. This has indeed not only created cohesive and a united community of military veterans but, most importantly, enhance accelerated, effective and efficient delivery of the critically needed socio-economic benefits to military veterans.

Following long consultations with various stakeholders the Military Veterans Benefits Regulations were gazetted in February this year, paving the way for accelerated delivery of benefits to military veterans.

This will amongst others ensure that the Department supports each family with a coffin and R25 000 for burial support to ensure decent burials. Previously the amount was only R10 000. The objective of this is to ensure that these military veterans are finally given decent funerals and their dignity is restored in line with the DMV mandate to honour and memorialize the Military Veterans.



Mr N.M Khasemeni (APLAMVA), Mr E Matobole (APLAMVA), Mr T.W Selelana (APLAMVA), Mr Z.F Novane (APLAMVA), Mr N.T Mogale and Mr M Mchakela elated after receiving their health care cards.



Director General of the Department of Military Veterans, Mr Tsepe Motumi, handing over a bursury to a Military Veteran beneficiary in Centurion Pretoria.

*200 Military veterans and their dependants were able to get bursaries from the Department in the last financial year while a further 1800 military veterans and their dependants are expected to be assisted with bursaries in the year 2014/15.*



Military Veterans in Limpopo after receiving their health care cards from the Department.



The March Pass of Military Veterans during Freedom Day in Pretoria.

across the country, including rural areas, and applicable support services to dependants.

Strategic leadership has been provided by conducting research on pertinent issues affecting military veterans, developing and implementing policies, norms and standards strategies and guidelines, as well as leadership efficiency in the affairs of military veterans.

The Department has signed a Memorandum of Understanding (MoU) with the Department of Human Settlements which saw the provision of houses for 504 military veterans in the year 2013/14. We want to ensure that 10 000 houses are going to be delivered to military veterans in the following manner:

2014/15 – 1000 houses, 2015/16 – 2000 houses to be build, in 2016/17- 3000 houses and by 2017/18 a total of 4000 houses will be provided to these veterans.

Through the DMV programme on health and wellness 4583 military veterans were provided with access to healthcare services during 2013/14 financial year, out of a target of 5000. 7187 military veterans have been loaded onto the South African Medical Health System database.

www.dmv.gov.za | Call centre number 080 2323 244



**military veterans**  
Department:  
Military Veterans  
**REPUBLIC OF SOUTH AFRICA**



Military Veterans and dignitaries at the Medal 's Parade.



Military Veteran Mr Andrew Mlangeni honouring President Jacob Zuma with a Platinum Class 2 medal.

***Under the watchful eye of Mr. Motumi, the Department has recognised and Honoured military veterans in life and memorialise them in death.***

later promoted to the position of Chief Director Defence Policy and in February 2000, over and above his responsibilities coupled to the latter post, was appointed the as the Acting Chief of Policy and Planning of the Department. He was appointed as the Chief of Policy and Planning and promoted to deputy director general with effect from 1 November 2001.

Motumi, as the Department's Director-General, is responsible for amongst others, establishing a framework for the implementation of the national policy and standards governing the affairs of military veterans.

**THE FUNCTIONS OF THE DEPARTMENT**

Under the watchful eye of Mr. Motumi, the Department has recognised and honoured military veterans in life and memorialise them in death. They have also ensured that a smooth and seamless transition of military veterans from active military service to civilian life has occurred and that they restored the capability of military veterans with disabilities to the greatest extent possible.

The Department also wants to improve the quality of life for military veterans and their dependants by providing a comprehensive delivery system of benefits and services for military veterans.

These services and benefits include:

Benefits to the Military Veterans and their dependents:

- Military Pension
- Housing
- Free access to military health services
- Free / subsidized access to the public transport
- Skill acquisition and education support
- Job placement
- Burial support
- Entrepreneurial support services
- Counselling
- Honouring and memorialization of fallen heroes
- Compensation

To ensure improved delivery of benefits to deserving military veterans since 2012, the Department has commenced with the verification of military veterans that were not part of the integration process during the formation of the SANDF in 1994. This ensured that the Department realised its goal ensuring a credible and secure national database of military veterans.

The Department will further strengthen and manage strategic partnerships to advance delivery on basic social services, housing, healthcare, education, mobility support to eligible military veterans



Military Veterans Parade.



# From MK soldier ...

# ... to department of Military Veterans Director General



Director-General, Mr Tsepe Motumi.

**S**oweto born, Tsepe Motumi, today after years of involvement within the ANC's military wing, uMkhonto we Sizwe sits at the helm of the Department of military veterans. After having matriculated from Lobone High School, he went on to further his education and attained the Bachelor of Arts Degree in Social Science at the University of Witwatersrand, a Bachelor of Arts (Honours) Degree in Strategic Studies at the University of South Africa and later completed a Master's of Management Degree at the University of Witwatersrand.

Between 1985 and 1990, Motumi served uMkhonto we Sizwe in various capacities, including the underground section of the internal political committee of the Politico-Military Council. He underwent military training in Angola from 1985 to 1986 as well as the former Soviet Union in 1988 and 1989.

Whilst studying full time at the University of Witwatersrand over the period 1991-1993, he was also employed on a part-time basis by Convention for a Democratic South Africa, the Congress of South Africa Trade Unions and Department of Education and Training.

In early 1996 he accepted an appointment in the then Department of Defence as a Director Human Resources Policy. He was



**military veterans**

Department:  
Military Veterans  
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*... government's commitment towards supporting and recognising military veterans for their contribution to bringing about the realisation of a peaceful, democratic and prosperous South Africa.*

underwent military training in Angola and the Soviet Union after she left the country in 1984.

From 1986 through to 1988, Mapisa-Nqakula served as a member of political and military structures in the Soviet Union and worked with the political military structures of the ANC.

She matriculated from the Mount Arthur High School, in the Eastern Cape, before going onto obtaining her Primary Teacher's Diploma from the Bensonvale Teacher TRG College. She also studied Project Management with the Canadian University Studies (CUSO) and studied Psychology with the Newport University. Among these achievements the Minister also completed courses in basic Human Relations, Community Development, as well as Communications.

Amongst Mapisa- Nqakula's many other achievements she also served as Head of Commission set up to investigate desertions of ANC MK members to the United Nations High Commissioner for Refugees (UNHCR) in Angola in 1984, and was also the National organiser of the ANC Women's League and member of its National Executive from 1990 to 1993. She was also a member of the ANC National Executive Committee from 1994 to 1997.

**Deputy Minister of Defence and Military Veterans, Thabang Makwetla**

The Deputy Minister of Defence and Military Veterans, Thabang Makwetla has been in his position since 2009. Like his counterpart, the Deputy Minister also has his routes strongly imbedded in Umkhonto We Sizwe. He was exiled and joined the ANC's military wing in 1976, and served as an underground functionary from 1979 to 1990.

Makwetla matriculated from Mmabathoana High School in Maseru, Lesotho in 1977 and completed a diploma in Public and Policy Development Administration from Wits Graduate School, as well as a diploma in Social Science from the Academy of Social Sciences in Sofia, Bulgaria. While in exile he has lived in Angola, Botswana, Lesotho and Zambia, and upon his return to South Africa after unbanning of political Organisations in 1990, he has fulfilled many roles within the ANC, some of which include his roles as member of the ANC Youth League, National Executive Committee and National Working Committee from 1990 to 1994, Portfolio Committee on Sport and Recreation from 1994 to 1996, as well as member of the Joint Standing Committee on Defence from 1994 to 2001. >>>



Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa Nqakula.



Deputy Minister of Defence and Military Veterans, Thabang Makwetla.

This initiative forms part of government's commitment towards supporting and recognising military veterans for their contribution to bringing about the realisation of a peaceful, democratic and prosperous South Africa.

Governed by the vision of ensuring a dignified, unified, empowered and self-sufficient military veterans' community, its mission aims to facilitate delivery and co-ordinate all activities that recognise and entrench the restoration of the dignity and appreciation of the contribution which military veterans made to our freedom and inevitable nation building.

**Minister of Defence and Military Veterans, Nosiviwe Mapisa-Nqakula**

The Minister of Defence and Military Veterans, Nosiviwe Mapisa-Nqakula, is no stranger to being a part of the arms struggle and herself



**military veterans**

Department:  
Military Veterans  
**REPUBLIC OF SOUTH AFRICA**

# Improving the lives of those, who helped to change ours

President Jacob Zuma handing out a medal to a Woman Military Veteran.



SANDF's General S Shoke, Secretary of Defence Dr M Gulube, the Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa Nqakula and the Deputy Minister of Defence and Military Veterans at a Medal's Parade at Waterkloof Air Base.

**W**orking together to honour, restore dignity and empower military veterans for nation building" is the key which drives the Department of Military Veterans. Incepted in 2011, the Military Veterans Act was promulgated into law by the President, Jacob Zuma.

According to this Act, a military veteran is "A South African citizen who rendered military service to any of the military organisations, which were involved on all the sides of South Africa's liberation war from 1960 to 1994. Those who served in the Union Defence Force before 1961, and those who became members of the South African National Defence Force after 1994, and has completed his/her military training and no longer performs military duties, and has not been dishonourably discharged from that military organisation".

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### South African Research Chairst

The department has a number of instruments that are designed to strengthen research capacity at universities.

These instruments include the SARChI's goal to expand the scientific research base of South Africa in order to increase the number of world-class researchers, attract and retain research excellence, and create career pathways for highly skilled, high-quality young researchers.

In the past five years South Africa's contribution to global scientific output has doubled from 6 000 scientific research papers per year to over 12 000, and the impact of that output has increased by about 15 per cent.

### Centres of Excellence and Competence

The implementation of the three centres of competence under the Hydrogen and Fuel Cell Technologies Research, Development and Innovation Strategy is one of the highlights of the 2009-2014 period.

The first five years focused on the establishment of research and development (R&D) capability, and technology demonstration and validation. In line with the need to integrate renewable energy into the South African energy mix, a R&D programme on advanced batteries was also initiated during this time.

The DST has invested in human capacity and infrastructure-building in local institutions.

This programme aims to develop manufacturing capabilities and electrode materials for various applications. A new Centre of Excellence in Palaeosciences was established by the department following Cabinet approval of the South African Strategy for the Palaeosciences.

Other centres of excellence are for Biomedical TB Research, Invasion Biology, Birds as Keys to Biodiversity Conservation, Tree Health Biotechnology, Catalysis, Strong Materials, Epidemiological Modelling and Analysis.

### Laser technology

In 2013, the Council for Scientific and Industrial Research achieved a breakthrough in the development of the world's first digital laser, which was published in the popular science journal, *Nature Communications*.

This new liquid crystal display technology allows for the digital control of what comes out of the laser in real time, so that customised laser modes may be selected on demand by changing only a picture (shape) written to the laser mirror.

The discovery presents a new way of thinking about laser technology and offers a new platform on which future technologies may be

built. The ability to control laser light in this way offers a myriad opportunities for application in areas such as medicine and communication.

The laser technology has immense potential for Outcome 2 (A long and healthy life for all South Africans) and Outcome 4 (Decent employment through inclusive growth). The laser technology will assist in the development of new emerging industries strategically aligned with the Industrial Policy Action Plan and regularly monitored in terms of long-run growth and competitiveness, job creation and export potential.

### Titanium initiative

In 2012, Aerosud and the National Laser Centre signed a memorandum of agreement with Airbus for the Aeroswift project, which entails the development of a new-generation additive-manufacturing machine. This technology has the potential to introduce major efficiency improvements for the aviation industry, vastly reducing material waste.

### Health

On the health front, the Centre for the AIDS Programme of Research in South Africa made a significant breakthrough when it was noted that two HIV-infected women developed very powerful, broadly neutralising antibodies that were able to counter a wide range of HIV strains.

The study was funded by the DST, the Bill & Melinda Gates Foundation and United States Agency for International Development. It was found that a unique change in the outer covering of the virus found in the two women enabled them to make potent antibodies that were able to kill up to 88 per cent of HIV types from around the world. This provides important clues that could be useful in the quest to develop an AIDS vaccine.

Within two decades, South Africa has already proved nationally and internationally that it has what it takes to make significant contributions to STI. With a solid foundation already firmly in place, future successes are inevitable. 

**\* Taslima Viljoen is Director: Media Liaison at the DST.**

## Research development and innovation

Apart from scooping the major portion of the coveted SKA bid, South Africa has developed a reputation for its excellence in astronomy and space science.

### Southern African Large Telescope (SALT)

The development of the SALT, the largest single optical telescope in the southern hemisphere and one of the largest in the world, is another major milestone of the past 20 years. Launched in November 2005, SALT is one of the highest profile science projects in South Africa. Located at the South African Astronomical Observatory field station near Sutherland, 364 km from Cape Town, this clear, dark site and its environs are protected by the Astronomy Geographic Advantage Act.

### Space science

The first South African government-funded satellite development programme saw the locally designed and built satellite, SumbandilaSat, successfully launched from Baikonur on 17 September 2009.

Following Sumbandila, on 21 November 2013, the Cape Peninsula University of Technology (CPUT) made history with the launch of ZACUBE-1, South Africa's first CubeSat (a type of nanosatellite) from Yasny in Russia.

Running on the same amount of power as a five-watt bulb, ZACUBE-1 will orbit Earth up to 15 times a day at an altitude of 600km, carrying a high-frequency beacon that will be used to study the propagation of radio waves through the ionosphere, providing valuable space weather data to the South African National

Space Agency (SANSA).

Funded by the DST, the satellite was designed and built by postgraduate students in the French South African Institute of Technology at the CPUT, in collaboration with SANSA.

### Super Dual Auroral Radar Network (SuperDARN)

An interesting development in space science is the newly built high-frequency digital radar array that will be installed by SANSA in Antarctica in the first quarter of 2014.

The radar will be installed at the South African National Antarctic Expedition research base and will be used to monitor space weather, helping to predict extreme solar activity.

The radar is part of an international web of more than 30 radar systems called the SuperDARN. Through the development of the SuperDARN, SANSA will be able to provide a state-of-the-art radar platform for national and international space research, enhancing South Africa's position as a global space player.

### Human capital development

The DST has developed and implemented national programmes to produce knowledge, human capital and the associated infrastructure, equipment and public research services to sustain the NSI.

Programmes such as the South African Research Chairs Initiative (SARChI) and Centres of Excellence programmes – both managed by the National Research Foundation – promote human capital development.

These programmes have enhanced South Africa's knowledge-generation capacity, evidenced in the publication of world-class research papers and the conversion of certain advanced findings into innovative products and processes. The department supported a total of 3 076 researchers during the 2012/13 financial year. >>

Picture: Christine Vermooten / The Citizen

Sandile Ngcobo, a PhD candidate and research scientist, at the CSIR's National Laser Centre laboratory in Pretoria after the unveiling of the world's first digital laser.

# Science of the times:

SA a better place in which to explore and experiment



In the vast Northern Cape, not far from the small town of Carnarvon, the world's biggest scientific project, the Square Kilometre Array (SKA), is under construction.

South Africa, together with its eight African partner countries, was awarded the bid to host a major portion of the SKA radio telescope in 2012. The iconic SKA project will be one of the biggest radio astronomy projects in the world.

Construction of the first telescope of the 64-dish precursor to the SKA, the MeerKAT, is expected to be completed in 2014.

The MeerKAT is itself a megaproject that is exciting researchers the world over and scientists have already booked research time at the facility. In 2010, the precursor to the MeerKAT, the Karoo Array Telescope (KAT-7), was completed ahead of schedule.

This megaproject embodies the strides South Africa has made in the area of science and technology over the last 20 years. Projects such as these prove that the country can hold its own on the global science and technology stage.

The country's major achievements in this field are a result of deliberate interventions by the Department of Science and Technology (DST).

As the custodian and coordinator of the development of the National System of Innovation (NSI), the department influences this system through key strategies such as the

2002 National Research and Development Strategy and the 2008 Ten-Year Innovation Plan. The latter seeks to contribute to the transformation of the South African economy, in which the production and dissemination of knowledge lead to socio-economic benefits and enrich all fields of human endeavour.

The National Development Plan (Vision 2030) identifies education, training and innovation as being at the centre of South Africa's long-term development, and specifically states that "inadequate capacity will constrain knowledge production and innovation unless effectively addressed".

The DST focuses on overcoming challenges facing South African science, technology and innovation (STI), including human resource development and the continuous modernisation of scientific infrastructure such as laboratories and information technology equipment, in order to unlock the potential of STI to contribute to economic growth.

High priority is given to developing the innovation capacity of the NSI, thus contributing to socio-economic development. Other interventions include the establishment and support of new innovation and technology transfer institutions, which could result in the creation in the creation of high-quality jobs.

the anaerobic digestion process converts these potentially environmentally hazardous wastes into organic compost;

- Biogas is a renewable energy source with multiple benefits.

**Benefits of Biogas**

Biogas is a very versatile energy option. It can be used converted into electricity or used as a fuel for use in vehicles, households and schools. Within households and schools – biogas can be used as a fuel to meet basic utilities such as cooking and lighting. For vehicular fuel, it can be a substitute for or alternative to petrol or diesel. Biogas can be used to generate electricity as Biogas generators produce clean electricity and can provide free thermal energy (CHP) that would otherwise have been wasted (i.e. not utilised for energy output) in the conventional energy space.

Benefit of carbon mitigation is measurable. Some studies suggest that every ton of methane burnt and reverted to CO2 equates to the removal of over 22 tons of harmful greenhouse gases; industry sectors such as agriculture, food manufacture/processing, abattoirs, dairies, feedlots and local government will benefit from effective waste management;

Despite these benefits, biogas deployment nationally has been very slow. In the first two bidding windows, despite the allocation of more than 47.5 MW there were no biogas projects that made it into the preferred bidders list. To address this, the department together with the SABIA and DBSA hosted a national biogas conference on 30-31 October 2013 in Midrand, Johannesburg.

**Biogas Conference Held In October 2013 – Outcomes**

The key outcome of the conference was the establishment of a National Biogas Platform - a temporary platform comprising all key stakeholders from academia to government

Purpose is to focus on the following activities:

- To interrogate and address lessons learned from the existing projects;
- To assess current and future regulatory requirements in order to make the regulations proactive and conducive for the development of the industry;
- To identify and share information on the financing options for the biogas projects in order to lift up the industry;
- GiZ, through the SA-Germany energy partnership to provide secretariat support; and
- Meetings are held monthly.



Three Crowns School

**Case Study**

Three Crowns School: AGAMA Biogas, together with Finishes of Nature – the certified contractor for the Eastern Cape – supplied and installed two BiogasPro digesters within an integrated sanitation, waste, energy and food production system at the school in 2010.

Waste water is plumbed from the school ablution facilities directly into the biogas digesters which also have an opening for the introduction of food and other organic wastes. After a stay in the digester of about five days, all pathogens requiring oxygen to metabolise are killed off and biogas is produced. The gas is stored safely and under low pressure in the digester itself.

Biogas as a renewable energy sector has the potential to create meaningful jobs, while simultaneously creating a newly skilled group around the technology.

About 30% of the country still needs to be electrified and 51% of this lies in deep rural areas which are economically inaccessible by the grid.

Biogas can be used as an effective way to provide modern energy to outlying rural communities that currently have no hope of receiving grid electricity from Eskom, with the added benefit of producing compost to promote local growing of vegetables, contributing to creating rural food security.

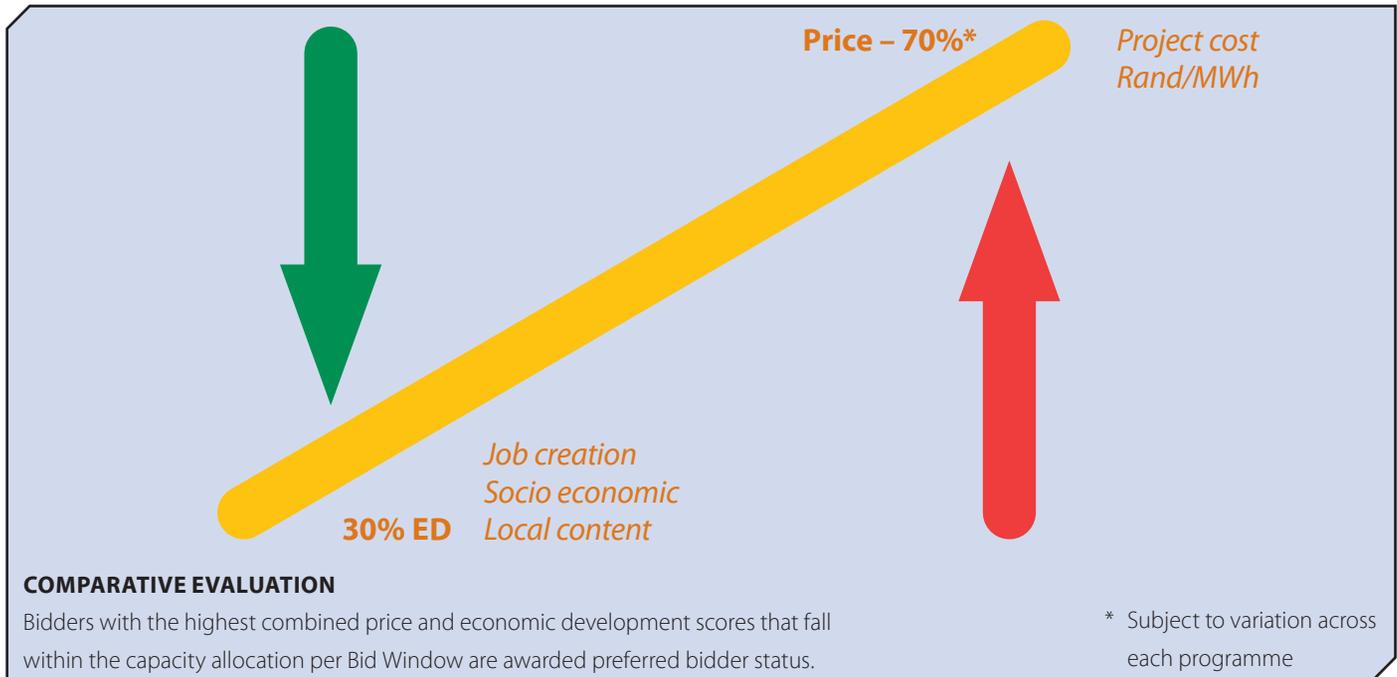
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COMPARATIVE EVALUATION



PROGRESS ON REIPP (RENEWABLE ENERGY INDEPENDENT POWER PRODUCERS)

Under Bid Window 1, 28 IPP agreements (about 1400 MW) were entered into of which 6 IPPs are already connected to Eskom grid and producing about 200 MW of green electricity.

Under Bid Window 2, 19 IPP agreements (about 1 050 MW) and all the IPPs have started with construction.

Under Bid Window 3 (about 1 460 MW) 17 preferred bidders are currently busy with Financial close.

Technologies including PV, Wind, Concentrated solar Power (CSP), as well as small scale hydro.

Currently during the construction phase of Window 1 and 2, just under 13 000 jobs have been created, of which about 7 500 were taken up by youth workers.

BIOGAS – AN UNTAPPED RESOURCE

What is biogas?

- Biogas is produced when organic waste decomposes in the absence of oxygen;
- Biogas systems use bacteria to break down wet organic matter like animal dung, human sewage or food waste etc. This bacterial activity produces biogas, which is a mixture of methane and carbon dioxide, and also a semi-solid residue (i.e. compost or fertiliser);
- Methane is a combustible gas, at the same time it is considered the most harmful greenhouse gas compared to carbon dioxide;
- A biogas plant needs some methane-producing bacteria to get it started. Once the plant is producing biogas, the bacteria reproduce and keep the process going;
- Cattle dung contains suitable bacteria, and in some areas a small amount of cattle dung is often used as the starter for a biogas plant, even when it is not the main feedstock.
- Most organic waste types are suitable as feedstock: manure, sewerage, food waste, fruit and vegetable waste, fats and oils, etc. and



Deputy Minister Barbara Thomson in Nongoma in KwaZulu-Natal during a service delivery inspection programme.



President Jacob Zuma and Minister Dikobe Martins at the launch of the Thornhill substation, King Sabatha Dalindyebo Municipality, Eastern Cape.



**RENEWABLES AND SMALL RENEWABLES**

**Small renewables**

The small renewables programme provides smaller investors and funds in the South African equity market with investing opportunities in the energy sector. Examples of investing opportunities include mounting solar PV panels on roofs of shopping malls, warehouses, etc.

The programme is also aimed at reaching a wider array of locations, developing these areas and enhancing job creation in these areas.

**Small Renewables Fund**

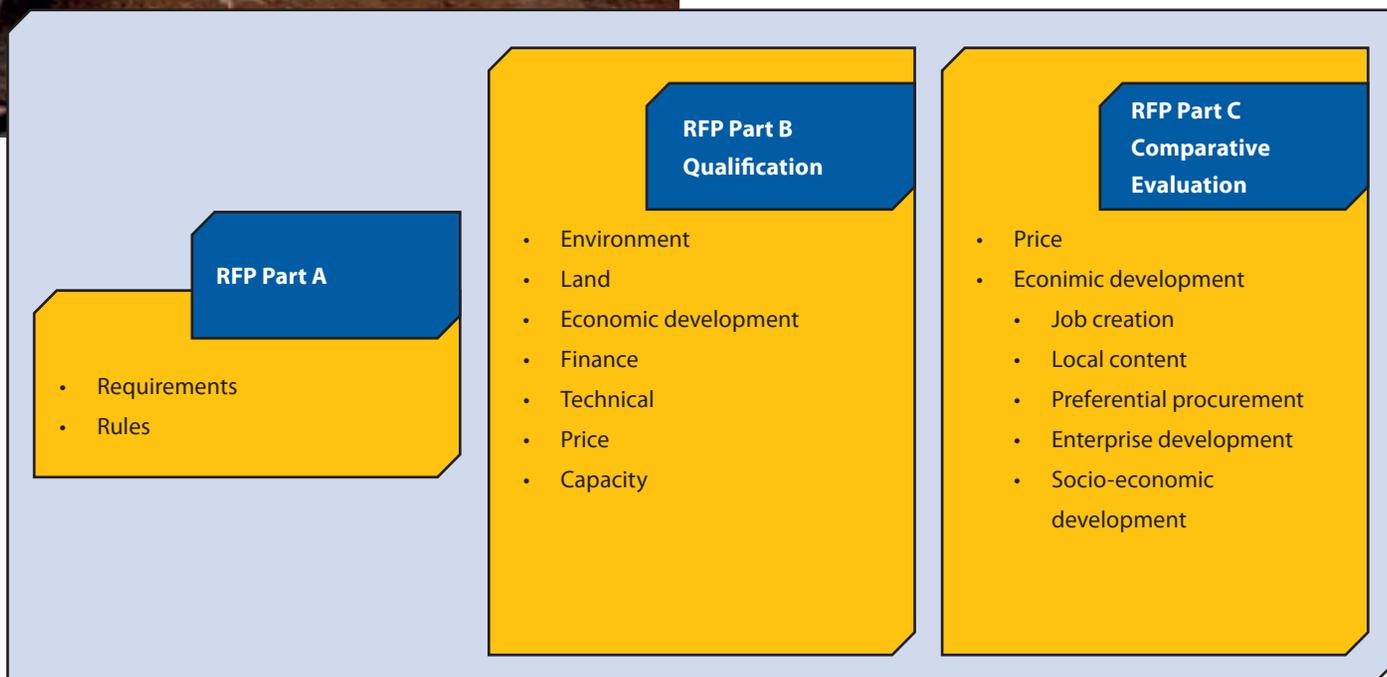
The DoE, with National Treasury, is looking to set up a fund to assist small, new developers with financing, as well as reducing the cost and complexity to bid.

KfW (German government development bank) has offered a 34 million Euro loan to contribute to the fund.

The DoE will seek to involve commercial banks (the DoE has already received commitment from the commercial banks to contribute to the fund) and other funders to create a fund large enough to cater to the market.

The fund may well offer standardised documents and panels of EPC and O&M contractors and equipment suppliers (these are the primary participants in an IPP project); this will assist small new developers to become involved and will further the Department’s aim of encouraging local developers.

This fund will take some time to create which means that the small renewables programme will need to shift timelines to move in line with the fund’s creation. However, this will allow more local developers to participate which is desirable to the DoE, the greater government, the country and local communities.





