

Public Sector



MANAGER

JANUARY 2014

THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

Madiba stands tall

Nelson Mandela statue unveiled

Fighting crime

Protecting SA citizens – a priority for Minister Mthethwa

Provincial Focus

- MEC Meyer is empowering communities in the Western Cape
- Premier Magashule: A champion of high work ethic

Lifestyle

- Genuine bush and beach experiences
- Make 2014 the year of health and happiness



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Eastern Cape

Provincial Legislature

living to its vision

The Eastern Cape Provincial Legislature is living to its vision of being a dynamic people's assembly for good governance to deepen and advance sustainable and transformative development towards effective service delivery. The Legislature fully understands its constitutional mandate enunciated in clause 118 of the Constitution of the Republic of South Africa, 1996, which are:-

- a) Law making;
- b) Public Participation; and
- c) Oversight.

Law making

As part of enhancing its law making efforts, the Legislature has established a committee to specifically focus on the review of all pre-1994 Acts, Regulations and Proclamations, assigned to the Eastern Cape Province with a view to establish whether there is a need to repeal and replace the legislation. The committee is also tasked with the consideration of all Acts passed by the Eastern Cape Legislature since 1994, as well as Regulations and Proclamations issued in terms of those Acts, conducting an oversight on the legislative programme and close any legal lacuna, where necessary and is empowered to develop new legislation.

It is indeed pleasing that since its establishment two years ago, more than 35 old order legislations have been wiped off the statute books. The process is indeed tedious but bearing fruits, as each piece of legislation has to be analysed individually so that no lacuna may be created by its repeal.

Furthermore, the Legislature has also fully participated in the national Parliament's law making processes and among the legislations that the Legislature has participated on is the Traditional Courts Bill. The Eastern Cape Provincial Legislature takes seriously the contributions made by people during the public participation processes and will not hesitate to vote against the Bill if it is not supported by the community. The case in point in this regard is the Traditional Courts Bill. The Legislature conducted numerous public hearings on the Bill, which was overwhelmingly rejected by the masses of our people.

Public participation

The Legislature recognises that there is a need to close the gap between the public representatives and the ordinary people. As a result, we have designed the programme of the Legislature in such a manner that there is constant interaction



Eastern Cape Provincial Legislature,
Honourable Fikile Xasa – Speaker

between public representatives and communities. We have also created adequate space for Portfolio Committees to conduct visits to different parts of the province interacting with the communities on various matters affecting them. These committees have held several committee meetings outside the precincts of the Legislature enabling members of the community to experience first-hand oversight in action. In order to connect with people on sector-specific matters, the Legislature also holds sector-specific parliaments. At these sectoral parliaments, only issues that affect the particular sector are discussed and resolutions taken are sent to the executive for implementation. A close monitoring mechanism by the Legislature has been put in place to ensure that the resolutions that are taken at these sectoral parliaments are duly implemented. Sectoral parliaments that have been held by the Legislature include; the Parliament for people with disabilities, youth parliament, children's parliament, workers parliament, religious parliament, to mention a few.

Oversight

In an endeavour to continuously strengthen our oversight processes, the Legislature has adopted an oversight model. The oversight model encourages vigorous and robust

oversight. The model requires each provincial organ of state to provide its annual performance plan in respect of each financial year. The annual performance plan details the service delivery milestones that each provincial organ of state is intending to achieve in a financial year. Our role as the Legislature is to scrutinise each plan together with the budget that is attached to each activity and once we are satisfied about the credibility of the annual performance plan, the House adopts it. At the end of each quarter, each organ of state reports to the Legislature on the milestones that have been covered, followed by a report on the extent to which the targets in the annual performance plan have been achieved, which is tabled at the Legislature for consideration at the end of the year. In this way, members of the executive council are made to constantly account to the Legislature and the Legislature is able to ensure that service delivery is happening in an effective and efficient manner.

The Legislature has also established a committee dedicated for the consideration of petitions, which reaches out to communities in an effort to address their service delivery related complaints.

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Printed by ABC Press

Contents

January 2014

Regulars



- 13 Upcoming events**
A look at local and international events for your information and diary
- 14 Conversations with Leaders**
Police Minister Nathi Mthethwa shares his new plan to deal with crime and corruption
- 18 Special Feature**
Nelson Mandela's statue is unveiled at the Union Buildings
- 22 Women in the Public Sector**
Sinazo Sibisi brings innovation to infrastructure delivery
- 28 Trailblazers**
The educator who has the right formula to make Science fun
- 32 Vital Stats**
Fast facts and figures that every manager should know
- 42 Aerial View**
Promoting an open government for accelerated development
- 44 Management and Professional Development**
A programme to boost financial skills in provincial departments
- 48 Provincial focus**
MEC Meyer whips Western Cape into shape



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- 54 In other news**
Everything you need to know when you are on the go
- 84 Financial fitness**
Start the New Year debt-free
- 86 Public Sector appointments**
Who is new on Persal?
- 92 Book reviews**
We bring you books that have been written about and by former President Nelson Mandela



- 70 BRICS countries tackle urbanisation**
Urbanisation is a thorn in the side of many countries, especially emerging economies
- 78 Celebrating 20 years of gender equality**
South Africa has made important strides in promoting gender equality since 1994
- 80 Saluting South Africa's finest police officer**
Constable Mapule Tshephe goes beyond the call of duty to help her community and tackle crime

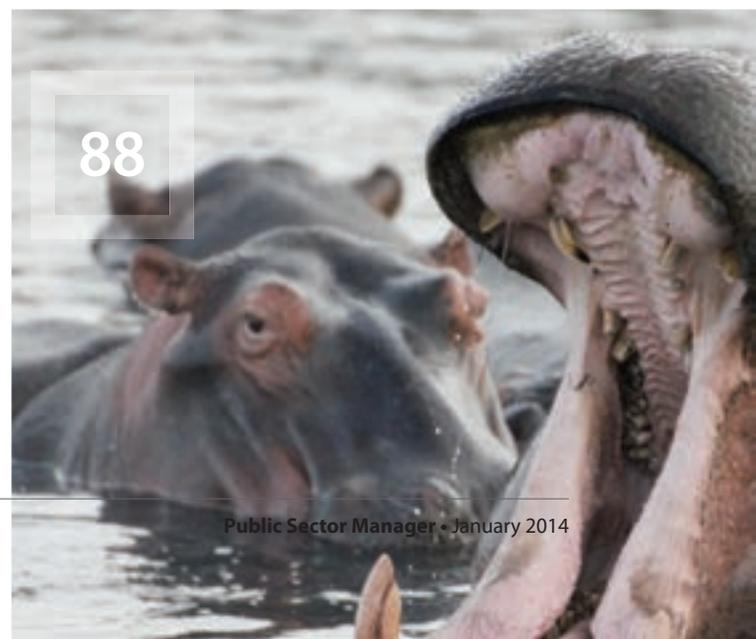


Lifestyle PSM

- 38 Food and wine**
Home is where the Hart is
- 88 Travel**
Genuine bush and beach experiences
- 96 Car reviews**
The most notable moments in the automotive industry
- 99 Nice-to-haves**
The rise of the phablet
- 100 Grooming and style**
A guide to buying school uniforms
- 102 Health & well-being**
Make 2014 the year of health and happiness
- 104 On a lighter note**
Lindiwe Gama says she is over 'slacktivists'

Features PSM

- 34 Medical Research Council**
Breathing life into the South African Medical Research Council
- 56 A man of the people**
Premier Ace Magashule has brought remarkable change to the Free State but feels more can still be done
- 66 EPWP gives the unemployed a second chance**
The Expanded Public Works Programme has provided millions of job opportunities and changed the lives of many
- 62 Marking the 50th anniversary of the Rivonia Trial**
The Rivonia Trial was one of the most important chapters of South Africa's history



money management made easy

We face many frustrations when balancing household budgets and managing our money. Times are tough and we need to reduce our expenses to maximise our savings. Follow these money management tips to take control of your money.

Understand wants vs needs

Managing your money well implies that you understand the difference between wants and needs as they place a big demand on how and when you spend your money.

Wants are luxuries, like branded clothing and entertainment, which you don't need. Needs are essential things that you cannot do without like food, rent and school fees. Next time you buy something, think carefully about which one it is because it could save you money.

Set clear goals

Setting financial goals is important as it gives you focus and direction on how and where to spend your hard-earned money. Financial goals can be divided into short-term, medium-term and long-term goals.

Typical short-term goals are paying off microloans, home improvements or buying furniture. Medium-term goals would include buying a new car and saving for studies. Long-term goals include paying off your home and planning for your retirement.

Draw up a budget

Careless spending without a budget is dangerous and could lead to serious financial trouble. A budget is a tool to help you manage your money responsibly. It determines how, when and where you will spend your hard-earned money.

Drawing up a budget means you need to think ahead and decide what you will need in the next month or months to come. Use your budget to list all your expenses for the month; then subtract this amount from your total income. This will show you exactly how much money you get in each month and if you have enough income to meet all your expenses.

If your monthly income is more than your monthly expenses you have a surplus. A surplus means you should think about saving or investing this extra money. If your monthly income is less than your expenses you have a shortfall. A shortfall means you should cut your expenses immediately and/or find extra work to increase your income.

Make saving a priority

There are different ways to save money. The best way to save is to reduce your spending. Saving helps you to be prepared for unforeseen circumstances and achieve your financial goals.

Unforeseen circumstances include, but are not limited to, the fridge or washing machine breaking or an unexpected loss of income due to the retrenchment or death of a family member or breadwinner.

Use credit wisely

Credit is all about affordability. Shop around for the best offer. Only use what you can afford to repay and don't miss your payments because this will affect your credit record. It negatively impacts your chances of qualifying for more credit at a later stage for things like a house or a car. Speak to your registered credit provider sooner rather than later if you are struggling.

Keep your money safe

It is important to know how to keep your money safe from criminals. Never share your PIN with anyone; keep it a secret! You could also ask your bank if you can register for SMS notifications. Take care by avoiding suspicious ATMs – such as ATMs that seem to have been tampered with and ATMs in badly lit areas with no security. Finally, report lost or stolen cards by calling the tollfree number on the ATM.



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Simplicity is the ultimate sophistication



As we start the New Year after a well-deserved break we need to continue advancing the cause we committed ourselves to at the beginning of this administration. This year is a particularly important year for us as a country as we celebrate 20 Years of Freedom and democracy. This momentous occasion presents an opportunity for us to reflect on how our freedom and democracy were achieved; the progress we have made the past 20 years; and on how South Africans will work together to implement Vision 2030. As a country we can be proud of the achievements that have been made to improve the lives of all South Africans. Indeed, South Africa is a much better place than it was in 1994.

The end of last year was an important time for the roll-out of a number of key campaigns to protect and keep South Africans safe.

For government the end of the year is an important time for the roll-out of a number of key campaigns to protect and keep South Africans safe. Our annual 16 Days of Activism for No Violence against Women and Children campaign aimed to create awareness about the negative impact of violence on the most vulnerable in our society.

The purpose of this campaign is to address, assess, monitor, evaluate and promote interventions that prevent and respond to the scourge of violence against women and children.

It is through our awareness and education initiatives that we are empowering victims of violence and abuse to speak out. They are encouraged to use the various avenues government has made available for support and to hold perpetrators to account.

Over our democratic journey we have made important strides towards ensuring that women and children in our society are and feel safe. Through our policies, legislative and social interventions government has gone a long way in improving the quality of life of women and children.

Moreover, government's various initiatives are ensuring that it is building a victim-centred criminal justice system that deals firmly with violence and abuse against women and children.

One such initiative is the re-introduction of Sexual Offence Courts, which are dedicated to dealing with crimes of sexual violence against women and children. These courts will help improve the conviction rate and also reduce the number of unreported sexual crimes.

Government, through its Thuthuzela Care Centres, is supporting women who are physically abused in their homes. The centres are also a one-stop facility that provides rape victims with the necessary care, treatment and support.

Provisions have been made in the National Budget to further increase the number of Thuthuzela Care Centres to 55 by 2015/16.

In 2012 government also re-introduced the Family Violence, Child Protection and Sexual Offences Units which have already secured over 363 life sentences, with a conviction rate of 73 per cent for crimes against women above 18 years of age and 70 per cent for crimes against children under 18 years of age.

The implementation of the National Register for Sex Offenders is helping protect children by ensuring that sex offenders are not employed in any environment where the focus is on children.

The number of registered sex offenders has increased from 2 792 in March this year to 11 418 by October which demonstrates that we are making progress in convicting them.

All measures we have put in place to protect women and children are backed by progressive legislation >>

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such as the Domestic Violence Act, the Criminal Law (Sexual Offences and Related Matters) Amendment Act and Equality Act.

As we prepare to celebrate 20 Years of Freedom we must build on our advances in protecting women and children and work together to completely eliminate violence and abuse against them.

It is only through a united effort in our communities that we can positively change norms, attitudes and behaviour that perpetuate violence.

An equally important issue as abuse in our society is the year-end road carnage. Annually the festive season is marked by an increase in road accidents, crime, drowning and injuries. The holiday period is generally one of the busiest periods for emergency and law-enforcement agencies.

As part of government's initiative to ensure South Africans enjoy a safe festive season, we launched the Festive Season Crime-Fighting Campaign called Operation Duty Calls, which runs until 31 January 2014.

Operation Duty Calls is centred on six pillars, focusing on aggravated robberies, border security, illegal firearms and liquor, Second Hand Goods Act enforcement by-law enforcements and road safety enforcement.

Informed by past trends, government has put in place a number of preventative measures that are underpinned by partnerships with communities. We are also intensifying partnerships in the fight against crime and police visibility during the period.

There is an increase in high visibility patrols at all tourist destinations, especially along our coastal cities. Police have increased visibility on foot, vehicle and air support patrols.

There are also more roadblocks, cordon and search operations around the country. These operations focus primarily on the proliferation of firearms, preventing aggravated robberies and the capture of criminals on the country's wanted list.

The holiday season is typically marked by a steady increase in traffic volumes along major arterial routes around the country.

These traffic volumes coincide with the end of school term, industry closure periods, the Christmas and New Year long weekends, and all subsequent long weekends ahead of school re-opening.

Road traffic law-enforcement officers have stepped up road safety operations to reduce fatalities on the roads.

Such campaign require a concerted effort from all sectors of society to promote responsible behaviour on our roads.

In almost all road fatalities there has been a violation of traffic

rules, including pedestrians crossing the roads at night while under the influence of alcohol.

Intoxicated pedestrians are a major cause of accidents on our roads. Over the Easter weekend in 2013, 60 per cent of all fatalities were pedestrians. Traffic officers are on the lookout for drunken pedestrians, pedestrians on freeways and pedestrians jay-walking.

Our Festive Season Campaign was in line with the United Nations Decade of Action for Road Safety (2011-2020), which is a global call for action against road crashes and fatalities.

Government has undertaken to reduce the number of road deaths by half by 2020 in support of the UN campaign. Currently our road fatalities remain unacceptably high at 40 road-related deaths a day.

Parents and caregivers must always ensure that our children are in a safe environment without the threat of being hurt. President Jacob Zuma recently reminded parents of the need to look after their children.

He said: "Child neglect is in itself a serious of form of child abuse. Parents should know where their children are at all times. Let us not make fighting this scourge a responsibility of government alone."