### PROCUREMENT PROCESS BACKGROUND

#### Request for proposal (RFP)

- Part A: General requirements and rules
- Part B: Qualification criteria
- Part C: Economic development

#### Power purchase agreement

- Contract between the IPP and the seller
  - Wind PPS
  - Solar PPA
  - CSP PPA
  - Other technologies etc

#### Implementation agreement

- Contract between the IPP and the department
- Obligation for IPP to deliver on economic development obligation
- On buyer default – department to pay the IPP

\* Subject to variation across each programme



# The Energy Sector



Minister Dikobe Ben Martins

The vision of the Department of Energy (DoE) is to make adequate and affordable energy available to developing communities through a mix of providing alternative energy resources at a reasonable cost. The aim is to satisfy the basic needs of the developing sector and at the same time promote the effective utilisation of South Africa's vast alternative energy sources.

Renewable energy sources, other than biomass (the energy from plants and plant-derived materials), have not yet been exploited optimally in South Africa. The DoE has strengthened international relationships in this area via partnerships established during the World Summit on Sustainable Development (WSSD) in 2002.

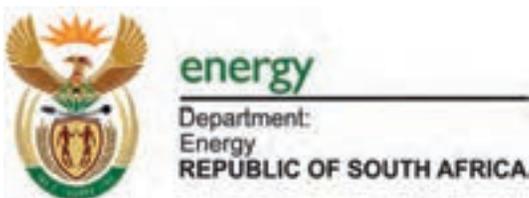
The White Paper on Renewable Energy (2003) [PDF, 2.28 MB] has set a target of 10 000 GWh of energy to be produced from renewable energy sources (mainly from biomass, wind, solar and small-scale hydro) by 2013.

## IPP PROCUREMENT PROGRAMME

### IPPs: An Investor and Community Perspective

In August 2011, the Minister determined that 3 725 MW of renewable energy be procured by IPPs in five different rounds ("Bid Windows"), subsequent to which the DoE initiated the procurement process.

In December 2012, in a trio of further determinations, the Minister determined that a further 3 200 MW of renewables generation capacity was to be procured from IPPs, as well as IPP procurement of coal, gas, hydro and cogeneration generation capacity under the Baseload Programme and the Medium-Term Risk Mitigation Project.



other organisations that had better access to funding, networks and other resources.

Having successfully established itself as a stable presence within the sector, the focus of the next five years is now to promote growth in the sector. Given the platform that has been established, and the energy of those already active in the sector, there is little doubt that the agency will be able to facilitate this.

#### **To achieve its mandate the CBDA consists of three distinct units**

Since its inception in 2009, the CBDA staff complement has grown from one staff member to 16 staff members, who are very passionate about developing the co-operative banking sector. More than 80% of these are professionals in the fields of accounting, auditing, finance, economics, business administration and human resources management.

**The Corporate services unit** is the administrative unit of CBDA and is responsible for strategic leadership, governance, human resource management, financial management and the overall co-ordination of all the activities and ensuring adequate resources are provided for the other units to function optimally. The corporate services unit is also responsible for stakeholder management and co-ordinates the CBDA's marketing efforts and research activities.

**The capacity building unit** is responsible for supporting, promoting and developing CFIs. In fulfilling this responsibility the unit determines the training needs for the sector and develops appropriate capacity enhancement programmes in conjunction with relevant stakeholders. In this regard it focuses on ensuring the design and accreditation of CFI-specific courses, as well as developing and/or adopting appropriate training material for such curricula.

**The Supervision unit** is responsible for the regulation and supervision of CFIs to ensure safe and sound institutions and a financially stable and sustainable co-operative sector. This entails the registration, onsite inspection and offsite monitoring of performance of CFIs. Effective co-operative banking supervision requires that the risk profile of individual co-operative CFIs be assessed and supervisory resources allocated accordingly.

The supervision and capacity building units have a dynamic relationship. If an eligible CFI fails to apply, or submits inadequate documents for conducting a pre-registration assessment to the Supervisor, or an application is rejected for registration, the matter is referred to the capacity building unit. Through its programmes, the capacity building unit ensures that the CFIs are trained to increase their capacity to meet the registration requirements.



Supervision Unit  
D de Jong, M Kuhlengisa, M Mafojane, K Mabule, M Zama, N Mafanya



Capacity Building Unit  
Seated: Hlengiwe Kheswa, Timothy Mutyavaviri, N Sauli  
Standing: R Mbeza and N Thwala



Corporate Unit  
Ms O Matshane (Managing Director), P Molokoane, E Odendaal,  
O Seageng, L Padayachee, N Thwala

#### **WHAT THE FUTURE HOLDS**

The CBDA is very excited about the future of the sector as moving forward our vision is to target salaried and middle income groups to build a strong and integrated national co-operative banking system. As in other countries, like Kenya, Germany and the US, the participation of public sector employees will play a significant role in boosting confidence in the co-operative financial sector of South Africa. The CBDA is looking forward to such new entrance in the sector.

**To find out more about the CBDA and its activities and the list of all registered CFIs—please visit the CBDA website on [www.treasury.gov.za/coopbank](http://www.treasury.gov.za/coopbank)**



The Deputy Minister (DM) Nhlanhla Nene honoured this day by joining the board members for lunch. He expressed the Department's and Ministry's appreciation and recognition of the achievements of the outgoing board and at the same time wished the new board well on their new journey of taking the CBDA to greater heights in achieving its mandate.

During their term of office, the founding board members set the foundation, and ensured a conducive working environment and operationalised the CBDA.

Over their period in office, the previous board over saw among other achievements:

- Provision of strategic leadership by the development of the CBDA three-year strategic plans;
- Implementation of a stakeholder engagement strategy whereby MOUs were signed and operationalised playing a significant role in the capacitation and development of the CFI sector; and
- Ensuring the CBDA is adequately capacitated to execute its mandate which is evident in the growth of the CBDA staff complement from one to about 16 employees in 2013.

**Remarks of the incoming chairperson of the CBDA Board**

**The incoming chair Dr Patricia Makhsha**

The culture of saving must be encouraged in South Africa. However, the serious challenge is unemployment especially among the youth. Out of a population of nearly 50 million,

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**CBDA has a critical role to play in ensuring both the unbanked and banked, rural and urban communities reclaim their right to have dignified lives by saving.**

13.1 million South Africans are employed. Only two out of five persons of working age (41%) have a job, compared with 65% in Brazil, 71% in China and 55% in India. To match the emerging markets average of 56%, South Africa would need to employ 18 million people – 5 million more than are employed today.

To keep pace with the number of people entering the labour market, this would require the economy to create about nine million jobs over the next 10 years. The unemployment rate among working-age youth below 25 years of age is about 50%. The society need to come together and say: "How we reduce our personal debts and build the capital that we can invest in bettering our lives." CBDA has a critical role to play in ensuring both the unbanked and banked, rural and urban communities reclaim their right to have dignified lives by saving.

**Remarks of the deputy chairperson, Peter Koch, of the CBDA Board**

National Treasury took a leap of faith when it established the Agency over five years ago. The co-operative sector prides itself on development from the ground up, rather than relying on help from above. It was therefore with great trepidation that the agency was established – to both support and oversee the emerging financial co-operative sector. This dual mandate was also seen as a challenge – given the potential "player and referee" conflict of being both developer and supervisor.

Given these roots, the CBDA focussed on establishing a development framework that was collaborative and supportive – without being prescriptive. In a similar vein, the supervisory framework was designed to provide structure, guidance and targets – rather than to be punitive and constricting.

The strategic focus of the agency during its first five years was to develop the agency and its internal resources and systems, while also establishing the development and supervisory frameworks. Given the limited resources at its disposal (significantly less than what had been proposed in the founding Business Case), the CBDA also used the principle of leverage by forming partnerships with



CBDA Supervision team examining a Rural CFI.



CBDA Capacity Building staff in the field.

## SO WHAT IS A CFI?

### A financial co-operative wholly owned by its members:

- With open and voluntary membership to all within an accepted common bond of association;
- Provides financial services to its members;
- Encourages savings in order to provide responsible credit and other services to its members at a fair rate;
- Surplus made may be distributed among its members or towards improving services required by members;
- Democratically owned with each member enjoying equal rights to vote (one member, one vote);
- Member-centric driven by service to its members to improve the economic and social well-being of all members;
- Encourages economic participation by all members towards building a safe and sound institution to ensure continued service to its members;
- About people helping themselves, pull their resources together in order to serve its members; and
- Governed by co-operative principles whose ideals and beliefs seek to bring about social justice and solidarity for the greater good of the communities within which they operate.

CFIs offer many of the same products and services as commercial banks, however they differ in a number of ways:

- CFIs are not for profit but for service to its members;
- Are owned by its members;
- Board of directors are elected by the members and function as unpaid volunteers;
- Typically have fewer and lower fees than those of banks;
- Surplus goes back to members in the form of dividend or patronage proportion; and
- Interaction between co-operatives is co-operative not competitive.

### STRUCTURE OF THE CBDA

#### CBDA Board of Directors

The CBDA is governed by a Board of Directors who reports to the Minister of Finance. The CBDA is a fairly new institution that started operations in 2009 but is proud to boast an impressive track record of achievements.

The 12th of September 2013 was a notable date on the calendar of events for the CBDA. This is the day the CBDA said farewell to the outgoing Board of Directors, who was essentially the first Board of Directors (having served their second term) appointed from inception, and welcoming the new incoming board members.



CBDA previous and current board members with the Deputy Minister and Executive Team.

# The CBDA

## *changing people's lives through co-operative banking*

### ESTABLISHMENT

The Co-operative Banks Development Agency (CBDA) was established following the promulgation of the Co-operative Banks Act No 40 of 2007. It is listed under schedule 3 (a) of the Public Finance Management Act.

The Act mandates the CBDA to support, promote and develop co-operative banking including deposit taking co-operatives. Furthermore, Exemption Notice No 404 of the Banks Act stipulates that the CBDA is responsible for the regulation and supervision of:

- Any Co-operative Financial Institution (CFI) that chooses to identify itself by use of the name Financial Co-operative, Financial Services Co-operative, Credit Union or Savings and Credit Co-operative (SACCO) whose members have an identifiable common bond;

- Any CFI with 200 members and members share capital of more than R100 000; and
- Any CFI with more than 200 members and deposits of more than R1 million that do not meet the requirements to register as a co-operative bank by the South African Reserve Bank (SARB) with deposits up to R30 million.

### CBDA VISION

The vision of the CBDA is to create a strong and vibrant co-operative banking sector.

This is to be achieved by changing people's lives through financial inclusion using the co-operative banking model. The goal of financial inclusion is to improve the range, quality and availability of financial services and products to the unserved, under-served and financially excluded.

***Here at CBDA, we understand that our work has a bigger purpose beyond just support and regulation but through our work we are changing people's lives.***

The Co-operative banking model:

- Improves **access to and usage of** financial services; by ensuring that the
- Products and services are provided at **affordable cost**; and that
- They are **appropriate** i.e. address the unique needs of the members.

Since the members of these financial co-operatives also own and control the financial co-operatives, **member financial education** in the use of financial services is an important value offering as members are able to make informed decisions about which products will best meet their needs. People should however not think that financial co-operatives are only for the poor, the unbanked and the under-banked. Financial co-operatives are for every consumer of financial services.



CBDA Interns on a 1 year programme funded by the Bankseta.

- The first phase of the Nooitgedagt Scheme was started. The project will provide water from the Gariep Dam through the Orange-Fish-Sundays transfer scheme.
- The Mooi-Mgeni Transfer Scheme, which includes the construction of the Spring Grove Dam as well as a pumping station and pipeline, was started.
- The implementation of Phase 2 of the Lesotho Highlands Water project was started. The delivery of water from this project is expected in 2020.
- The raising of Tzaneen Dam and the construction of the Nwa-

mitwa Dam, both on the Groot Letaba River, was started. The dam walls of the Hazelmere and Clanwilliam dams will also be raised. Some R38,5 million is being spent on the refurbishment of eight sewage treatment plants and three water treatment plants in the Free State, which will benefit eight municipalities.

Infrastructure development does not only play an important role in realising the country's 2013 vision, but its role is crucial for South Africa's growing economy. The investment that has been made and investments that will be made in future will take the country forward.



President Jacob Zuma is leading cabinet's comprehensive efforts to transform South Africa through infrastructure development.

### **Social infrastructure highlights over the past 20 years**

- In basic education facilities, 84 468 new classrooms and 21 774 ablution facilities have been built. Some 8 765 schools have been provided with water and 6 434 schools have been provided with electrical connections. Some 2 761 new schools have been constructed.
- More than 1 500 healthcare facilities have been built and existing ones revitalised to ensure that everyone can access healthcare within a five-kilometre radius of their home.
- Eighteen new hospitals have been built and more than half of the 400 public hospitals in South Africa had been renovated.
- Some 3,7 million subsidised housing opportunities (including houses and serviced sites) have been provided to the very poor, giving a home to about 12,5 million people.
- Access to a basic level of sanitation increased from just over 50% of households in 1994/95 to 83% in 2011/12.
- Access to a basic level of clean water increased from just over 60% of households in 1994/95 to over 95% in 2011/12.
- Access to electricity increased from just over 50% of households in 1994/95 to 86% in 2013/14. <sup>(S)</sup>

**Source: Twenty Year Review**

### **Bus Rapid Transit (BRT)**

The City of Johannesburg has taken the lead by implementing its BRT system.

The BRT or "Rea Vaya" was constructed to improve public transport in and around the city, reduce congestion on public roads, improve the environment and create jobs.

While providing safe, affordable and reliable public transport, the BRT has also created more than 7 000 jobs since it was initiated in 2009.

"Every day 40 000 passengers are transported safely, affordably and reliably. There has been significant skills transfer to construction workers, bus drivers and also to 400 station staff including ambassadors, marshals and cashiers," says the Executive Director of Transport at the City of Johannesburg Lisa Seftel.

The long-term plan is for Rea Vaya routes to cover 330km, allowing more than 80% of Johannesburg residents to catch a bus.

Meanwhile, Tshwane has started construction of the Tshwane Rapid Transit system called A Re Yeng. The R2,6 billion system will comprise three depots and 51 stations on an 80km route. The system is expected to be operational next year.

Similar systems are being built in Cape Town, Nelson Mandela Bay, Buffalo City, eThekweni and Rustenburg.

### **South Africa's ports**

Container freight capacity at South Africa's ports has increased considerably since 1994.

The new Port of Ngqura in the Eastern Cape has a doubling capacity of 800 000 containers per year in 2012.

The capacity of the Cape Town Container Terminal was increased from 700 000 containers a year in 2009 to 900 000 containers a year in 2012.

Another major undertaking was the deepening and widening of the Durban Harbour entrance channel to accommodate much larger vessels. The acquisition and installation of seven tandem-lift ship-to-shore cranes in Durban seeks to improve capacity and port efficiency.

Major investments currently underway include container-handling equipment at Ngqura in order to increase port capacity to 1,5 million containers per year by 2014.

Another project is the expansion of the Port of Durban's container terminal's 2009 capacity of two million containers by an additional 1,4 million containers per year, along with berth-deepening to accommodate larger vessels.

Feasibility investigations and community consultations are

being carried out for a new Durban Dig-out Port, mainly for containers, at the old Durban International Airport site.

According to the Twenty Year Review, despite the expansion drive, productivity at South African ports remains stubbornly low at an average of about 28 gross crane moves per hour, compared with the international standard of about 40 per hour. Improving productivity at the ports will need to be a key focus area for Transnet in coming years.

### **Water and sanitation**

More South Africans have access to water and sanitation than in 1994. In 1994, 40% of households had no access to basic water supplies. That backlog has now been reduced to five per cent by 2013.

Additionally, 50% of households had no access to basic sanitation and by 2011/12, some 83% of households had access to basic sanitation. Some of the highlights of water and sanitation delivery include:

- Construction of the first phase of the Mokolo and Crocodile River (West) Water Augmentation project was started. The R2,1 billion project will provide part of the water required for the Matimba and Medupi power stations.
- The partial impoundment for the De Hoop Dam was initiated. The dam will supply water for domestic and mining use in the Greater Sekhukhune, Waterberg and Capricorn district municipalities. A total of 2,3 million people in the domestic sector will benefit from this project.
- The Dwarssloop-Acornhoek steel pipeline was completed. It will supply water to nine rural communities in the Bushbuckridge Local Municipality.





There are now over a million passengers using the Gautrain monthly.



The infrastructure boom continues to create thousands of jobs.

This will be the result of Prasa upgrading its rolling stock fleet. Prasa will operate the normal Metro train and the more luxurious Metro Express. Both trains will run with six carriages during off-peak hours and 12 carriages during peak hours.

Since 2010, Prasa has been stepping up efforts to improve the rail network, as well as purchase new passenger and goods trains.

The new trains will be phased in in three corridors. The first line will be in Gauteng from Mabopane via Pretoria and Germiston to Park Station and Naledi. The second will be the south-north corridor in KwaZulu-Natal (Umlazi, Durban and KwaMashu). The third will be the Cape Town-to-Philippi route in the Western Cape.

### Gautrain

In an effort to reduce the traffic congestion between the Johannesburg and Pretoria route, government undertook the ambitious project of constructing a high-speed train service in Gauteng.

The construction phase of the project started in 2006 and was com-

pleted in 2011.

Gautrain, Africa's first world-class, modern rapid rail and bus service, provides a link between Johannesburg, Pretoria and OR Tambo International Airport and transports over 1,2 million passengers monthly between 10 stations.

Gautrain also runs a feeder bus service operating on a 125km range in Gauteng. The construction phase of the project played an important role in creating jobs and providing training for skilled and semi-skilled personnel.

The number of direct jobs created amounted to 11 700, while 63 200 indirect jobs were created and 10 400 skilled and semi-skilled personnel were trained. In addition 1 250 courses were offered for management.

Gautrain may soon extend its services to Mamelodi and Soweto. This will increase the number of passengers that use the Gautrain on a daily basis.

### Communications

More South Africans now have access to some form of communication infrastructure compared to prior to 1994.

Reform of the communications sector since 1994

- 58,3% of the broadcasting sector is owned by historically disadvantaged individuals. Given a zero base in 1992, this is a major achievement.
- Broadband Infracore is rolling out a national fibre optic network to provide broadband. MTN, Neotel and Vodacom are co-building an alternative national infrastructure network. These amount to over 5 000 km of national fibre.
- The Post Office has installed an estimated 700 000 new mail boxes around the country, and over 7,4 million new addresses since 2004, giving identity to households.
- To date the Post Office opened 430 000 new accounts for social grants and pensions and the Postbank has the highest number of Mzansi Accounts – about 2,6 million.
- Access of households to broadband is 33,7%.
- 6 700 schools connected to broadband to date.
- Coverage of digital terrestrial television is 82% with the full target being 84%. 16% is covered by satellite.
- Mobile phone termination rates were cut in 2010, and from 89 cents to 40 cents in 2013, then to 20 cents in 2014 and this rate will fall to 10 cents by 2016, as part of the effort to reduce the costs of communication.
- 89 per cent – the percentage of households with access to cell phones. This increased from about 32% in 2001.
- Television access increased from about 53% of households in 2001 to more than 74% in 2011, and computer ownership increased from 8,5% of households in 2001 to more than 21% in 2011.

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Infrastructure development has changed the face of the country over the last 20 years.

plant comprising six units with the ability to produce power of 800MW each.

According to the power station's general manager, Roman Crooks, this amount of power could light up most of Cape Town. Unit six is 90 per cent complete and construction for unit five has already started, he added.

"The target is to complete the entire project by 2018," Crooks added.

When finished, Medupi will be the world's fourth-largest coal power station and will be the largest dry-cooled power station in the world.

The construction of the power station is already making a positive impact on the small town of Lephalale as homes and social infrastructure is developed to serve the thousands of contractors working on the site.

#### Kusile Power Station

Kusile is a coal-fired power station close to the existing Kendal Power Station in Mpumalanga. The Kusile site is about 1 355 hectares in size, and is located on the Hartbeesfontein and Klipfontein farms.

It is the most advanced coal-fired power plant project in Eskom. A coal-fired power station takes about 10 years to build, but due to capacity constraints, the Kusile project has been fast-tracked and it is anticipated that it will take about eight years to complete.

## Transport infrastructure

### Rail

According to the Twenty Year Review, the use of Metrorail grew steadily from 1993 to 1999.

This growth put pressure on the passenger rail network and the system reached the limits of its capacity. This resulted in unreliability arising from old rolling stock and signal system failure due to power failures, which were mostly because of copper cable theft.

A new agency – Passenger Rail Agency of South Africa (Prasa) – was formed to specifically focus on passenger rail. The agency was given the task of managing and upgrading the old infrastructure as well as overseeing the transportation of passengers to the major economic hubs of the country.

In 2010, Prasa embarked on an ambitious plan to upgrade the infrastructure. From 2015, train commuters will be travelling in new trains with modern features such as Wi-Fi, closed-circuit television cameras, comfortable seating, air conditioning, route maps, on-board communication and toilets.

Overcrowding, delays, crime and train surfing will be a thing of the past as commuters experience the benefits and dignity of modern travel.

About 3 600 trains valued at R51 billion are expected to be delivered over a 10-year period from 2015, creating 8 088 direct jobs.



envisioned spending this amount over a seven-year period. The MDS aims to expand the country's rails, port and pipeline infrastructure resulting in an increase in freight volumes, especially for commodities like iron ore, coal and manganese.

During the seven-year period, rail volumes will increase from approximately 200 million tons to 350 million tons. The increase will have a major impact on reducing the cost of doing business. The company will spend R205 billion on rail projects, while also spending R151 billion on general freight business.

### Electricity Infrastructure

The democratic government inherited a modern electricity-generation fleet that was largely fuelled by coal and able to deliver electricity at low prices. Between 1994 and 2002, little investment was made in electricity generation.

The unexpected rapid growth of the economy after apartheid defied decades-old planning expectations in the electricity sector. Demand exceeded supply and the problem was compounded by pre-1994 decisions to stop power stations,

will contribute to faster economic growth and job creation.

The biggest chunk of the investment in infrastructure will continue to come from Eskom which will invest R205,1 billion over the next three years. Eskom's new power stations, Medupi and Kusile, are expected to start producing electricity in 2014 and 2015 respectively.

In 2012, Transnet also launched a R300 billion infrastructure plan that is set to create 588 000 new jobs in the South African economy.

Through the Market Demand Strategy (MDS) the company, en-

resulting in a supply crisis in early 2008.

According to the Twenty Year Review, the democratic state provided access to electricity to over 5,8 million households in less than 20 years. Under democracy electricity has become more accessible.

"In less than 20 years, the democratic state has provided access to electricity to over 5,8 million poor households. The electrification programme – which is rolled out by Eskom and municipalities and administered by the Department of Energy – has reduced the percentage of households without electricity to 14 per cent (from approximately 50 per cent in 1994)," the review notes.

Since 1994, there has been major policy reform in the electricity sector. New policies and laws were introduced to transform the sector – the most significant was establishing Eskom as a public company in 2002.

As a result of these interventions, access to electricity increased from just over 50% of households in 1994/95 to 86% in 2013/14.

In an effort to increase the generation of electricity and to relieve the pressure on existing power stations, two new large coal-fired power stations, Medupi in Limpopo and Kusile in Mpumalanga, are currently under construction.

The two power stations are among the major construction projects of the democratic government.

The Medupi Power Station is a coal-fired >>

# New infrastructure boosts South Africa's economy

South Africa's economic landscape looks nothing like it did under apartheid. **Albert Pule** and **Ongezwa Manyathi** focus on key points from the Twenty Year Review's discussion on economic infrastructure.

**A**lthough infrastructure expenditure during the apartheid years was relatively high as a percentage of gross domestic product, it only benefited mainly the white minority and maintained the apartheid state.

This meant that the majority of South Africans did not have adequate education, healthcare, housing, municipal services and welfare infrastructure. In 1994, when the democratic state took over, it inherited poverty, inequality and an inadequate infrastructure that it is still being addressed today.

Infrastructure investment is a key priority of both the National Development Plan and the New Growth Path.

Through infrastructure development, government is transforming the economy, directing national growth and driving job creation by implementing a long-term, government-led infrastructure investment programme.

The National Infrastructure Plan rolled out in 2012 aims to change the economic landscape of the country and create jobs. The plan is an effort by government to build new infrastructure and upgrade existing infrastructure across the country.

In 2013, Finance Minister Pravin Gordhan announced government would invest R827 billion over three years in building new and upgrading existing infrastructure. Government is currently looking at rolling out 43 major infrastructure projects worth R3,2 trillion.

These investments will improve access by South Africans to healthcare facilities, schools, water, sanitation, housing and electrification. On the other hand, investment in the construction of ports, roads, railway systems, electricity plants, hospitals, schools and dams



The top performers...From right to left Juaine Narine, Lehasa Mosia, Numbuso Mntungwa, Phuti Moloto and Oosborne Maphukhe



## NEW CLASS OF POLICE OFFICERS JOINS THE FIGHT AGAINST CRIME



**F**our thousand five hundred and one (4501) police constables graduated at eight SASSETA accredited SAPS Academies throughout the country in March after completing a two-year Basic Police Development Learning Programme (BPDLP). The BPDLP was introduced by the organisation in an effort to improve SAPS training and enable members to provide a more effective and professional policing service.

The above is in line with government's National Development Plan to ensure that all police officials will be professional individuals working within the ambit of the law and human rights whilst rendering a quality service to the communities they serve.

The programme entailed 10 months of training at the training academies, 12 months of practical training at police stations and two months of integrated assessment at the training academies. The BPDLP equipped the members to apply legal and policing skills to serve and protect the community.

The members have successfully completed various learning modules and practical challenges over the past 24 months aimed at making them mentally and physically fit to deal with various challenges that lie ahead of them in their policing career.

The constables are a new class of police officials. It is the second time that this standard of police training has been presented. They have received training which is consistent with the education

and training development landscape within the country and which is aligned to the accreditation rules. These graduates are leaving the training academy with a Level 5 National Qualifications Framework-aligned qualification as administered by the SA Qualifications Authority.

The training presented meets standards in terms of current training methodologies, assessment standards and moderation of assessment standards. The Safety and Security Sector Education and Training Authority monitors and quality assures the training.

To successfully present this course, highly qualified trainers are required and current SAPS trainers are a combination of serving police, as well as those with legal and teaching experience. They are also registered moderators and assessors and as such have a code of ethics that they must adhere to. Should they fail to adhere to the code of ethics, they face deregistration.

The BPDLP is also internationally benchmarked as various other police agencies have been consulted to understand the training they provide and the methods they use. All 10 SAPS academies which offer training are accredited institutions as required by law.

The SAPS does not have a "pass one, pass all" policy. All graduates were thoroughly assessed. From the total of 4679 candidates registered for this program, 178 were not successful in their integrated assessment. They are currently receiving remedial training and will be assessed again at a later stage.

“ **The BPDLP is also internationally benchmarked as various other police agencies have been consulted to understand the training they provide and the methods they use.** ”

This is an indication of the SAPS' strong stance to maintain a stringent curriculum with a view of producing quality police men and women in blue.

Policing in a democratic dispensation means that the human rights of the communities that we serve must be respected at all times. Human rights are therefore a golden thread that runs through all the different modules.

The new police officials understand and appreciate that a great deal of authority and responsibility has been bestowed on them by virtue of their profession. They have the power to arrest and detain, in other words to take a person's freedom away from them. This is a power never to be taken lightly or to be abused.

The new police officials are ready to serve and protect the people of South Africa, to prevent, detect and combat crime, to maintain peace and stability and to enforce the law.





treated violence against women and children as a national priority. The Sexual Offences and Community Affairs (SOCA) Unit was established in 1999 to facilitate the prosecution of sexual crimes.

The 16 Days of Activism Campaign for no violence against women and children has mobilised communities and raised awareness. Despite these efforts, the recent spate of violent crime and the rape of women and young girls suggest that much more has to be done to change attitudes and eradicate violence against women and children.

The Twenty Year Review states that the newly – formed National Council Against Gender-Based Violence has been mandated to provide high-level strategic guidance and coherence of strategies across sectors to address the high levels of gender –based violence and integrate, strengthen and mobilise structures of society for the reduction of gender-based violence.

Government also established Thuthuzela Care Centres, which are one-stop facilities aimed to reduce secondary trauma for victims, improve conviction rates and reduce the cycle time for finalising cases.

The centres operate in public hospitals in communities where the incidence of rape is particularly high. They managed by a top are – level interdepartmental team comprising representatives from Justice, Health, Education, Treasury, Correctional Services, Safety and Security, Local Government, Home Affairs, Social Development and designated civil-society organisations.

The Thuthuzela project is led by the National Prosecuting Authority's SOCA, in partnership with various donors as a response to the urgent need for an integrated strategy for prevention, response and support for rape victims.

South Africa's progress regarding gender equality is evident both in international and regional indices.

According to the Twenty Year Review, on the Social Institutions and Gender Index of the Organisation for Economic Cooperation and Development, South Africa ranked fourth out of the 87 countries in the 2012 index and was the top-ranked country in Africa.

On the Southern African Development Community Gender and Development Index, South Africa ranked second in 2012 and on the World Economic Forum Gender Gap Index, South Africa has consistently remained in the upper levels, reaching sixth position in 2011.

What is striking about South Africa over the past 20 years is the incredible strength that many women had (and have) to rise above disadvantaged backgrounds and difficult circumstance to achieve success in many fields.

There are, however, inequalities that still need to be addressed in order for all women to truly enjoy freedom. 

In the same year Parliament also passed legislation to establish the Commission on Gender Equality, with a mandate to monitor, evaluate, research, investigate complaints and conduct public awareness and education on women's rights and gender equality.

Government took things a step further when in 2009 a Ministry of Women, Children and People with Disabilities was created to strengthen the country's response to the vulnerable groups of South African society. Since its establishment the ministry has been monitoring progress and ensuring the mainstreaming of critical considerations into all government programmes.

In 1994, the percentage of women members in Parliament stood at less than two per cent.

Before 1994, women were mainly confined to magistrate positions in the judiciary but no black woman held a judge position.

Since 1994 there have been increasing numbers of women judges in the judiciary, with two women occupying seats at the Constitutional Court. While progress has been made in increasing the number of women judges, the acute under-representation of women on the bench remains a concern – out of 239 judges, only 76 are women.

The private sector is still experiencing the challenge of low representation of women in corporate boards and as chairpersons and chief executive officers (CEOs).

According to the 2011 BWA South African Women in Leadership Census report, women make up 43,9 per cent of the workforce, yet they constitute only 21,4 per cent of all executive managers and only 17,1 per cent of all directors in South Africa. Women make up 5,5 per cent of board chair roles in South Africa – double the two per cent in Europe.

The report also states that almost 10 per cent of South African CEOs and chairpersons (9,7 per cent) are women.

South African women have also been given an opportunity to lead outside the country over the last 20 years and have been appointed in leadership positions in the African Union Commission, the United Nations and elsewhere.

Progressive policy development and the creation of the National Gender Machinery constitute significant achievements for the country and have raised the ranking of South Africa in various international comparisons related to gender.

According to the World Economic Forum's Gender Equity report for 2013, South Africa is one of the most gender-equal countries in the world, ranking 17th out of 135 countries on the scale. In education matters, we lie 54th, in economic participation, 78th, and in health a rather dismal 102nd out of 135 countries.

In 2013, South African women earned up to 33 per cent less than their male peers. The current international pay gap average is 13 per cent. More than half of university graduates are women, yet only 44 per cent are employed in corporate South Africa.

### **More benefits for women**

Women are benefiting from increased access to basic services at the household level, which is also resulting in positive outcomes for children and families.

Before 1994, women were not allowed to legally buy or own a home and land. The Recognition of Customary Marriages Act of 1998 recognises customary marriages in favour of women, especially with regard to inheritance. Women are now also able to obtain a mortgage.

The Employment Equity Act of 1998 has facilitated access to formal employment for women, where employers are legally required to work towards more equitable representation based on gender, race and disability. Specific policies on maternity benefits and protection in the workplace have assisted women of child-bearing age to retain their jobs while supporting their reproductive roles.

### **Protecting the rights of women**

While South African women have come a long way since they marched on the Union Buildings in 1956, their struggle continues as violence, poverty and discrimination remain stumbling blocks on the road to equality. Violence against women poses a threat to their human rights.

The National Crime Prevention Strategy of 1996 >>

# 20 years of gender transformation



**T**he status of women in South Africa has improved significantly since 1994.

Twenty years into freedom and democracy, women have worked their way out of the kitchen or agricultural fields and into boardrooms, courtrooms and sports fields.

Before 1994, culture, colonialism and some religions promoted the oppression of women.

The apartheid system's unjust practices further encouraged the oppression of women through discriminatory gender-based policies and laws.

If you were a black woman living in South Africa during this time, your experience was worsened by restrictions imposed by customary law.

Through customary law, married women were regarded as minors by the Black Administration Act of 1927 and were placed under the supervision of their husbands.

These women were denied contractual rights, they could not own property and inheritance from their

husbands and other family members, and they also had no right to custody of their children.

Women had very few legal rights and little access to education.

According to the Twenty Year Review released in March 2014, many African women were confined to being domestic workers in mainly white suburbs, leaving families and children in townships and far away rural areas. Rural women working mainly as agricultural farm workers or were subsistence household gardeners.

South African women – black women in particular – in 2014 are in a much better place socially, economically and educationally. Since the introduction of democracy in 1994, remarkable progress has been made in improving the status of women in society. Today women have a voice and are able to make valuable contributions in society through various platforms and structures.

In 1997 the building of institutional machinery to promote gender equality began with the establishment of the Office on the Status of Women.

ship, self-employment and small, medium and micro enterprise development. It is a sector that is able to help uplift an impoverished region to become the country's first World Heritage Site and a global tourist attraction that is iSimangaliso Wetland Park. That is the power of tourism."

"Twenty years ago, in 1994, we welcomed some 704 000 tourists to our country. Today, that number is 2,5 million visitors each year. Within our province, we now welcome 35 per cent of the country's domestic travellers – that is over a third of all," stated Premier Mchunu.

South African holidaymakers choose to spend their leisure time in KwaZulu-Natal, he said. "We know that our province offers a diverse array of experiences – from beautiful beaches and the warm Indian Ocean, to majestic mountain peaks and lush green valleys, to wild frontiers and game parks. We have it all and we shall continue to share it with the world and to encourage visitors from all corners of the globe to feel the warmth of KwaZulu-Natal, because we know that tourism has the power to change lives."

### Creating good governance

Premier Mchunu confirmed that eradicating fraud and corruption is a key priority under his administration, which has led to the establishment of the Integrity Management Unit in the Office of the Premier supported by the Office of the Ombudsman. "This unit has been quite effective in swiftly dealing with fraud and corruption cases in partnership with Provincial Treasury and law-enforcement structures," said Premier Mchunu.

A total of 1 024 fraud cases were reported in the province from April 2010 to March 2011. Of these there were 744 convictions. The total value of fraud amount involved was R30 million. From April 2011 to March 2012, there were 594 reported cases and of these 529 were convicted.

During the April 2012 to March 2013 period there were 708 cases reported and 278 cases were convicted. The total value of fraud in these cases was R30 million. "This shows a steady decline over the three year period as a result of pro-active and re-active interventions made by the Office of the Premier, together with the Provincial Treasury's Internal Audit Unit."

### Developing public servants

Premier Mchunu is dedicated to improving the level of service from public servants. He said the province was planning to hold a two-day Public Service workshop for provincial public servants in the near future. The Premier highlighted that the workshop would also assist public servants in putting government's vision into action."

It will address fighting and rooting out corruption and instilling a level of ethics in public servants, among other challenges facing the public sector in KwaZulu-Natal.

"I believe corruption starts with an individual. As you get more money, you start to influence people directly and indirectly. That is what we aim to tackle and address. This workshop will be the first of a series in creating better, more accountable public servants."

The province has adopted the theme of, 'Moving forward with speed, ensuring a better quality of life for all'. Major improvements and changes can be seen in the province's cities, towns, townships and in the rural areas. "KwaZulu-Natal has moved forward and our people's lives have changed for the better."

Meanwhile, Premier Mchunu has pledged that together with his administration, he will not rest until the lives of families living in rural and township areas across the province have improved. "I am a public servant, and my job is to serve my people, and that is what I will continue to do," he concluded. ☺



Premier Senzo Mchunu unveiled the R1,5 billion Inkululeko Development Project in Ndumo, located between KwaZulu-Natal and Mozambique.



Premier Senzo Mchunu flanked by Health MEC Dr Sibongiseni Dhlomo (right) and Ethekewini Municipality Mayor James Nxumalo (left) at the opening of the Brigde City Train Station.

### Unlocking youth opportunities

Job creation for youth still remains a key challenge. “There is nothing more important than ensuring that the youth are no longer a lost generation but will be torch bearers of our future doing so responsibly and ably,” highlights Premier Mchunu.

Since 2010, the province has created 600 000 jobs, largely from the manufacturing, trade and community services sectors, yet a large number of youth are unemployed and unemployable.

Through the Department of Agriculture’s Expanded Public Works Programme over 67 000 jobs have been created since 2004. Over 8 000 jobs have also been created in the province’s tourism sector.

“Despite our efforts, poverty levels still remain unacceptably high in our province and the dependence on the state and social grants as a safety net has been placing increased demands on state resources.”

KwaZulu-Natal has the highest number of grant beneficiaries, followed by the Eastern Cape and Limpopo respectively. The Child Support Grant accounts for the largest number of grant benefits, followed by the Old-Age Grant and the Disability Grant.

“Currently, just over 3,7 million people receive social grants in the province as compared to the 613 756 people in 2000. The Old-Age Grant has also been increased from R1 270 to R1 350.”

We commit to creating 2,1 million more jobs in the province by 2030, declared Premier Mchunu.

“Through infrastructure development, tourism and agriculture we can do this.”

### Creating a Maritime Centre of Excellence

According to Premier Mchunu, over 80 per cent of the country’s trade passes through the province’s ports, with the ports of Durban and Richards Bay currently handling 60 per cent of South Africa’s cargo tonnage.

“We have developed an Integrated Maritime Strategy for the province which will shape the future of the maritime sector in the province.”

A breakthrough in skills development in the province is the KwaZulu-Naatal Maritime Centre of Excellence, which will pilot the boat and ship-building and repair supplier development programme. This aims to attract more youth towards a career in maritime and increase career development in boating.

### Hitting the road to even bigger tourism

“KwaZulu-Natal is a premier leisure destination and is one of the most popular holiday destinations in South Africa,” said Mchunu proudly. Tourism continues to be an important pillar in the regional economy, generating almost R30 billion a year. The industry also contributes significantly towards creating employment, and contributing to rural and urban development.

“In our 20th year of democracy, the tourism sector continues to unleash the potential of entrepreneur-

Back in 2004, education provision in KwaZulu-Natal was in dire straits, states Mchunu. "More than half of our schools had no electricity, water, toilets or libraries and could only be accessed by footpaths or poor gravel roads."

Since 2009 more than R13 billion has been pumped into 3 500 education infrastructure projects, ensuring that today, more than 4 400 schools have access to electricity, water and proper sanitation.

"There are also no more mud schools and children no longer learn under trees in our province," said the Premier proudly. In the process of this massive infrastructure spending, 54 mud schools were replaced by centres of excellence with modern infrastructure. These replacements herald a new era in KwaZulu-Natal.

Science and technology schools have also taken focus across the country, with the Nelson Mandela School of Science and Technology also launched earlier this year in the Eastern Cape.

Not to be outdone, KwaZulu-Natal launched its flagship project – converting the old La Mercy Primary School into the new state-of-the-art La Mercy Maths, Science and Technology Academy. The new R15-billion school-building programme is the first for the area, and construction of two 180-bed dormitory blocks, a dining hall, multipurpose hall and an administration facility, a kitchen and staff quarters is underway.

When asked is KwaZulu-Natal following in the Eastern Cape's footsteps, Mchunu laughs and says, "No, they are following us, but they can't come close to us."

Since 2008, the province's matric pass rate has also gradually increased by 15,3 per cent; from 57,8 per cent to 77,4 per cent in 2013. Since 2011, government has introduced the Annual National Assessments in order to monitor progress in literacy and numeracy skills of learners in the lower grades.

Addressing poverty has been one of the key focus areas, highlighted Mchunu. To date 2,1 million learners have a plate of food every day through the National Schools Nutrition Programme, and the number of no-fee schools has increased from 1 879 in 2008 to 4 739 in 2013.

### Providing state of the art health facilities

On the health front, the province has invested mas-

sively in health facilities to provide access to healthcare and to address the burden of disease. A major health achievement for the province was the Male Medical Circumcision Campaign launched and championed by His Majesty, King Goodwill Zwelithini, in 2010. Mother-to-child transmissions of HIV also reduced from 20,8 per cent in 2002 to 1,5 per cent in 2013.

"Today we can clearly point to visible infrastructure in the form of clinics and hospitals. Whereas in 1994 there were only 240 clinics, this number increased to 644 in 2013 at a total cost of R990 million."

A great stride for the province, says Mchunu, is the restoration of the Addington Children's Hospital to its former glory, which is currently underway. "Yet our pride and joy is the Inkosi Albert Luthuli Hospital in Durban – the premier health institution in the province."

"When people visit this hospital they actually think it is a private hospital and not a government hospital. That is good because South Africans are taking note of the state-of-the-art facilities government is now providing. Our hospitals can compete with any other."

A staggering R630 million went into revitalising and rehabilitating the hospital. "What makes this hospital different to the others is the level of doctors who specialise in different aspects – it is astounding. If a public hospital can function on this level, we can make all hospitals function this way."

### Communities of the future

One of the projects close to the Premier's heart is the Inkululeko Development Project. The first-of-its-kind, multibillion rand integrated project will completely change and uplift the community of Ndumo once completed.

From refurbishing and combining schools to upgrading health facilities, and providing modern roads, sports and recreational facilities, libraries and access to clean running water, the project will be an integrated hub of services. "I have never seen an upgrade like this, and it is our goal to take this very concept to other communities across our province."

Providing homes for the people in the province is crucial, said the Premier. In the past 20 years, 509 896 houses were built, and about 113 363 housing units were built in the past four years alone, with a further 25 940 houses completed in the past year.

The province, through the Department of Human Settlements, has prioritised the Upgrade of Informal Settlement Programme. Projects such as Cornubia, which is the largest human settlement initiative in the province, is the result of a public-private partnership between the eThekweni Metro, provincial government and Tongaat Hulett Developments, which saw 15 000 housing units built. >>

# Premier Senzo Mchunu —

## serving the people of KwaZulu-Natal

**K**waZulu-Natal Premier Senzo Mchunu is a leader on the move, committed to changing the lives of the people in the province he serves, for the better.

Hot on the heels of his State of the Province Address, amidst addressing a breakfast briefing and unveiling the 20 Years of Freedom flame, *Public Sector Manager* managed to sit down with the patient Premier to hear first-hand how KwaZulu-Natal has become the stable, peaceful and fast-developing province he describes it to be.

Before I get my first question out, Premier Mchunu beats me to the punch and asks: “Do you know, Samona, why KwaZulu-Natal is better than it has ever been since 1994?” Startled, I sit back and think to myself, aren’t I the one that is supposed to be interviewing him? The Premier goes on, before I even have a chance to reply and says, “Let me tell you why...”

Intrigued by his tenacity and exuding passion for his province I listen intently as Premier Mchunu takes me through the journey of 20 years of democracy in KwaZulu-Natal.

“As a province we have risen from the ashes of apartheid to be a beacon of democracy and hope for millions of people across the world. The injustices of the past where people were judged by their race, creed and sexual orientation have been firmly cast away. We have emerged with our own provincial identity built on respect for each other and our love for KwaZulu-Natal, which we all call home. Our society has been totally transformed in every sphere of life since 1994,” he says.

Before 1994, the primary focus of law enforcement was on upholding the security and entrenching the apartheid State, yet through the National Crime Prevention Strategy, government is changing South Africans’ experiences in accessing justice. Today, Legal Aid South Africa supports the indigent and poor in their fight for justice.

### Leading the way in education

In education, the province has achieved universal access to education, largely through the provisions of the South African Schools Act of 1996, which ensures that all learners have quality education without discrimination.

Today it is compulsory for children between the ages of seven and 15 to be in school. As a result of this, enrolment rates have almost doubled from 1,8 million in 2002 to 2,8 million in 2013, highlights the Premier.



Course Starts  
**30 June 2014**

Are you involved in strategy, planning, budgeting, or long term infrastructure development? How does population dynamics such as the birth rate, death rate, migration and movement and other socio-economic factors influence or affect your decision making? **APSTAR may be the solution for you!** APSTAR is the Applied Population Science and Research Programme of the School of Development Studies, University of KwaZulu-Natal.

The aim of APSTAR is to enhance the understanding of population issues in relation to the broader sphere of development challenges. This programme is carefully constructed by UKZN in partnership with the **Department of Social Development** and the **United Nations Population Fund**, and is designed for progression in the public sector.

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# SKILLS SHORTAGE

## Closing the Gap in KwaZulu-Natal

By Sarah Strauss and Roger Chetty



The March 2013 Adcorp Employment Index revealed that in 2012, there were more than 829,000 unfilled vacancies for skilled people in the private sector. More alarmingly, skills shortages are also regarded as the key factor in preventing the growth of the economy (Cape Business Times, 21 June 2013). Supporting this, was the recent PricewaterhouseCoopers (PwC) international survey recommending the need for close collaboration between business, government and higher education institutions.

So, what has KZN been doing? Working closely with UKZN Extended Learning, the KZN government has been pro-actively developing specialised programmes to build capacity within the public sector. Instead of crying out: "Skills shortages", they are trumpeting "Development! Development! Development! Capacity building, staff empowerment, SKILLS DEVELOPMENT!" Some of these specialised programmes include the Nutrition Advisor Programme (NAP); the Applied Population Studies and Applied Research (APSTAR) programme designed for progression in the public sector; and the Leadership and Good Governance programme for traditional leaders and councilors.

The NAP course is designed for and sponsored by the KZN Department of Health. This programme takes ordinary community care givers and qualifies them through a year-long programme in Nutrition. Working closely with the Discipline of Dietetics at the University of KwaZulu-Natal, the programme

combines the theory of Nutrition with practical elements encountered at hospitals and clinics around the province. In addition to this being a skills development initiative that builds capacity in KwaZulu-Natal, it has resulted in the creation of almost 600 jobs, now filled by qualified nutrition advisors.

Sponsoring the APSTAR Programme, is the Department of Social Development and the United Nations Population Fund. It aims to enhance the understanding of population issues in relation to the broader sphere of development challenges.

The Leadership and Good Governance programme is designed for and sponsored by the KZN Department of Co-operative Governance and Traditional Affairs. Building on this programme, the Advanced Programme in Leadership and Good Governance provides formal access to delegates who want to enroll for the Bachelor of Social Sciences Degree at UKZN.

These three programmes alone have seen 482 delegates graduate in 2012 and 267 delegates graduate in 2013. UKZN Extended Learning and the KZN Government are working closely together to bridge the skills shortage gap. Please contact us if you would like to work with us in developing a customised course for your department.

Our World is Changing ... Shouldn't You?

For more information on this and programmes on offer, please refer to our website: <http://ukznextendedlearning.co.za/>



Brandvlei Correctional Centre that was opened in October 2013 is a new generation facility with many advantages for rehabilitation.



The biometric access system helps security officials control access to a centre.

such as training, issuing small business start-up kits (for artisans) and involving the business sector to employ parolees. The department cherishes its growing number of successful partnerships with non-profit organisations, community organisations, businesses, training institutions and municipalities who help prevent ex-offenders from re-offending.

The current Electronic Monitoring Pilot Project in which 285 parolees have been tagged to date is an intelligent solution to many persistent challenges. The benefits of the

system in which a parolee is fitted with an electronic ankle bracelet that monitors his/her movements 24/7 are:

**Improved public safety because:**

- The whereabouts of tagged offenders are tracked every minute of every day
- When offenders violate the conditions under which they were tagged it is detected immediately
- It assists the process of rehabilitation and reintegration
- It may deter re-offending

**Communities benefit by:**

- Allowing tagged offenders to maintain employment and contact with their families
- Assisting community members to help those who have strayed to correct their behaviour

**Electronic Monitoring makes financial sense because it:**

- Is less costly than incarceration - saving the fiscus 66% per inmate
- Helps alleviate overcrowding in correctional centres in the long term
- Reduces the need for more and more correctional centres

A tender process is currently underway for further rollout of electronic monitoring.

**IN A NUTSHELL**

Together, past and present correctional managers and officials, outclassed the colonial and apartheid prison system in many respects, especially with regard to safety, transformation, human rights and development.

<http://www.dcs.gov.za>

**STRIVING FOR GOOD GOVERNANCE**

Fraud and corruption by officials are real threats in any correctional system anywhere in the world. Many coalface correctional officials deal with hardened criminals on a daily basis and their close proximity to the underworld can expose them to intimidation and bribery. The department has to a large extent moved away from the pervasive perception that it is infested with corrupt officials. It has policies, strategies and structures in place to deal effectively with unlawful activities.

In the Public Service Commission's 2011/12 evaluation report it was rated as having the third best mechanisms available to combat internal fraud and corruption. The department also boasts with a conviction rate of 94% following its own internal or assisted investigations into alleged corruption.

**MAKING RETURNING HOME EASIER**

An important aspect of the department's mandate is the preparation of offenders for release, monitoring parolees and probationers, and facilitating their social reintegration into their communities.

The successful implementation of the Prevention and Management of Absconding and Parole Violation project which was initiated in 2008/09 resulted in a sizable reduction in parole violations. The number of parole violations was reduced from just over 20 000 in 2000 to below 10 000 in 2010.

Although the target is a 100% attendance rate, currently 80% of offenders placed on parole per year attend the Pre-Release Programme that prepares them for their placement back into the community.

The department's branch Community Corrections deals with increasing the employability of parolees through several methods





*Self-sustainability with food production is achieved in several correctional centres. Many offenders also learn the baking trade at centres that have a bakery.*

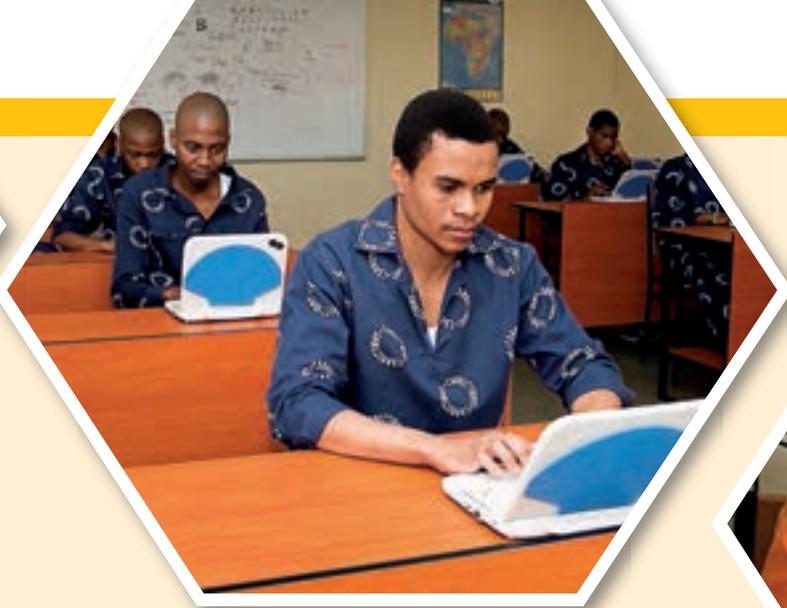
The law determines that incarcerated mothers with infants may keep their babies with them until the babies are two years old, after which the department, together with Social Development place them with the extended family or in a place of safety. However, the first few years of a child's life are foundational. With this in mind the department established 16 Mother-and-Child facilities in which a favourable atmosphere is created for the development of such infants.

**INVOLVING VICTIMS OF CRIME**

Victims of crime are central to restorative justice which is an approach that focuses on the needs of victims and offenders, as well as the involved community. For it to work victims must take an active role in the process, while offenders are encouraged to take responsibility for their actions by repairing the harm they've done. It is based on a theory of justice that considers crime and wrongdoing to be an offence against an individual or community, rather than the state. Restorative justice that fosters dialogue between victim and offender shows the highest rates of victim satisfaction and offender accountability.

Minister Sibusiso Ndebele's legacy project, the Victim-Offender Dialogue (VOD) has rejuvenated the government's restorative justice programme. The department has organised 96 VOD sessions since 2012, involving over 2 000 victims and communities, many of whom have reported that they have found peace and healing through forgiveness.

Crime victims also have the right to participate in the parole hearings of the offenders who committed crime against them. Victims can appear in person, be represented by someone else or make a written submission to the parole board. In recent years, especially since 2009 there was a steep growth in the numbers of victims who made use of the opportunity to participate. In 2009, 108 victims of crime participated in parole board hearings and in 2013/14, 1 125 victims participated. A partnership with the Foundation for Victims of Crime (FoVoC) is fruitful as the organisation assists the department in tracing the whereabouts of crime victims.



*Youth offenders learning how to work on computers in the newly opened fulltime school in Qalakabusha Correctional Centre.*

Over the same time South Africa's incarceration rate has declined from 403 to 290 inmates for every 100 000 persons. However, the country's incarceration rate is nearly double that of the world average which is 150 for every 100 000 persons.

The challenge of accommodating and rehabilitating offenders within the human rights model must be understood within the context of incarceration trends in South Africa. This context is characterised by harsher sentences for violent crimes, an increase of offenders serving life sentences from 500 to 12 000 in 2013 and a fast growing population of young violent offenders.

### **BETTER MANAGEMENT OF REMAND DETAINEES**

Some of the noteworthy achievements within corrections include the establishment of the Remand Detention Branch in 2012 to solely manage remand detainees. In 2006, Cabinet mandated the Department of Correctional Services through the Justice, Crime Prevention and Security (JCPS) Cluster to re-engineer the Management of the Awaiting-Trial Detention (MATD) system. The scope of the project went beyond addressing congestion of facilities and included ensuring that all provisions of the Constitution, legislation and international protocols applicable to un-sentenced inmates were applied.

The White Paper on Remand Detention Management in South Africa recently came into effect. It addresses the policy gaps identified in Chapter 5 of the White Paper on Corrections and is the culmination of a long consultation process, which commenced with a situational analysis in 2008.

Set out to be the principal strategic document for managing detainees, it specifies roles and responsibilities for services to remand detainees who are in custody of the DCS, the Department of Social Development (DSD) and the SAPS. The management of remand detainees remains a shared responsibility within the JCPS Cluster.



*Offenders help catalogue new books for their correctional centre library.*

The branch also improved the admission and release system to include monitoring the average length of stay of remand detainees. Furthermore, the department worked with the South African Police Service (SAPS) and developed a risk assessment tool which enabled officials to classify each remand detainee according to the risk he/she may pose to the system. The tool also helps to identify special needs of detainees.

### **BUILDING BETTER CORRECTIONAL CENTRES**

In pre-democracy times correctional centres were built for punishment and retribution. The prisons of those years are ageing and are lacking in all important aspects for a modern-day correctional system to function optimally. The department, through the Department of Public Works, has been making headway in dealing with this legacy by renovating and upgrading many existing facilities, and by building 11 new generation centres in the past 20 years that are based on the unit management system.

The new generation correctional centres are spacious with good ventilation, which help combat the spread of infectious diseases such as tuberculosis. Their architectural layout has been carefully considered to aid the movement of offenders and officials, and they boast with amenities such as sensible and hygienic kitchens, clinic or hospital facilities, proper classrooms, libraries, artisan workshops and recreational spaces.





*Many hands make light work. A correctional official (centre) and offenders get a job done.*

*Acting National Commissioner Nontsikelelo Jolingana receives a sample of vegetables cultivated by offenders. Ms Jolingana donated kilograms of these vegetables to a needy community in turn.*

students available to us. Although we have not finalised the re-offending measuring system, there are substantial indications that our programmes are working, as compliance levels with parole conditions increased from 72% in 1998 to 84% in 2013.

**SECURE INCARCERATION IS OUR MAINSTAY**

The effectiveness of any criminal justice system in dealing with crime is partly dependent on a correctional system that among other things, ensures that those who have been convicted and sentenced are securely kept in correctional facilities so that they serve their sentences under controlled and humane conditions.

The department has an outstanding success record of 99.97% in down managing escapes from our centres. The year 1995 experienced 1 244 escapes as opposed to 54 in the 2013/14 financial year, which is a 96% success rate. This is not a minor feat.

After experiencing a fairly high escape rate in 2002/03, the department escalated its security measures in 2004/05 and following years by allocating more resources to security operations, technological installations, policy developments and training of personnel.

Re-arrests of escapees has improved by 76% in the 2013/14 financial year, the majority of whom (56%) were rearrested within 48 hours. Our motto is that even one escape is one too many.

We are concerned that most escapes happen from remand detention facilities and collusion by officials remain a real threat but we also have very competent investigative systems and teams in place to bring corrupt officials to book.

Our department, which was historically known for pervasive fraud and corruption at the dawn of democracy in 1994, has since shed this label and received honours in being the third best rated institution in the Public Service Commission's 2011/12 evaluation report on combatting of fraud and corruption. During the fourth term of government only a small percentage of our staff are perpetuating fraudulent and corrupt activities. However, this cannot overshadow the excellent work done by the 99.99% who promote good governance.

Unnatural deaths of offenders have almost halved since 2007 and this can be credited to vigilant officials and better technology.