Furthermore, drowning is a major cause of unnatural deaths amongst our children. Adults should always supervise children around swimming pools, river banks and dams.

Most holiday incidents can be avoided and government needs all citizens to act responsibly and take care of themselves and their families over the summer holiday.

We need all South Africans to be ready and in good health in the New Year so we can join together in our celebration our 20 Years of Freedom.

On behalf of President Zuma and the rest of Cabinet, I wish you a productive New Year. 🇿🇦

Government has undertaken to reduce the number of road deaths by half by 2020 in support of the UN campaign.



Orin Collins Chabane

Minister in The Presidency for Performance Monitoring, Evaluation and Administration

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COURSE	PRESENTER	DATE
Mining and the Environment	Ingrid Watson	03 - 14 Mar
Sustainable Development in Mining and Industry	Julie Stacey	11 - 22 Aug
Safety, Health, Environment and Community Systems	Dirk Bakker	08 - 12 Sep
OHS Leadership and Human Factors	Prof Kobus De Jager	15 - 19 Sep
Geographical Information Systems (GIS)	Dr Daniel Limpitlaw	06 - 10 Oct
Socio-Economic Development in Mining Communities	Lois Hooge	To be announced
Occupational Health and Hygiene for Non-Specialists	Dr Jan du Plessis	To be announced

NQF Level 6

COURSE	PRESENTER	DATE
Inspections, Audits and Investigation Methods	Andre Stockhusen	10 - 14 Mar
Developing and Maintaining Stakeholder Relations	Ed O'Keefe, Allison McCallum	10 - 14 Mar
Design and Implementation of Management and Monitoring Interventions for Community Impacts	Ed O'Keefe, Allison McCallum	05 - 09 May
Risk Management in Mining	Dirk Bakker	02 - 06 Jun
Mining and the Environment	Ingrid Watson	25 - 29 Aug
Capacity and Socio-economic Development for Communities	Ed O'Keefe, Allison McCallum	25 - 29 Aug
Mine Closure, Rehabilitation and Financial Provisioning	Ingrid Watson	06 - 10 Oct
Context Situation and Community Profiling	Ed O'Keefe, Allison McCallum	13 - 17 Oct
Principles of Mine Occupational Health for non specialists	Dr Jan Du Plessis	To be announced



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It's a New Year – a time to take stock, set new goals and face the future with renewed vigour.

I hope we came back well rested and reinvigorated to face up to the daunting 2014 – the year we celebrate the 20th anniversary of our democracy and hold national elections.



Let me take a moment to thank all the public servants who contributed to the dignified send-off for our esteemed former President Nelson Mandela. Our hearts swelled with pride at the general acclaim we received for the way we conducted the funeral. This might have been the first State Funeral of this magnitude in the democratic South Africa but, by all accounts, the Public Service acquitted itself well.

The year will start on a high note as epochal events unfold in our political calendar, setting the agenda for the year ahead and the next five years.

The ruling party will issue its January 8 Statement followed by the Cabinet Lekgotla. Shortly thereafter, President Jacob Zuma will deliver the State of the Nation Address before the Finance Minister tables his Budget Speech. Following the elections, the new President will be inaugurated and deliver his State of the Nation Address, setting the tone for the year ahead and for the term of the new administration.

Collectively, these events will set the agenda for us as public servants, providing a clear indication of where we fit in the broader scheme of things.

This year will be one of political excitement and celebration. It will be a milestone for us to look back at our performance of the past 20 years, celebrate our undeniable achievements and recommit ourselves to do even more to improve the lot of our people.

But the next few months will be a period of political recriminations as political parties go on an election overdrive. As politicians hit the campaign trail, we as public servants will have to keep the State machinery running, rendering services to the populace in a seamless manner. It is our duty to keep the State's ship afloat throughout and beyond this period.

Once the dust settles, the elections will herald a new administration, with a fresh mandate to govern over the next five years.

Although not expected to result in a changing of the guard, the renewed mandate will result in raised expectations on both the political principals and the public servants to do more to realise the dream of a better life for all our people.

I trust that we'll all be up to the task. Let's get working. 

A handwritten signature in black ink, appearing to read 'Phumla Williams'.

Phumla Williams
GCIS: Acting Chief Executive Officer

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Dear PSM Team

Your magazine continues to provide insightful behind-the-scenes rationale on some of government's efforts with regards to service delivery programmes.

In your recent issue, Social Development Minister Bathabile Dlamini was very articulate in her account of how government's social security net has been able to prevent wholesale poverty in many communities.

The fact that government is spending billions of rands on a monthly basis to pay social grants to more than 15 million beneficiaries clearly demonstrates its strategic intervention in alleviating poverty.

While this cannot be sustainable in the long run, in the meantime the present social security net is the only available mechanism at the disposal of government to improve the lives of those in need.

Yours sincerely,
Nathi Xaba, Estcourt, KwaZulu-Natal

Dear Sir

Your interview with the Chief Executive Officer of the South African National Roads Agency Limited Mr Nazir Alli refers.

As the debate rages on with regard to the e-tolling saga, it is quite refreshing to hear a sober explanation of the system by Alli. Of particular interest is the user-pay principle.

I could not agree more with Alli's argument that it is inexplicable and unfair to expect motorists from other provinces to pay through the fuel levy for roads they will hardly use.

The e-toll saga has been peppered with a lot of emotions. This has deprived those on the sidelines of the raging debate the benefit of hearing government's rationale behind this massive strategic infrastructure development.

Yours sincerely,
Themba Chabangu, Soshanguve, Gauteng



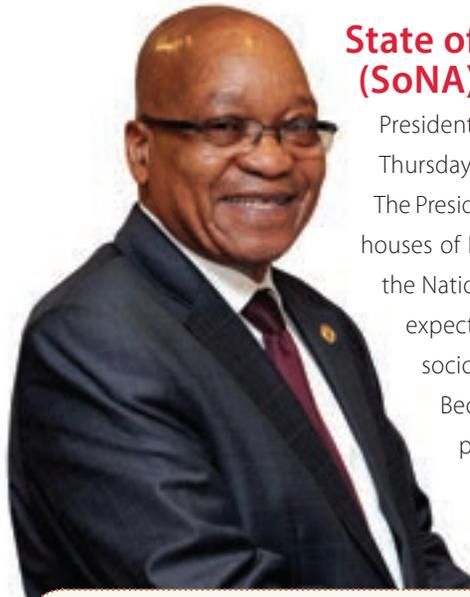
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African Mining Indaba

1-6 February 2014

Investing in African Mining Indaba is the world's largest mining investment event. The 2014 Mining Indaba will take place at the Cape Town International Convention Centre. For 19 years the Indaba, along with its partners in Africa, has channelled billions of US dollars of foreign investment into the mining value chain. In 2013 more than 7 800 individuals representing more than 1 500 international companies from 100 countries attended the Indaba.



State of the Nation Address (SoNA) 13 February 2014

President Jacob Zuma will deliver the SoNA on Thursday, 13 February 2014 at 19h00.

The President will address a joint sitting of the two houses of Parliament, the National Assembly and the National Council of Provinces. His address is expected to focus on the current political and socio-economic state of the nation.

Because 2014 is an election year, it is expected that there will be another SoNA after the national and provincial elections.

C40 Mayors Summit

4-6 February 2014

Mayors from the world's largest cities will convene in Johannesburg for the Fifth Biennial C40 (Cities Climate Leadership Group) Mayors' Summit. The three-day event, led by New York City Mayor and C40 Chair Michael Bloomberg and Johannesburg Mayor Parks Tau, will highlight a wide range of successful ongoing projects from around the world, including building efficiency standards, sustainable transport measures and delta cities partnerships.

Hundreds of urban and climate change leaders from around the world will join mayors in a series of roundtable discussions and working sessions to focus on the themes of greenhouse gas measurement and adaptation.

World Cancer Day

4 February 2014

World Cancer Day will build on the success of last year's campaign by focusing on Target 5 of the World Cancer Declaration: Dispel damaging myths and misconceptions about cancer, under the tagline "De-bunk the myths".

World Cancer Day is a chance to raise collective voices with the aim of improving general knowledge about cancer and dismissing misconceptions about the disease.



Africa Energy Indaba

18-20 February 2014

The Africa Energy Indaba 2014 will be held at the Sandton Convention Centre in Johannesburg. It brings together international and continental experts to share their insights and solutions to Africa's energy crisis, while simultaneously exploring the vast energy development opportunities on offer in Africa.

Delegates from across the continent are expected to attend what has become known as the business networking forum of choice for energy industry players on the continent. The conference is a forum for delegates to debate and exchange solutions to Africa's energy challenges, while the exhibition component is a significant marketplace for African and international stakeholders looking for and doing business in Africa's energy sector.

The Indaba is presented by the South African National Energy Association and supported by the African Union and the NEPAD Planning and Coordinating Agency.





Crime, corruption and the Police Minister's new plan

At a time when most of the criticism levelled against the South African Police Service (SAPS) stems from reported cases of brutality, fraud and corruption, it is easy to paint all police officers as corrupt and dishonest, writes **Chris Bathembu**.

However, it seems that the SAPS is taking stock and going all out to change its image. This overhaul started with the basics, such as the name being changed from "police force" to "police service". That might sound minor to some but is part of a broader strategy, as I found out when I spoke to Police Minister Nathi Mthethwa.

The change in image also involves transforming the ethos amongst its members and opening a new police university to pave the way towards members of the SAPS acting with greater integrity.

Reports that up to 1 027 Gauteng police officers were arrested and 463 dismissed for corruption and various other crimes between 2012 and 2013 would naturally worry any citizen.

It is due to these unfortunate incidents that some in society would argue that the distrust shown by some South Africans towards the men and women in blue may be justified. But, is it fair to generalise about the entire police service? Does that not condemn the good work done by the majority of the dedicated 200 000-odd members of the SAPS?

It was with this in mind that Minister Mthethwa mentioned the idea of opening a new police university to help restore the dignity of the police and strengthen integrity within the service.

"We had to ask ourselves: How can the different strategies that we are putting in place really bring about a meaningful change within the police service and restore the trust that many South Africans should have for this institution?"

"We need an organised force that will account more properly for 1994 to date. The reason for that is that 1994 is when you started to see the paradigm shift in the police changing from just being a political tool...to being a service that is there to protect and serve the public."

Plans to set up a police university were first mooted two years ago. Mthethwa says a partnership with the University of South

Africa will finally see the institution being set up in Paarl in the Western Cape.

The idea is to build a police training institution that will not only instil discipline among candidates but also teach them the ethos of policing in a democracy, including dealing with public disorder. With incidents such as the Marikana tragedy being laid at the door of the police by some groups, Mthethwa knows he needs to do something to improve the image of the police and change certain public perceptions.

And after the SAPS commemorated its centenary last year, Mthethwa is convinced that a new focus is needed in policing.

Since the fall of apartheid, South Africa's police have had the word "force" replaced by "service" in their name as part of instilling a new image and a move away from the culture of police versus citizens. The Constitution, regarded as among the best in the world, states that the "role of the police is for prevention, combating and investigation of criminal activity; maintaining public order; protecting and securing the personal safety and property of all persons in the country; upholding and enforcing the law; helping in the creation of a peaceful and safe environment; and preventing events or activities that may threaten the security of any community".

But policing in the new South Africa has certainly not been without challenges. Mthethwa is aware of this and is confident he can get it right.

"We need to re-educate everyone on the new ethos and indeed as we do that, we have to ensure police are hard at work focusing on fighting crime in our society and ensuring that we do our level best to protect the citizens of this country." >>



Public Sector WEEK 2014



PUBLIC SECTOR WEEK OVERVIEW

REVENUE & RISK MANAGEMENT WORKSHOP 2014

11th February 2014
Southern Sun Nelson Mandela
Blvd, Cape Town

5th PUBLIC SECTOR INVITATIONAL GOLF CHALLENGE 2014

12th February 2014
Pearl Valley Golf Estate
Paarl, Cape Town

PUBLIC SECTOR TECHNOLOGY & INFRASTRUCTURE LUNCH

13th February 2014
Southern Sun Waterfront
Cape Town

OPENING OF PARLIAMENT SCREENING & NETWORKING COCKTAIL DINNER

13th February 2014
Southern Sun Waterfront
Cape Town

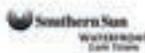


Local Government Business Network, powered by business and supported by various Government Departments would like to invite you to partake in the Public Sector Week during **Opening of Parliament**, which features the prestigious fifth annual **"Public Sector Golf Invitational 2014"**

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Police Minister Nathi Mthethwa and National Police Commissioner General Riah Phiyega.

In a written reply to a parliamentary question, last year Mthethwa earlier confirmed that the SAPS had revised its anti-corruption strategy to ensure compliance in terms of the minimum anti-corruption capacity requirements (MACC) as approved by Cabinet.

The revision focused specifically on ensuring the effective implementation of the four pillars of the strategy – prevention, detection, investigation and restoration by all divisions, provinces and stations.

The Ministry was further cooperating with the other justice, crime prevention and security cluster ministries with the objective of ensuring harsher punishment for corrupt members of the SAPS. "We want to urge members of society to continue blowing the whistle against any corrupt cops because without such exposure they will continue to torment society without being busted.

"We believe we are on the right path and we just have to advance from where we are to ensure that we fight crime and at the same time we maintain a good relationship with the law-abiding members of the South African public".

A large number of South Africans – perhaps because of the confrontational relationship they had with the previous police force – to this day still view the police as enemies sent to crush dissenting members of the public.

Naturally, when police feel they are under attack, they may feel they are left with no choice but to use force as

they discharge their constitutional mandate to maintain public order.

Equally, inadequate training and proper crowd management skills may lead to police abusing their role – something Mthethwa hopes new forms of training will be able to address.

Even though the remilitarisation of the police in recent years to fight violent crime continues to elicit mixed responses from the public, Mthethwa's view is that a new approach was needed to give the police more power to fight violent crime in the country.

"We were even asked to bring in the army to help us. We interacted with the army but we went back, planned and said no, we've got to reinvigorate ourselves, we've got to confront the scourge, fight it toughly and smartly and we have been doing that.

These days, people are not talking about bank robberies anymore and there are very minimal cash-in-transit heists to the level of extinction. We will continue to improve."

With his first term as Police Minister in the administration of President Jacob Zuma coming to an end, Mthethwa describes his journey as "tough" but one characterised by a "speedy resolve" to fight crime in South Africa. He is also not bothered by the debate surrounding the accuracy of crime statistics. The Police Ministry remains adamant that crime is going down in South Africa and official statistics prove this.

"We have seen it each year when we shared with the public that the tide is turning against crime. Looking back some four years ago, we were told that the situation is hopeless when it comes to violent crime, particularly cash-in-transit heists, but today all of that has changed, no one is saying the situation is hopeless."

Another task he gave himself when he took up his portfolio was to increase the number of detectives and reskill those already in the police service with world-class forensic knowledge to solve complex crimes. At the time, he committed to increase the number of detectives on levels one to seven by 19% by the end of the financial year. He surpassed that target by more than 3% and by 2010 growth in the number of detectives was at 22,4%.