**REDUCING OVERCROWDING ASSISTS REHABILITATION**

Overcrowded facilities are hardly conducive for rehabilitation and this exacerbates resource constraints. The department's multi-pronged strategy to reduce overcrowding has proved its value as the inmate population has been reduced from 187 000 in 2004 to 156 370 in 2013. Calculated on an average cost of accommodating and feeding one offender per day it has saved the tax payer R1.4 billion.



*An official monitors movement in a correctional centre from a centralised control room.*

**T**he Department of Correctional Services has taken stock of its successes and challenges over the past 20 years of freedom and is sure that it has a good story to tell. It is mindful that the review comes at a critical stage in the country's democratic history. The correctional system in the democratic South Africa has been shaped and given direction by a visionary White Paper on Corrections, which since 2005 has plotted the path for transforming an inhumane system of treating offenders into a system that respects human rights and where offenders have the right to be given a second chance, by being reintegrated into their own communities.

The department is convinced that a human rights culture has been entrenched in the correctional system and this work is ongoing. Where shortcomings do occur, they are an exception. It has taken the department some time to realign the organisational structure in order to give the best effect to the ideals espoused in the White Paper but it is close to concluding that process. The human rights model for correctional services, as envisioned by section 35 of the Constitution, the Correctional Services Act of 1998 (as amended) and the White Paper, is a model that works for South Africa.

The punitive prisons of the past have become correctional centres where reading, studying and working are promoted as central to an offender's rehabilitation path.

### **EDUCATION IS CENTRAL TO REHABILITATION**

The National Development Plan 2030 calls for resolving the causes of crime as a central means to establish a safer and more secure South Africa. Research shows that 87% of inmates are from the lowest socio-economic levels in society (LSM 1-5), often combined with minimal education. Although there is no excuse for crime, the department focuses on raising the educational levels of offenders. Education is thus a key aspect of rehabilitation. Since 2009 the department increased its accredited secondary schools from one to 12. Some of these schools have produced good results with the new curriculum grade 12 and further investments into education are geared to spreading the successes to more schools.

Having established a dedicated Directorate of Education has helped in centralising education in our rehabilitation programmes. Flowing from Minister Sibusiso Ndebele's directive of instituting compulsory education, illiterate inmates who attend the pre-Adult Education & Training (AET) programme increased by 100% from 1 300 to 2 600, thus moving fast to eliminate the average 5 500 completely illiterate offenders in our care. Over 9 700 offenders are attending AET programmes, 3 525 are at Further Education and Training levels (including grades 10-12), and 1 762 offenders are enrolled in tertiary studies.

Altogether 98% (93 000) sentenced offenders who are serving two-year sentences and longer, have correctional sentence plans and we have reached a historical mark as 44 586 offenders have successfully completed correctional programmes. Partnerships with the Universities of Pretoria, KwaZulu-Natal and UNISA are helping to strengthen our educational interventions by making post graduate



*Deputy Minister of Correctional Services, adv. Ngoako Ramatlhodi announces the 2013 matric results in which offender learners obtained sixty subject distinctions and the overall pass rate in the department's schools was 59 percent.*



# Correctional Services:

**A 20-Year review and moving towards the 2030 vision of South Africa**



*Minister Sibusiso Ndebele opens the department's 12th fulltime school that is accredited with the DBE.*



**correctional services**

Department:  
Correctional Services  
REPUBLIC OF SOUTH AFRICA



BRICS Heads of State receive BRICS Report at the Plenary Session and Signing of Agreements ceremony.

most important export trading partner since 2009, with its share of non-gold merchandise exports measuring 12,9% in 2012, compared with 0,8% in 1994. India is now South Africa's fifth-largest export destination, having overtaken both the United Kingdom and Switzerland.

African countries have also become increasingly important export markets, especially for manufactured goods. Exports to the entire African continent increased from 10% in 1994 to 17,6% in 2012. SADC countries claimed most of these exports, accounting for 12,9% of overall exports in 2012, up from 8,3% in 1994. Africa accounts for around a third of South Africa's exports of more advanced manufactures .

The country has benefited substantially from the United States' African Growth and Opportunity Act of 2000, which aims to expand US trade and investment with sub-Saharan Africa, stimulate economic growth, encourage economic integration and facilitate sub-Saharan Africa's integration into the global economy. Bilateral trade between South Africa and the USA grew from R15,9 billion in 1994 to more than R129 billion in 2013, with the trade balance being in South Africa's favour .

Between 1994 and 2013, South Africa's fiscal and macro-economic policies boosted bilateral trade between the country and European countries, and stimulated foreign direct investment (FDI) and tourism. As illustrated in Figure 1, inward FDI stock during the 80s and early 90s remained extremely low, as a result of South Africa's isolation. From 1994 inward FDI stock increased significantly as South Africa experienced a continuous upward trajectory, from R44,7 billion to R1,38 trillion in 2012 in nominal terms.

The country's bilateral political and economic relations also increased exports in goods and services, from R106 billion in 1994 to R892 billion (in nominal terms) in 2012. Although its export basket has predominantly consisted of

mining and basic processed goods since 1994, mining products, as a percentage of total exports, has decreased, from 57,3% (in value terms) in 1994 to 49,1% in 2012. By 2012, advanced manufactured products accounted for 18,8% of total exports, compared with 7% in 1994. Bilateral trade between South Africa and European countries declined by between 35% and 40% after the 2008 global financial crisis, but is slowly recovering. South Africa is an attractive investment destination in Africa, drawing more than twice as many FDI projects in 2012 than any other African country .

The State, together with the private sector and civil society, has improved the international marketing of South Africa and Africa as international tourism destinations. This has resulted in a sustained increase in tourist arrivals. Highlights over the past five years have been the hosting of the 2010 FIFA World Cup™ and the World Conference on Climate Change in Durban in 2012.

South Africa has continued to drive bilateral agreements for cooperation in science and technology. A significant achievement has been its appointment along with Australia to host the Square Kilometre Array (SKA) radio telescope, a major international space project. This is an indication of the strength and international standing of the country's scientific and technological capabilities.

Cooperation between vital state institutions that deal with international relations policy and cross-border issues should also be strengthened. Government needs to continue fostering healthy consultative and practical relationships with research institutions and corporations to help expand trade and investment and improve the country's leadership role in regional and global affairs.

A better South Africa, a better Africa and a better world is indeed taking shape on the basis of South Africa's growing relevance to resolving issues that face all of humanity. ☺

**Source: Twenty Years Review Report**

The international community entrusted South Africa with hosting and presiding over COP17/CMP7 in Durban, at a critical time in the global climate-change debate. This conference resulted in the Durban Outcome, which has been hailed internationally for restoring trust in the UN climate-change process. South Africa has also hosted other international conferences and meetings under the auspices of the UN.

In 2002 we hosted the World Summit on Sustainable Development where it advocated for an action-orientated outcome with a set of targets for sustainable development. These efforts culminated in the adoption of the Johannesburg Plan of Implementation which gave content to the Agenda 21, the UN plan on sustainable development.

### Promoting peace, security and stability

The AU has expressed its commitment to not recognise unconstitutional changes in government and to develop its own African Standby Force (ASF) to intervene in conflict situations. South Africa played a critical role in the establishment of the African Capacity for Immediate Response to Crises at the AU Summit of May 2013, as an interim measure towards the establishment of a permanent ASF with a fully operational rapid deployment capacity.

Contributing to peace, stability and post-conflict transition in Africa has been integral to South Africa's post-apartheid policy. Since 1994, the country has earned a reputation for being an accomplished mediator, with successive presidents playing key roles in negotiating settlements elsewhere in Africa, such as in Madagascar, Sudan and Zimbabwe.

Through its role in SADC, South Africa also mediated in Madagascar after a 2009 coup, helping to secure an agreement to lead Madagascar out of crisis. This culminated in Madagascar holding a referendum in 2010 and elections in October 2013. Closer to home, it was the SADC-mandated facilitator in Zimbabwe. Its efforts contributed to the country adopting a new constitution in March 2013, laying the basis for credible elections, which were held in July 2013.

In 2013, South Africa contributed troops, together with the Republic of Malawi and the United Republic of Tanzania, to the SADC-led Intervention Brigade in the Eastern Democratic Republic of Congo (DRC) under the UN mandated peace mission to end the military attacks and violation of human rights perpetrated by the M23 rebels against the civilian population. This intervention resulted in the M23 renouncing the rebellion and agreeing to enter into negotiations with the DRC government.

South Africa also contributed to conflict resolution on the continent through its role as a member of the AU ad hoc high-level committee on the resolution of the Libyan crisis and as a member of the AU high-level panel for the resolution of the crisis in Côte d'Ivoire.

Over the years, the country has contributed a substantial num-

ber of troops to African peace missions, supporting peace processes in the Central African Republic (CAR), the DRC, Mali and Sudan. While its support for peace missions has largely been a success, the killing of 13 South African soldiers in the CAR in 2013 underlines the risks involved.

In the global arena, the country has served two terms (2007–2008 and 2011–2012) as a non-permanent member of the UN Security Council. The country used the opportunity to elevate Africa's interests, especially regarding peace, security and development, and to advance closer cooperation between the UN and regional organisations such as the AU.

South Africa has ratified and joined the following agreements and groups in support of disarmament and non-proliferation, especially regarding nuclear warfare and nuclear weapons-free world:

- The Nuclear Non-Proliferation Treaty
- The Chemical Weapons Convention
- The Biological and Toxin Weapons Convention
- The Comprehensive Nuclear-Test-Ban Treaty
- The Missile Technology Control Regime
- The Hague Code of Conduct against Ballistic Missile Proliferation.

South Africa was also instrumental in establishing the African Nuclear-Weapon-Free Zone through the Treaty of Pelindaba, signed in 1996. The country has further committed itself to combating other threats to peace and stability, including terrorism, flows of illegal migrants and refugees, illicit small- and light-arms trade, international crime syndicates and trans-border crime.

### Trade and investment

South Africa prioritised developing bilateral political and economic relations, especially with African countries. Since 1994, it has signed 624 agreements and established 40 bilateral mechanisms – nearly half of the total number of bilateral mechanisms in place – with countries on the continent. However, there have been challenges with the implementation of some of these agreements.

The country's export markets have changed considerably over the past 20 years. New markets have emerged, while the share of exports to some traditional markets, such as the United Kingdom, Japan and Europe, has declined. China has emerged as South Africa's



Minister of Finance Pravin Gordhan (centre) with his counterparts from left Minister Chidambaram Palaniappan - India, Minister Xiaochuan Zhou - China, Minister Guido Mantega - Brazil and Minister Anto Siluanov.

tion in 1999. One of the G20's key aims is to coordinate international efforts to provide timely, sustainable and effective responses to global economic shifts and financial crises.

South Africa has served as co-chair of the G20 Development Working Group since it was established in 2010. Largely due to the G20's efforts, agreement was reached to increase the voting power of developing and transition countries and create an additional chair for sub-Saharan Africa on the board of the World Bank.

The G20 has also expanded the number of working groups to cover other important sectors for cooperation such as infrastructure financing, food security, human resource development, financial inclusion and domestic resource mobilisation.

## G8

South Africa views the G8 as a representative of Africa in the G8/Africa Outreach process, and for some years as one of the "Outreach Five" developing countries (Brazil, China, India, Mexico and South Africa). In this capacity, South Africa successfully campaigned for:

- A G8 Africa plan based on Nepal
- The adoption of the Africa Action Plan, with commitments to support Africa's initiatives relating to peace, security, development and governance
- The establishment of the Africa Partnership Forum at the 2003 Evian Summit.

## The European Union

Bilateral relations with South Africa's traditional partners in Western Europe have remained strong and expanded since 1994, notably with the United Kingdom, Germany, the Netherlands, France, Italy and the Nordic countries.

The Trade and Development Cooperation Agreement (TDCA) which entered into force in May 2004 is the overall agreement that regulates the relationship between South Africa and the 28 member EU. The TDCA provides for a Free Trade Area and dialogues at Senior Official, Ministerial and Presidential/Summit level. In addition to the TDCA, South Africa has signed a Science and Technology Agreement (STA) and a Wines and Spirits Agreement with the EU.

South Africa is the only country in Africa that enjoys such a strategic partnership with the EU. By 2009, South Africa was the EU's 14th

largest trade partner and the second-largest from Africa. Various trade agreements are also in place between South Africa, the EU and regional economic groupings. South Africa was a member of an AU group that engaged the EU on an EU-Africa strategy, which was adopted in 2007.

Despite the international economic crisis that impacted negatively on Western Europe, countries in the region remained South Africa's leading partners in areas such as trade, investment and tourism.

Many of these countries are furthermore committed to supporting government priorities such as boosting employment, skills-enhancement and vocational education programmes. Europe remains a leading continent in terms of scientific, technological and pharmaceutical research and capacity, in which the country has found valuable bilateral partnerships.

## African multilateral partnerships

The various African multilateral partnerships in which South Africa has played an important role since 1994 aim to strengthen the continent's human capacity and productive bases by diversifying economies and attracting investment.

These partnerships have refocused the world's attention on Africa's potential and its challenges. They have enabled the mobilisation of resources to address Africa's development objectives. The various partnerships also afford Africa the opportunity to solicit the necessary training, capacity-building, infrastructure and financial resources to implement key AU-endorsed priority continental projects and programmes, including aiming to achieve the vision, objectives and goals of Nepal.

Multilateralism and institutions of global governance  
South Africa's foreign policy has traditionally placed the UN at the centre of the multilateral system. In collaboration with its global partners, the country has consistently continued to engage the north on reforming global economic rules through the World Bank, the International Monetary Fund, the World Trade Organisation and the United Nations Conference on Trade and Development.

The country's constructive role in global governance structures, as well as its position within organisations such as the AU, the NAM and the G77 and China contributed to a positive perception of South Africa's global profile by BRICS and other like-minded partners. >>

- Non-Aligned Movement (NAM)
- Group of 77 and China
- Indian Ocean Rim Association for Regional Cooperation
- New Asian-African Strategic Partnership
- India-Brazil-South Africa Partnership Forum (IBSA)
- Brazil, Russia, India, China and South Africa (BRICS) Intergovernmental Forum.



**Strengthening the AU**

South Africa joined the OAU in 1994 and chaired the AU from June 2002 to June 2003. As the Chair, South Africa played an integral part in the formation of the AU's institutions, policies and procedures, including the creation of the Pan-African Parliament and the AU Peace and Security Council.

Pursuing the African Agenda required establishing and strengthening bilateral relations with almost all African countries.

In July 2012, former South African Home Affairs Minister Dr Nkosazana Dlamini Zuma was appointed as the AU Commission's chairperson, to pursue for greater internal efficiency and effectiveness within the AU Commission as an executing agency of the AU collective.

The importance of Africa in South Africa's foreign policy is reflected in the growth of South African representation in Africa, which increased from 17 in 1994 to the current total of 47 missions.

**Relations with other countries of the South**

Since democracy, South Africa's relations with countries in the Americas – specifically Argentina, Brazil, Colombia, Mexico and Venezuela – have strengthened.

Relations with Turkey and key Gulf states have also improved.

Relations in southeast and east Asia have focused on China, Indonesia, Singapore, South Korea, Thailand and Vietnam, while south-Asian relations have primarily focused on Bangladesh and Pakistan. Relations with countries in Euro-Asia have developed a strong trade element.

As the National Development Plan (NDP) states, South Africa has considerable mineral resources, highly developed banking, financial, communications and transportation networks, and established and relatively successful business, industrial, mining and research institutions.

These resources could be critical for negotiating with-in BRICS and the world. For example, it could play an important role in facilitating trade and investment between Africa and Asia, maximising Asia's interest in the country and the continent's mineral resources, while promoting its own highly developed financial system.

**North-South cooperation**

Since 1994, South Africa has sought to improve North-South relations, focusing on reforming the global economy and global governance, enhancing market access for developing countries and instituting more favourable terms for trade, debt relief and new forms of partnership for development.

During its first decade of freedom, the country was largely successful in engaging the G8 and the Organisation of Economic Cooperation and Development (OECD) to strengthen its economic relations with key countries and the European Union (EU). As a result, trade with the north has grown consistently and remains strong, notwithstanding the effects of the global economic crisis.

Organisation of Economic Cooperation and Development

In 2007, the OECD Ministerial Council gave South Africa and other BRICS states "enhanced engagement" status in recognition of their global significance. Until this point, South Africa had been an observer.

**G20 finance ministers and Central Bank governors**

South Africa has been a member of the G20 Finance Ministers and Central Bank Governors since its incep-

South Africa's standing in BRICS and other groupings indicates that the country is regarded as a significant emerging power, worthy of attention in global decision-making. In 2011, South Africa ensured that infrastructure development and industrialisation in Africa was on the agenda at the BRICS summit in Sanya, China.

In March 2013, the country hosted the fifth BRICS Summit and for the first time invited African regional leaders to an inclusive BRICS-African Leaders dialogue on infrastructure development.

The summit established a BRICS-led development bank for infrastructure and sustainable development projects in BRICS and other developing countries. Agreements have been signed under the auspices of the BRICS Interbank Cooperation Mechanism to provide, proposals for extending credit to member countries in their local currencies.

### **New Partnership for Africa's Development**

One of the focus areas of South Africa's involvement with Nepad has been on improving cross-border infrastructure in Africa – a requirement if the continent is to realise its full economic and developmental potential

Infrastructure to realise Africa's potential

Despite remarkable progress, Africa still faces immense challenges. Key among these is what the NDP calls the continent's "massive infrastructure deficit". The largest infrastructure gaps are in energy, with citizens in 30 of the 47 countries in sub-Saharan Africa facing regular power outages and power interruptions, resulting in losses of between 1% and 6% of potential GDP every year. Road density is lower in Africa than in any other developing region, with 152 kilometres of road per 1 000 square kilometres of land area. Bridging the infrastructure gap will cost about US\$93 billion a year, with about 40% of this being spent in the power sector.

While substantial, Africa's infrastructure challenges also present great opportunities. South Africa is involved in the AU, Nepad, the Nepad Presidential Infrastructure Championing Initiative and other structures to implement regional integration strategies that emphasise energy, water, road, rail and postal service infrastructure. Regional cooperation needs to be strengthened, with a particular focus on promoting practical opportunities for collaboration, based on complementary national endowments.

### **The African Peer Review Mechanism**

Founded in 2003, the African Peer Review Mechanism (APRM) aims to promote and reinforce high standards of governance through periodic reviews of progress towards achieving mutually agreed goals in the following focus areas: democracy and political governance, economic governance, corporate governance and socio-economic development.

In 2011, South Africa submitted its second report on the implementation of South Africa's APRM Programme of Action (PoA). The report focused on the recommendations contained in the first Country Review Report of 2007, issued by the heads of state and governments of participating countries in the APRM and the resulting National PoA. South Africa's third report was submitted in January 2014 at the 22nd AU Heads of State or Government in Addis Ababa, Ethiopia. The country was praised for a number of best practices such as the use of provincial executive councils, the financial management system and the tax collection system.

### **Strengthening SADC and regional integration**

South Africa has sought to nurture regional integration at three levels: SADC, the Southern African Customs Union (SACU) and the Tripartite Free Trade Area (TFTA) between the Common Market for Eastern and Southern Africa, the East African Community and SADC. The TFTA seeks to combine the three major regional economic communities as building blocks towards continental integration and could contribute to economies of scale, the building of new distribution channels, value addition and manufacturing in Africa.

### **Southern African Customs Union**

The SACU agreement – originally put in place in 1910– was renegotiated and concluded in 2002, and came into effect in 2004. It provides for common external and excise tariffs within the customs area. All duties collected in the customs area are paid into South Africa's National Revenue Fund.

South-south cooperation

South Africa regards the valued partnership with countries of the global south as being important for the development of the country and the continent, and for creating solidarity in the global struggle against poverty, underdevelopment and the marginalisation of emerging economies.

To strengthen ties with other developing countries, South Africa has joined the following structures: >>

# South Africa in the global arena



President Jacob Zuma addressing the 5th Ministerial Conference of the Forum on China.

**F**ormer President Mandela once described apartheid South Africa as the “skunk of the world” that was diplomatically, economically and culturally isolated from the rest.

Angola, Botswana, Lesotho, Mozambique, Swaziland, Tanzania, Zambia and Zimbabwe, together with other African countries, had opposed apartheid and actively campaigned for the isolation of the apartheid state. Economic cooperation with the rest of the continent was severely limited.

## Developments since 1994

After the dawn of democracy in 1994, South Africa worked hard to reposition itself in the region, on the continent and in the world, with a shared interest in peace, stability and prosperity. To date the values espoused in the Constitution, including equality, non-racialism, non-discrimination, liberty, peace and democracy, are central to South Africa’s national identity and find expression in the country’s foreign policy.

South Africa had to demonstrate to its own people and to the world that its democracy would be durable, that it would work to uplift the poor and redress past injustices at home, and that it would be a responsible member of the international community.

Inspired by the concept of Ubuntu, South Africa’s foreign policy approach was characterised by cooperation, collaboration and the building of partnerships rather than conflict and competition.

The country is now a respected member of the international community and has enjoyed successes in furthering its own interests, as well as those of the African continent and the SADC region.

South Africa’s reintegration into the global community has

seen its diplomatic, political and economic relations expand rapidly to include countries with which it previously had no relations.

By 2012, the number of foreign diplomatic missions, consulates-general, consulates and international organisations in South Africa had increased to 315. This is the second-largest number of diplomatic offices accredited to any country after the USA. South Africa’s missions abroad increased from 36 in 1994 to 125 in 2012.

South Africa contributed to two tangible elements of the African renaissance during the first decade: namely, the transformation of the continental political architecture with the transition from the Organisation of African Unity (OAU) to the African Union (AU) and the adoption of the New Partnership for Africa’s Development (Nepad) as the social development blueprint for Africa and the framework for its engagement with the north and other international actors. In the second decade, operationalisation of the AU and implementation of Nepad became key focus areas, including, in particular, improving the climate for development and investment in Africa. Acting together with its African partners, South Africa used its engagement with the Group of Eight (G8) countries to ensure the adoption of an Africa Action Plan as the framework for the G8’s partnership with the continent.

## BRICS

South Africa identified with the BRIC agenda of global reform and cooperation within the developing world, and joined the forum in 2011. Its invitation to join the BRIC grouping was recognition of the country’s contribution in shaping the socio-economic regeneration of Africa, as well as our active involvement in peace and reconstruction efforts on the Continent and the responsible role that South Africa has been playing in the international community.

# Public Management & Leadership Programmes

The Centre for Governance (NWU, Potchefstroom Campus) offers the following formal and non-formal programmes:

## Postgraduate Diploma in Management: Public Management

The Postgraduate Diploma is aligned to the SMS Competency Framework. It provides for professional development and aims to address identified skills gaps.

### Mode of delivery:

Three contact blocks. Block one: 23-28 June 2014 (Potchefstroom)

### Articulation:

The Postgraduate Diploma articulates to the Master of Public Management (MPA) (NQF L9)

Target Audience – MMS & SMS Members.

## Bachelor of Arts (BA): Municipal Management & Leadership

This formal BA degree provides for a tailor-made curriculum in Municipal Management and Leadership.

### Mode of delivery:

Four contact blocks per academic year. Block one: 30 June – 04 July (Potchefstroom).

### Articulation:

The BA-degree articulates to the Postgraduate Diploma in Management (NQF L8) or Honours programme (NQF L8).

Target Audience – Appointed municipal officials.

## Non-formal programmes in Municipal Governance

Register for one of three non-formal skills and professional development Short Learning Programmes: Emerging-, Middle-, and Advanced Municipal Governance.

### Mode of delivery: In-house offering

Three contact blocks of 4 days each over a period of approximately nine months.

### Articulation:

Credits towards the formal BA degree can be obtained subject to the NWU and Faculty Rules.

Target Audience – Elected (Councillors) & appointed municipal officials.

## Closing date for applications

Postgraduate Diploma in Management & BA: Municipal Management & Leadership:

**26 May 2014**

Non-formal Municipal Governance SLPs:

Open registration

For more information, application forms or quotations, please contact the Centre (018) 299 1758 / 1756 or visit our website [www.c-gov.nwu.ac.za](http://www.c-gov.nwu.ac.za)



# Fast facts at your fingertips

Compiled by: Dorris Simpson

This year marks 20 years since South Africans of all races voted in the country's first democratic election. Government's Twenty Year Review on the country's progress proves clearly that South Africa has a good story to tell, as President Jacob Zuma has asserted, and that it is a much better place to live in now than it was before 1994.

## Delivery basic services

- Since 1994 government has consistently worked to improve the lives of all South Africans and advance their socio-economic rights.
- Today more people have access to safe drinking water than ever before, thus placing us ahead of our 2015 Millennium Development Goal targets.
- Provision of electricity has ensured a better life for the majority of households, with almost 90% having access.
- More than 12 million people have a place to call home as government has invested more than R100 billion in building new homes since 1994.

## Improving quality of education

- Government initiatives have ensured that more learners attend and succeed in school with the matric pass rate steadily increasing over the past 20 years from 53,4% in 1995 to 78,2% in 2013.
- By 2012, 78% of learners (more than eight million) in 80% of public schools (close to 20 000 schools) benefited from the no-fee policy.
- The National Nutrition Programme currently provides meals to about nine million learners in more than 20 905 primary and secondary schools. In 1999 this programme only reached 4,9 million learners.
- Over a million children up to the age of four are now in early childhood development facilities. Of these 467 000 children are recipients of the means-tested subsidy through 18 826 registered centres.
- Enrolment in Grade R (a pre-school year at primary school) has more than doubled, increasing from 300 000 to 705 000 between 2003 and 2011, nearly reaching universal access.
- By 2012, 87,8% of learners in Grade 1 in public schools had attended Grade R.

## Improving rural development and land reform

- 9,4 million hectares (ha) of land have been transferred since 1994 through land restitution and redistribution.
- Since 1995, 79 696 land claims were lodged, 77 334 have been



settled and 59 758 have been finalised.

- 4 860 farms have been transferred to black people and communities between 1994 and the end March 2013.
- Strategic support has been provided to 416 new emerging farmers through the Recapitalisation and Development Programme, in addition to an existing 595 farms being supported to the tune of R1,2 billion.
- 1 269 farms were recapitalised between the third quarter of 2009 and March 2013.
- Since 2009, the Commission on Restitution of Land Rights has spent R4,8 billion to acquire 368 483 ha of land for restoration.

## Economic growth

- The value of South Africa's gross domestic product (GDP) stands at R3,2 trillion, which is 83% larger than it was in 1993.
- The economy grew from a GDP of USD136 billion in 1994 to a GDP of USD 384 billion in 2012.
- GDP per capita growth which averaged less than one per cent per year between 1994 and 2002 has averaged two per cent since 2003.
- The South African economy registered an average annual rate of economic growth of 3,2% since 1994 versus an average one per cent growth per year in the decade prior to 1994.
- The economy grew on average by 2,9% between 1994 and 2000 and again by 4,3% between 2001 and 2007
- Since the global financial crisis, growth averaged 2,2%. <sup>SM</sup>



She is a passionate and active supporter of education and advancement and is currently the chairperson of the CA Charter Council, whose primary objective is to grow the number of black people in the accounting profession and train young and talented auditors from disadvantaged backgrounds.

### **Applications open for CAPAM International Innovations Awards**

The Centre for Public Service Innovation calls on public servants to apply for the 2014 Commonwealth Association for Public Administration and Management (CAPAM) Awards. They are the only international awards that recognise and celebrate innovation in the Public Service through four categories – Innovations in Public Service Management; Innovative Use of Technology in the Public Service; Innovations in Government Services and Programmes; and Innovations in Citizen Engagement and Dialogue.

This year's awards celebrate the spirit of innovation in the Public Service. If your work has made a significant contribution to governance or improved services in the public sector, you should apply. Applications must include a 250-word executive summary of the project and a 2 500 to 3 000 word project description that includes the context in which the innovation has been implemented.

This context should reflect how strategies were adopted to adapt the innovation to local circumstances, lessons learned and approaches used to overcome difficulties in the implementation process. Submission forms are available online at [www.capam.org/awards/application/](http://www.capam.org/awards/application/). The deadline for submissions is 30 April 2014. For more information email: [capam@capam.org](mailto:capam@capam.org).

### **Call for financial disclosures**

The Public Service Commission (PSC) has called on all heads of department and members of the Senior Management Service (SMS) to submit their financial disclosures to their respective executive authorities by 30 April 2014. According to the PSC, the Financial Disclosure Framework – as contained in Chapter 3 of the Public Service Regulations – states that public servants must disclose their financial interests to the commission. This year officials are encouraged to submit their financial disclosures both manually and through e-disclosure at [www.edisclosure.gov.za](http://www.edisclosure.gov.za).

Executive authorities are also required to submit copies of all financial disclosure forms submitted by their SMS members to the commission by 31 May 2014.