"We said every police officer who trained in our colleges will receive the basic detective training and that is going to help us and will make a lot of difference. With forensics, I'm proud to say that we are benchmarked with the best in the world. We will continue with that approach because we believe the work of detectives and the work of forensics is part of the smart fighting of crime which we have embarked on," he says. ☺

Madiba: larger than life

It was a day like no other. Former President Nelson Mandela made history once again when his statue was unveiled at the Union Buildings. The unveiling took place the day after the burial of the former statesman and on the day that marked the end of the national mourning period.

“There should now be no more tears. We must celebrate Madiba and take forward his legacy. He should live in our hearts and inspire us to do something good every single day to honour his memory,” said President Jacob Zuma at the time.

Mandela rose at the seat of government during an important time on the calendar. It was the centenary of the Union Buildings and National Reconciliation Day – a day when South Africans recommit themselves to peace, forgiveness, tolerance and reconciliation. These are the same values that Madiba embodied.

Hundreds of South Africans came to witness the event and get a glimpse of the nine-metre tall bronze statue – a fitting tribute to a man who dedicated his life to changing the lives of the people. The unveiling was accompanied by a 21-gun salute and a fly-past by the air force. >>





Did you know?

- It took three weeks and a complementary team of 35 workers to complete constructing the statue.
- The statue is made out of bronze and weighs 3,5 tons. The stainless steel armature inside the statue weighs an additional 800 kg.

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About the statue

The statue is a monument dedicated to the life of Madiba and his contribution to freedom and reconciliation in South Africa.

This unique giant statue of Madiba, situated at the Southern Lawns, is different from the many statues that exist of Madiba around the world. His arms are wide open – a symbol of Madiba embracing democracy, freedom and a united South Africa. He no longer has a fist in the air because the struggle is over and South Africans are now free. President Zuma described the footwork of the statue as “showing that he was on the move, as is the country”.

Former Prime Minister Barry Hertzog used to occupy the space where the Madiba statue now stands. His statue has been moved to the eastern part of the Delville Wood War Memorial.

Madiba’s statue was created by Andre Prinsloo and Ruhan Janse van Vuuren and is expected draw large crowds locally and internationally. “It will also remind the nation daily about the values of unity, reconciliation, compassion and Ubuntu,” said President Zuma.

The project was overseen by Dali Tambo, the chief executive officer of Keketso Growth, which managed the project on behalf of the National Heritage Council. He is also son of struggle veteran Oliver Tambo, who was a close friend of Mandela.

Just a few days before the unveiling, the Union Buildings was the place where as many as 100 000 people paid homage to Madiba as he lay in state for three days. This was the first time so many people passed through the Union Buildings.



New commemorative R2 coin launched

The South African Reserve Bank launched a commemorative R2 circulation coin and a limited edition R2 ‘crown size’ as part of the 100-year anniversary of the Union Buildings in December last year.

The coin has the South African Coat of Arms, the year of issue with “South Africa” written in all official languages. The back of the coin shows off the Union Buildings. The coin will form part of the coins available throughout the country.

According to reports, the South African Mint will issue the sterling silver R2 crown as a single coin with a limited edition of 1 000 as well as a part of a collectors’ set, containing the crown, the circulation coin and 20 commemorative postage stamps. These sets will be limited to 700. Both the sets and the R2 crown will be available at the South African Mint and Coin World.



Fast tracking infrastructure delivery

At first glance Sinazo Sibisi presents herself as any person in her position would – in control and ready to deliver the job at hand. In fact, because of her imposing presence, some might say she is a little nerve-wracking.

This all changes as soon as she gives you a warm smile and introduces herself with a firm handshake.

As Group Executive: Infrastructure Delivery at the Development Bank of Southern Africa (DBSA), Sibisi is responsible for fast-tracking infrastructure delivery.

She was born in Mariannhill in KwaZulu-Natal but at the age of four relocated to the United Kingdom (UK) after her mother had found a job at the Birmingham University as a lecturer.

The bubbly Sibisi spent her teenage years in a foreign country where she struggled to speak her mother tongue, isiZulu, fluently.

After completing her Honours Degree in History at Birmingham University in 1989, she worked at the BBC as a reporter and also did a bit of charity work. Sibisi returned to South Africa in 1992.

"When I came back home it was a very exciting time. Former President Nelson Mandela had just been released from prison. I felt it was a good time to come back and make a difference after having spent years in the UK."

"I must admit it was quite a culture shock. I was in my 20s, couldn't speak isiZulu and I always had to explain to people why this was so.

"Integrating into the new South Africa was very hard."

Sibisi's mother Harriet Ngubane, who was a professor of social anthropology, also returned to South Africa to work at the University of Cape Town.

Sibisi joined her mother in Cape Town and began to build "her brand".

Public Service

She went into politics in 1995 and was part of the restructuring of the City of Cape Town and Cape Town Metro as it was referred to in those days.

"I was a public representative councillor at that time. I enjoyed being part of putting together local government systems in the country and redesigning government. I saw it as the rebuilding of the country, which came with a lot of contestation.

"People had not been in government before and it was a very exciting time for everyone."

Sibisi was elected councillor in 1996 at the age of 26. She then went into the bureaucracy to head up the transformation portfolio in the City of Cape Town.

"I was part of the executive committee and my job was heading up transformation in the city. We had to do a lot of business process engineering which meant changing the way the municipality as a whole was functioning."

In 1999, there was a change in leadership at the City of Cape Town and Sibisi left the Public Service to become an independent consultant.

"My work involved organisational development, meaning how to improve the performance of the organisation, how to make it function better."

Target of headhunters

Sibisi worked with numerous donor organisations and also had clients from the Public Sector.

In 2002, she was headhunted to be part of the team set up to restructure the South African Local Government Association. She was part of that team for two years.

In 2004, she was approached by auditing firm Deloitte to become a partner. During her time there she led the Public Sector Industry for consulting. She served on the global Public Sector management board as well as the global advisory team on corporate social responsibility and also spent some time as head of corporate affairs.

Sibisi was the first black woman to serve on the Deloitte Southern Africa Executive Committee.

In 2007, she was again headhunted by the DBSA and was appointed chief investment officer responsible for the development and implementation of economic turnaround strategies.

In 2009, she became head of the development planning unit followed by a stint as the group executive for strategy in 2012 where she was instrumental in driving the restructuring of the bank.

Bringing schools to the people

Sibisi was appointed Group Executive: Infrastructure Delivery in January last year. Its aim is to support government in fast-tracking infrastructure programmes by providing support in the key government priorities such as health, education, housing, water, transport and municipalities.

Her division works closely with municipalities, provincial and national departments assisting them with project implementation, programme management, infrastructure planning and coordination.

"We have set up this division to build a high level of expertise. This will be a centre of excellence and a key implementing agent in school delivery, health and other infrastructure."

Sibisi's division is a self-financing business that offers implementing agent, programme management services and provides technical support in infrastructure programmes in priority sectors and regions.

This contributes to sustainable livelihoods, infrastructure planning and delivery.

She said her division is working on a cost-delivery basis.

"This means each time we get a mandate, we agree on a budget and deliver good service." >>

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Some of the key challenges facing the infrastructure industry relates to quality, says Sibisi.

She explains that there is an unspoken rule from players in the sector that if they are delivering a service to the Public Sector, quality can be compromised.

“There needs to be a change in attitude. Service-providers must understand that the Public Sector also requires the same level of quality as the private sector.”

She adds that the industry still needs more females. As a senior manager in the Public Sector she had to work twice as hard as her male counterparts to be taken seriously.

She says her role has taught her the importance of having good listening skills, not being afraid to ask questions and equipping herself with knowledge.

Despite all the challenges she faces, Sibisi says she loves what she does. “What I enjoy the most about my job is the clients and the team. I work with people who are committed to making a difference such as the Ministers of Health and Education. You can see that you are part of a team of people committed to doing good.”

She says that getting to the top came with hard work, commitment and sacrifice. She even jokes about not having much of a social life because of her work – which she thoroughly enjoys.

“What I do drives me, it makes me get out of bed every morning. Some people have even described me as a workaholic,” she says, chuckling.

Sibisi describes her management style as very open, saying she gives people a chance to express themselves. She also analyses whether people are placed in positions that maximise their potential.

“You would find that a person is underperforming because of the position they are placed in. They cannot perform to their best ability.”

Some of Sibisi’s colleagues have described her as pleasant but firm with a strong emphasis on performance and delivery.

“When I give you all the necessary support, I expect you to deliver the job at hand. I also recognise good work and when people are doing well. I like to focus on a person’s strengths,” she says, with firmness in her voice.

Looking ahead at the state of infrastructure in South Africa, she says there is a strong need for planning.

“If you don’t plan you have problems.”

She is happy with the National Infrastructure

Plan because she believes it shows that South Africa is headed in the right direction and that change takes time.

Sibisi says she believes in value-based leadership and the importance of being true to yourself when in a position of power.

“Being true to yourself helps you to grow and people start to respect you and value your expertise.”²⁰

What is your favourite food?

Roast chicken and fresh vegetables.

How do you relax?

I love lying on my couch and watching movies – it’s my thing. I also enjoy reading. I’m currently reading *The One Thing* by Gary Keller and Jay Papasan.

What is the one thing that most people don’t know about you?

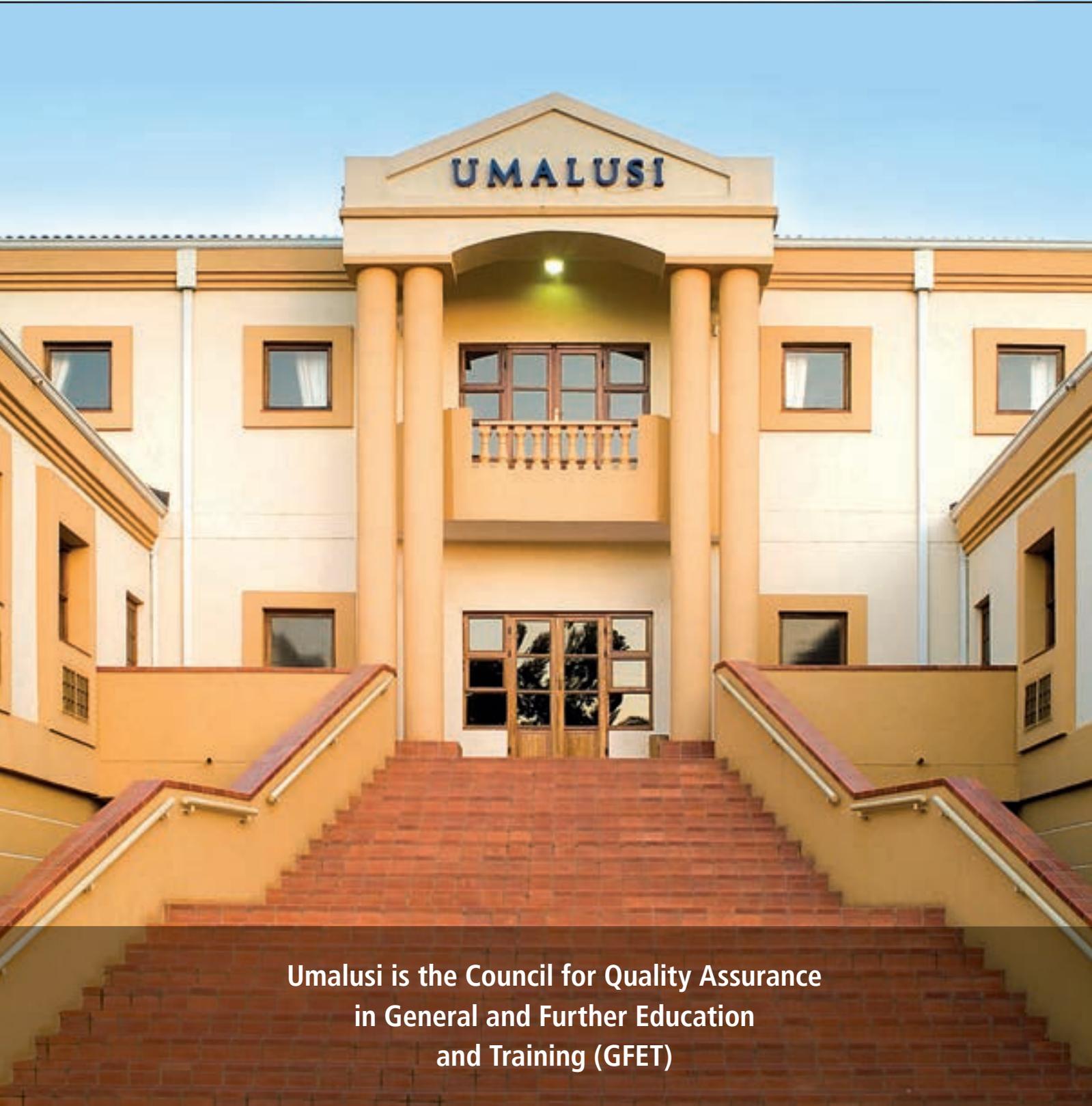
I love singing and I can sing fairly well.

What is your favourite proudly South African holiday destination?

I love Franschhoek. The scenery is beautiful.



UMALUSI



**Umalusi is the Council for Quality Assurance
in General and Further Education
and Training (GFET)**



Dr Mafu Rakometsi, CEO

Umalusi – The name is derived from the Nguni “uMalusi” meaning “shepherd” or “herder”, or, in the African context, “guardian of the family assets”. The council ensures that providers of education and training have the capacity to deliver and assess qualifications and learning programmes and are doing so to expected standards of quality.

Umalusi’s brief is to quality assure the following

- Qualifications and curricula
- Provision through the accreditation of private providers (of education and assessment) to provide and assess these qualifications
- Exit point assessments of the qualifications
- Certifying learner attainments for these qualifications
- Conducting research on matters pertaining to the GFET sub-framework of qualifications
- Advising the Minister on matters related to the GFET sub-framework of qualifications

Qualifications

The qualifications currently certificated by Umalusi are as follows:

Matriculation qualifications:

- The Senior Certificate (SC) which was offered before 2008 and is being phased out – its final examination will be administered in 2014.
- The National Senior Certificate (NSC) which replaced the Senior Certificate and commenced in 2008. Offered in schools.

Vocational qualifications:

- The National Technical Certificate N3. Offered in FET colleges.
- The National Certificate: Vocational (NCV) – commenced in 2007. Offered in FET colleges.

Adult Education and Training qualifications:

- The General Education and Training Certificate for Adults (GETC: ABET). Offered in Public Adult Learning Centres or workplaces and community facilities by private providers and NGO’s.



**Council for Quality Assurance in
General and Further Education and Training**

Website: www.umalusi.org.za

Curiosity + perseverance = *Science excellence*



While many learners across the country dread Science, at Settlers High School in the Western Cape, it is a cool subject and the laboratory a popular meeting ground.

Deputy Principal and Physical Science educator Wendy Horn has demystified the subject and is producing a generation of new scientists.

Her efforts were rewarded recently when she became the province's first-ever winner of the Excellence in Teaching Science Award, a new category in the Provincial Teaching Awards.

With a teaching career spanning over 21 years, Horn is not only versatile in the classroom, but uses her expertise to change the negative perception of Science, – one learner at a time.

In fact learners at Settlers High School are so fascinated with Science that the school had to hire another science educator to keep up with the growing number of learners who are now choosing it as a subject.