For more information contact Tshepo Matlhare, Director of Management of Conflicts of Interest at the PSC on 012 352 1063. Officials can report cases of fraud to the toll-free National Anti-Corruption Hotline at 0800 701 701, Fax 0800 007 788 or email: [pi@ethics-line.com](mailto:pi@ethics-line.com).

### **“Madiba-inspired attractions” map set to boost tourism**

Tourism Minister Marthinus van Schalkwyk has launched the “Madiba-inspired tourist attractions” – a travel map that encourages tourists from around the world to come to South Africa to walk in former President Nelson Mandela’s footsteps.

The map makes it as easy for people to personally experience Mandela’s story which encapsulates the key points in his life’s journey, Minister Van Schalkwyk said.

Developed by South African Tourism in partnership with the Nelson Mandela Foundation, the map highlights tourist sites as well as general places of interest in the four main provinces that defined Mandela’s life. These include the Eastern Cape, where he was born, grew up and attended Fort Hare University; Gauteng, where he worked as a human-rights lawyer and became instrumental in South Africa’s political struggle; KwaZulu-Natal, where he was captured, and the Western Cape, where he was imprisoned and ultimately freed.

The map also includes well-known attractions such as the United Nations Educational, Scientific and Cultural Organisation world heritage site, Robben Island, where Madiba spent 18 of his 27 years of imprisonment, and Mandela’s house on Vilakazi Street in Soweto, which is the only street in the world to have had two Nobel Peace Prize winners, Mandela and Archbishop Emeritus Desmond Tutu, as residents.

The “Madiba-inspired tourist attractions” map is available online at [www.southafrica.net](http://www.southafrica.net) 



## Premier Business Awards winners announced

Local business minds were recently awarded for their achievements at the second annual South African Premier Business Awards. The awards – hosted by the Department of Trade and Industry, Proudly South African and Brand South Africa – recognise business excellence and honour enterprises which promote the spirit of success and innovation, as well as job creation, good business ethics and quality.

President Jacob Zuma presented the Lifetime Achievement Award to businessman and community leader Dr Sam Motsuenyane.

Well known for his contribution to business, politics and socio-economic development, Dr Motsuenyane is a pioneer of black economic empowerment. He spearheaded the formation of African Bank. He served in the first post-apartheid Parliament and was South Africa's first Ambassador to Saudi Arabia from November 1996 to August 2000.

To date he has established three agricultural projects in Gauteng, North West and Mpumalanga which benefit rural communities.

Other awards included the Technology Award, which went to Eskom Holdings SOC Ltd; the most Empowered Enterprise Award which went to the Coega Development Corporation, and the Proudly South African Enterprise Award which went

to the Ekurhuleni Artisans and Skills Training Centre.

## First woman Deputy Auditor-General announced

Another good story to tell is that of Ms Tsakani Ratsela, the first South African woman to be appointed as Deputy Auditor-General (AG). She takes over from Kimi Makwetu, who replaced former AG Terence Nombembe in December last year.

The Minister of Women, Children and People with Disabilities, Ms Lulu Xingwana, has described Ratsela's appointment as a critical turning point in the country's history.

According to Minister Xingwana, in the last 20 years the country has seen South African women across all sectors of society taking advantage of the country's progressive policies and laws which promote the advancement of women and gender equality.

Ratsela, a qualified chartered accountant, brings with her a wealth of experience to the 103 year-old organisation. She holds a Bachelor of Commerce in Accounting from the University of Cape Town and a post-graduate diploma in Accountancy. Ratsela completed her articles with PriceWaterhouseCoopers and has extensive leadership experience in both the public and private sectors having worked at, among other companies, the Eastern Cape Development Corporation and Izingwe Holdings.

resources and information improves competence in the workplace. In addition, networked learning offers cost-effective ways of interacting with international and local experts and peers wherever and whenever. Participation is tracked and a permanent record of communication, as well as information and resources shared, remains available to support information management.

Forming a community as a basis for knowledge creation and management has a long historical tradition. What do professionals in the workplace do when they need information?

They typically connect with their peers in different ways: conferences, lunches, a phone call, an email or even a quick talk over coffee keep people in touch with their work and its community of professionals. While the concept of learning in a community is not new, ICTs provide people in the workplace with new avenues to enable connections with other people and information in such a way that learning is supported.

At the NSG, online communities of practice provide a web-based platform for networked learning, as illustrated in **figure 1**.

More than 40 online communities of practice have been developed with just over 4 000 registered users from national, provincial and local government departments. A variety of communities exist, serving different purposes. Some communities are created with a specific goal and therefore have a limited lifespan; they become inactive once their purpose has been fulfilled. Other communities continue to support users with common challenges or interests, who connect to explore ways of working, identify solutions and share experiences, ideas and best practice.

Since its inception in June 2009, a total of 102 505 hits have been recorded in these communities. A hit represents an activity, for example a registered user logged in, read a posting, responded to a message and/or downloaded information. Over a period of 56 months (since 2009), almost a 100 learning opportunities have been created per work day in the workplace.

When surveyed, users indicated that the communities are used for the following purposes, in order of priority:

- Share best practices;
- Increase knowledge level;

- Stimulate collaboration;
- Find solutions for daily problems;
- Develop new knowledge;
- Coordinate cross-departmental activities;
- Make new contacts/friends;
- Offer solutions to daily problems;
- Be part of a community irrespective of time and space; and
- Just in time learning.

Etienne Wenger, who is considered to be the intellectual father of communities of practice, points out that a community of practice is more than a club of friends or a network of connections; a community of practice has three characteristics. The concept of community of practice was first introduced by Wenger in the book *Situated Learning*.

The first characteristic is domain, which means that involvement in the community requires some competence in the area of interest. The second characteristic is community, which requires members to engage in joint activities and discussions, help each other and share information. The third characteristic is practice, which requires the development of a shared repertoire of resources, for example, experiences, stories, tools and ways of addressing recurring problems. 

Participating in an online community of practice supports learning when the following questions can be answered satisfactorily: What does the community do? What knowledge is produced? How is it applied to improve performance in the workplace?

### **How can you participate?**

The purpose of this article is to stimulate discussion about learning and development in the public sector by utilising the network provided by the *Public Sector Manager magazine*. You are invited to contact us if you have ideas to share, or if you are interested in starting an online community of practice.

**For more information, contact Dr Greyling at: [fran.greyling@palama.gov.za](mailto:fran.greyling@palama.gov.za)**



# Here's a lesson: plug into a network and grow

## What is learning?

There are probably as many definitions of learning as there are learning theorists. While there is no single approved definition, the way we choose to define the term has compelling consequences for what we recognise as learning in the public sector.

For the purposes of this article, learning is defined as the act or process of acquiring knowledge, skills and/or values. Here, we explore how a learning solution can be provided when it is actually needed in a learning environment unconstrained by time and space. To find out how the use of information and communication technologies (ICTs) can support just-in-time learning, read on.

## A real-life example

The following real-life example illustrates how ICTs were used to share information and resources, irrespective of time and space, in order to find a learning solution when it was urgently needed.

On 1 April 2013 at 18:24 a member of

the 4x4 Community.co.za (an online forum for the off-road and outdoor enthusiast) posted a message saying his son got snake venom in his eyes; his wife took the son to hospital in Rustenburg, but the doctors did not really know what to do.

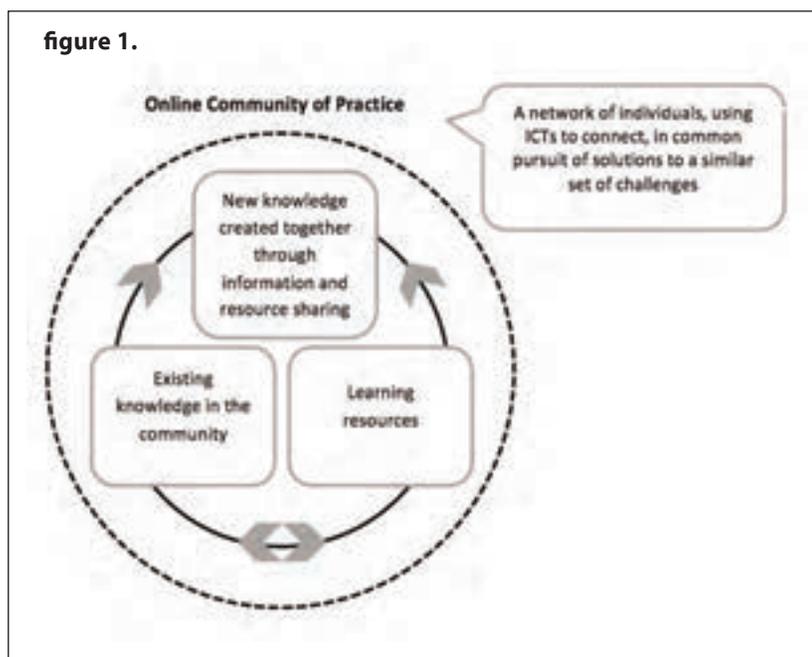
The father was in Botswana and could only speak to his wife on the telephone. Within an hour over 30 messages of advice and encouragement were posted. These included the contact details of specialists in the field and general information on how to deal with snake bites.

By 19:22 the mother had been put into contact with an expert from Pretoria and the son had been treated so that a full recovery was expected within two or three days.

## Networked learning in the workplace

Networked learning can provide similar learning opportunities in the workplace: it facilitates just-in-time access to information and learning resources, which can be quickly updated across an entire community. Instant access to current learning

figure 1.



## ARMSCOR'S VISION

To become the premier technology and acquisition agency for the South African Government and governments of the SADC region.

## ARMSCOR'S MISSION

To meet the acquisition, maintenance and disposal needs of the South African Department of Defence and other clients in terms of defence materiel, related products and services.

### Armcor's operational areas:

- Acquisition
- Research and Development
- Naval Dockyard

## ACQUISITION

Acquisition fulfills the need for materiel, facilities and services intended for use in support of client requirements.

### Acquisition capabilities include:

- Vehicle design and manufacture (soft skin and armoured/mine-protected)
- Artillery systems
- Munitions and small calibre ammunition
- Command & control systems
- Electronic warfare systems
- Telecommunication systems (static and tactical)
- Aircraft (fixed and rotary wing)
- Radar systems
- Guided / unguided weapon systems
- Unmanned aerial vehicles
- Naval vessels
- System maintenance and support

## RESEARCH AND DEVELOPMENT

The Research and Development function maintains strategic facilities and essential defence capabilities and technologies as identified by the Department of Defence.

### Strategic facilities include:

- Test and evaluation facilities
- Defence science and technology institutes

### Test and evaluation facilities include:

#### GEROTEK TEST FACILITIES

Gerotek provides vehicle and product testing services. Advanced training and corporate events facilities are also offered.

#### ALKANTPAN TESTING RANGE

Located in the central semi-desert part of the country, Alkantpan is an all-purpose ballistic test range for medium to large calibre weapons and ammunition. Insensitive munitions, hazard classification, ageing and surveillance tests are also conducted.



## ERGONOMICS TECHNOLOGIES

### (Ergotech)

Ergotech provides military ergonomics research, design, specification of human-machine systems and evaluation of environmental stressors.

## FLUID AND MECHANICAL ENGINEERING GROUP (Flamengro)

Flamengro provides integrated modelling and simulation support on the design, development and operations of weapon systems.

### The Defence Science and Technology Institutes include:

#### INSTITUTE FOR MARITIME TECHNOLOGY (IMT)

IMT provides science-based technological support to the South African Navy and specialises in:

- Defence research
- Development and evaluation of maritime systems

#### PROTECHNIK LABORATORIES

Protechnik specialises in the field of chemical and biological defence.

#### HAZMAT PROTECTIVE SYSTEMS

Hazmat Protective Systems manufactures and markets a comprehensive range of filter cartridges, canisters and respirators which protect against the majority of respiratory health hazards.

#### DEFENCE DECISION SUPPORT INSTITUTE (DDSI)

DDSI renders defence analysis, engineering support, decision support, operational research, and capability analysis services.

## ARMOUR DEVELOPMENT

Armour Development conducts research and development to advance armour protection technologies, development of armour, testing and qualification of vehicle hulls and structural ballistic design, as well as specification of bonding or welding.

## NAVAL DOCKYARD

Armcor manages and operates the Naval Dockyard as the SA Navy's (SAN) third-line maintenance and refitting authority. The Dockyard focuses on maintaining required capabilities to support the nation's submarines, ships and shore-based support facilities.

### The Dockyard executes the following activities:

- Planned preventative maintenance
- Corrective maintenance
- Reconstruction and repairs
- Upgrades to and modernisation of the SA Navy's vessels (ships and submarines)



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# ARMSCOR

## ACQUISITION EXPERT FOR DEFENCE SOLUTIONS



Ms Lulu Mzili, General Manager Marketing and Business Development

### WHAT IS THE NATURE OF ARMSCOR'S BUSINESS?

Armcor is an Acquisition Agency for the South African Department of Defence and other organs of state. The organisation is a unique body on the African continent and has as its key objectives:

- to meet the defence materiel requirements of the Department of Defence, and
- to meet the defence technology, research, development, analysis, test and evaluation requirements of the Department of Defence.

These objectives are to be achieved in an effective, efficient and economic manner.

### AS AN ACQUISITION AGENCY, WHAT ACQUISITION EXPERTISE DOES ARMSCOR POSSESS?

Since its establishment over 60 years ago, Armcor has gained extensive experience in the areas of:

- Technology development
- Development of new products/systems
- Upgrading of existing equipment/systems
- Product support of existing equipment/systems
- Disposal of equipment/systems
- Procurement

### IN CELEBRATING 20 YEARS OF DEMOCRACY, WHAT HAS ARMSCOR ACHIEVED?

This year, 2014, marks 20 years of freedom for all South Africans, and in that time Armcor has transformed drastically in accordance with the Employment Equity Act. During the past 10 years, black employee representation has risen from 34,3% to 67,3%, to more accurately reflect the demographics of the country.

As a socially responsible organisation that supports the development of engineering and technical skills, Armcor continues to invest in Mathematics, Science and Technology programmes and initiatives in an endeavour to stimulate and encourage growth of engineers and scientists.

Furthermore, Armcor has invested in an outreach programme in Prieska (Northern Cape) where computers were installed in school laboratories at both primary and high schools.

Armcor has been providing marketing support to the South African Defence Industry (SADI), for exposure to both local and international markets. The 8th Africa Aerospace and Defence exhibition (AAD2014) taking place on 17– 21 September 2014 in South Africa (Centurion, City of Tshwane), of which Armcor is a partner, will further provide an opportunity to showcase SADI's capabilities. This is the premier exhibition of air, sea and land technologies on the African continent. The economic gains derived from this event will contribute towards economic growth of the country.

For more information on AAD2014, visit [www.aadexpo.co.za](http://www.aadexpo.co.za)



ing of employees by establishing the National School of Government (NSG).

It is important to emphasise that the PAM Bill in no way seeks to remove the constitutional powers of any sphere of government.

What it seeks to do is to ensure that, as the Constitution implores us to do, the resources of the State, in this case person-power resources, can be distributed to those areas most in need and to ensure that we create the foundations of an efficient, effective and capable State.

To enhance mobility within the public administration, the Bill provides for the transfer of employees with their consent. Where there is a skills shortage, employees with the necessary skills and knowledge may be seconded, without their consent, if the secondment is justified. The secondment without consent does not in any way take away the right of the employee to lodge a dispute in terms of the Labour Relations Act of 1995. The Bill also provides for transfer of employees upon the transfer or assignment of function.

The Bill requires a head of an institution to acquire and use information and communication technologies in a manner which leverages economies of scale to provide for cost-effective service; ensures the interoperability of its information systems with information systems of other institutions to enhance internal efficiency or service delivery; eliminates unnecessary duplication of information and communication technologies in the public administration; and ensures the security of its information systems.

Building a public administration grounded by professional ethics, integrity and discipline is critical for the realisation of the values contained in section 195(1) of the Constitution.

The Bill establishes a Public Administration Ethics, Integrity and Disciplinary Technical Assistance Unit to provide, among others, technical assistance and support to institutions in all spheres of government regarding the management of ethics, integrity and disciplinary matters relating to misconduct within the public administration.

As part of promoting professional ethics and integrity by employees, the Bill prohibits employees from conducting business with the State or being a director of a public or private company conducting business with the State.

Failure to comply with this prohibition is an offence

and if found guilty, an employee is liable to a fine or imprisonment for a period not exceeding five years or both. This will also constitute serious misconduct which may result in the termination of employment by the employer. Employees are required to disclose their financial interests and the financial interests of their spouses and persons living with them as if they were married to each other. Failure to comply with the obligation to disclose financial interest as required constitutes misconduct.

The Bill establishes within the public administration an Office of Standards and Compliance whose objectives are to promote and monitor compliance with the minimum norms and standards set by the Minister, taking into account that the three spheres of government are distinctive, interdependent and interrelated.

The Bill empowers the Minister to prescribe minimum norms and standards on the promotion of values and principles referred to in section 195(1) of the Constitution and any other matter necessary to give effect to the administration or implementation of the Act. This allows for a degree of uniformity in relation to norms and standards across the public administration which should have a positive impact on service delivery.

The Bill seeks to promote capacity development among employees by providing for the establishment of a NSG. This school must, through education and training, promote the progressive realisation of the values and principles governing public administration and enhance the quality, extent and impact of the development of HR capacity in institutions.

The drive towards coordinated government has been at the heart of government's transformation and reform programmes for a number of years. In 1998, the Presidential Review Commission advised government that coordination at the centre of government was weak, and that intergovernmental relations needed to be improved. The multidisciplinary approach of the PAM Bill in resolving these challenges is faceted to give effect to the much anticipated transformation of the Public Service. <sup>230</sup>

**\* Ms Lindiwe Sisulu is a Member of Parliament and Minister of Public Service and Administration.**



## Towards a coordinated government through the PAM Bill



**T**he ANC government has since 2002 realised that the public administration we have established in the past 20 years has many faultlines that prevent us from delivering excellent services to our people.

The public administration we have established does not allow the equitable distribution of human resources (HR) across the three spheres, it encourages corruption by allowing government employees to conduct business with the State and those who are charged with misconduct are not disciplined immediately. If they do, they are given sanctions that are not consistent with the transgression.

The administration promotes over-reliance on the use of consultants, in that there is no legal framework that allows the secondment and transfer of competent employees to where they are needed most.

Many efforts to professionalise the Public Service do not succeed because each sphere – and especially at local level – develop their employees in their own little corner without any guidance and support from the centre.

Of particular concern is the efficiency of government at local level, where shortages of skills have led to a whole host of problems, where in some cases the line between the political domain and the administration are blurred and where people's frustrations are most palpable.

We have also been very aware of the lack of professionalism in the way that our public servants deal with the public at our service points, police stations, hospitals, schools and municipal offices.

The passing of the Public Administration Management Bill (PAM Bill) by Parliament brings us a step closer to a clean government accountable to the people and the transformation of the Public Service to implement the National Development Plan (NDP).

The PAM Bill speaks directly to the basic values and principles governing the public administration contained in our Constitution.

Our Constitution dictates that each institution must promote and

maintain a high standard of professional ethics; promote efficient, economic and effective use of resources; be development – oriented; provide such services impartially, fairly, equitably and without bias; respond to people's needs and encourage public participation in policymaking, and be accountable to the public.

It also calls on us to foster transparency by providing the public with timely, accessible and accurate information; ensure good HR management and career development practices to maximise human potential; and ensure broad representation of the South African people, with employment and personnel management practices based on ability, objectivity and fairness. The Constitution also deals with the need to redress the imbalances of the past to achieve broad representation.

Effective service delivery requires an efficient and accountable administration devoid of red tape, with strong anti-corruption and compliance measures. The PAM Bill lays the basis of this efficient, effective, capable, ethical Public Service that we all yearn for. It provides us with the establishment of a capable state defined in the NDP.

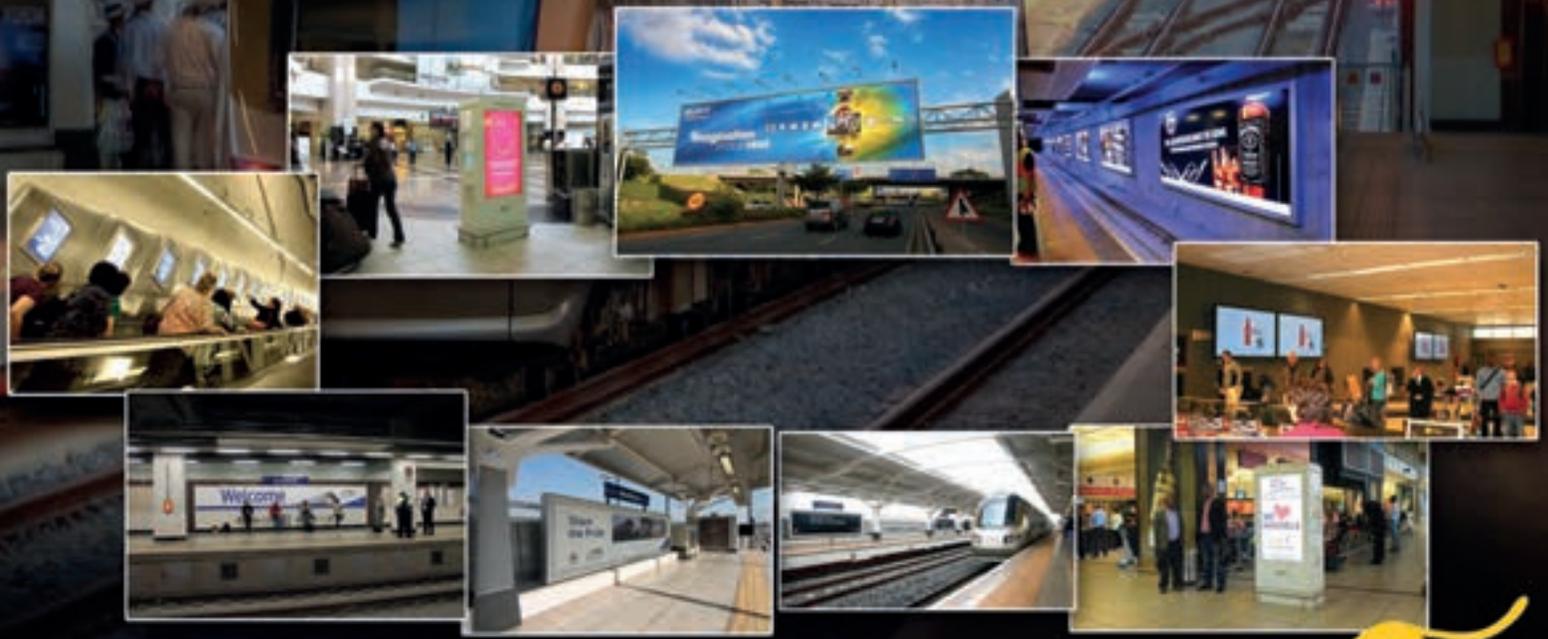
The Bill establishes a uniform system of public administration in all three spheres of government and we believe through this Bill we shall address the challenges raised by citizens, the Auditor-General and other State entities concerning problems and challenges faced by our citizens.

The PAM Bill provides for the transfer and secondment of employees in public administration across all three spheres of government; regulation of use of information and communication technologies in public administration to enhance service delivery, and the establishment of the Ethics, Integrity and Discipline Technical Assistance Unit to strengthen a culture of discipline, integrity and ethical conduct in public administration by all officials.

The Bill also provides for the prohibition of employees from conducting business with the State in order to prevent and eliminate corruption; measures to inculcate a culture of compliance with the regulations by institutions within the public administration by providing for the establishment of the Office of Standards and Compliance, and the professionalisation and capacitat-

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INNOVUS



## *Gran's Pickled Fish*

### **Ingredients**

1 kg fresh fish  
 1 cup milk  
 1 beaten egg  
 2 cups of flour  
 Sunflower oil for frying

### **Sauce**

2 tbsp sunflower oil  
 2 onions, sliced  
 1 tsp crushed ginger  
 Lemon zest  
 2 tbsp curry powder  
 1 tbsp tumeric powder  
 1 tsp ground coriander  
 Cloves  
 Nutmeg  
 4 tbsp apricot jam

2 tsp cornflour  
 1 tbsp brown sugar  
 6 bay leaves  
 1 green chilli  
 Salt  
 Whole black peppercorns  
 1 cup white vinegar  
 1 cup lemon juice  
 White sugar

### **Method**

Combine the milk and beaten egg to form a mixture. Cut fish into small pieces, and dip in the milk mixture. Roll the pieces in flour seasoned with the salt. Shallow fry in hot oil until cooked and crisp. Remove the fish from the oil and drain on a kitchen paper towel.

For the sauce, sauté the onions in oil until soft. Add in the ginger, lemon zest and spices and fry for a few minutes. Add in the jam, corn flour, brown sugar, bay leaves, chilli, salt and peppercorns. Finally stir in the vinegar and lemon juice. Simmer for a while and add white sugar to taste. Place fish in a jar, and pour in sauce to the top. Refrigerate and serve.



## *Casanova Crumbed Oyster*

### **Ingredients**

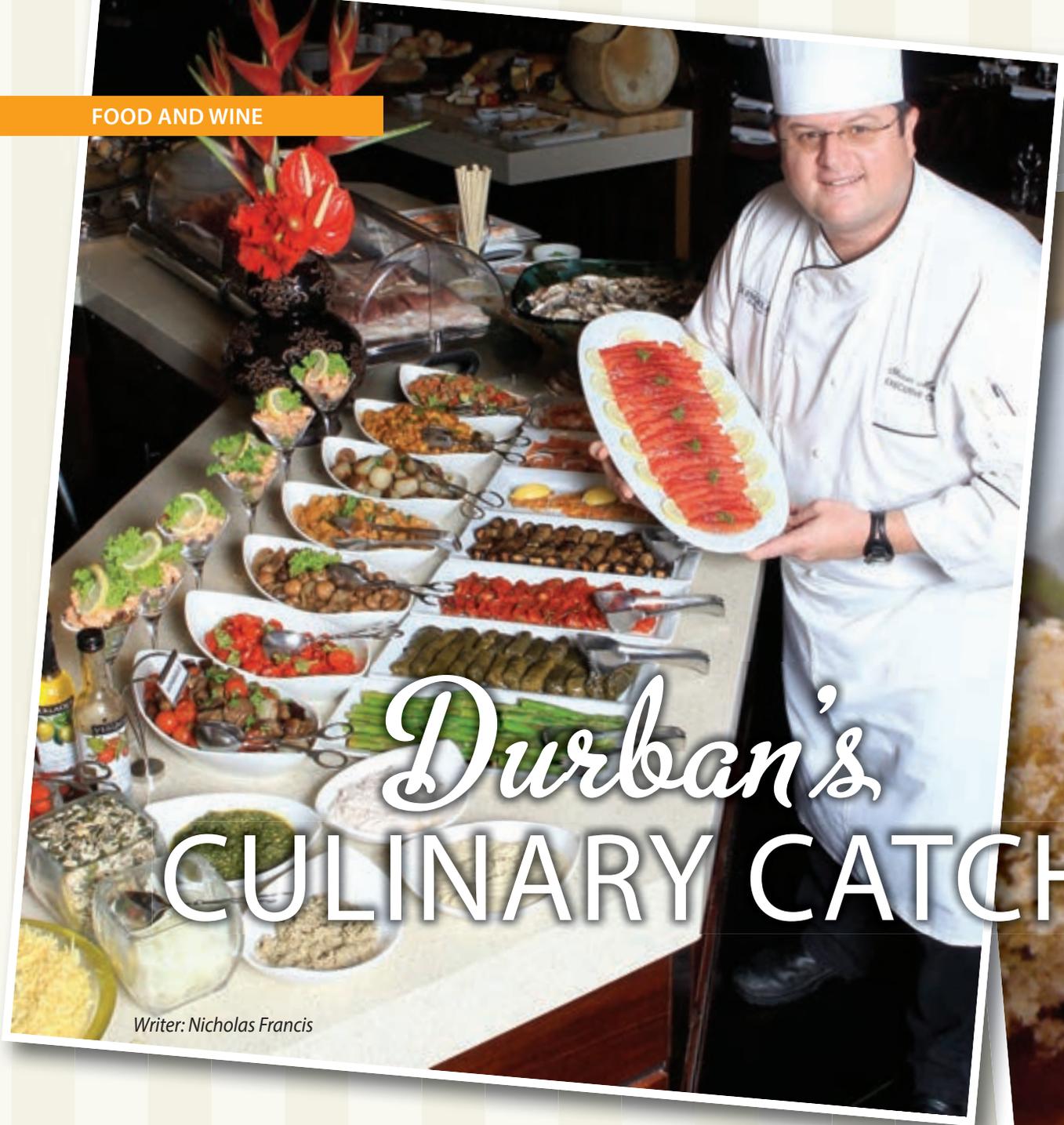
Shucked oysters  
A beaten egg  
Flour  
100 g bread crumbs  
Lemon zest  
Salt and pepper  
300 ml frying oil  
100 ml mayonnaise  
Olive oil  
Lemon juice

### **Method**

Roll the shelled oysters in flour before dipping them in egg and then bread crumbs. Once the oysters are crumbed, place them in the fridge for about an hour to set.