According to fellow educators, it is not strange to see Ms Horn, at the school as early as 06:30. Her early mornings are dedicated to learners who wish to receive extra lessons or to work on any challenges they may have with Physical Science.

The greatest joy, says Horn, is when her learners go on to study engineering, medicine and/or other scientific fields. She also helps her learners pursue their studies by actively searching for bursaries for careers that require high expectations in Physical Science.

Public Sector Manager met with this inspiring and exceptional teacher to learn more about what makes her succeed.

Tell us about yourself

I am originally from Johannesburg and schooled at Northview High School. I decided to become an educator, and completed my Bachelor of Science and a Higher Diploma in Education in Maths and Physical Sciences in 1992. I taught for three years at Parktown Girls High before moving to Cape Town where I have been teaching for 18 years at Settlers. I am happily married and have a six-year-old daughter that we adopted. I am an avid girls' hockey player and have played and umpired at provincial level. I am also coach of the Settlers team.

Why did you want to become an educator?

I come from a single-parent home and I needed a bursary to study further. When I applied for funding, I received assistance through a teaching bursary. That started me off, but as a learner I loved being at school, so the transition from learner to educator fitted perfectly. My educators had played a positive role in moulding me and I wanted to give some of that back to the learners that could pass through my doors.

Recently the Teaching Awards included two new categories, Excellence in Maths and Science. Why is this important?

Currently, there is a lack of qualified educators in these two fields, with a few new and young educators choosing to teach these subjects. Completing a degree and going into teaching is not as attractive to others and many experienced educators in the physical sciences are lured into the industry by the large salary packages.

They also do not have to deal with discipline issues we face every day. Adding these categories in the Teaching Awards may encourage those teaching to stay and the youngsters to take up teaching the sciences. In addition, any positive reinforcement when teaching the subjects that are perceived as difficult by the learners, spurs one on to do better and really improve your teaching which can only benefit the learners.

There is a gradual decrease in the number of learners choosing Science as a subject at schools. Why?

The uptake of Science at schools by learners is decreasing severely on a national level. We can see from the decreasing numbers of learners that write the matric exam in this subject each year. Learners perform poorly because they do Physical Science with Maths Literacy, which does not train learners in the necessary problem-solving and analytical skills required in physical sciences. The poor performance of learners results in the next group being dissuaded from doing the subject. A further factor is the lack of properly qualified educators teaching the subject. Learners are ill-prepared for the final exams and this discourages other learners from taking the subject.

But there are schools like mine where the number of students choosing Science is on the increase.

Government has placed a lot of effort into promoting Maths and Science. In your opinion and experience, why is Science important for learners?

The economic prosperity of a country will depend on how we can compete globally in the Science and Technology sector. Government has and continues to invest a lot of money and infrastructure in this sector, but we do not have the skilled and trained people to take up

these opportunities. It is up to the schools, as the first level, to ensure that we graduate analytical thinkers in the sciences, so that they can succeed at tertiary level and use the opportunities that have been created.

Why is it important for learners to take Science as a subject?

They learn to think, to solve problems, to be analytical and to appreciate the wonder of the world around them. It also teaches them to have an open mind, to be receptive to new innovative ideas and to think out of the box. These skills can only benefit a person, no matter what field you go into.

Why is Science fascinating to you?

We know so little of our world, our universe and how it works. It is fascinating to discover new things, to think that there may be life out in the universe. Also science serves humanity – we can find a cure for HIV or find a new type of solar cell that replaces the way we make electricity – this could save our planet from global warming. I love the Star Trek movies, and >>



Science educator Wendy Horn is working hard to produce a generation of new scientists.

many of the gadgets we see in them have been invented by us, only our imagination can limit what we as humans can achieve through the sciences.

What can we do to promote the learning of Science?

We need to demystify Science and let the public know it is not only the super-clever professors that do Science in very sophisticated labs, but that Science happens in the kitchen, that we can invent stuff in our garages, that anybody can do Science, so long as you have perseverance and a big chunk of curiosity.

Why do you think you were chosen for the Excellence in Teaching Science Award?

I am passionate about teaching and the teaching of Science. I love what I do. I encourage my learners to go into the Science fields after school. I genuinely care about my learners and ensure that I teach at optimum levels at all times so that they can have bright futures. I will teach Science at any opportunity given to me. My learners join me for lessons at 06:30 in the morning so that they can excel more. We enter all sorts of extra competitions and do very well. I make sure that Science is visible at school and the whole school community knows what the learners are doing and how well they are doing. Many have received the 'big' Science bursaries over the years and this encourages those that follow on.

What have been your major achievements to date?

I have published a few Physical Science handbooks and resources for high school students. I am currently completing my ACE in School

Leadership at the University of the Western Cape and was nominated for the Dean's merit list for this course last year; and I won the recent Excellence in Teaching Science Award.

What has been your career highlights?

My highlight of each day is when I barricade myself in the classroom and everyone knows not to disturb me when I am teaching. When my learners get a difficult question correct in a test or exam or when they catch me out in class with a question I can't answer and need to research.

When the kids do well in competitions, and you see their excitement and how it boosts their confidence, it makes my day. Also when my learners come back for reunions and they are successful in a science career. It feels as if as an educator I have touched the future and reinforces the great responsibility we have as educators. At times the 'massiveness' of this responsibility can be both extremely humbling and very scary.

What are the major challenges you face?

Lack of time to do justice to the subject and to keep the morale of the learners high and keep them positive in a subject that is challenging. It is very challenging to ensure they see the relevance of what they are doing and how it fits into the big picture of the future, our world and humanity.

What is your message to learners, parents and public servants?

Be positive, love what you do and believe that we as a country have a great future because the younger generation is ready, prepared and passionate about the future. We as adults must guide them and encourage them rather than discourage and be defeatist. To quote Einstein, "He who can no longer pause to wonder and stand rapt in awe, is as good as dead; his eyes are closed."

Western Cape MEC for Education Donald Grant described Horn as an educator who believes in lifelong learning and is currently furthering her studies. She makes an impressive contribution to education at the school and wider afield, and is an outstanding educator and an inspirational role model for all the educators, learners, parents and also the greater community. 





NATIONAL ARTISAN DEVELOPMENT SUPPORT CENTRE

One-stop-shop support centre for Artisan Development in South Africa

WHO IS NADSC?

The project came about when the Memorandum of Agreement was signed between the Ekurhuleni East College for Further Education & Training, the Department of Higher Education & Training represented by the Chief Directorate INDLELA. The project commenced on the 16th of June 2012.

The Artisan & Technician Development Technical Task Team (ATDTTT), the stakeholder representative body established by the Human Resource Development Council (HRDC) of South Africa has, through its work-plan, identified the three primary blockages to a national artisan development programme. These three blockages were tabled before the Human Resource Development Council on 15 June 2012 and unanimously endorsed for removal by relevant implementing partners. These three blockages are the lack of:

- **Detailed, accurate, current data for artisan trade prioritization, workplaces and placement, scientific target setting, monitoring**
- A single guaranteed funding model for all artisan trades listed in the Government Gazette applicable to all sectors including a single artisan learner administration and grant disbursement system and
- An Artisan Recognition of Prior Learning (RPL) system that is focused on supporting persons who are working as support workers in the Engineering field to become certified artisans.

THE NADSC WAS ESTABLISHED TO ADDRESS THE FIRST ARTISAN DEVELOPMENT BLOCKAGE IDENTIFIED BY THE HUMAN RESOURCE DEVELOPMENT COUNCIL.

Some of the services offered:

- Matching & supply to demand as per company criteria
 - Student work placement
 - Interview preparation session
 - After placement care

MISSION:

- Provide learners with workplace experience, and also to equip learners with necessary skills for them to pass their trade test and become qualified artisans.
- Address the scarce skills shortage in the country by developing artisans, creating better employment opportunities.

VISION:

- To provide support to the National Artisan Development programme by facilitating the placement of (artisan/engineering learners) from all 50 FET colleges on learnership programs with industry partners
- To be leaders in the Artisan Development and to produce high quality artisan tradesman in the country.

OBJECTIVES:

- Link SETAs with Engineering graduates from FET Colleges
- Link approved artisan workplaces with FET Colleges
- Matching of supply and demand of artisan learners
- Operate and Manage a National Artisan Database of both supply and demand
- Recording and reporting on all artisan related data to remove the first HRDC artisan development blockage
- Track and trace artisan learners from registration, certification and employment.

GOALS:

- Assist the National Development plan of producing 30 000 qualified artisans per year by 2030
- To support SETAs with registration of all stakeholders in their respective sectors
- To support SETAs with registration of Artisan learners, including RPL candidates
- To conduct a pre-screening and recommendation of learners to the stakeholders for further selection & placement on the artisan internship programme
- Maintain and manage a National Artisan Database
- To establish an effective data collection & reporting system
- To source and facilitate development programs for Artisan placements.

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Houses, security and comfort

The dawn of democracy has improved lives and reduced poverty. Millions of South Africans now have access to basic services such as housing, electricity and water.



Creating decent homes

- **400 000** – the number of households who have moved from informal settlements into decent homes across 45 priority municipalities.
- Growth in affordable home ownership has been stimulated by providing 600 000 loans and 80 000 new subsidised rental units.

Living longer, healthier lives

Newborn babies and toddlers have a better chance at life today than ever before.

- The new immunisation programme introduced in 2009 to address vaccine-preventable diseases such as diarrhoea and pneumonia, contributed to a significant decline in infant and child mortality from 40 and 56 per 1 000 live births in 2009, to 30 and 42 per 1 000 live births in 2011.
- The increase of general immunisation coverage of infants under the age of one year increased from 63% in 1998 to 90,8% in 2011.
- Government's antiretroviral treatment programme and the prevention of mother-to-child transmission of HIV have contributed to sustained improvements in infant and child mortality.
- The District Health Information System shows that from 2001 to 2011 there has been a decrease in the number of children under five years of age with severe malnutrition.



Reducing poverty

The indicators on economic growth and transformation, social assistance programmes of government and other social wage measures seek to alleviate poverty and thereby lessen its impact on eligible South Africans.

- The total number of grant beneficiaries was 15,5 million as at March 2012.
- Though the grant expenditure as a percentage of GDP reached its highest level of 3,5% in 2009/10, this has remained relatively stable for the financial periods 2011/10 to 2011/12 at 3,4%.

Source: *Development Indicators 2012*.



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Taking back tomorrow

THE SOUTH AFRICAN MEDICAL RESEARCH COUNCIL: REVIEWING 2013: *A year of significant change*

The South African Medical Research Council (MRC) was established in 1969 with a mandate to conduct research and generate new technologies aimed at improving the health and the quality of life of the nation. The scope of the MRC's research includes basic laboratory investigations, clinical research and public health studies. A detailed assessment in mid-2012 gave birth to a year-long revitalisation process in 2013 with the aim of reversing the progressive deterioration in medical research in South Africa.

After several years of declining funding available for research, the MRC has now emerged with favourable government funding allocations, which are crucial to help South Africa regain its status as a world leader in medical research. The stature and competitiveness of the revitalised MRC, with its new strategic plan, has received additional funding from the National Treasury's Economic Competitiveness and Support Package. This has strengthened the MRC's strategic alignment to the health research needs of our country, enabling it to focus on the top ten diseases killing South Africans.

The research of the MRC's intramural units was prioritised to focus on the top 10 causes of death in our country. Research areas will now focus on TB, HIV, burden of disease, chronic diseases, alcohol and drug abuse, and women's health.

‘The South African Medical Research Council is now well placed to conduct world-class research that improves the health of the nation across the full spectrum of ill-health, including infectious diseases, chronic diseases, and injuries. The MRC is undertaking high quality health research both in-house and at universities and medical schools, all producing new scientific information that is contributing to improving health in South Africa, ’

stated Professor Salim Abdool Karim,
President of the MRC.

INCREASE IN MEDICAL RESEARCH FUNDING

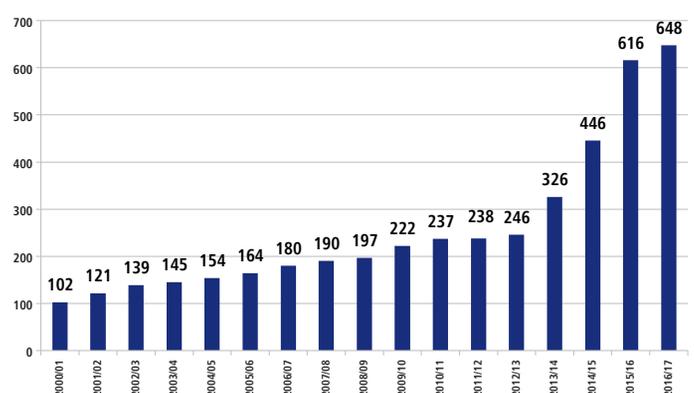
During 2013, the MRC has successfully increased medical research funding, especially for medical schools and universities. The MRC currently funds more than 20 university-based research units across the country that conduct research across a broad spectrum of health-related issues such as TB, cardiovascular disease, brain behaviour, genomics, environmental health and traditional medicines. In addition, the MRC is increasing funding for student scholarships and grants for general medical research projects. These grants are aimed at first-time investigators to provide them with funding for investigator-initiated research at universities.

The MRC has implemented a new initiative to fund the best research at medical schools and health science facilities, with the formation of Flagship Projects. Flagship Projects are an institution's highest impact and most prestigious research project.

Other funding has come from a \$40 million joint NIH-MRC RFA, new clinical cancer research centres, and new scholarship programmes for post-graduate studies in medical research in South Africa.

In 2013, 12 universities were awarded Flagship Projects worth a total of R150 million. This new funding for local universities creates opportunities for young scientists to become involved in ground-breaking research that can potentially impact health policy. 'We've put South Africa firmly back on the health research map. Funding for medical research at universities has trebled this year,' says Professor Abdool Karim.

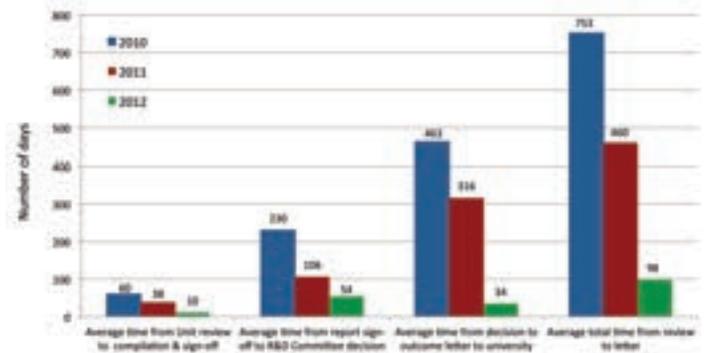
Government funding for the MRC: 2000 - 2017



IMPROVED PEER-REVIEW AND QUALITY OF THE MRC RESEARCH

The aim of the MRC is to promote an ethos of high-quality research to impact health policy and practice. To this end, the MRC has developed a new online grant submission system, decreased review feedback times and made the peer-review process far more stringent.

Improvement in review reply time



NEW FUNDING INITIATIVES

To address the country's health research needs, the MRC has developed new funding initiatives for health technologies such as new drugs, vaccines and diagnostics. In 2013, the Strategic Health Innovation Partnerships (SHIP) was established in 2013 at the MRC with funding

of almost R300 million over the next three years. At present, SHIP incorporates the existing strategic health initiatives of the Department of Science & Technology in the areas of HIV, TB, malaria and non-communicable diseases.

R190 MILLION FOR HIGH IMPACT MEDICAL RESEARCH FLAGSHIP PROJECTS

The MRC has established a new high-profile funding opportunity for Medical Schools and Universities to undertake "Flagship Projects" aimed at addressing South Africa's key health problems. The winning projects, led by some of South Africa's most accomplished scientists, were announced by the MRC in Cape Town. A total of R 150 million, over three years, has been granted to twelve projects at Universities across the country whilst five MRC intramural projects have been granted R 40 million over the same period. All seventeen of these projects address the health priorities of the nation and aim to place South African medical research and innovation at the highest platform globally.



REWARDING EXCELLENCE



In order to recognise and acknowledge scientific excellence in health research, the MRC revived the MRC Merit Awards at a prestigious ceremony in October 2013. Platinum Medals are awarded for a lifetime of exemplary scientific achievement, with seminal contributions that have impacted health, especially for people living in developing countries. Gold Medals are awarded for major scientific breakthroughs, while Silver Medals are awarded for recent post-doctoral researchers who have made a major scientific contribution. At the discretion of the MRC president, special awards can also be conferred for exceptional contributions to medical research in South Africa. These awards are among South Africa's most prestigious awards for research.



MRC President Professor Salim Abdool Karim with Platinum medal winners Professor Shabir Madhi (left) and Professor Eric Bateman (right).



From left to right: Professor Naeema Abrahams is Senior Specialist Scientist at the Gender and Health Research Unit MRC (Silver Medal); Professor Keertan Dheda is Head of the Division of Pulmonology, Department of Medicine at UCT and at Groote Schuur Hospital (Gold Medal); Professor Andre Kenge is Director of the Non-Communicable Diseases Research Unit MRC (Gold Medal); Professor Shabir Madhi is Director at the National Institute for Non-Communicable Diseases and Director of the Wits/MRC Respiratory and Meningeal Pathogens Research Unit (Platinum Medal); Emeritus Professor Eric Bateman is Director at UCT Lung Institute and honorary consultant at the Division of Pulmonology at UCT (Platinum Medal); Professor Graeme Meintjies is Associate Professor in the Department of Medicine and a member of Institute of Infectious Disease and Molecular Medicine (IIDMM) at UCT (Silver Medal); Dr Tanya Doherty is Senior Specialist Scientist at the MRC's Health Systems Research Unit (Silver Medal); Professor Paul Van Helden is Head of the Division of Molecular Biology and Human Genetics at Stellenbosch University (Silver medal conferred in 2004); Professor Malegapuru William Makgoba is Vice-Chancellor and Principal of the University of KwaZulu-Natal (MRC President's Award).

A NEW WAY FORWARD

The overall driving force is a new ethos of high-quality science that impacts health. New systems are in place to monitor publication rates, impact factors of journals, authorship positions on each publication, and the translation of MRC research into new policies, practices and products.

The scientific achievements of the South African Medical Research Council during 2013 cement the position of the organisation to influence and impact both local and global policy areas:

- The World Health Organization's (WHO) guidelines on intimate partner violence draw extensively upon the MRC's Gender and Health Research Unit's research into preventing violence against women and girls, including the unit's findings published recently in the scientific journals *The Lancet* and *Science*.
- Twenty-three per cent fewer South African babies were born with HIV in 2011 compared to 2010, according to a large national survey of HIV-positive pregnant women and their newborn babies undertaken by the MRC's Health Systems Research Unit, and presented at the International AIDS Conference in Washington, USA.
- HIV prevention is given a boost when HIV testing is offered in the home, according to a study in rural KwaZulu-Natal conducted by the MRC's Health System's Research Unit and published in the *British Medical Journal*.
- In his State-of-the-Nation speech, President Zuma quoted the MRC's recent analysis from *The Lancet* that life expectancy in South Africa has increased by about 10% over the last few years. This study, conducted by the MRC's Burden of Disease Research Unit, demonstrated the clear survival benefits of the current policies on AIDS treatment.



**The South African
Medical Research Council**

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Home is where the Hart is, with Jackie Cameron

They say the kitchen is the heart of a home and running the heart of Hartford House – the signature five-star boutique hotel in KwaZulu-Natal – is Midlands born and bred Jackie Cameron.

Since 2002, the creative head chef, who is just 30 years old, has graced the pages of various culinary magazines and has even guest judged on the hit TV show MasterChefSA.

For the past 10 years Cameron has been reaping the rewards of her commitment to her culinary career. She has achieved the national Top 10 status in the Eat Out/ DSTV Restaurants Awards not once, but four times in recent years and was also voted by South African Tourism as one of the Top 10 Young South African Chefs. Cameron's culinary career has seen her cook in kitchens across the globe from Germany, France and Switzerland to Dubai, Shanghai, Spain and America.

Public Sector Manager caught up with Cameron to find out about more about her journey of food.

What led you to the world of food?

As a young girl I was influenced by my mother and grandmothers, and used to spend most holidays baking, roasting and cooking up

courses with them. I had a great understanding and appreciation for good food and when craving something sweet my sister and I would whip up a cake in a few minutes. Going to go to the local bakery was not an option. My grandfather also owned his own butchery in Pietermaritzburg so everything at home was always food related.

What do you enjoy most about your job?

I am lucky that I enjoy every side of food and wine from creating it, to making it, to serving it and finally chatting with guests. It all adds up to the ultimate experience.

Describe your food style?

I call our food here at Hartford House, heritage food. We focus on using local products and about 95% of my ingredients come from surrounding areas. Our bread-board depicts English, Afrikaans, Indian and Zulu combinations. From the Amasi curd spread called amaqueque together with the new age spicachspoom, the Indian chilli bites and patta which is a spicy mixture wrapped in amadumbi leaves – my dishes are a reflection of a true rainbow nation combination. All the flavours of the past is what makes us who we are today.

What differentiates you from other chefs?

Maybe it's the fact that I treat every guest as though they are a family friend, with a lot of love and care. As a result I have made the most unbelievable friendships over the years. A guest is never a guest but someone I am welcoming into my home to have a memorable experience.

Encouraging people to experiment with food is a great passion, says Cameron. She shares her mouth-watering recipes with *PSM* magazine readers to recreate her culinary feasts.



Can Can Chicken

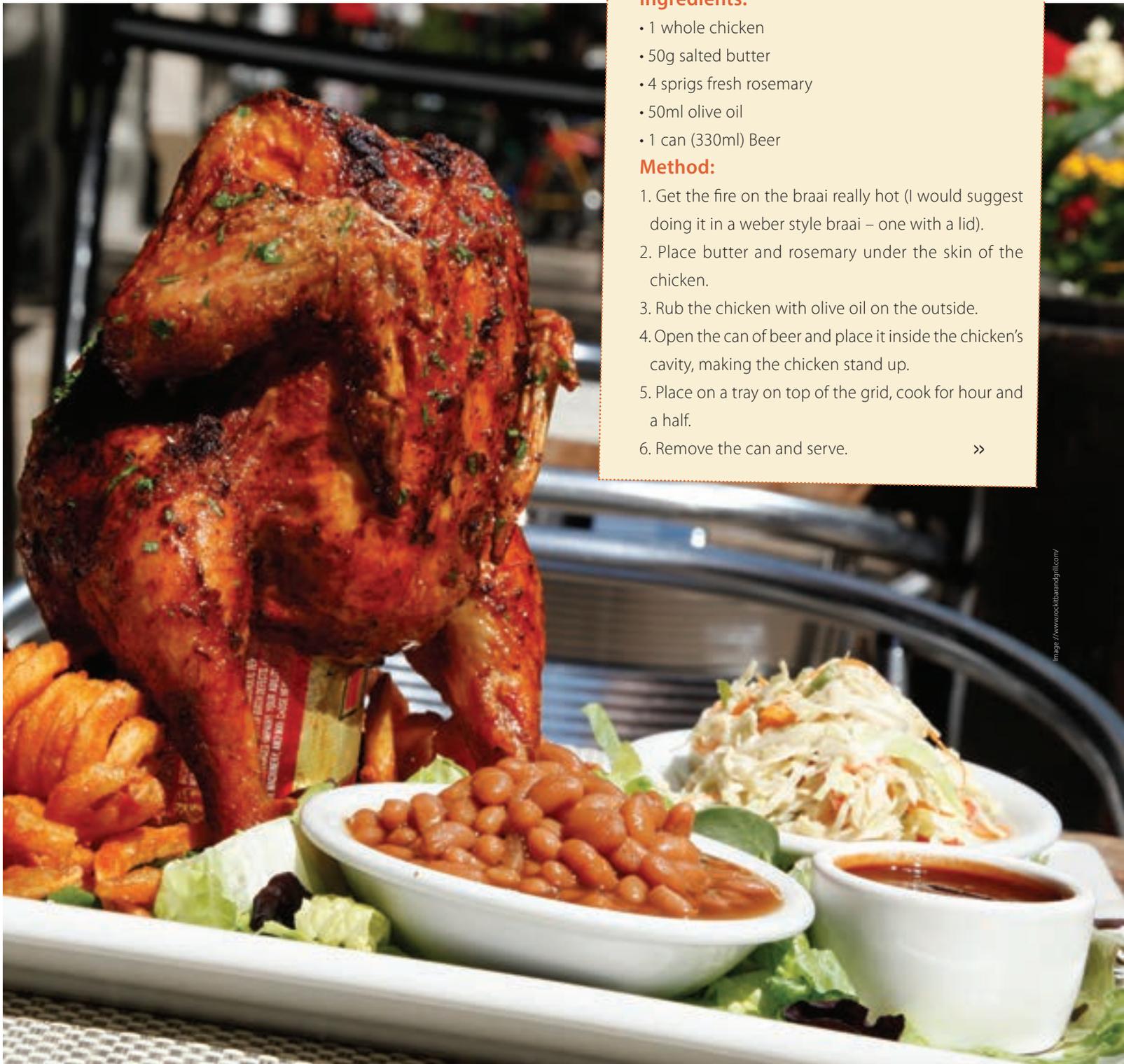
"Can-Can Chicken is simply delicious! My first trainee at Hartford House, Werner Wolff, taught me how to do it. After a few years he came back as my sous chef (for those who know my kitchen – yes I have had males cooking with me over the years even though I presently pride myself with having an all-female team). We were preparing for a braai demonstration and I was showcasing interesting and different ideas. I had never heard of Can-Can Chicken so put this braai brilliance down to him having grown up in Bloemfontein. The crowd was amazed... If you have never made this before I strongly recommend you do. The result is the most succulent beer-infused, crispy chicken that you could ever imagine."

Ingredients:

- 1 whole chicken
- 50g salted butter
- 4 sprigs fresh rosemary
- 50ml olive oil
- 1 can (330ml) Beer

Method:

1. Get the fire on the braai really hot (I would suggest doing it in a weber style braai – one with a lid).
2. Place butter and rosemary under the skin of the chicken.
3. Rub the chicken with olive oil on the outside.
4. Open the can of beer and place it inside the chicken's cavity, making the chicken stand up.
5. Place on a tray on top of the grid, cook for hour and a half.
6. Remove the can and serve. >>





Pecan nut parfait with fresh berry sorbet

"This is one of my favourite recipes that I have kept close to me for many years. I often create a more sophisticated version for weddings at Hartford House."

Pecan Nut Praline Parfait

Ingredients:

A 32x24cm tin
500g pecan nuts
500g castor sugar
6 whole eggs, separated
8ml water
2 tots Frangelico liquor
1l cream

Method:

Roast the nuts. While the nuts are roasting, place a pan on the heat, add sugar and slowly melt the sugar allowing it to caramelize. Never stir the sugar, only tilt and shake the pan to ensure even caramelising. When most of the sugar has melted, remove from pan from the heat and pour the caramelised sugar over the warm roasted nuts to form a praline. A praline is nuts covered in caramelised sugar. Mix and place on greaseproof paper to cool. Once cooled, chop the praline roughly and set aside.

Place a pot of water on the stove. Put the egg yolks, water and Frangelico liquor into a stainless steel bowl and sit it on the pot. Make sure the bowl does not touch the boiling water below. Whisk the mixture in the bowl until light and frothy. When the mixture is cool, add in the praline, fold in the whipped cream and finish by folding in the firmly-whipped egg whites. Place into a container and freeze overnight. Cut and portion the mixture into any shape you desire and serve semi-frozen with lots of fresh mint, fruit or with a fresh berry sorbet.

Berry sorbet

"The slight tartness of the berry sorbet compliments the creaminess of the parfait."

Ingredients:

1.5kg berries, frozen and defrosted
210g icing sugar (just a guideline, some berries may be sweeter than others)
15ml liquid glucose (try your local pharmacy for this)



Method:

Liquidise all the ingredients together and strain. Churn in an ice-cream machine and freeze. Alternatively, you can chill the mixture in a freezer. Whisk every 30 minutes until frozen, this creates a light, fluffy-textured sorbet.

For more fantastic recipes grab a copy of Jackie Cameron Cooks At Home at leading book stores.

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Driving the Innovative Economy



OR Tambo International Airport Industrial Development Zone – 1st Phase Jewellery Manufacturing Precinct

The OR Tambo International Airport Industrial Development Zone (ORTIA – IDZ) is a Gauteng provincial government initiative lined up to realise the objectives of implementing its economic development goals. The initiative is aligned to the priorities set out by both national and provincial governments, which among others include leading, facilitating and managing sustainable job creation and inclusive economic growth and development in the Global City Region.

The multi-site development consisting of several industry-specific precincts will be developed in phases over a period.

The Gauteng Growth and Development Agency's Jewellery Manufacturing Precinct (JMP) has been identified as one of the industrial sectors of the ORTIA – IDZ, because of its commercial viability. The JMP is identified as a catalyst to the development of the broader IDZ. The province also views the precinct as unlocking the province's jewellery beneficiation potential.

Discussions have begun with the industry to develop a unique integration of downstream processes linked to mining of gold, diamond, platinum and other minerals.

Opportunities are being explored to formalise partnerships with key stakeholders and explore synergies that will give impetus and efficiency to the development.

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An open Government for **accelerated development**

Over 1 000 delegates from over 61 countries came together from 31 October to 1 November 2013 for the Open Government Partnership (OGP) London Summit.

The London Summit saw 61 participating governments announcing more than 1 000 OGP commitments in the past two years covering 1,94 billion people around the world, this representing 27,5% of the world's population.

The delegates – including representatives from civil society organisations, businesses and governments – shared experiences from their respective countries and provided real examples of how openness can improve public services, drive economic growth, reduce poverty and corruption, and restore public faith in government.

The OGP is a multilateral initiative aimed at securing concrete commitments from governments to promote transparency, increase civic participation, fight corruption, and harness new technologies to make government more open, effective and accountable. It is fostering new ways for citizens and public officials to work together to solve common problems.

The partnership was formally launched in September 2011 when eight founding governments – Brazil, Indonesia, Mexico, Norway,



Philippines, South Africa, United Kingdom and United States – endorsed an Open Government Declaration and published national OGP action plans with specific open government reform commitments.