Carefully heat the frying oil in a small saucepan and shallow fry the oysters for about 45 seconds or until golden brown. Drain the oysters using kitchen paper towels. Place your oyster shells in an oven for about five minutes at 180° C.

Place the crumbed oysters back into the shells, sprinkle some lemon juice and the lemon zest on top, and serve.



# Durban's CULINARY CATCH

Writer: Nicholas Francis

**K**eeping food fresh, seasonal and unpretentious is the kitchen mantra adopted by Southern Sun Elangeni & Maharani Executive Chef Shaun Munro. Tasked with cooking up a storm at The Grill Jichana- the hotel's famous restaurant located on Durban beach front strip- Munro's mastery in the kitchen keeps guests coming back for more.

Chef Munro has cooked for super celebrities such as actor Morgan Freeman and musician Neil Diamond and served up royalty with Queen Elizabeth II and the Duke of Edinburgh. The secret to his mouth-watering success is to use the finest quality ingredients prepared with passion and pride.

Despite having graduated in Hotel Management in the early 1990's, Munro found himself lured to the

kitchen.

His greatest achievement was representing South Africa at the Common Wealth Games Food Festival in Kuala Lumpur recently.

Munro won't define his cooking style, explaining rather that he is influenced by his surroundings. "I am a firm believer in the entire meal experience – all that subconsciously impacts our experience when enjoying a meal such as the furniture and fittings of the dining room, the cutlery, crockery, glassware, the music, the style of service and of course the food and wine!"

This Durban-born beach chef says his inspiration for cooking came from his grandmother. Chef Munro takes us on a palatry journey as he shares his infamous recipes.

>>





Over 80% of the people have access to basic services, clean water and decent sanitation.

in the province have been declared “no fee schools” benefitting approximately 1 100 000 learners. We also believe that feeding our learners is vital, and through our school nutrition programme 873 957 needy learners for 196 schools are being fed daily.

In 1998, the scholar transport system catered for 280 learners. Currently this figure stands at over 70 000 beneficiaries. There are also 18 special schools in Mpumalanga attending to the educational needs of approximately 3 027 learners with disabilities, while 14 768 learners with moderate disabilities are catered for in the 140 full service schools. We are also elated with our recent matric results. Our Grade 12 performance has increased from a dismal 47.9% pass rate in 2009 to a 77.6% pass rate in 2013.

Adding to this achievement, 600 schools have been renovated and upgraded to meet minimum acceptable infrastructure standards with 244 mud and unsafe structures having been destroyed since 1994. This shows a cumulative R2.91 billion investment in education infrastructure as part of our efforts to improve the access to and quality of learning and teaching in the province, over the past five years.

Health services provided to the people of this province have increased by leaps and bounds. We acknowledge that healthy citizens are the lifeblood of any productive, developing society. Healthy citizens are the engines that drive our nation forward towards the better life that we envisage for all.

Over the past 20 years, we have built 12 clinics, 41 community health centres, and two district hospitals with over R 2.57 billion having been

invested in health infrastructure to ensure equitable access to health care facilities in the 2009 – 2014 term alone. Access to healthcare has been improved, with most of the new primary healthcare centres constructed are in rural areas thereby increasing access to health care services. We now have a pharmaceutical depot and as a result the department is now able to control procurement, warehousing and the distribution of drugs.

The three new hospitals namely Tonga, Bongani TB and Piet Retief hospitals were constructed to add to the 31 existing hospitals. We are also currently developing designs and plans for the demolishing and reconstruction of eight hospitals with appalling infrastructure conditions. These are the Bethal, Elsie Ballot, Sesifuba TB, Lydenburg, Sabie, Barberton TB, Mapulaneng and Standerton TB hospitals.

Providing housing, water and sanitation is another accomplishment which we are very proud of. In 1996, 442 000 or just 66% of Mpumalanga’s households occupied formal dwellings. By 2011, the number of households in formal dwellings increased to 901 696. The Department of Human Settlements says the province has, since 1994, delivered 228 972 housing units.

By 2011, the number of households with access to all types of piped water was standing at 940 289. Over the past five years, we have also increased bulk water infrastructure investment while between 1996 and 2011, the number of households with access to electricity stood at 929 372 households. Between 1996 and 2011, the number of households with access to refuse removal by local authorities increased by 235 698 to 470 135 households in 2011.



Hon. Premier Mr David Mabuza during the Nelson Mandela Day.

**Office of the Premier**

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**Over the past 20 years, we have built 12 clinics, 41 community health centres, and two district hospitals with over R 2.57 billion having been invested in health infrastructure to ensure equitable access to health care facilities in the 2009 – 2014 term alone.**

allocated its resources to a few and stripped the majority of access to assets and decent livelihoods through a litany of prohibitive policies and legislation.

As a province, we've embraced democratic principles and forged policies and programmes based on public consultation as a means of deepening participatory democracy and ensuring the inclusion of the agendas and aspirations of a variety of interest groups. We have made a great deal of progress in establishing people-centred and caring institutions that are responsive to the needs of all the citizens of this province.

At the forefront of this is the transformation, we have brought about within the public service, so that it may better serve the citizens of Mpumalanga through governance efforts. One of our key battles have been fraud and corruption, which still poses a major threat and continues to undermine the integrity and capacity of the state, to respond to the needs of its citizens.

As a provincial government we have set in place plans to curb the spate of corruption through our Provincial Anti-Corruption Strategy (PACS), which has been approved and guides the implementation of provincial anti-corruption initiatives, between the spheres of government, as well as forging partnerships between government and the social partners such as labour, business and civil society. As part of implementing this strategy, we established the Mpumalanga Anti-Corruption Council – a multi-sectorial body that fosters collaboration between the government and its social partners in the fight against fraud and corruption.

No member of the executive council has given permission to any employee of the Mpumalanga Provincial Government to perform any remunerative work outside his or her employ in the public service. Over the past five years, we have dealt with more than 545 officials that were charged with doing business with the provincial government and municipalities. More than 67 officials in government were charged with corruption.

As a province, we also have put in place the necessary measures to curb the exploitation of our procurement processes. Departments have started with the vetting and rotation of all supply chain management officials. During a recent Public Services Commissions' report to the Mpumalanga Provincial Legislature, the province had managed to recover R9 million as a result of tip-offs.

With regards to social transformation, income, poverty and inequality, Census 2011 has shown that the average household income in Mpumalanga increased from R31 186 per annum in 2001 to R77 609 a year or about R6 467 a month, in 2011. This statistic represents an absolute increase of 148.9% over the 10-year period, which was higher than the national increase and the highest among the nine provinces.

Mpumalanga's poverty rate declined from 43.8% in 1996 to 36.9% in 2012, while in 2013, the Mpumalanga was home to 1.3 million social grant beneficiaries, which amounts to 31.7% of the provincial population. Work opportunities in the province resulting from the implementation of EPWP Phases 1 and 2 have totalled 378 509 opportunities.

Education is also of major importance to the province. In 2000, the number of pupils in public schools in Mpumalanga stood at 898 599. This increased to 1 021 722 in 2011. The adult literacy rate has been increasing steadily over the past decades and thus decreasing illiteracy among the population of Mpumalanga from 30.4% in 1995 to 19.3% in 2011.

Currently 729 early childhood development (ECD) centres in the province are fully funded. This equates to 79 302 learners in this cohort being funded and supported by the government. We have also integrated ECDs into the schooling system and this has led to 1 020 public primary schools and 240 community-based centres being supplied with the required learner/teacher support material.

In 2004 we had 30 appropriately qualified ECD practitioners. This number has since increased to 150. Currently, 500 practitioners are receiving training at NQF levels four and five, while 1 635 public schools

For the past 20 years, development and delivery has been the mission of the office of the Premier in Mpumalanga. As the country celebrates 20 years of democracy and freedom, it offers an opportunity to reflect on what has been delivered and how the lives of communities and individuals within Mpumalanga have changed during this time.

The 2013/14 financial year marks the end of the fourth five-year cycle of democracy since 1994. This 20-Year Review provides us with an overview of the programmes and projects of the provincial government for this period. In 1994 we inherited a state based on exclusion; a state founded on a racially based disregard for many basic human rights; a state that



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Minister of Higher Education Mr Blade Nzimande & Mpumalanga Premier Mr David Mabuza officiate the opening of University of Mpumalanga – the hope for the future and a lasting legacy for the province.

# Celebrating 20 years of freedom and service delivery



Writer: Angus Flowers



Sustainable human settlements remains a priority. Premier Mabuza's kancane kancane legacy project bearing desired results



There has been significant progress in improving the education system in Mpumalanga in the past 20 years.



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The Summit College mission statement is "To sustainably deliver an overall educational experience that effectively prepares learners for citizenship and allows learners to unlock their unique full potential".

Summit was established as part of the NEST (new era schools trust) by two progressive champions of equal education, Messrs. Deane Yates and Steyn Krige. Their vision (in the 1980's) was to establish an inclusive school network that would offer all, regardless of race, culture, faith or economic background, a quality education. Their vision was to use the NEST schools to not only transform education, but society itself.

Summit places great emphasis on the individual. In the early years (i.e. foundation phase), learners require a very nurturing approach, but this changes in later years to be more focused on achieving the individual goals of the learner.

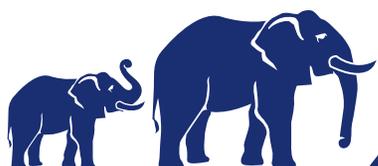
### ● PRE-SCHOOL TO MATRIC

Summit follows the IEB curriculum, as guided by CAPS.

Prof Guy Hees, the head of Summit high says "Our goal at the high school is for all our Grade 12's to achieve a matric pass that will not only give them access to further tertiary education, but will also prepare them for the outside world". Prof Hees goes on to say that "We work on linking career choices to academic performance, interests, abilities and talents. We study each learner's unique learning style and enhance our lessons to accommodate these".

The focus at the Prep school is on providing a solid academic foundation for later learning. While the focus is the development of core skills, critically important is the emotional (confidence) development of the learner.

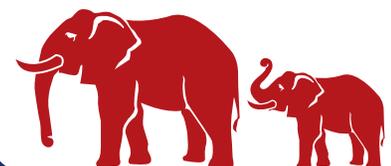
Learners are actively encouraged to participate in a wide variety of sport and cultural activities, but our focus will always be on academics. Visitors are welcome to visit us during our open days on Wednesday between 9 am and midday.



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**SUMMIT**  
COLLEGE

“We have teams of dedicated nurses, physicians and dieticians working in the hospital to ensure that it functions well. These people work very hard to make things better. I agreed to accept the award to give Bethesda recognition.”

Given the criticism that health workers attract from time to time, Dr Gate commends the recognition given to hard-working professionals through awards such as those he has won.

Most people who are building their careers would not imagine working in the rural areas.

He said he stayed in Durban for about two years while working at McCord Hospital and could not handle the traffic and the noise.

“When I come into Durban from the rural areas, I get heart palpitations from the noise and the traffic,” he jokes.

He loves the silence that the rural areas affords him and would never think of coming back to the city. “All my friends and family have always known that this is what I was made to do.”

Regarding South Africa celebrating 20 Years of Freedom, he adds that the country has come a long way in improving its health system.

“Yes, there are challenges, but within those problems people must remember that when the new government took over the services were only for the white minority and they had to plan everything to cater for every South African.”

“I don’t think the situation in health care is that bad, other areas need more attention such as rural areas, which creates a diversion of funds and efforts.”

He says South Africa has come a long way and should celebrate its achievements.

“We did what many countries could not do: forming a peaceful transition, putting in a government that has never run a country before. I think the country is doing well.”

In terms of the National Health Insurance (NHI), Dr Gate believes this is a “fantastic” idea. “Health is a right not a privilege.”

He is excited to see the roll out of NHI being a success, more efforts in the insurance will see the well being of the country.

Dr Gate is currently the Bethesda registrar specialising in family medicine. With the hard work of his colleagues in the district and a partnership between the University of KwaZulu-Natal and the Department of Health, Bethesda Hospital has become a training



Minister Lindiwe Sisulu congratulates Dr Gate, who was the first winner of the Best Overall Batho Pele Public Servant of the Year Award and also took gold for Best Service Leader of the Year.

site for those who want to become family physicians.

He says the best part about working in the rural areas is that people are very appreciative and no one complains.

“People are always laughing, no matter how bad the situation is they still find time to laugh. Life is also very simple and safe.”

He says the worst thing about working in a rural area is that, “there is no sushi”.

The only thing that would make Dr Gate consider leaving the rural area is when his children need an education.

“I am a big believer in education. Girls, more than anything, need to be given a proper education. I have a lot of respect for women in the rural areas. They are the backbone of the community and sadly sometimes bear the brunt. Education for girls is empowerment for any village.”

An advice he gives to other doctors about working in a rural area is that it’s a great learning experience and there is so much to learn as a young doctor. It also builds confidence in the work that doctors do. ☺

Batho Pele Public Servant of the Year Award and took gold for the Best Service Leader of the Year.

Minister of Public Service and Administration Lindiwe Sisulu presented the award to him during the inaugural National Batho Pele Excellence Awards.

### Rural doctor

In 2012 he was also named Rural Doctor of the Year by the Rural Doctors Association of Southern Africa and featured in the *Mail & Guardian* as one of the Top 200 South Africans last year.

Dr Gate completed high school at Steel Crest High in 1996 and started his seven-year journey of medicine at the University of Pretoria in 1997.

He said the influence of becoming a doctor or being in the field of medicine came from his mother who was a nurse.

"As a child I would often help my mom on weekends at work, both my sisters are also nurses. My mother had a passion for working with the community."

In 2004, Dr Gate met 'his' Bethesda hospital and fell in love with it and the people while doing community service.

Not only did he fall in love with the hospital; he also met his wife, Mary-Jane, who was also completing her community service as a dietician.

Bethesda hospital was built in 1937 by the Methodist Church and was later taken over by the Department of Health.

In 2005, Dr Gate joined the private sector, which meant he had to leave Bethesda hospital.

"I had received a bursary from De Beers to study medicine and part of the agreement was that I would work for them for a certain period."

He had already fallen in love with Bethesda and it was difficult for him to make a transition to the private sector.

"I had always imagined myself working with the

### This and that

#### *What is your favourite food?*

I like all types of food. I love different tastes but sweets are my favourite. I also like chicken and samp. I have had it at a couple of traditional events such as umemulo (female coming of age).

#### *What are your hobbies?*

Anything outdoors, travelling in and outside the country. I love bird-watching, I know it's a bit of a nerdy sport but I really enjoy it.

#### *Favourite SA holiday destination?*

Mapungubwe World Heritage Site and Okavango Delta in Botswana.

people in a small village somewhere under a tree and Bethesda confirmed my thoughts. I became a doctor to make a difference in the community."

He spent only six months working for mining giant De Beers and dashed to the United Kingdom (UK) in 2005 and returned to Durban in 2007 to work at the McCord Hospital.

Working in the UK as a doctor was a learning experience and so was the travelling, but he often thought of the hospital that stood on the hills of Ubombo.

"I somehow felt a little guilty for leaving; at times I would have sleepless nights."

In 2010 while working for McCord Hospital, Dr Gate was approached by the Department of Health to re-

join Bethesda Hospital.

He was delighted to return to Bethesda knowing he would be able to contribute to society.

He adds that the people that come to Bethesda hospital are very disadvantaged.

"For the average person who comes to the hospital it costs about R30, which is a lot of money for the villagers to get to hospital. Sometimes, by the time they get to the hospital, their condition would have deteriorated."

Dr Gate says this is what he sees as a challenge in the work he does: constantly witnessing poverty.

This is one of the challenges government is seeking to address through its war on poverty, unemployment and inequality.

The 35-year-old admits that growing up under apartheid he always felt that he owed society something.

"We cannot deny that I benefited from the apartheid government. By giving back to society now, I am trying to undo the wrongs of the past in a little way."

"If I can make sure a child is born healthy, that is fantastic for me."

Regarding his multiple awards, Dr Gate says initially, he did not want to accept them because he felt it was not his individual work that got him the award. >>



# Closing the 'Gate' on disease

**D**r Kelly Gate's favourite part about working at the rural Bethesda Hospital in KwaZulu-Natal is taking a trip to the nearest supermarket – about 20 kilometres away – and bumping into one of his former patients.

So often, he can hardly recognise the people he assisted because he finds them in such good health. "They usually stop me and say 'Masango', do you remember me?"

Dr Gate adds that former patients look much healthier compared to the time they spent in the tuberculosis wards of Bethesda Hospital situated in the Ubombo Mountains in the north of KwaZulu-Natal.

"It makes it all worth it."

The villagers have nicknamed him 'Masango' – which is also a common isiZulu surname – because it's almost a direct translation of Gate.

Dr Gate is indeed a gatekeeper for good health, ensuring that the 100 000 people who depend on Bethesda's services are connected to proper health care.

But little does the calm doctor know that if he really were a 'Masango', he would have originated from the Kingdom of Swaziland, which is about 200 kilometres away from Ubombo.

Born in the small town of Rietkiul in Mpumalanga, Dr Gate has become quite a celebrity and has placed Bethesda on the map.

Last year he was the first winner of the Best Overall

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She adds that she found the experience both exciting and nerve-wracking at the same time.

"We were two women with 180 men on site. Everyone on site was reporting to me. I was overseeing the process. I learnt a lot on communications, working with people who are older than me and knowing how to switch roles."

She added that at times when working with people who were older they were not keen on changing to new ways of doing things.

"This is where good leadership and communications skills come in."

Ngqata says she loves her job because it is demanding and keeps her on her toes.

"I am also not confined to only electrical engineering. I deal with civil engineers, architects and construction managers. It's very broad, which also means I get to learn new things all the time."

She adds that although government is playing its part to encourage women to enter engineering, it can never be enough.

"This needs to be done on a bigger scale; more people need to be given information." She believes this can be done through school visits and creating an overall awareness of the subject of engineering.

Ngqata affirms that South Africa is moving in the right direction regarding upgrading infrastructure.

"More importantly, the National Development Plan highlights the upgrading of our infrastructure. As much as government is making an effort, we cannot get away from the fact that there are not enough people available to do the job."

"If you look at China, it has one engineer for every 130 people but in South Africa we have one engineer for every 3166 people. This clearly shows that as a country we have a lot of work to do."

Regarding the country celebrating 20 Years of Freedom, Ngqata says she appreciates the sacrifices made in the past, which have afforded her to be where she is today.

Her plans for the future include leading a well-established organisation designed to inspire and mentor young females with the aim of recruiting them to engineering. She would also like to be one of the top executives at Transnet. ☺



### The lighter side of Ngqata

#### **Do you prefer traditional or gourmet food?**

I am a big fan of traditional food. I love dumplings and samp.

#### **What is your favourite show on television?**

I like being kept informed about my country and the world in general. I am always watching the news. I am also a big fan of the soapie *Isibaya*.

#### **What is your favourite holiday destination?**

I would love to visit New York one day.

#### **What is the best advice that has been given to you?**

My current manager Fazeel Christian once said to me that I was bigger than what I thought I was. My father also taught me that if something does not happen for me it means it was not meant for me.

**Erratum:** In the February edition of PSM, Dr Sharon Lukhozi was incorrectly referred to as Sharon Khosi in the headline. The error is regretted.

The South African government has embarked on a massive infrastructure drive to boost the economy and alleviate poverty. The ports are seen as key engines for economic growth.

"Agricultural exports are vital to the South African economy and these terminals provide storage and facilities catering for international marketing requirements," she explains.

Ngqata is not only making in roads in her career but she has also received recognition for her work.

In 2012 she was nominated for Most Promising Young Engineer in the University of Johannesburg and Group Five Excellence in Engineering and Technology Awards. She also plays her part in social responsibility.

She is currently the national executive committee member and the Vice-President of the National Society of Black Engineers. The society was established in 1995 with the main focus of finding innovative solutions for skills shortages.

Joining the society was also Ngqata's way of contributing to the community.

"I want young people, especially females, to be curious about the world of engineering. To go hunting for opportunities and make something out of their lives."

Ngqata adds that as much as it's a 'man's world' in her industry, women are breaking the walls into the industries perceived as male-dominated.

She says working in a male-dominated sector does not mean that women have to change or become less feminine.

She has adapted her wardrobe selection to her working environment, as can be seen from her pink shoelaces that are threaded through the eyelets off her industrial protective shoes. "I decided to add a bit of colour; I added a woman's touch", she giggles.

The 27-year-old Ngqata, the second of five siblings, hails from the Eastern Cape village of Mqanduli.

She did some of her primary schooling in the village of Machobothini in Mqanduli where she stayed with her grandmother. In 1996 she moved to Nkawkazi situated in Umthatha to live with her parents and matriculated at St John's College in 2004.

After completing matric she wanted to fulfil her childhood dream of becoming a doctor and enrolled at the

then University of Transkei (now called Walter Sisulu University) in 2005.

The university informed her that she had to do a year's worth of Biological Science before her first year of medicine.

"I was okay with this arrangement plus I had my mother's full support in becoming a doctor."

Things took a turn for Ngqata when it came to doing practicals during class.

"The lecturers would give us frogs to dissect in class and I could not deal with reptiles. I am so afraid of snakes and frogs. Plus, I cannot stand the sight of blood."

After completing the one-year study of Biological Science, she changed courses to study electrical engineering.

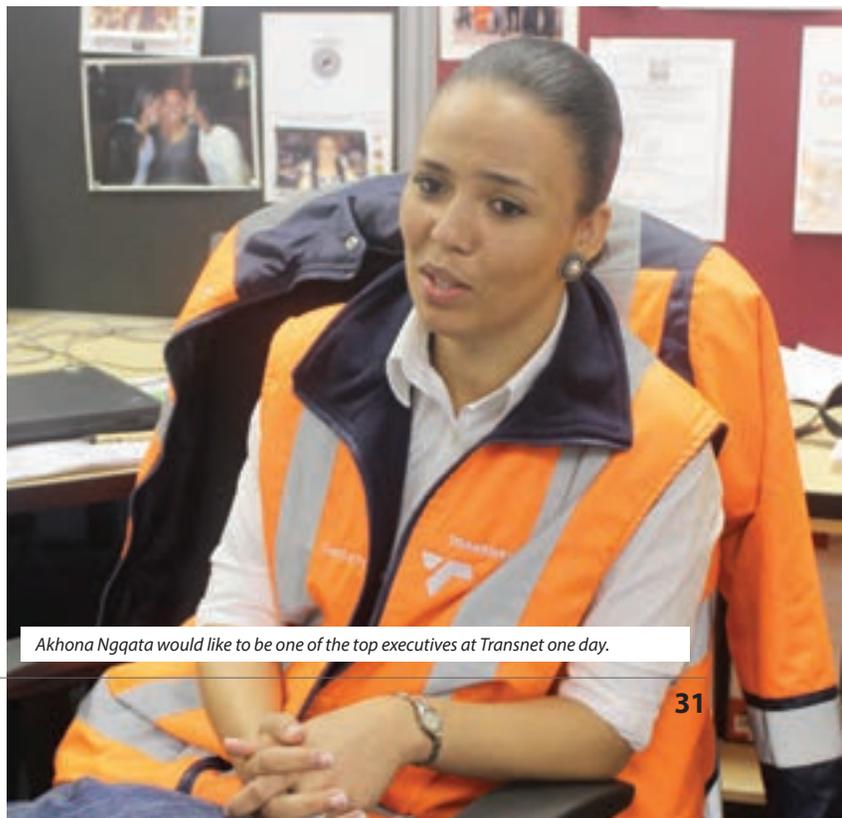
Ngqata's father, a plant operator at Eskom, planted the idea of his daughter entering the world of engineering.

"My dad encouraged me to enrol at the Nelson Mandela University in 2006. I completed my Diploma in Electrical Engineering in 2008."

In 2009, she started working for Transnet in East London before being transferred to Cape Town in 2010."

She was placed in an 18-month training programme designed for graduates before they are given responsibilities within Transnet.

After completing the programme she was offered a position as Construction Manager and her first assignment involved upgrading the Manganese Line between Northern Cape and Eastern Cape from a volume of 4,2 mtpa to 5,5 million mtpa. >>



Akhona Ngqata would like to be one of the top executives at Transnet one day.

# Akhona Ngqata – on a mission

to draw women to engineering

**W**hen Akhona Ngqata speaks about women empowerment, her face lights up.

She comes from a rural area and never in her dreams thought she would be working for one of South Africa's biggest parastatals such as Transnet.

Apart from being an electrical engineer, the bubbly Ngqata says in the future she would like to own the "Akhona Foundation" to empower women regarding the right career choices, social ills and build their confidence.

"I would like young women to think 'if Akhona can do it, why can't I!'"

Ngqata is a Project Manager for Transnet Capital Projects in Cape Town.

She is currently involved in the resurfacing of the Cape Town Agricultural Roll-on Roll-off (Agri-RoRo) Terminal, which is 4 134 square metres big. The Agri-RoRo facilities are a combination of multipurpose terminals which handle cargo. They predominantly handle bulk products, which include fresh produce, timber, steel and cement. The value of the terminal project is estimated at R20 million.

Her role is to oversee the project and ensure that it is completed on time.



programmes. We must remember that like all other economic sectors, banking also has a range of occupations across different occupational levels. This is why the qualifications and skills must come from all 10 levels of the National Qualifications Framework. Our sector employs the likes of technicians, professionals and managers. Due to this, young people can enter the sector at a lower level and work their way to senior occupations. Therefore, youth with a Matric and FET College qualification can enter into our workforce. Many of the Financial Institutions also offer internships for young people to use as a point of entry. In addition, the BANKSETA has many registered banking specific learning programmes that are offered with the financial institutions. These provide young people with skills to enter the banking sector labour market.

### **Can Recognition of Prior Learning (RPL) contribute meaningfully to the skills solution?**

MM: The BANKSETA undertook a pilot programme in the 2013/14 financial year in which 3 083 people are registered for RPL. All of these candidates have previously been through non-accredited training in the banks. Such training is mapped to nationally registered standards on the NQF utilising the Credit Accumulation and Transfer system (CAT). Those whose previous training meets the standards are exempted from the specific requirements of the identified FAIS recognised qualification. In addition to this the participants make submissions relating to their previous work experience. Their experience gets assessed and they get awarded a full qualification through CAT and work experience should they meet all the requirements. Remediation work is done for those who do not meet all the requirements. RPL is making a big difference in transforming the banking sector.

### **What kind of people does the sector need in its professional workforce to retain its leading global position?**

CC: As bankers, there is a whole new world opening up to us and we have got to realise that we don't work in an island. We need the sort of staff who will be humble enough to learn. Critically, we need a different kind of banker – bankers who think unilaterally and are able to respond appropriately to the environment. We need bankers who understand the impact of a social environment on their business and the opportunities therein. Bankers who are academically sound but who understand how to push the barriers and frontiers. On an annual basis the BANKSETA works with the sector to develop the Sector Skills Plan, which outlines critical and scarce skills required. Projects are then designed and implemented to address these critical and scarce skills.

### **What is the BANKSETA doing to promote the profession to the next generation?**

MM: Our message to the next generation is that it is cool to work in the banking sector and to be a banker. We also do consumer education in terms of National Credit Act, training the next generation consumers to get into a savings state of mind early. What is also important to consider is that due to the convergence of technologies, our next generations can enter professions in banking through IT qualifications. With the growth of the banking sector in terms of the rapid expansion of its client base, the constant development of new banking products and the introduction of new banking technologies, our profession is a dynamic career choice.

### **Any closing thoughts?**

MM: The solution to aligning the skills demand with a skills pool that can ably step into our professional environment lies in a two-pronged training approach. Yes, we need formal tertiary training, which Universities and FET Colleges must provide. But we also need to take in learners and young people, exposing them to the realities of the workplace. On this front, I am pleased to report that programmes such as our bursary fund in partnership with SAICA Thuthuka Programme, which runs at the Universities of Fort Hare, Walter Sisulu, Venda and Western Cape is producing high quality young professionals. Our country has around 4 000 black Chartered Accountants - we need around 50 000.

***What an opportunity we have to truly transform our sector and peoples' lives.***



 The BankSETA

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ENABLING SKILLS DEVELOPMENT IN THE BANKING AND MICROFINANCE SECTOR

 INVESTORS  
IN PEOPLE



**Celebrating  
20 years  
of transformation  
in the banking and  
microfinance sector**

## **Q&A with BASA MD, Cas Coovadia and BANKSETA CEO, Max Makhubalo**

### **After 20 years of democracy, where does South Africa's banking and microfinance sector stand?**

MM: In comparing our sector today with its 1994 counterpart, you will see few similarities. From our most remote banks to our most sophisticated institutions, there has been a dramatic shift of black people behind the Teller desks. Yet one of the real challenges we face is the lack of women of colour in management, which we are working hard on improving through the likes of bursaries and other executive development programmes we offer. The sector has seen an increasing number of previously disadvantaged individuals employed and we are proud of skills development interventions over the years.

### **In closing the gap of nearly five decades of injustice, how has banking performed over the two decades of democracy?**

CC: Banking has seen significant changes and has done reasonably well throughout the crises we have faced globally. Although the level of business decreased mid-crisis, we retained our position as second most sound banking system in the world. Our Chartered Accountants are rated the best in the world and we have raised the ratio of banked people from 68% to 75%. Having said that, we still have work to do, particularly in training.

### **Today, what challenges face our banking institutions?**

CC: The challenge is the sort of skills needed in banking. We must do more to train people on the job. One of the most critical issues is throughput of qualified people into the system. We must clearly define the sort of people that we, as a sector, need to take in to train and we need to work with Universities and FET Colleges to get that throughput going.

MM: Although we have made great strides in most areas of transformation, addressing disability remains a challenge. Our banking institutions have not moved to the wider use of technologies that would enable people living with disabilities to access various banking services without assistance, whether remotely or at a banking centre. Also, we are disheartened to report that the banking sector has not met the employment equity target of at least 4% employment of people living with disabilities. The BANKSETA has implemented skills development projects aimed specifically at this vulnerable group and we plan to identify the challenges faced by the sector and work with key role players in addressing this challenge.

### **What does the BANKSETA aim to achieve through its call to make financial institutions training spaces?**

MM: What we want to achieve through our focus on Work Integrated Learning is to activate the call of the Minister of Higher Education to make every workplace a training space. The NSDSI articulates a strong call to make workplaces 'centres of life-long learning' and in the NSDS III, the Minister emphasises the value of encouraging the application of workplaces as training spaces. We want to work with employers to help young people gain work experience because the real training doesn't only happen in the classroom. It needs the reality of the workplace in which to apply theory. We aim to support all financial institutions to develop and implement a model where more youth with theoretical knowledge can easily access workplace training to obtain the practical skills they need to find employment in the sector.

### **Is a University degree the only way in which young people can enter into the banking workforce?**

CC: This is an important question that we need to answer. Formal academic training is needed, but we must look at how we usher matriculants who have optimism and hope to enter into our sector, into that training space. Our banks need to consider to what extent they are helping young people apply their Recognition of Prior Learning Programmes (RPL) to formal study

## Freedom Day 2014

27 April

Freedom Day is the annual celebration of South Africa's first non-racial, democratic elections in April 1994. This year's Freedom Day is especially monumental because it marks 20 Years of Freedom.

This year, President Jacob Zuma will give the keynote address at the Freedom Day celebration to be held at the Union Buildings on 27 April, under the theme: "South Africa – A better place to live in."

Freedom Day activities will reflect on how democracy was achieved, the achievements during the first 20 years of freedom and the commitments to progress towards the 2030 vision set out in the National Development Plan. The 2014 Freedom Day will be an opportunity to highlight the progress made since 1994 in bettering the lives of all South Africans.



## Joint African Union (AU) Conference of Ministers

28 April – 2 May

The Joint AU Conference of Ministers responsible for Agriculture, Fisheries and Aquaculture, and Rural Development, will be held from 28 April to 2 May 2014 in Durban. The conference will focus on making resolutions for consideration by the AU policy organs and will also focus on the theme "Transforming Africa's Agriculture for Shared Prosperity and Improved Livelihoods, through Harnessing Opportunities for Inclusive Growth and Sustainable Development".

The AU Assembly of Heads of State and Government, during its 19th Ordinary Session held from 15-16 July 2012 in Addis Ababa, Ethiopia, declared 2014 as the Year of Agriculture and Food Security in Africa, marking the 10th Anniversary of the adoption of the Comprehensive Africa Agriculture Development Programme.

## TOURISM INDABA 2014

10 – 12 May

Tourism INDABA is one of the largest tourism marketing events on the African calendar. It showcases the widest variety of Southern Africa's best tourism products, and attracts international buyers and media from across the world. INDABA, which is owned by South African Tourism, will be held from 10 – 12 May 2014 at the Durban International Convention Centre. The three day trade event attracts well over 13 000 delegates from the travel tourism and related industries.

For two years in a row, INDABA has won the award for Africa's best travel and tourism show. This award was presented by the Association of World Travel Awards.

## Rand Show 2014

18 – 28 April

The Rand Show is South Africa's premier exhibition and the largest consumer launch pad in the country. Started over a century ago, the show continues to draw visitors in their thousands.

Held annually over the Easter holidays, the Rand Show is firmly targeted at families, promising a great day out in a safe, family-oriented environment. It provides wholesome, fun entertainment for the whole family, as well as hundreds of square metres of lifestyle-related exhibits and shopping opportunities.

The 2014 Rand Easter Show will take place from at the Johannesburg Expo Centre in Nasrec, near Soweto.

Highlights at the 2014 show will include numerous themed destination-shopping pavilions such as DO Food, DO Home, DO Health, Beauty & Wellness, and DO DIY, to mention but a few. Entertainment attractions include the all-new and exclusive "Snow World"; daily shows with the United Kingdom's Naked Scientist; bird and reptile shows, and the ever-popular South African National Defence Force exhibits and arena displays.



– from those selling cars to those that deal with health equipment, to negotiate prices in a bid to contain procurement costs.

According to him, this was done to deal with inflated prices on goods and services, and government departments would only have to use a catalogue to buy goods at pre-negotiated prices.

“Take the South African Police Service for example, all they need to do if they need BMW X5s for the President’s protection unit for example, they just look at the catalogue”.

He said to avoid fruitless expenditure on non-essential goods, National Treasury was exploring ways of requesting goods that do not come with unnecessary extras.

Brown said, for example, a company that supplies laptops to government departments would be given the specifications of the product being bought. He said many departments bought laptops with CD Roms, yet many of the employees did not even use CD Roms.

By doing this, he said, government could pay less than what it is currently spending on laptops.

**Paid on time**

To ensure that government pays service providers

within 30 days, the Chief Procurement Officer’s team is visiting government departments to audit invoices to determine how long it takes for them to pay their suppliers.

He said he had already benchmarked government’s system against the private sector to look at how they manage to pay service providers within days.

Brown said they had created a platform for service providers to contact his office directly to complain about departments that drag their feet before paying their invoices.

He announced his department was finalising a website that would enable service providers to log in complaints and queries.

“We get quite a number of calls which we direct to departments and many Directors-General have responded positively on this given the fact that [late payment of invoices] has been a subject of discussion at Cabinet level.”

**Central tender board**

In his State of the Nation Address in February 2014, President Jacob Zuma said that in order to prevent corruption in the supply chain system, a central tender board would be established to adjudicate tenders in all spheres of government.

“Currently this unit is looking at that and we don’t call it the central tender board, but a national supply chain management system,” Brown said.

“We [also] need to strengthen the provincial treasuries in all respects to make sure that people adhere to supply chain policies.

“So we will be placing our own people in provincial treasury to oversee provincial transactions as well.”

At the end of the interview, Brown smiled when he could finally provide an answer to his favourite question: what keeps you up at night?

“Unlike many bureaucrats, when I leave my office, my brain switches off and I am able to sleep at night to return the following day ready to work.” 🗣️



vincial monitoring. Brown rose through the ranks of Intergovernmental Relations until he was appointed Deputy Director-General in Intergovernmental Relations in 2008.

He was part of the high-level delegation, led by Finance Minister Pravin Gordhan, that was tasked by Cabinet in December 2011 to deal with financial mismanagement, maladministration and allegations of corruption in Limpopo's provincial administration.

### **Achievements**

His office has made progress in standardising infrastructure procurement processes and documentation, and has created an inspectorate to monitor procurement processes and audit tender documents.

Progress also included enhanced processing of vendors' tax clearance certificates to ensure compliance; centralised procurement of health equipment, drugs and medicines to ensure savings, and analysis of the business interests of government employees.

Additionally, tougher measures have been implemented while more are being considered to enforce the rule that small businesses in particular must be paid within 30 days.

Brown said in the past, National Treasury could not execute its powers to monitor and manage procurement processes due to a lack of capacity. However, his appointment last year, along with other officials, bolstered the department's capacity to enforce the PFMA robustly.

He said Section 6 of the PFMA gave certain powers to National Treasury to ensure effective management of the country's finances.

Since being assigned these powers, his office had organised itself into a winning formation that he was confident would produce results.

"What is the extent of government procurement?"

"You have plus or minus 650 government entities, 278 municipalities, roughly 116 or so provincial departments, 44 national departments... That is the extent of government and all of them are involved in procurement".

Part of the mandate of his office is to make sure that they introduce rules that govern procurement and that they are actually adhered to. "Given the size

and the scope of the procurement environment, we need to build the capability of government to manage its procurement," Brown said.

He also said that should these intervention measures be implemented and enforced properly, government would be able to avoid leakages – monies lost due to corrupt activities or poor service delivery.

### **Value for money**

Key to some of the thorny branches that Brown said needed trimming was inflated prices on goods.

His office is working towards introducing a system of reference pricing on procured goods and services for all departments across all spheres of government.

"Some people will say you are buying an item at double the price while they can buy the same item at half the price elsewhere," he explained.

He said another challenge that National Treasury was striving to simplify was a complicated procurement environment, where the buying of goods often took longer than six months.

### **Economic transformation**

Brown said as part of cleaning up the tender system, his office would look at reviewing current policies and use the process as an economic transformation tool.

This would lead to the tendering system showing more bias towards previously disadvantaged businesses than it did before.

To this end, National Treasury is looking at how the Preferential Procurement Policy Framework Act (PPPFA) of 2000 could be considered for this purpose.

There is a big push to use government procurement as a tool for economic transformation and empowerment, Brown said.

### **Bulk-buying**

Brown said National Treasury had already negotiated prices for goods that are commonly used by all government departments.

He said his department had approached suppliers

# Chief Procurement Officer to root out tender fraud

**T**o give taxpayers value for money and to root out tender fraud that has cost the State billions of rand, Finance Minister Pravin Gordhan has roped in Big Brother to spare the public purse from abuse.

He has appointed Kenneth Brown, a long-serving official at National Treasury, as the Chief Procurement Officer. Brown's new responsibilities, among others, are to use the Public Finance Management Act (PFMA) to monitor procurement transactions in all spheres of government, including state-owned entities and municipalities.

In an interview with *PSM* from his 10th floor office in the Pretoria CBD, Brown said ever since work started in March last year, much has been done to move towards a professionalised Public Service.

"The mandate of the office is drawn from Section 217 of the Constitution, where the Constitution is clear that we need to have a procurement system that is efficient, effective, equitable, transparent and cost effective," he said.

What stood out during the interview was Brown's attention to detail. When he paused to pour himself a glass of water, he paid attention to the volume level in the glass, seemingly to ensure that he did not pour more than he needed to.

Asked about the progress his office has made, he fills the room with chuckles as he quips: "For a minute I thought you were going to ask me what keeps me up at night, as I see that's supposed to be your next question."

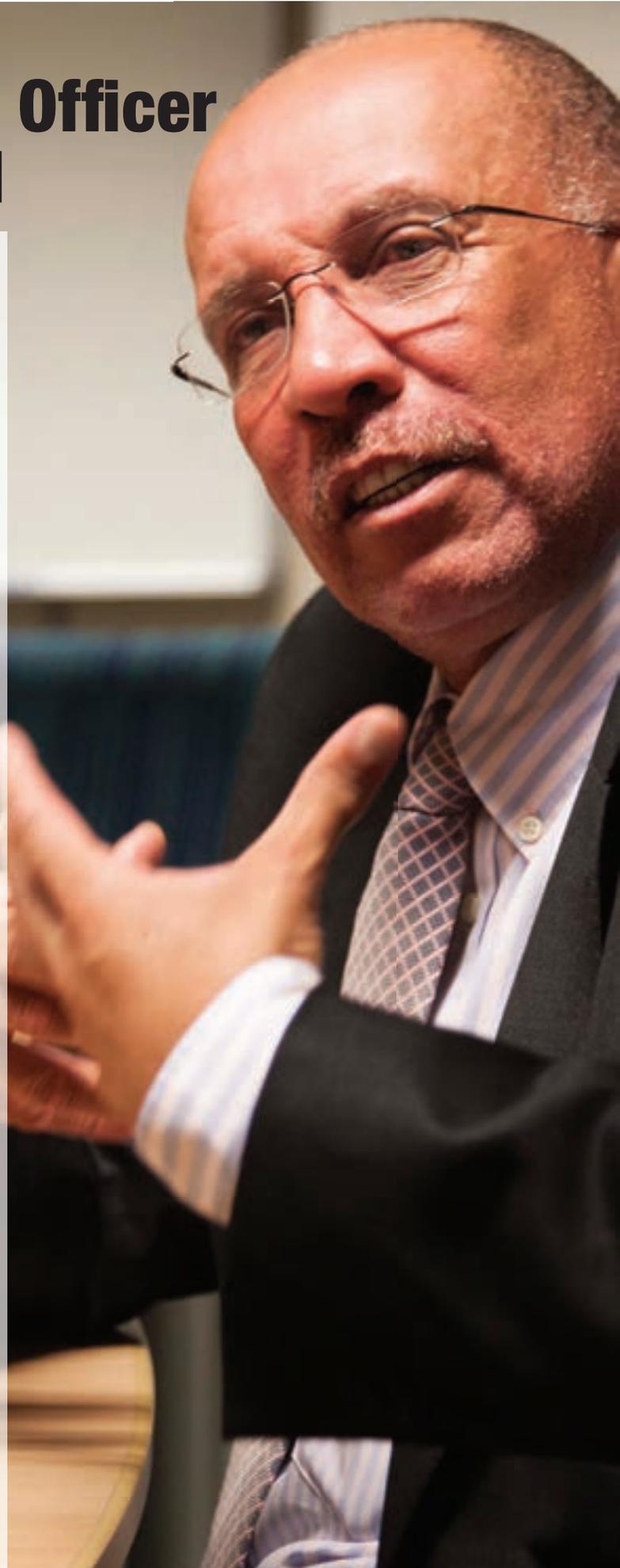
Brown had managed to peek through the list of questions that *PSM* had compiled for the interview.

## Climbing the ladder

A former Mathematics and Economics educator and headmaster, Brown was born in Alexandra in Johannesburg. He holds a Master of Science in Economics degree, which he obtained from the University of Illinois in Chicago in the United States of America. His studies were sponsored by the Nelson Mandela Scholarship.

Brown joined National Treasury in 1998 as a Deputy Director responsible for financial planning. His responsibilities included managing all logistics around the budget.

He later moved to the Directorate: Intergovernmental Relations within National Treasury and was responsible for pro-



The overall crime rate has decreased by 21 per cent since 2002 and work is on-going to make communities safer.

However, President Zuma pointed out that crimes against vulnerable groups such as women and children remained a concern.

Curbing violence against women and children is one of government's priorities.

Measures introduced to help achieve this include the re-opening of the Family Violence, Child Protection and Sexual Offences Units as well as Sexual Offences Courts.

### **Economic progress**

In 1994, the democratic government inherited an ailing economy that excluded the black majority. Despite that, the economy has grown at a rate of 3,2 per cent over the past 20 years and the economy has become more representative as a result of policies implemented by government.

"Positions of power in the economy have become more representative since 1994, encouraged by government's black economic empowerment and affirmative action policies.

"These policies will continue until the structural characteristics of apartheid in terms of inequality in ownership, management and control of the economy as well as pay have been addressed," added President Zuma.

### **Economic infrastructure**

Since the mid-2000s, government has placed increasing emphasis on economic infrastructure such as ports, rail, dams and power stations. Over the past five years, investment in infrastructure has dramatically increased further.

"Investments in infrastructure will increase further, including on much needed social infrastructure such as water, electricity, sanitation, schools, colleges and housing, amongst others."

President Zuma also said municipalities had made progress with rendering basic services.

"It is impressive that a number of municipalities which had little or no pre-existing institutional foundations have been able to deliver basic services to thousands of people who did not have them before in the past two decades."

He said the focus for rendering better services was

now on reaching communities that are still waiting, particularly in informal settlements and remote rural areas.

### **Basic services**

When the democratic government took over in 1994, its first priority was to meet the basic needs of people.

The country can be proud of its efforts to ensure access to water as it met its Millennium Development Goal (MDG) – to halve the proportion of the population without sustainable drinking water – in 2008, ahead of the 2015 deadline.

Access to a basic level of water increased from just over 60 per cent of households in 1994/95 to over 95 per cent of households in 2011/12.

South Africa achieved similar success in the MDG of halving the proportion of the population without basic sanitation by 2015.

By 2011/12 about 83 per cent of households had access to a basic level of sanitation up from just 50 per cent in 1994/5.

By 2013/14, 86 per cent of South Africans had access to electricity, an increase from just over 50 per cent in 1994/5.

### **Social cohesion**

According to President Zuma, inequalities in society are a barrier to social cohesion.

"We have made good progress in building social cohesion and promoting a new single national identity, and work is continuing in this regard.

"The biggest barrier to further increasing social cohesion is the remaining inequality in society which needs to be attended to further," he said.

To deal with the challenge of inequality, a joint effort is needed to implement the National Development Plan.

"Going forward, we should commit to working together further, to implement the National Development Plan to deal with remaining challenges and take our country forward."

With access to basic services, education, healthcare, housing and a growing economy, South Africa is indeed a better place to live in than it was before 1994.

President Zuma said it was partnerships between government, civil society, business, labour and ordinary South Africans that helped the country reach this point.

"We humbly thank South Africans from all walks of life for their contribution to the successes that our country has scored.

"We have succeeded because of the hard work of all our people who contributed in various ways to rebuilding their country," said the President. 🇿🇦

Going forward, government wants to make more jobs available to South Africans, with Cabinet setting a target of six million work opportunities from 2014 to 2019, targeting the youth.

### Improved housing

Government has built about three million houses since 1994, giving citizens a place to call home. Those living in informal settlements have also had reason to celebrate with 500 informal settlements replaced with quality housing and basic services provided.

More than 12 million people now have a place to call home after government invested more than 100 billion in building new homes since 1994.

### Education

Another basic right that has become more readily available to citizens over the past 20 years is education.

In 2009, government split the education departments into two, focusing on basic and higher education and training respectively. The aim was to ensure that there is maximum attention given to a specific sector.

Investment in education is significant because education is central to development. It is the primary vehicle by which children of the poor can lift themselves out of poverty and obtain the means to participate meaningfully in the economy and in society.

Gross secondary enrolment improved from 51 per cent in 1994 to 89 per cent in 2012, while gross primary enrolment in 2012 was high at approximately 98 per cent.

By 2012, 78 per cent of learners (more than 8 million) in 80 per cent of public schools (close to 20 000 schools) benefited from the no-fee policy.

Not only are more South Africa children attending school than ever before, but their performance at school has also steadily improved.

While in 2009 the matric pass rate stood at 61 per cent, the 2013 pass rate was a healthy 78 per cent.

Government is also giving young people every opportunity to

continue with their studies after matric, despite their financial situation.

“University enrolment has almost doubled since 1994. There have also been huge increases in enrolments at further education and training colleges, following an intensive focus on these colleges in the past five years,” said President Zuma.

Between 1994 and 2012, approximately one million university beneficiaries received National Student Financial Aid Scheme (NSFAS) loans and bursaries worth about R30 billion.

### Land reform

Over 100 years ago, the apartheid government dispossessed the majority of black people from their ancestral land, leaving 83 per cent of agricultural land to whites while only 17 per cent of the land was available for blacks in the former homelands.

By contrast, President Zuma highlighted how a quarter of a million people have benefited from the democratic government’s land redistribution programme.

“Government introduced the Land Redistribution Programme in 1994. Since then, it has redistributed 9,4 million hectares of land, benefiting almost a quarter of a million people. The target had been 30 per cent of the agricultural land owned by white South Africans.

“As the review indicates, only 24 per cent of black households are involved in agriculture and very few commercial farms are owned by black people.”

The President added that soon the country would know who owns how much land as a result of the completed land audit.

### Safety and security

Over the past two decades government has also worked hard to make the country safer.



remind us of the rainbow nation that Madiba wanted us to be, always," noted President Zuma.

He added that the review reflected how the country had consolidated democracy and built strong institutions.

"We have representative legislatures, an independent judiciary, independent public audit, an independent Reserve Bank, and independent constitutional bodies to provide checks and balance and protect the rights of citizens.

"Thanks to our progressive Constitution, we enjoy freedom of movement and of association, the right to own property, the right not to be detained without trial, freedom of expression and freedom of the press, religious freedom and freedom of sexual orientation."

The President also pointed out that women now have equal rights before the law, which did not exist before 1994.

The review notes that South Africa's economy is healthy, job opportunities are available, people of all races live together in harmony and the country is a major player on the world stage.

## Health

President Zuma said South Africans could be pleased with developments in health care.

One of democratic South Africa's greatest success stories has been its fight against HIV and AIDS, which was declared a government priority in 1994.

"In addition to free basic health care, more than 1 500 health care facilities have been built and existing ones have been revitalized over the past 20 years," the President noted.

South Africa's response to HIV and AIDS has also been praised internationally.

The country now has one of the largest antiretroviral (ARV) programmes in the world.

This has helped reduce new HIV infections and deaths from AIDS. Patients receiving ARVs increased from 47 500 in 2004 to more than 1,7 million in 2011, while the number of people dying annually from AIDS decreased from 300 000 in 2010 to 270 000 in 2011.

In another success, mother-to-child transmission rates decreased from 8,5 per cent in 2010 to 2,7 per cent in 2011.



President Jacob Zuma.

The HIV Counselling and Testing campaign, aimed at encouraging South Africans to get tested for HIV, resulted in 20,2 million people being tested between April 2010 and June 2012.

## Social assistance

Government has also thrown a lifeline to those living in poverty and with no means to support themselves in the form of social grants.

This social assistance programme – which includes child support grants, old age grants, disability grants, foster care grants and war veteran's grants - has grown over the years, helping 2,7 million people in 1994 to more than 16 million currently.

## Work opportunities

Government, through the Expanded Public Works Programme and the Community Work Programme, has created more than three million work opportunities over the past five years.

Currently 15 million people have jobs in the country, the highest ever in history and according to Statistics South Africa, over 650 000 jobs were created in 2013. >>

# Twenty years on, South Africa has reason to be proud



**S**outh Africans, young and old, are reaping the benefits of living under a democratic government, with their lives improving for the better over the past 20 years.

Since the end of apartheid, the democratic government has drawn up policies, introduced programmes and set aside resources to provide South Africans with services and opportunities they did not previously enjoy.

As the country celebrates 20 Years of Freedom there is no denying that citizens now have access to better health care, homes, education and services than they did pre-democracy.

These achievements are reflected in the Twenty Year Review, released by The Presidency.

President Jacob Zuma dedicated the review to the late former President Nelson Mandela.

"We are releasing the review just two months after the passing of the first President of a democratic

South Africa, His Excellency Nelson Rolihlahla Mandela," he said.

The cover picture of the document captures the Union Buildings while the former President was lying in state.

In the foreground is the majestic nine-metre, bronze statue of former President Mandela, which was unveiled by President Zuma at the Union Buildings on Reconciliation Day last year.

"You will note that the sky on the cover picture of the review document displays a beautiful rainbow. The picture was taken at the Union Buildings on the second day of Tata Madiba's lying in state at the Nelson Mandela Amphitheatre.

"We experienced a brisk storm that afternoon, followed quickly by that rainbow which brightened the sky, as if to





Premier Ace Magashule, a DIY leader, always emphasizes that as a public servant, you must be involved in community activities.



various developments, including Langenhovenpark, College Square and the Kenworth Shopping Centre's expansion in Mangaung, the establishment of malls in QwaQwa, Bethlehem, Sasolburg and Parys.

The Free State has done exceptionally well in eradicating most of the historic backlogs in basic **water supply infrastructure**. Key projects completed during previous years include the bulk water supply to Edenville, the QwaQwa areas including Kestell, Tshiamo and Mokgolokweng, Paul Roux as well as Jagersfontein and Fauresmith.

We successfully launched the **Naval Hill Planetarium** in June 2013 with the University of Free State. This is the first digital planetarium in sub-Saharan Africa. The planetarium forms part of the overall development of Naval Hill. The towering **statue of former President Mandela** erected on Naval Hill adds a spectacular dimension to the prospective Naval Hill development

The **Expanded Public Works Programme (EPWP)** continues to be a vehicle for creating jobs in the province. We have created 233 359 work opportunities over the past five years through programmes such as the Township Revitalisation Programme, Community Work Programmes, National Youth Service Programme, Cemetery Maintenance Programme and Food for Waste Programme and the Door-Knocker programme.

Since the inception of the **land reform programme** in 1994, the Free State has made significant progress in redistributing land to targeted citizens. To date, more than 370 000 ha of land has been transferred. From the 370 000 ha of land transferred, a total of 834 farms were acquired over the 19 year period. Within the same period, over 7900 beneficiaries benefited from the redistribution programme. A total number of 3 thousand and 81 (3081) land claims were lodged in the Free State. A total number of 3 066 of these claims have been settled, whilst six claims are currently outstanding and nine claims are subject to further judicial processes

We are pleased to announce that in partnership with the People's Republic of China, the demonstration **fish hatchery** was launched in Xhariep. The first phase of the project has been completed and phase 2 is in progress. The project has already created 126 jobs. To ensure optimal capacity of the fish hatchery, six fish projects with the capacity of 78 tanks for production and processing of fingerlings has been established in Springfontein, Koffiefontein, Bethulie, Petrusburg, Zastron and Fauresmith. We will further construct a fish processing plant in Xhariep to the value R11 million.

**The Grain Field Chicken (GFC) Project:** On the 28th of February, the President attended the formal launch of this project which brought together various stakeholders in the public sector, including the provincial government, IDC and the Department of Labour, together with VKB. Six broiler houses have been established in Tweeling with the capacity of 40 000 chickens each were established to supply a state-of-the-art abattoir in Reitz with the current capacity to slaughter 120 000 chickens per day. This initiative has created more than 1 100 direct job opportunities and has the potential of creating more than 2 000 jobs once in full operation.

- Post 1994, we began to reverse the apartheid legacy and **accelerated delivery of housing opportunities**. The beneficiaries have been inclusive of all the people of the Free State. We have recorded substantial growth in formal housing since 1994. Households living in the formal settlements increased significantly from 62.9% in 1996 to 81.1% in 2011 whilst households living in informal settlements declined from 26.2% in 1996 to 15.7 % in 2011. The target for the next administration is to accelerate formalisation of townships across the The Free State government delivered **bigger and better houses** than before. We have built houses of between 50 and 70 square metres utilising different architectural designs. The houses constructed in Kroonstad, Bethlehem, Bothaville, Viljoenskroon, Parys, Welkom, Bloemfontein and many other towns serve as examples of this. This was not only aimed at improving the quality of housing delivered to the poor but also provided equity through ownership. This consequently directly impacted on the potential for further economic empowerment of the poor.
- More than 270 846 subsidies were allocated since 1994, benefiting a total of 270 846 households while the **Social and Rental Housing Programme** yielded 323 Units.

Over the past five years, we have issued 147 005 title deeds. It is important to note that we have **transferred ownership of houses** previously owned by government to white people in Ehrlichpark (Bloemfontein), and beneficiaries of all sectors of society in Nick Ferreira in Sasolburg and Kensy Town in QwaQwa.

The first 20 years of democracy laid a solid foundation for a better life for all. The Free State Government, through the leadership of Premier Ace Magashule has proven that working together, government can do more.



President Jacob Zuma with Premier Ace Magashule and ANC Secretary General of the Free State, William Bulwane in Botshabelo on a campaign against gangsterism



The newly built Senorita Ntlabathi Hospital in Ladybrand.