A member country must first satisfy four basic eligibility criteria: fiscal transparency, access to information, disclosure related to elected or senior public officials and citizen engagement. Any government can join OGP at any time, once they have demonstrated they meet minimum criteria for government transparency and citizen participation.

Participating countries must also embrace a high-level Open Government Declaration, work with civil society to develop and implement a country action plan, and commit to independent reporting on their progress going forward.

In compliance with the OGP requirements, South Africa has developed a Country Action Plan with seven commitments identified as concrete steps that government will embark on to address the grand challenge of service delivery.

As part of the South African OGP Country Action Plan development process, a call for public comments was circulated in two national daily and two national weekend newspapers with an estimated circulation of 9940 030. The input received from the public comments has been integrated and, in part, informed some aspects of the focus areas in terms of the action plan.

Civil society consultations were conducted in the Free State, Northern Cape and Western Cape. In the Northern Cape a total of 35 people attended the consultative meeting, representing up to 20 provincial civil society organisations while a total of 36 attended the Western Cape meeting. Free State had 300 people in attendance. Further consultations were undertaken with the African Peer Review Mechanism's National Governing Council as well as the Congress of Traditional Leaders of South Africa.

The OGP programme partnered with the 1 000 Voices campaign to host an event for the launch of the South African Second Open Government Partnership Action Plan. The 1 000 Voices campaign is a platform that allows for dialogue and sharing between academics, private sector, faith based organisations, government and South Africans from various walks of life to raise their voices and find solutions to key societal problems.

The event was designed to share with civil society the draft action plan as a culmination of the various consultations that took place as part of its drafting.

This also provided civil society an opportunity to interrogate the plan, and make further suggestions and inputs. The Country Action Plan was endorsed by the gathering to represent the views of both government and civil society.

South Africa submitted its second national report at the London Summit. The second Country Action Plan was prepared by engaging in a consultative process with participants across the spectrum. The principle adopted was that of progressive implementation which means that the developmental objectives will be attained as part of delivery against the National Development Plan.

South Africa's Country Action Plan for 2013/15 commits to develop and implement an accountability/consequences management frame for public servants; establish service delivery improvement forums; mainstream citizen participation in the Public Sector; develop an integrated and publicly accountable portal of environmental management portal; development of an on-line crowd sourcing tool that will allow the public to submit data on protected areas and conservation areas; implement the schools connectivity project and expand the human settlement project.

The action plan is indicative of South Africa's commitment to good governance and an open society underpinned by values of transparency, accountability and participatory governance. The commitments listed seek to improve and buttress the values enshrined in section 195 of the Constitution. South Africa continues to celebrate the collaboration with citizens and organised civil society formations. This collaboration is indicative of a commitment to improve the lives of the people for the better.

Transparency is an idea whose time has come. People around the world are demanding much greater openness, democracy and accountability from their governments. Increasingly, citizens believe that the information governments' hold should be open for everyone to see. At the same time, new technology is disrupting bureaucracies and creating opportunities for more responsive government.

Around the world reforms to open up government are delivering tangible benefits – faster growth, better public services, less corruption and less poverty. 🌐

****Ayanda Dlodlo is the Deputy Minister of Public Service and Administration and South Africa's envoy to the Open Government Partnership.***

A programme to boost financial skills in provincial departments

In a joint effort with National Treasury, the Association of Accounting Technicians South Africa - AAT(SA) - has developed a course tailored for personnel in the financial departments of provincial departments.

This follows the success of the AAT(SA) local government qualification programme, which saw about 4 000 municipal staff in financial management trained since 2008.

In 2012, the Capacity Building Unit at National Treasury asked AAT(SA) to develop qualifications for provincial government financial staff. "This involved two Public Service Accounting Qualifications (PSAQ) – the Public Sector Accounting Certificate (NQF level 3) and Public Sector Advanced Accounting Certificate (NQF level 4)," says Harriet Amoda, project director of AAT(SA).

"The qualifications target employees and potential employees from entry level through to the level just below that of CFO. The NQF level 3 qualification does not have any entry level skills or qualifications (not even matric) for entrants. We teach the principles of accounting from scratch," says Amoda.

"From a base of no accounting knowledge, a person exiting our NQF level 5 qualifications is able to put together management accounts and a set of annual financial statements. Every single government entity needs competent accounting technicians, so the programmes target all departments."

According to Amoda, the duration for the Level 3 Certificate Accounting Technician is 10 months, with candidates attending two lectures per month; Level 4 FET Certificate Accounting Technician takes 12

months while the Level 5 Certificate Accounting takes 18 months to complete.

For now, the qualification is being piloted in four provinces – the Eastern Cape, Northern Cape, Limpopo and Western Cape.

There are currently 26 candidates studying toward the NQF level 4 and 49 studying toward the NQF level 3 in the Eastern Cape; 23 NQF level 4 and 77 NQF level 3 candidates from the Northern Cape; 20 NQF level 4 and 33 NQF level 3 candidates from Limpopo and 17 NQF level 4 and 17 NQF level 3 candidates from the Western Cape.

Amoda says provincial training aims "to provide provincial department employees with much-needed skills and to create a solid base of competence among financial staff so as to pave the way for clean audits in the provinces".

Bongani Sandi, champion of the programme in the Eastern Cape, says the programme seeks to improve the skills of financial staff in the province. "The programme will equip financial staff in the department to be in a far better position to make critical decisions that will impact on financial management. Most financial staff members do not have the skills... Hopefully, this programme will address this challenge." >>





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contractor is applying for a guarantee facility is crucial as it can jeopardise the contract start date or lead to the termination of the contractors contract by not meeting the employer's deadlines. At Fusion, we as credit providers, provide a credit facility to the contractor against the payment of predetermined fees and charges. In terms of the credit facility Fusion will bind itself to the employer as surety and co-principal debtor with the contractor for the due performance of the contractor to a maximum amount determine by the employer, subject to the contractor having to have adequate assets to meet this limit requirement. Part of the terms of this credit facility agreement is that should Fusion pay any amount to the employer as surety and co-principal debtor, then the contractor will repay the amount back to Fusion together with interest charges. This is clearly a credit agreement as defined by the National Credit Act. Fusion will in return

require that the contractor post certain securities for the due performance of the contractors' obligations in terms of the credit facility and credit agreement with Fusion. As example cession of debtors, personal sureties, special bonds over plant and properties etc.

The guarantee issued, or surety or undertaking is evidence of the potential indebtedness of the contractor (principal) to its creditor and that the Guarantor needs to be repaid by the contractor plus interest and costs should the Guarantor make payment or intent to make payment to the creditor on behalf of the contractor. In view of this fact Fusion enters into credit facility agreements and credit agreements as clearly defined in terms of Section 8 (1)(a) and 8(5) of the National Credit Act. Fusion has developed credit control processes and procedures to enhance the speed of service delivery to contractors and will strive to improve services on continuous basis. How may we help you?

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Plans are underway to extend the programme to other provinces and national departments.

About AAT(SA)

AAT(SA) is a professional body dedicated to the development, recognition, support and regulation of accounting technicians. It is a joint venture between the South African Institute of Chartered Accountants (SAICA) and the international professional body, AAT. AAT(SA) was launched in 2008 to mitigate the skills shortage for entry to mid-level accountants. One of the areas of the greatest need was the local government environment.

Why does the Public Sector need this programme?

Recognising the need for skills in local government

AAT(SA) created customised local government qualifications. There are two qualifications, the Local Government Accounting Certificate at NQF level 3 and the Local Government Accounting Advanced Certificate at NQF level 4.

"We will be starting the development of the customised local government qualification at NQF level 5 at the start of the new year. Completion of the qualifications, together with relevant work experience, makes the candidate eligible to be a member of a professional body, supporting the professionalisation of the Public Sector," says Amoda.

The programme was initially funded by the Gauteng Department of Local Government, together with the Development Bank of Southern Africa. "We have now, with support from the Local Government Sector Education and Training Authority (LGSeta), provinces and municipalities trained over 4 000 people on the qualifications. While most have been existing municipal officials, a number of unemployed matriculants have also been funded and trained in various provinces."

Currently there are learners in the Eastern Cape, Northern Cape, Western Cape and Limpopo, with Free State and North West in the process of enrolling their learners. The funding comes from the government departments themselves, the donor community and National Treasury.

National Treasury has been actively involved with guiding the

development of the material to ensure relevance to the Public Sector, the alignment of the qualification outcomes with national need and the piloting of the delivery.

"We have a Steering Committee consisting of National Treasury and ourselves, to ensure that the programme is delivered within the strategic guidance of government.

"The objectives of the programmes are to support government in their skills development, professionalisation and capacity-building initiatives in the financial sphere. We aim to help improve audit reports and, ultimately, service delivery."

Any staff member may register for the qualifications. There are also registered learnerships for those who study part-time. Any person interested in a career in Public Sector accounting may also register for the qualifications.

How to apply

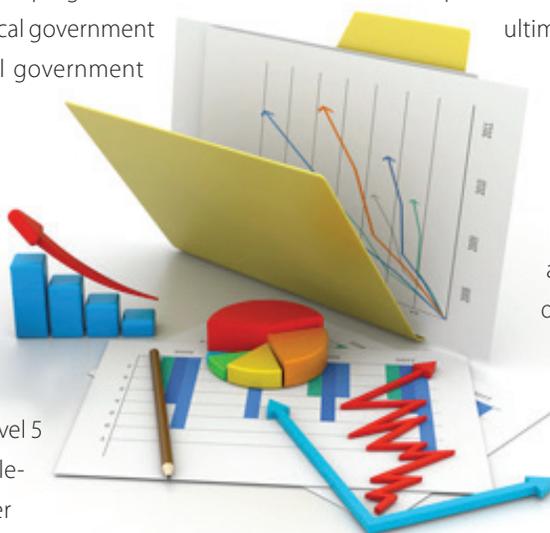
If a person wishes to take part in the local government qualifications or a municipality wishes to train its staff, they can either

contact AAT(SA) directly or any one of the accredited training providers. "We are still awaiting the sign-off from the LGSeta for funding of a further national project so the individuals or municipalities would have to finance the programme themselves through their skills or training budgets," says Amoda.

Departments interested in the national/provincial qualification should contact either AAT(SA) or Xolisa Dlanga at National Treasury.

"We can then facilitate the provision of training for the learners. Soon, departments will be able to contract directly with the training providers as is the case with local government qualifications." ©

For enquiries contact AAT(SA) at 011 621 6888 or visit www.aatsa.org.za





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MEC Meyer whips Western Cape into shape

His father taught him precision and a high school educator instilled in Dr Ivan Meyer a passion for the pursuit of excellence. Today he is using that foundation to empower communities in the Western Cape.

Currently the Western Cape MEC for Cultural Affairs and Sport, Meyer has made it his duty to lead his department by living his portfolio, which ranges from building libraries and promoting sports to creating a nation that values and promotes culture and heritage.

Unpacking his portfolio, Meyer describes it as the “soul of the province”.

“We provide libraries so that learners and communities can learn about the global village. We provide heritage services so people can celebrate their heritage and cultural diversity. We build museums so people can celebrate their history. We offer cultural services so

indigenous groups can preserve their cultural rights and we provide sport and recreation services so South Africans can participate in sport and ... have healthier and happier lifestyles.”

Meyer was born and bred on the West Coast. He matriculated from Weston High School in Vredenburg in 1980. Intrigued by his father’s passion for helping the community, Meyer followed suit and began a career in public administration.

“My father was a bricklayer by profession. He would go to work in his overalls and when he returned he would change into a suit to carry out his community work. I always wondered where he would go and what was he doing until I began reading the minutes he would

bring back from every meeting," he recalls.

As a teenager, Meyer would go through the minutes, fascinated by his findings. "I noticed a pattern. People would complain about something and my father did his utmost to help solve the problem."

One thing in particular struck a chord with him. A nearby crossing was the site of many deaths and it was his father who came up with a solution. "My father, with the help of the local municipality, was able to install a traffic light to prevent further deaths. I wanted to help people and make a difference just like my father did."

Equipped with a PhD in Public Administration from the University of Stellenbosch in 1983, Meyer embarked on a career that saw him alternating between lecturing at the university and working his way up the ranks at the provincial government. He progressed from his position of chief director of training in 2001 to that of MEC of Social Development by 2009. Meyer took up his current role in 2010.

"I must admit I was never a sporty person but since my appointment I have made up the lost time and have become extremely involved in sport. I cycle a lot and have participated in many races and recently took part in the Big Walk," says Meyer proudly.

Creating a united heritage

"Culture is extremely important to people. It is our way of life," says Meyer. However, a lack of respect for and understanding of other people's cultures is often the source of conflict. This is why Meyer and his department have launched the 'Your culture, my culture, our heritage' campaign.

"People need to learn that we are all South Africans and we need to embrace and respect other cultures."

On Heritage Day last year, Meyer and his team tried a different approach. "We decided to live culture. We embarked on an inter-faith forum, which saw us visit a Lutheran church and spend time with a priest. We then visited a synagogue and spent time with a rabbi before ending the day at a mosque talking to an

imam. The most fascinating part of this spiritual revolution was that none of these religious leaders spoke about their religion; they spoke about our united heritage – that is the message we want South Africans to adopt."

Preserving the culture and heritage of indigenous people is another important aspect of his department's work.

"The Western Cape is home to many different origins of indigenous people, from the Khoi San to the Griqua. We have declared numerous heritage sites in and around the province and are in the process of establishing a Khoi San Heritage Centre."

Through its museum services, the department has also created new permanent exhibitions at the Hout Bay Museum, CP Nel Museum in Oudtshoorn and Wheat Industry Museum in Moorreesburg. Heritage sites to promote social inclusion have also been identified in Salt River, Rocklands and Mitchells Plain.

"Language is a crucial element to any culture," he says. As a result Meyer's department has rolled out sign language training sessions in Khayelitsha to teach deaf parents and children how to communicate.

"People need to learn that we are all South Africans and we need to embrace and respect other cultures."

Connecting communities

The department has also embarked on a widespread campaign, connecting communities through a massive information and communication technology infrastructure programme.

In the past year over R185 million was set aside for enhancing libraries and creating hybrid hubs. The libraries are based at schools but also open to the public.

"A school is the hub and centre of any community and if we integrate the two we create libraries as centres of social inclusion. Mothers and babies can use the libraries to learn and meet with other parents while they wait for learners to finish school. This will allow families and children to grow up in a library environment which stimulates learning from a young age."

The R102 million that was injected into local municipalities will result in three new libraries being built, namely the KwaNonqaba Library in Mossel Bay, Nkqubela Library in Robertson and Prince Alfred Hamlet Library in Witzenberg. The new libraries will create almost 330 jobs for locals. >>

In addition, 87 new sites in rural areas have been identified for new and mobile libraries to be rolled out in the near future.

A chess revolution has also taken over the Western Cape and other parts of the country. Chess, says Meyer, is not just a game, but the cheapest option government has to equip youth with life-changing skills, while simultaneously improving Maths and Science skills.

The sport of chess, as a life tool, has been introduced into libraries across the province. "Chess is a sport that teaches learners about the consequences of every move they make, not only on the chessboard but in life itself. It teaches learners about personal responsibility for their actions, and increases analytical and problem-solving skills that they can adapt in the classroom and in their lives."

To date over 2 000 learners have benefited from the chess revolution and as a result of this success the department has rolled out the netball revolution. Fifty netball clubs have joined the development programme, which aims to change the lives of many young girls in the province. The goal is to get young girls interested in sports like netball and off the streets.

Eight municipalities have become involved and will roll out 11 sport projects this year, which include building a cricket pitch, cycle tracks, gyms, rugby, netball, football fields and athletics tracks.



"Our biggest achievement is our MOD After School Programme," says Meyer. MOD stands for Mass participation; Opportunity and access; and Development and growth.

"We have noticed that after school children are on the streets while their parents are still at work. There is no supervision so we needed to address this immediately."

The MOD programme has become one of the flagship initiatives of the Western Cape Government and changed the lives of over 12 000 youngsters in the province. It is an after-school programme which runs from 2pm to 6pm offering sports activities, classes and guidance to learners. Currently, 174 MOD centres across the province provide sport and recreational activities to learners from disadvantaged communities. The centres were set up in communities across the province last year with the help of the Interdisciplinary Centre of Excellence for Sport Science and Development and the University of the Western Cape.

The focus of this project was researching the socio-economic benefits of sport and recreation for Western Cape communities. Due to the impact of the project, the department

injected R22 million to provide more after-school sport and life skills programmes for learners. Together with the Western Cape departments of education, health, community safety and the Chrysalis Academy, 32 MOD centres will receive additional staff to carry out the programmes.

"Our goal is to get learners off the streets, out of gangs, violence and danger and get them into programmes like sport and life skills. The impact these centres can make will change communities province-wide and eventually countrywide.

"My overall goal is to create a healthy, happy and active nation and I will lead by example", says Meyer. 



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CT006/13



Partnering to make a difference to alcohol abuse

In 2009, we put together a plan of action that saw SAB take the lead in tackling alcohol abuse in South Africa. This three-pronged approach is focused on leading industry co-regulation, investing in programmes with real impact and making sure that we lead by example.

So, together with the Industry Association for Responsible Alcohol Use, we develop and monitor the industry's advertising and promotions code of practice. And we promote positive behaviour with our employees through our Alcohol Way Training. Our approach extends to those who sell our products too, through Our Responsible Trader Programme. Through this, we make sure traders understand alcohol abuse and the harm it causes communities.

A close partnership with the DTI, NYDA and the provincial Departments of Education has seen the roll out of our You Decide programme to tackle the issue of underage drinking head on. And we aim to stamp out foetal alcohol syndrome through our work with the Foundation for Alcohol Related Research by empowering local communities in De Aar and surrounding towns in the Northern Cape.

For over 119 years we've been part of the fabric of South Africa. We always have, and always will, work for our society, our customers and our consumers.





HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL
of South Africa

WHAT IS THE HRDC AND WHAT ARE ITS OBJECTIVES?

The Human Resource Development Council of South Africa (HRDC) is a national, multi-tiered and multi-stakeholder advisory body under the leadership and stewardship of the Deputy President. It is managed by the Ministry of Higher Education and Training. It was established in March 2010. Membership is comprised of government ministers, senior business leaders, organised labour, academia and civil society.

It ensures that all relevant policies, projects, interventions and strategies are streamlined and optimised to support overall government objectives and not merely sectoral imperatives. The council meets at least four times a year.

The HRDC Provincial Co-ordination Forum was established with the mandate of creating a link between the HRDCSA and HRD activities at provincial level. It encourages provinces to form their own HRD Councils and to work in alignment with the national structures.

The HRDC is supported by the **Technical Working Group (TWG)**, which is co-chaired by business and labour. It is supported by a team of experts consisting of Technical Task Teams that are appointed on an issues basis to drive the work of the HRDC's priorities. The work of all these Technical Task Teams below will be showcased at the HRDC summit in February 2014.

1. Foundational Learning Technical Task Team

Investigating key leverage interventions within the schooling system that if addressed will have the biggest impact on the quality of schooling in the country.

2. Further Education and Training Colleges Technical Task Team

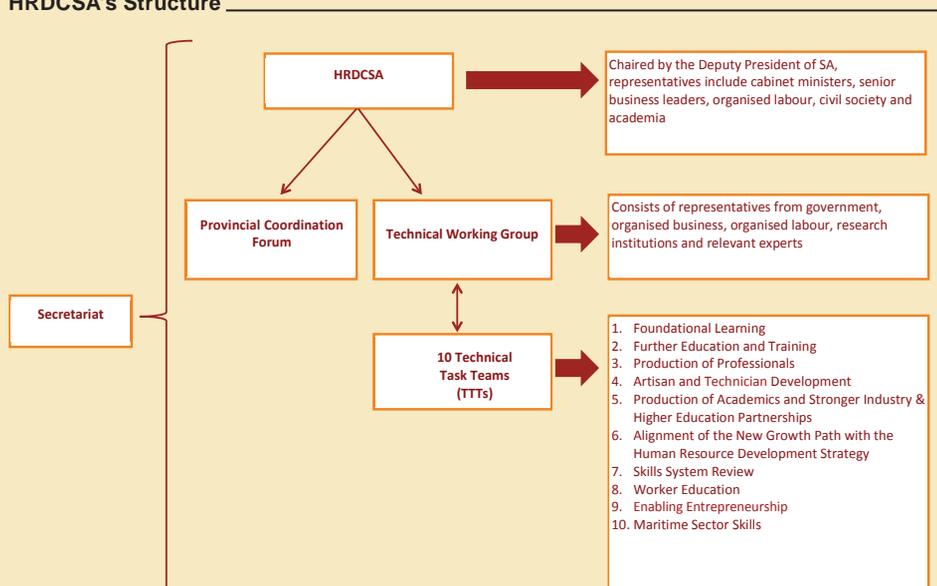
The FET Colleges Technical Task Team was established with a mandate, to "Propose measures on how to strengthen and support all Technical and Vocation Education and Training (TVET) Colleges in expanding access and improving quality". Three broad themes were identified as a framework to assist TVET colleges to achieve their mandate:

- The formation of **Partnerships** for co-ordination of the implementation of interventions;
- Mechanisms for students access to **Pathways** towards occupational routes, further learning opportunities, entrepreneurship and work places.
- Internal functions of colleges to offer students a **Positive Learning Experience** eg. student support, lecturer development, improving college management etc.

3. Production of Professionals Technical Task Team

The Production of Professionals TTT was established to develop recommendations regarding ways to increase the number of professionals in South Africa. The TTT identified blockages along the entire education and training pipeline right from schooling through to the world of work. The TTT is currently working with professional

HRDCSA's Structure



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Deputy President of the Republic of South Africa

Nzimande Blade

Minister of Higher Education and Training



PARTNERING TO INNOVATIVELY DEVELOP SA'S HUMAN POTENTIAL

bodies to determine ways of supporting professional bodies to play a much stronger role in the development of professionals in each of the respective professions.

4. Artisan and technician development technical task team

The Artisan and Technician Development Technical Task Team was established to identify blockages in the artisan and technician pipeline. The TTT has identified four key blockages and has set in place processes and mechanisms to unlock the blockages.

5. Production of Academics and Strengthening of Higher Education Partnerships Technical Task Team (PASHEPI – TTT)

This Technical Task Team's mandate is to propose measures to the HRDC on how to improve the production of academics and how to forge stronger industry-higher education partnerships/linkages

6. Alignment of the new growth path with the human resource development strategy

The aim of the task team was to ensure that government's human resource policies are aligned with its economic development strategies. The TTT has recommended that economic departments play a much stronger role in skills planning and this recommendation is being driven forward by the Department of Higher Education and Training.

7. Skills System Review Technical Task Team (SSR-TTT)

The Skills System Review Technical Task Team (SSR-TTT) was established to review the current skills system in South Africa and to establish whether the current sectoral approach to skills delivery in the country is the best model for South Africa.

8. Worker Education Technical Task Team
In order to develop a clear and collective

framework on an integrated, accredited and non-accredited worker education and training system in South Africa, the Worker Education Technical Task team embraces this vision: "Capable and skilled workers in a just society free of poverty, inequality and unemployment".

9. Enabling Entrepreneurship Technical Task Team

The Enabling Entrepreneurship Technical Task Team is investigating ways in which to strengthen the delivery of entrepreneurship curriculum in schools, FET colleges

and universities so as to create a much stronger culture of entrepreneurship in the country. The TTT is also developing recommendations as to how to better support existing small businesses.

10. Maritime Sector Skills Technical Task Team

The Maritime Sector Skills Technical Task Team is investigating the key human resource challenges facing the maritime sector and will develop recommendations regarding an approach that should be adopted to address the shortage of skills in the sector.



**HUMAN RESOURCE DEVELOPMENT
COUNCIL SUMMIT**

***“Unearthing SA's human
potential for Growth and
Development”***

**20-21 February 2014
Gallagher Estate**

Purpose: To share the research outcomes and the work done by HRDC and its Technical Task Teams

Key speakers:

- 1 Deputy President of the Republic of South Africa: Mr Kgalema Motlanthe
- 2 Minister of Higher Education and Training: Dr Blade Nzimande

Other speakers include

- 1 Participations from Provincial HRD Councils
- 2 International Speakers.

Exhibitions by companies and Institutions within the Skills Development and Education and Training Sector



Public servants honoured at AMARA awards

South Africa's top recruitment professionals, among them three from the Public Sector, were honoured at the recent Avusa Media Annual Recruitment Awards (AMARA).

The awards, which have become a platform to honour those making strides in the field of human resources, saw Lettah Maluleka, an assistant director in Human Resource Practices at the Department of Energy, walk away with the AMARA HR Officer of the Year (Public Sector) Award. In second place was NIS Mbhele from the Department of Arts and Culture, with Gregory Moroke from the Department of Tourism in third place.

Perinatal HIV Research Unit in Cape Town, received the Outstanding African Scientist Award. Her remarkable work on the HIV epidemic in sub-Saharan Africa focusing on the epidemiology and biology of HIV and her advocacy work for improving the care of HIV-infected individuals earned her the award. Together with her team, she has demonstrated relevant outcomes on prevention of mother-to-child transmission, as well as mortality of infants diagnosed with HIV, which has changed international treatment guidelines for children. The Outstanding Scientist Award honours senior researchers who have made outstanding achievements in their field and who are recognised as research leaders in Africa.

Dr Meintjes, who is Associate Professor of Medicine and Adult Infectious Diseases at the University of Cape Town (UCT), received the Rising Star Award. He jointly established and ran the Infectious Diseases Unit at GF Jooste Hospital in Cape Town from 2004 and in 2012 joined the Institute of Infectious Disease and Molecular Medicine at UCT. The Rising Star Award recognises scientists who have made significant achievements in their field and who will continue to become leaders in their fields of research.

The awards are open to scientists from sub-Saharan Africa who have spent the majority of their careers based in Africa working on HIV/AIDS, tuberculosis and malaria within the scope of the EDCTP programme.

Local scientists awarded for their contribution to health

Two renowned health scientists, making tremendous strides in their respective fields, have received recognition for their work from the European and Developing Countries Clinical Trials Partnership (EDCTP).

Dr Glenda Gray and Dr Graeme Meintjes each received prestigious awards recently and were congratulated by Science and Technology Minister Derek Hanekom.

Dr Gray, a founding executive director of the





SA scoops gold in India

South Africa was named the best foreign exhibitor at the 33rd India International Trade Fair (IITF) held in New Delhi, India, recently.

This is a huge achievement for the country, which had 35 local crafters exhibit at the South African National Pavilion.

Deputy Minister of Trade and Industry Elizabeth Thabethe was thrilled with the win. "This award does not belong to the Department of Trade and Industry but to South Africa as a country. For us to be crowned the best foreign exhibitor in an international trade fair in which about 6 000 exhibitors, including 250 countries participating, is a great achievement. We are all proud of this award as it shows that we as a department have been good ambassadors for the country. It also means that the quality of the companies that were exhibiting in our stand created a good impression among the judges and the visitors," said Thabethe.

The IITF is one of the largest integrated trade fairs in the world and offers exhibitors visibility for their products and services. Products displayed range from leather, textiles and handicrafts to jewellery furniture and furnishings. More than a million people visited the 14-day IITF.

South Africa was awarded a gold medal for its efforts.



SA exhibition in India.

New wage increase for domestic workers

Employers of domestic workers across the country are urged to take note of the recent increase in wages and ensure they abide by the new pay progression.

The new wage increase announced by Labour Minister Mildred Oliphant, sees all domestic workers working in metropolitan areas for more than 27 hours a week receiving an hourly wage of R9.63 and domestic workers in rural or small-towns now receiving R8.30 an hour.

The new wage adjustments are part of an annual

binding determination made by the Minister in terms of the Basic Conditions of Employment Act. The adjustments also state that contract cleaners are due a minimum wage of between R13.07 and R14.45 an hour.

Employers are also warned that domestic workers should not be made to work more than 45 hours a week for the same pay. This means that a domestic worker should not be forced to work more than nine hours a day for a five-day work week, or more than eight hours a day for a six-day work week. Workers are allowed to work extended hours only if overtime is paid at one-and-a-half times the normal wage or if a domestic worker agrees to receive paid time off. 

A man of the people

By: Setjhaba Maphalla and Mondli Mvambi

Pictures: GCIS

The Jan Smuts International Airport in Johannesburg is packed to capacity, with people coming in and out of the country, and some travelling locally. A lanky fellow with somewhat of an unkempt beard, clinching onto his teddy bear, snakes his way through the imposing crowd, and makes his way to customs.

This was during the 1980s when Ace Magashule used to go in and out of the country as a courier. He would travel to the ANC offices in Lusaka to get money and smuggled it back into South Africa. At times, he would also take many people out of the country for military training.

"I had to carry cash with me so I stuffed the money into a teddy bear. I would deliberately carry more than two bags and



FREE STATE PROVINCE



Premier Ace Magashule with Free State's top performing matric 2013 student Anje Elize Venter (Eunice Girls High) and HOD of Education in the Province, Stanley Malope.



The Premier addressing the media with the MEC for Education (right) Tate Makgoe, at the Well Done Function of the matric 2013 class, at Central University of Technology in Bloemfontein. The Free State Province obtained a pass rate of 87,4% which was the highest in the country.



Premier Magashule congratulates Leboea Tigeli of Lereng Secondary School in Ladybrand for his exceptional achievement. He was second overall in the province.



Premier Magashule meeting the SRC of the University of the Free State to give out bursaries.

at the airport would ask someone, preferably a white lady, to help me. 'Please lady, I have a lot of luggage. Please hold this teddy bear for me,' I would beg. After we had passed through customs, I took the teddy bear back saying, 'Thank you very much, have a good day,' before disappearing into the airport crowd. It was an exciting and dangerous life."

His dangerous life, of course, got him into trouble with the apartheid government more than once.



Premier Magashule showing his caring side.

He became a political activist at high school in Tumahole, Parys, where he was born, and went on to become a founder member of the Congress of South African Students in 1979. While studying, he was arrested and charged with treason in 1982 and was subsequently detained several times under the Internal Security Act. In 1985, he was held in solitary confinement for nine months. Ace was released just before the 1985/6 State of Emergency was declared and went underground, constantly on the move between Soweto, Durban and Cape Town.

His selfless sacrifice to the struggle against apartheid meant he would seldom see his family, but today, his hard work has paid off as he now leads the Free State Province as Premier.