### Our achievements as the government in the provincial health sector include:

- Over the past 5 years, we have **added significant resources** to our medical staff through the appointment of 736 medical practitioners, 111 medical specialists and 2 035 nurses.
- People are living longer. The **provincial average life expectancy** at birth for males has increased with approximately 18 % over the period 2001 to 2013 while the provincial average life expectancy at birth for females has increased with approximately 15 % over the same period.
- This administration has made significant **progress in the fight against HIV and AIDS**. A total of 3 151 947 people were tested for HIV since the launch of the Voluntary Counselling and Testing (VCT) for HIV in 2000 and the National HIV Counselling Testing (HCT) Programme in 2010.
- Over the past five years, we have **expanded our antiretroviral treatment programme** and currently 193 869 patients receive antiretroviral treatment. This is an increase from the 53 152 in 2009.
- Over the past 5 years, we have also achieved **universal coverage on ART Sites**.
- Real progress was made in the prevention of **mother to child transmission** of HIV over the past five years: from 7.6% in 2009 to less than 2% currently, which is the lowest in the country.
- More than 122 000 males were circumcised since the launch of the **Medical Male Circumcision (MMC)** Campaign in April 2010.
- 183 youths were recruited, screened and trained as **Child and Youth Care Workers (CYCW)** to implement the Isibindi model in 12 sites established in Tweeling, Reitz, Qwaqwa, Odendaalsrus, Gariiep Dam, Dewetsdorp, Memel, Vrede, Harrismith, Steynsrus and Thaba Nchu. A total of 1 587 children were reached.
- Over the past five years, we have made remarkable improvements in the provision of **Emergency Medical Services (EMS)**, including the procurement of 95 additional ambulances and 20 additional patient transport vehicles. We introduced 30 inter-facility and 18 obstetric ambulances, opened two additional EMS stations

in Deneysville and Oranjeville as well as District Control Centres in Bethlehem, Kroonstad, Welkom and Mangaung. We also appointed an additional 200 permanent EMS Officials, 100 interns, seven advance life support officials, 90 shift leaders, an EMS Monitoring and Evaluation Team, 14 EMS Health & Safety and nine EMS Infection Control Representatives per District as well as three station managers.

- 51 **New health care facilities** were constructed and 21 were completed between 1994 and 2014. Infrastructure projects completed over the past five years include;
  - Two big new hospitals, namely the Senorita Ntlabathi Hospital in Ladybrand and the Albert Nzula hospital in Trompsburg will be opened soon.
  - New clinics in Dealesville, Villiers, Parys, Bultfontein, Bolata, Heilbron and Memel.
  - Two new forensic mortuaries in Bloemfontein and at the Fezi Ngubentombi Hospital in Sasolburg
  - Upgrading/Renovations of seven hospitals: Elizabeth Ross Hospital (Qwaqwa), Thebe Hospital (Harrismith), Diamant Hospital (Jagersfontein), Phuthuloha Hospital (Ficksburg), Tokollo Hospital (Virginia), Boitumelo Hospital (Kroonstad) and Pelonomi Hospital (Bloemfontein) as well as the upgrading of the Fauresmith Clinic.
- The incoming ANC government will continue to strive to make health services accessible to all Free State communities and to extend quality health care to the poor. This will be done through the implementation of the **National Health Insurance (NHI)** pilot in Thabo Mofutsanyana District and the further expansion throughout the province as the NHI unfolds.

In addition, **more new clinics and renovations** to existing structures will be prioritized during the forthcoming term. The towns of Jacobsdal, Rouxville, Amelia and Deneysville will benefit from the extension of the clinic building programme. We have also noted the plea from our people that they need more and bigger clinics in the bigger towns of the Free State.

There has been **tangible economic development** in communities throughout the Free State during the past 20 years. This is evident from



Free State Premier Ace Magashule receiving a Clean Audit Award from former Auditor-General Terence Nombembe.



President Jacob Zuma and Premier Ace Magashule during their visit at the Grainfield Chicken Abattoir in Reitz. Close to 1 000 residents are employed through the project.



Premier Ace Magashule, the Minister of Agriculture, Forestry and Fisheries, Tina Joemat-Pettersson together with her Chinese counterpart, Han Changfu during the fish hatchery launch in Xhariep.

### Achievements of the Free State government include:

- The **permanent employment of 1 069 temporary teachers** within 90 days of assuming office in 2009.
- 85.5% of schools in the province is **No Fee Schools**, benefitting 533 681 learners in the Free State.
- The ANC Free State Provincial Government started a hostel project in 2001 with one hostel and just over 100 learners. This gradually increased to 12 hostels by 2009. Over the past five years, 16 additional hostels were added to the project, resulting in 29 operational hostels accommodating 3 426 learners.
- Beneficiaries of the **National School Nutrition Programme (NSNP)** in the Free State increased from 166 304 in 2004/2005 to 438 937 in 2009 and to 535 028 in 2013. The NSNP is one of the critical elements of the social security net which ensures that every learner in a no fee school receives at least one nutritious meal per day.
- The expansion of **Early Childhood Development**, through the implementation of Grade R classes in the Free State has gradually increased. In total the number of Grade R classes increased from 1 167 in 2009/2010 to 1 938 in 2013/2014, thereby giving access to Early Childhood Development to about 43 286 children.
- In support of the priority outcome of Education, 18 Early Childhood Development Centres have been built and a further four ECDs have been renovated over the past five years. In addition, two disability centres have also been constructed. In partnership with the Al-Imdaad Foundation, Sasol and the National Development Agency we built more ECD centres. This is even more evidence of our belief that: "Working together, we can do more!"
- **The provincial matric pass rate** improved from as low as 40% in 1996 to 87.4% in 2013, exceeding our own target of 85%. We must acknowledge that the Free State had the highest matric pass rate in the country in 2013 and congratulate the broader education community for this excellent achievement. We have been particularly impressed with the 100% pass obtained in maths and science by some of our black learners. The number and rate of bachelor passes has also significantly increased over the past five years, from 5 987 in 2009 to 8 961 in 2013.
- The **Adult Education and Training sector** is expanding education, training and development opportunities to 613 000 Free State citizens over the age of 16. These are the citizens who do not have education equivalent to Grade 9 as estimated by the 2009 General Household Survey conducted by Statistics South Africa. The number of adult learners enrolled at AET centres since 1994 to date has increased from 2000 to 12 000 learners per year. On the 22 February, MEC Makgoe presided over a graduation ceremony where 15 000 older people received their certificates.
- Prior to 1994, 16 % of Free State people aged 20 years and older were regarded as being without schooling. According to Stats SA, the percentage of persons with no schooling in the Free State decreased to 7.1% in 2011.
- We have successfully eliminated mud structures and platooning across the province. During the past 20 years, **185 new schools**

were constructed of which 18 were constructed during the past five years.

- During this term, we have also delivered **infrastructure projects** which included 497 additional class rooms, 45 computer centres, 33 schools halls, 22 school libraries, 13 science laboratories, Grade R classrooms in 33 schools, major renovations in 153 schools and minor renovations in a further 93 schools as well as fencing, electricity, water supply and sanitation facilities in various schools across the Province. A new school will be constructed between Ward 45 and 46 in Mangaung.
- At the end of the current financial year, we would have completed an additional 140 maths labs, bringing the total of number of **maths labs** in the province to 500.
- Working together with the national Department of Basic Education, we are implementing the **Accelerated Schools Delivery Initiative (ASIDI) programme** which focuses on provision of water, sanitation and electricity in farm schools. To date, 83 farm schools benefitted from this programme and a further 137 schools will be provided with these services during the next financial year.
- In support of the priority outcome of education, 35 **community libraries** have been built in the Free State since 1994. Construction of libraries in Wepener, Smithfield, Soutpan and Arlington are in progress and construction of libraries in Clarens, Oranjeville and Hobhouse are expected to commence soon.
- Over the past five years, we have increased the **full time bursary allocations** from only 129 in 2009 to 7 521 in 2013. We allocated 500 new bursaries in 2014 and presently we are maintaining 4 989 bursary holders. In pursuance of our belief that South Africa belongs to all who live in it – black and white – we have ensured that white students also benefit from this programme by allocating more than 500 bursaries to white students across the Free State. We are also supporting students to pursue their studies at **international universities** in various fields such as medicine, engineering, agriculture and international trade. We will be supporting 194 students in Cuba, 316 in China and 40 in Turkey this year.

Over the past five years, more than 2 000 bursary holders were absorbed and supported to get permanent employment in the public and private sector. Another outstanding achievement is the fact that the six students we supported to train as **pilots have now also completed their training**. These students are C Maclachlan, MB Mopeli, HP Otto, LB Ramabulana, NT Monaneng and K Seoe and we are engaging South African Airways and other airways companies regarding their employment.

We inherited a fragmented health system with poor health outcomes when we took office in 1994. We successfully transformed the national healthcare delivery system. Free comprehensive primary healthcare services are now provided in clinics and community health centres throughout the province to guarantee basic treatment. We have also greatly improved access to primary health services, particularly for rural communities.

Premier Ace Magashule encouraging young learners to work hard to be the future leaders in the Free State



Premier Ace Magashule at an operation hlasela handing out school shoes to the underprivileged in Xhariep.



FREE STATE PROVINCE

# A Good Story to tell ...

*Compiled by: Setjhaba Maphalla, Hellen Kekana and Mondli Mvambi*

**A**s the current term of government draws to a close, the Honourable Premier of the Free State, Elias Sekgobelo Magashule and his extended executive council, have reflected on the success and milestones which their administration has achieved. Although the Premier concedes there will always be challenges, he wholeheartedly believes that only the sceptics and the cynics will deny that the provincial government of the Free State has a good story to tell about each of our identified priority areas.

The Free State government has gradually expanded the social grant system and pushed back the frontiers of poverty and hunger. Today, the social-net has been drastically expanded with grant recipients in Free State increasing from just 90 000 in 1996 to approximately one million in 2013.

Government, the Premier emphasises, has improved its financial management and accountability capacity as is evidenced from the most recent audit outcomes of the provincial government for the financial year ending 2013 which produced an increase in "clean audit" findings with the Provincial Treasury obtaining a clean audit for four consecutive years, the Office of the Premier for three consecutive years and the Department of Sport, Arts, Culture and Recreation and Fleet Management Trading Entity obtaining clean audits for the first time. Equally important, for the first time since 1994, not one provincial government department or provincial public entity received a "disclaimer" audit opinion.





# We hear you!

## Dear Editor

In the February edition of *PSM* magazine I read about cervical cancer and I was happy that our government is tackling this deadly disease, which is killing women in our country at a high rate. It really touched me because I have lost a close family member due to lack of knowledge and awareness in our community about the disease.

I fully support government's initiative to vaccinate all our school children at an early age to prevent them from falling victims of cervical cancer. We must also go out to all spheres of our communities and make them aware so that we can detect this disease early and save lives. I congratulate our government and the Cancer Association of South Africa for this initiative, as well as the *PSM* team for informing us about things that make a difference to South African citizens.

**Steven Matlhatsi Lehodi**

## Dear Editor

I read with inspiration and encouragement about the unveiling of the statue of our former President Nelson Mandela. The statue serves as a symbol of hope to our young democracy. It will also show our future generation when they visit the Union Buildings that the man who once protested against the apartheid government to such an extent that he had to go through an unfair Rivonia Trial, later became the first democratically elected President of South Africa. He had served his people with passion and dedication.

I was also impressed with the September 2013 edition which dealt with topics such as celebrating women in justice, SADC walks the gender talks and the appointment of former Deputy President Phumzile Mlambo-Ngcuka

as the Executive Director of United Nations Women. My attention was not particularly on the articles, but I looked at the short period of time it has taken our government to empower women immensely in all sectors. Also not forgetting our hardworking former Minister of International Relations and Cooperation, and Home Affairs, Nkosazana Dlamini Zuma, who was recently appointed as the Chairperson of the African Union Commission. The support that she received from our country was overwhelming, which served to show other countries that our government advocates the emancipation of women in all responsibilities.

**Makhavho Avhaathu**  
Candidate attorney



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education, President Zuma stated: "Over eight million schoolchildren are now benefitting from no-fee policies. This has contributed to an increase in secondary school enrolment from 51 per cent in 1994 to around 80% currently. About nine million children are benefitting from the school feeding scheme and this has ensured that learners no longer have to study on an empty stomach."

Speaking on the economy, he pointed out that it had shown steady growth from 1994 to 2012. Although welcoming this, he challenged business and labour to work together with government in ensuring higher economic growth rates to reduce unemployment.

The review paints a picture of how different South Africa is now. Before 1994 life for the majority of people was harsh and was a far cry from the thriving, vibrant society we now know. Black people were oppressed, dispossessed of their land and other means of livelihoods and systematically stripped of their basic human rights, including the right to vote and freedom of movement and association.

Services such as electricity, sanitation and water that we now take for granted were sorely lacking. People lived under atrocious and inhumane conditions. Black people in particular were treated as hewers of wood and drawers of water as the apartheid government deliberately and explicitly sought to reduce them to unskilled and semi-skilled occupations.

This is in stark contrast to the current reality. Today the voice of citizens forms an integral part of building the country. The Constitution further places an obligation on state institutions to be guided by the principles of openness and transparency, and to provide citizens with information that is accessible, accurate and timely.

The Twenty Year Review will go a long way towards promoting an active citizenry as envisaged in the National Development Plan. It allows for government's achievements to be scrutinised and to be engaged, particularly on how we should build on the gains we have made since 1994. Importantly, the review enables the country to

learn from its mistakes so as to forge ahead in building a better life for all South Africans.

We need to work together to tackle the challenges highlighted by the review.

It's up to us as public servants to engage with the report and spread a message of hope and tell the good story of our country accurately. We must also encourage all South Africans to use the occasion of 20 Years of Freedom celebrations to renew their active participation in further building on the gains of the last 20 years.

As we look back on our achievements, it is important that all South Africans, civil society, communities and the business sector work together to move the country forward. Let us all rise to the occasion and prove to the doubting Thomases that we are a force to be reckoned with and a country of substance and perseverance. 🇿🇦

**Phumla Williams**  
GCIS: Acting Chief Executive Officer





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DO GREAT THINGS



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**T**his year South Africa marks 20 years since its first democratic elections in 1994 – the first steps towards freedom and new found hope for a better future.

A better life for all was premised on the restoration of human dignity, respect for human life, creation of decent jobs, building of houses, opening the doors of education to everyone and the provision of basic services.

To reflect on our journey since 1994, President Zuma released the Twenty Year Review 1994 – 2014 last month. This Review, which is frank and honest in its approach, reflects on the progress we have made to realise a better life for all and to improve the quality of life for all South Africans. It highlights the challenges which still remain and how we could best address them as we enter the Third Decade of Democracy. In addition, it builds on the findings of both the 10 and 15 year reviews.

The facts and figures in the Twenty Year Review reaffirm that indeed South Africa is now a much better place to live in than it was before 1994. At its release President Zuma stated that we had become a well-functioning democracy.

# Let us move the country forward

He further stated that “we have representative legislatures, an independent judiciary, independent public audit, an independent Reserve Bank, and independent constitutional bodies to provide checks and balances and protect the rights of citizens. Thanks to our progressive Constitution, we enjoy freedom of movement and of association, the right to own property, the right not to be detained without trial, freedom of expression and freedom of the press, religious freedom and freedom of sexual orientation. Women have equal rights before the law which did not exist before 1994”.

The Review also illustrates that the hopes and expectations of millions of South Africans have been met, although more still needs to be done to address the triple challenges of unemployment, inequality and poverty.

It indicates that the country has made significant progress in rolling out basic service delivery, advances made to restore

socio-economic rights, especially to communities that were deliberately excluded by apartheid.

Today more people have access to safe drinking water. This places us well ahead of our 2015 Millennium Development Goal targets.

The provision of electricity has ensured a better life for the majority of households with almost 90 per cent having access.

More than 12 million people now have a place to call home as government has invested billions of rand to build new homes.

In education, government initiatives have ensured that more learners attend and succeed in school, with the matric pass rate steadily increasing over the past 20 years from 53,4 per cent in 1995 to 78,2 per cent in 2013.

Highlighting the successes in improving access to free »



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More than 16 million people now have a place to call home.

- The Annual National Assessments system was introduced to enable objective assessment of the education system below Grade 12.
- Approximately 80 000 land claims, have been settled with 1,8 million people benefiting.
- Almost 5 000 farms have been transferred to black people, benefiting over 200 000 families.
- Over 3,3 million free houses have been built, benefiting more than 16 million people.
- About 12 million households have access to electricity, seven million more than in 1994.
- More than 92 per cent of South Africans now have access to potable water.
- The average life expectancy of South Africans improved from 51,6 years in 2005 to 59,6 years in 2013.
- South Africa's HIV and AIDS response has now received international recognition and has made the vision of an HIV and AIDS free generation possible.

Since 2009 we chose five priorities in order to improve the living conditions of our people. We resolved to tackle the triple challenge of inequality, poverty and unemployment by focusing on these priority areas: Health, Education, the fight against Crime and Corruption, Rural Development and the creation of Jobs.

Over the past 20 years, remarkable achievements have been made in increasing access to a basic level of essential municipal services, especially for communities deliberately excluded by apartheid (sanitation: from 50 per cent of households in 1994/95 to 83 per cent of households in 2011/12; water: from 60 per cent in 1994/95 to over 95 per cent of households in 2011/12; electricity: from around 50 per cent in 1994/95 to 86 per cent of households in 2012/13).

The focus is now on reaching those remaining communities without access to basic services, particularly in informal settlements in urban areas and in remote rural areas.

While we have seen great progress in all of these areas, much remains to be done. As pointed out by President Zuma, we have made mistakes in some areas, but we have also shown an ability to

work hard to correct them. Going forward, we should draw inspiration from our ability to overcome these challenges.

All South Africans can be proud of, and inspired by, the achievements of our young democracy.

It is therefore very appropriate to conclude with the words of our late Tata Madiba: "I have walked that long road to freedom. I have tried not to falter; I have made missteps along the way. But I have discovered the secret that after climbing a great hill, one only finds that there are many more hills to climb.

"I have taken a moment here to rest, to steal a view of the glorious vista that surrounds me, to look back on the distance I have come. But I can only rest for a moment, for with freedom come responsibilities, and I dare not linger, for my long walk is not ended."

In 1994 the country embarked on an ambitious project of democratic nation building and socio-economic transformation.

Twenty years later, South Africa is a markedly different place to the South Africa of 1994, in almost every respect.

However, for as long as ordinary South Africans still live in poverty, too many are unemployed, too many children do not receive quality education, and the gap between the rich and the poor remains unsustainably wide, our walk to freedom remains as we prepare to tackle the next "hills to climb".



Olin Collins Chabane

**Minister in The Presidency for Performance Monitoring, Evaluation and Administration**

of the most active arenas of change has been to shift the programmes of the State towards the reconstruction and development of our country, with a particular focus on the poor and marginalised – to eliminate poverty and provide access to housing, water, electricity, sanitation, education, health and social protection support to the millions deprived of these basic rights under apartheid.

Over time, we have received worldwide recognition for our work in tackling poverty. As part of our success story, the World Bank describes our policies and programmes as “well targeted”, providing “income relief” to millions of poor people.

President Zuma and Cabinet are the first to acknowledge that despite this remarkable progress, much more still needs to be done to address poverty, unemployment and inequality – hence, the President’s call for us to plan and work together as a nation to address these challenges.

In the spirit of working together to find solutions to the benefit of all our people, South Africa’s long-term National Development Plan (NDP) has received thousands of inputs and submissions from across the full spectrum of society. The plan has been completed and adopted by all major political parties in South Africa. The NDP carries the hopes and dreams of all South Africans.

Through adopting the NDP we have begun a new and far-reaching phase of our democratic transition. This calls for bold and decisive steps to place the economy on a qualitatively different path.

The NDP aims to eradicate poverty, increase employment, create sustainable livelihoods and reduce inequality by 2030. While government will take the lead, each and every one of us – communities, workers, private sector and civil society – has a role to play in its implementation in order to ensure its success.

For this reason the Twenty Year Review elaborates on the achievements and progress made in the democratic era, and paints a picture of the journey we have travelled in getting to where we are today. It is an honest and frank assessment that identifies problems we have encountered

along the way, shortcomings and remaining challenges.

But what have we achieved? The democratic government has prioritised extending basic services to the majority of the population, which had been deprived of these services under apartheid.

- On average, the economy has grown at 3,2 per cent a year from 1994.
- As direct result employment grew by approximately 5,6 million (or by 60 per cent) between 1994 and 2013.
- More than 16 million people benefit from social grants.
- University attendance has almost doubled, with twice as many students graduating in 2012 than in 1994.
- More than 1,4 million students have benefited from the National Student Financial Aid Scheme.
- There has been a huge increase in access to early childhood development, including Grade R
- Primary school enrolment rates are good at approximately 98 per cent, with over eight million learners benefitting from no-fee policies, and this has contributed to an increase in secondary school enrolment from 51 per cent in 1994 to around 80 per cent currently.
- In addition approximately nine million children are benefitting from the school feeding scheme which ensures that learners no longer have to study on an empty stomach.
- Thousands of schools have been built and connected to water and electricity supply since 1994.
- The matric pass rate, which, for example, increased from 61 per cent in 2009 to 78 per cent in 2013.



Some eight million learners are benefiting from no-fee school policy.



Minister Collins Chabane.

“In economic matters we will be satisfied with nothing less than equality of opportunity in every sphere. In culture we will be satisfied with nothing less than the opening of all doors of learning to non-segregatory institutions on the sole criterion of ability. In the social sphere we will be satisfied with nothing less than the abolition of all racial bars.”

More importantly, Chief Luthuli, who was the first African and the first person from outside Europe and the Americas to be awarded the Nobel Prize, stated that these demands were being made for the benefit of each and every South African, white and black, as “the sweets of economic, political and social privileges that are a monopoly of only one section of a community turn sour even in the mouths of those who eat them”.

Since 1994 we have made remarkable progress in dismantling the oppressive apartheid system referred to as a “Frankenstein” monster by Chief Luthuli. We have created a thriving and vibrant constitutional democracy with well-functioning arms of state – a representative legislature, an efficient executive and an independent judiciary.

On 8 May 1996 all political parties unanimously adopted the Constitution whose preamble encapsulated the belief that “South Africa belongs to all who live in it, united in our diversity”.

The Constitution is heralded as one of the most progressive in the world and seeks to address many of the demands in the Freedom Charter as adopted on 26 June 1955 at the Congress of the People.

Following our April 1994 election victory we set ourselves the major task of restoring the human dignity that was stripped away from our people in our colonial and apartheid past. We now enjoy freedom of movement and of association, the right to own property, freedom of expression, freedom of the press, the equality of women, religious freedom, workplace freedom and the right to strike and protest.

To this end, much has been done to address the systematic violence and land dispossession that was a characteristic feature of the apartheid era. Even more has been done to aggressively empower previously disadvantaged people through employment equity, affirmative action and business empowerment.

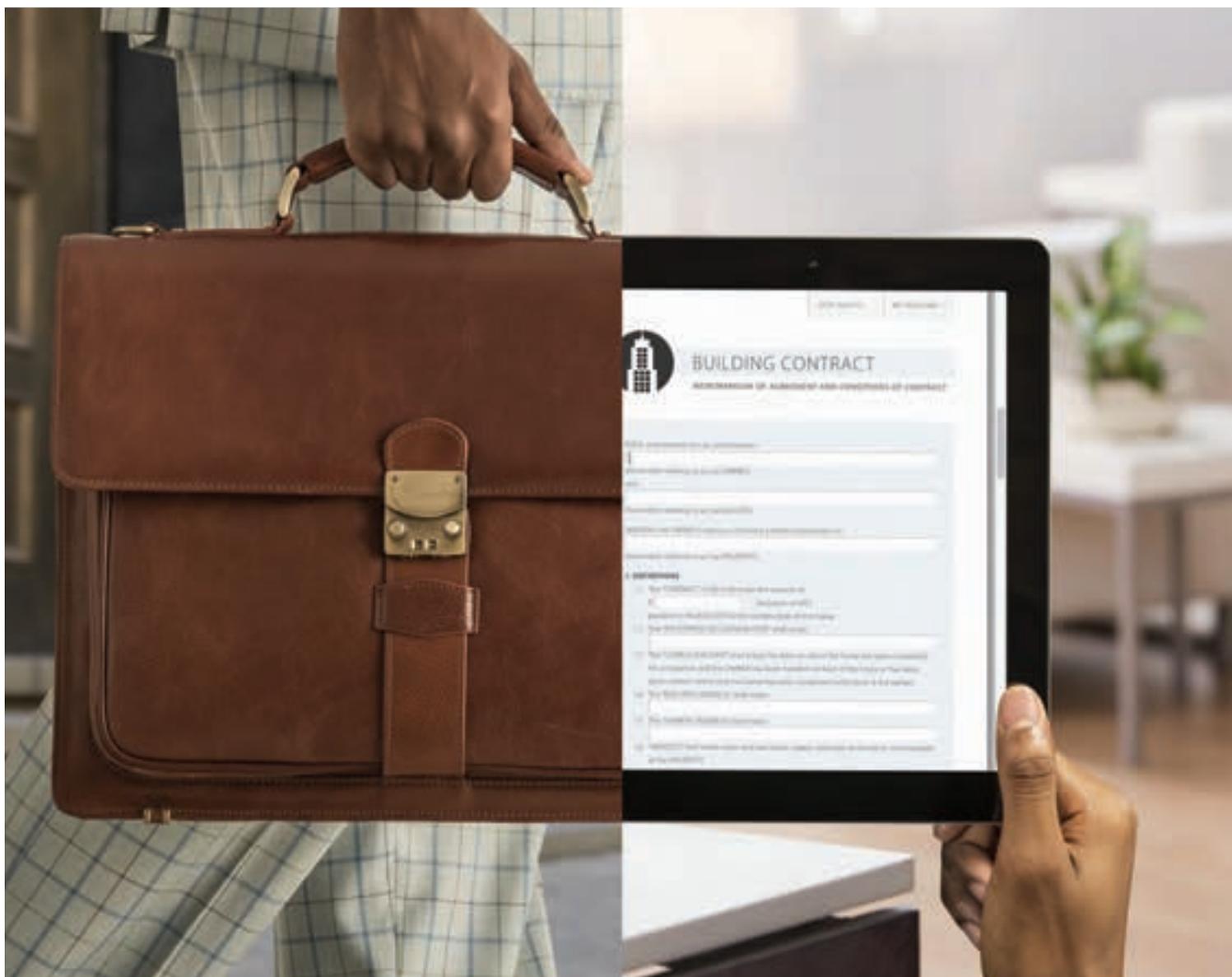
As recently pointed out by President Jacob Zuma, one

**O**n 27 April 1994 South African started a journey of building and institutionalising democracy in every aspect of the daily lives of all our people.

Our journey, as defined by former President Nelson Mandela, was not an easy walk to freedom. In 1994 Madiba identified as “our single most important challenge” the establishment of “a social order in which the freedom of the individual will truly mean the freedom of the individual.”

He elaborated: “We must construct that people-centred society of freedom in such a manner that it guarantees the political liberties and the human rights of all our citizens.”

Accepting the Nobel Peace Prize on 11 December 1961, Chief Albert Luthuli said: “We will be satisfied with nothing less than the fullest democratic rights. In government we will not be satisfied with anything less than direct individual adult suffrage and the right to stand for and be elected to all organs of government.



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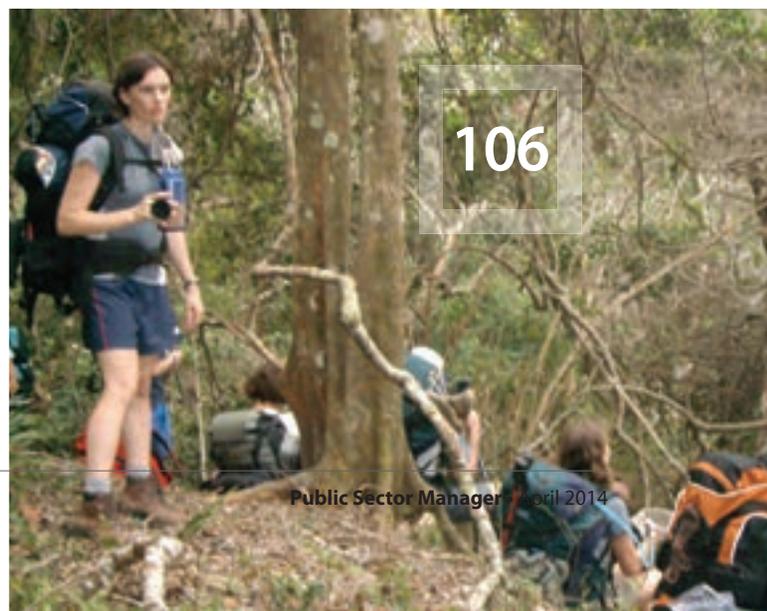
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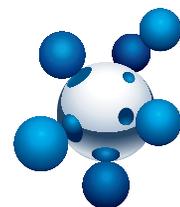
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