Born Elias Sekgobelo in 1959 at Tumahole, Parys, he was actively involved in drama, soccer and boxing. He was, according to his self-confession, a prolific midfielder in his day and wore the number 8 jersey. His prowess on the soccer field earned him the nickname "Ace" – a name that stuck to this day.

Magashule found a natural home in the struggle against apartheid. By the time he enrolled at the University of Fort Hare, where he studied for a Bachelor of Arts, he was already a committed activist.

Education

His career as a teacher at Moqhaka High School in Sebokeng and Phehlang High School in Parys probably laid the foundation for his continued interest and encouragement of young people to actively pursue their studies. Since 1984, his efforts in assisting needy students to raise funds to pursue their studies at tertiary institutions throughout the country are well-known and today,

because of unwavering support towards education in the province, Free State is number one in the country with a pass rate of 87,4 %. His passion and dedication for education led him to initiate a fund called Friends of the Free State. He, along with MECs, mayors and business people in the area, contributes R1 000 every month to send needy children to school and university and to help in other social upliftment schemes.

Since he became Premier in 2009, the provincial government centralised the bursary scheme to the Education Department. Due to this more than 7 500 students go to university and over R300 million in bursaries and scholarships have been spent in the past four years.

The Free State provincial Grade 12 pass rate has improved steadily since 2009, when Magashule became Premier of the province and duly appointed Tate Makgoe as MEC for Education the same year.

The pass rate was at 69,4% in 2009, 70,7% in 2010 and 75,7% in 2011. This improved to 81,1% in 2012. The province set itself an ambitious target of 85% for 2013. Because the Free State pass rate for the class of 2013 is 87,4%, it represents an impressive improvement of 6,3%. A total of 23 689 candidates passed and only 3 416 failed.

In 2014 the Provincial Government will work even harder to successfully obtain our new target of 90%.

In line with the Free State Department of Education's motto of "Raising the bar and leaving no child behind", the

provincial government is proud that the majority of our schools in 2013 performed above 80%. Only 72 out of 332 performed below 80%.

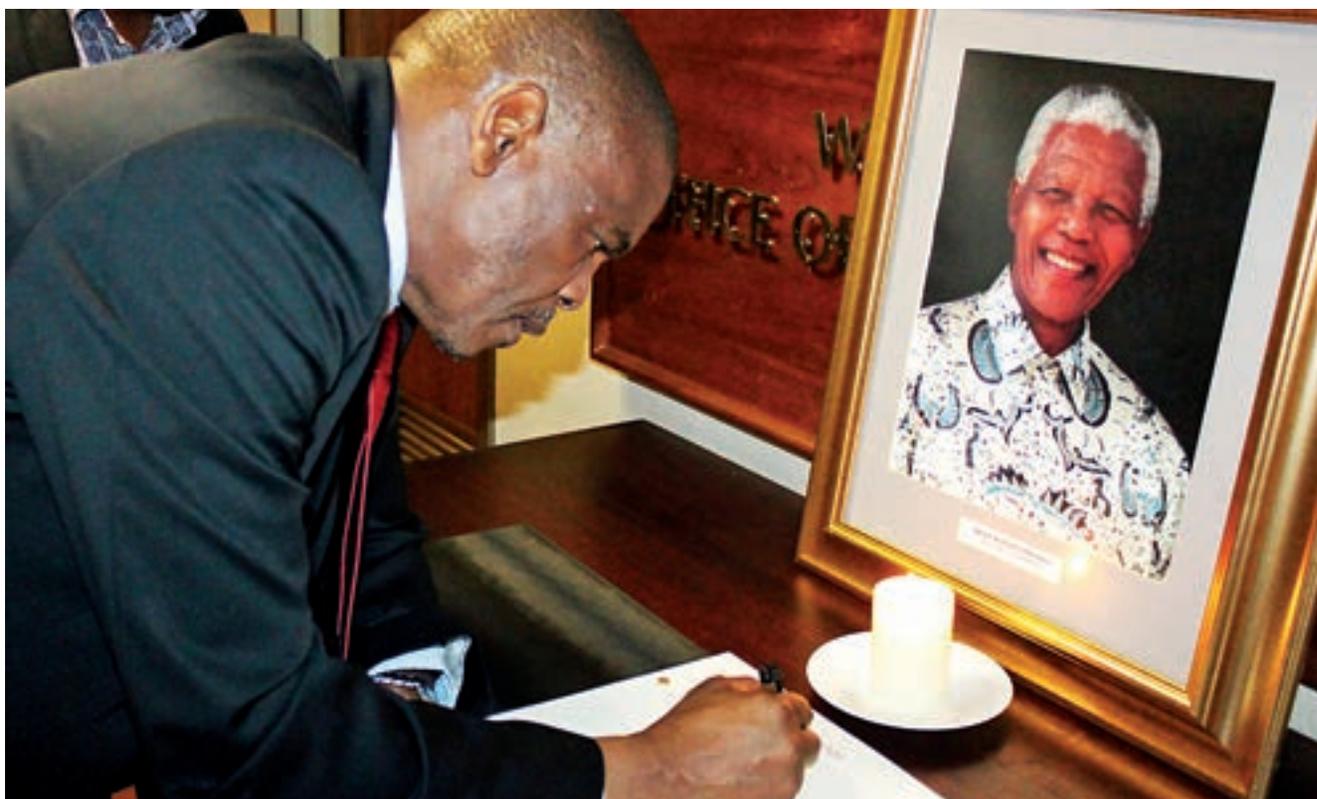
The number of bachelor passes has increased from 5 987 in 2009, 5 833 in 2010, 6 768 in 2011 to 6 937 in 2012 and 8 961 in 2013 which is a 33,1% increase, which is a remarkable improvement of 13,2% since 2009.

The successes emphasize that the Free State government is serious about improving the quality of the results. The 33.1% of candidates who have achieved Bachelor passes represent learners who have achieved 40% in their home language plus 50% in at least four other subjects and 30% in the language of learning and teaching (LOLT).

Only three candidates appear in the category of National Senior Certificate where the much spoken about three subjects with 30%, two with 40% and 40% in the home language with 30 % in the LOLT is a requirement.

In 2012, all Free State districts achieved 80% and above. The provincial government is now pleased to announce that all districts have performed at 86% and above in 2013, proving that the province is serious about the quality of results:

- Fezile Dabi District achieved 86,0%, up from 80,5%, an improvement of 5,5%.
- Lejweleputswa district achieved 86,6%, up from 82,6% in 2012, representing an improvement of 4%.
- Xhariep District obtained 81,8% in 2012. In 2013 this district improved to 86,9%, an increase of 5,1%.



Premier Magashule signs the official book of condolences after the passing of former President Nelson Mandela.



Premier Magashule engaging the masses during an Operation Hlasela.

“We have heard clearly that people expect us to work with increased determination to tackle all these challenges and advance further to achieve the establishment of a better Free State in which all people enjoy a better quality of life.”

- The most improved district is Motheo, achieving 87,9%, a whopping increase of 7,7%, from 80,2% in 2012.
- Thabo Mofutsanyana achieved a 88,4%, up from 81,3% in 2012, an improvement of 7,1%.

Gold, Silver and Bronze Schools

- 50 schools in the province obtained a 100% pass rate. These schools fall in the gold schools category. The number has gone up from 41 in 2012.
- Silver schools: 108 (90-99,9%). An increase of 28 from 2012.
- Bronze schools: 102 (80-89,9%). There were 76 schools in this category in 2012, an increase of 26.
- The 260 schools invited here today, perform at 80% and above. There are 63 more schools than in 2012, and 144 (124%) more than in 2010.



Premier Magashule has a soft spot for children.

Performance in mathematics, physical science and accounting

In 2013, 9 629 candidates wrote mathematics and 6 759 passed. This represents a 70,19% pass rate of the subject compared to 48,39%, 53,95% and 63,75% in 2010, 2011 and 2012 respectively.

Physical science results improved steadily from 44,04% in 2010, 55,21% in 2011 and 66,58% in 2012 to 73,96% in 2013.

Accounting results improved steadily from 54,16% in 2010, 60,23% in 2011 and 70,56% in 2012 to 71,58% in 2013.

It is noteworthy that our performances in these key subjects are all above 70%, once again illustrating our commitment to quality and excellence.

Politically, Magashule was mentored by Chris Hani and Winnie Madikizela-Mandela. He participated in the founding of the United Democratic Front in the 1980s. After spending some time in exile, Magashule became the chairperson of the ANC's Northern Free State region after the unbanning of the ANC. After the merger of the ANC's northern and southern regions in 1994, Magashule continued to hold key leadership positions. Having repeatedly been elected as the provincial chairperson, he has become the longest serving ANC provincial chairperson.

As provincial ANC chairperson, he served in an ex officio capacity in the ANC's national executive committee and this makes him one of the longest serving members of the NEC. At the ANC's 2008 Polokwane conference, he was directly elected as an additional member to the NEC.

Following the historic 1994 elections, Magashule served in the first Free State Provincial Executive Council as the MEC

responsible for Economic Affairs and Tourism. Throughout the years, he served in Parliament and only returned to the Free State Legislature following the 2004 general elections. He gained experience in the portfolios of agriculture, transport, public safety, security and liaison as well as sport, arts and culture. He has also served as the Chief Whip of the Free State Legislature. Magashule was elected Premier during the inauguration of the Free State Legislature on 6 May 2009.

Operation Hlasela

Operation Hlasela, among other things, seeks to ensure that Free State residents have easy access to government information and quality services close to where they live. "They want to work with government to build strong, sustainable communities with an effective and efficient local government sphere. We have heard clearly that people expect us to work with increased determination to tackle all these challenges and advance further to achieve the establishment of a better Free State in which all people enjoy a better quality of life," says Premier Magashule.

"Those who continue to live under conditions of abject poverty expect us to implement measures urgently to alleviate their plight. They want access to health care and quality basic education. They want to feel and be safe where they live and work. The unemployed want sustainable jobs", says the Premier passionately. "The homeless who live in conditions of squalor want decent housing, built on well-located land with access to basic service such as water, sanitation and electricity."

The Free State Provincial government has a well-defined and well-developed plan to overcome the key challenges facing its people. The plan, says Magashule, is to focus and prioritise on education, health, crime and safety, creating decent work and sustainable livelihood as well as rural development and agrarian reform. Magashule wants to ensure that the people of the Free State are well taken care of primarily because he knows all too well about hardship and poverty.

His father died when he was three, and he and his brother were raised by their mother, who was a domestic worker in Sasolburg. Political principals such as the late Nelson Mandela would become the kind of father figures to which he modelled himself.

His mother worked for the De Villiers family in Sasolburg. The family paid for his school fees on condition that he study Afrikaans, which he did, and today he is able to master the language and engage the Afrikaaner community when he is on the road. "As envisaged in the Freedom Charter, South Africa belongs to all who live in it – black and white", he says.



Premier Magashule listens to everyone no matter their stance in society.

Through Operation Hlasela, the Free State government has harnessed the individual efforts of all provincial departments and public entities to work together to achieve the determined outcomes. Co-operation with the local government sector has been strengthened. Operation Hlasela has brought together the resources of all spheres of government – national, provincial and local – in a focused manner in order to bring about real and concrete change in the lives and localities of the people.

"We did so precisely because we understand that in solving the problems of our people, we must attack poverty, underdevelopment, homelessness, unemployment, crime and all other social ills affecting our people. The Free State provincial government is well positioned for the future.

"We intend to continue our transformation process in 2014 and beyond. We will create a strong foundation for the future success of our people. Working together, we will realise our objective of a better life for all."

Magashule's term comes to an end in April, and he believes that he has done a lot for the province, even though there's much more that still needs to be done. So, will he become Premier again? "If it was up to me, I would go to a small town and just be content with being a mayor," he laughs. "On a serious note, it will be up to the ANC and the people of the Free State whether or not I remain," he adds.

Over the past four years, the man known to many simply as Ace has stood the test of time because of unmistakable humility and selflessness and he remains a favourite in the hearts of the people of the Free State.

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Marking the 50th anniversary of the Rivonia Trial

When a young political prisoner named Mac Maharaj smuggled the manuscript of Nelson Mandela's biography *Long Walk to Freedom* out of Robben Island in the 1970s, very few people knew that the manuscript would become an important document about the history of South Africa.

When Nelson Mandela was released from prison the book went on to be read by millions around the world and brought the attention of its readers to the man who was the first democratically elected President of South Africa. A film based on the book has now been released in cinemas across South Africa.

After he left Robben Island, Maharaj successfully ensured that the manuscript was transported off the island, all the way to London where the secret files were delivered into the safekeeping of a trusted friend. How ironic it is that Mandela appointed Maharaj the Minister of Transport when the first Cabinet was announced in 1994.

This story and others were shared in Pretoria recently as South Africa marked the 50th anniversary of the 1964 Rivonia Treason Trial, in which 10 leaders of the African National Congress (ANC) were tried for 221 acts of sabotage to overthrow the apartheid

system. The anniversary was held at the Palace of Justice in Pretoria, where the trial took place 50 years ago.

As he relived that crucial moment of our history, Maharaj told the audience of about 100 people that the Rivonia Trial was one of the most important chapters of South Africa's history and the struggle for freedom.

"Here we are, celebrating the 50 years of the Rivonia Trial. Our call to South Africans is never to forget what this history brought us. It was a very important time in our country," he said.

"There had been many trials in that march to freedom but there are two trials that stick out in my mind as highly celebrated trials and they are the Reichstag fire trial in Nazi Germany...and the Rivonia Trial."

Maharaj challenged South Africans to probe the events that had led to the trial and to learn something from them.

"Today we try to look at the trial from different angles to see what makes it significant and it is events like celebrating this anniversary that keep reminding us of our important history. We should continue to do so as



it reminds us of not only where we come from, but of the work that still needs to be done.”

While Maharaj spent 12 years in prison, others like Mandela, Raymond Mhlaba, Walter Sisulu, Ahmed Kathrada and Andrew Mlangeni were not as fortunate.

PSM spoke to Kathrada and Mlangeni, who both spent more than 26 years each on Robben Island.

Like Mandela and other political prisoners, Kathrada and Mlangeni knew that the government freeing them meant a free South Africa was coming. So when they were eventually released in 1989 after 26 years of incarceration, they knew their freedom would mark a new beginning in South African politics, one that ushered in an era of hope for many.

Nelson Mandela’s release from prison a year after that of Kathrada and Mlangeni saw the unbanning of the ANC. It was just a matter of time before the government could begin the negotiations to bring the shameful segregation system to an end.

But for Kathrada, or ‘Kathy’ as he is popularly known, the negotiations that followed in 1990 proved to be tough for the comrades.

One can only imagine the pride that went through the minds of these men on 27 April 1994 when thousands



of South Africans queued to cast their votes for the first time.

“The main achievement in 1994 was to have that right to choose who should govern you. Before then, all of us who are not white were treated as lesser human beings, without dignity. But what 1994 brought for the first time for us was dignity,” says Kathrada.

It is quite a forgiving statement for one who narrowly escaped the gallows.

Although he was very calm throughout the interview, there was a noticeable change in Kathrada’s tone and demeanour when I asked him what he thinks of young people who don’t see a reason to vote.

He feels strongly that while South Africa is still faced with many challenges such as poverty and unemployment, 1994 brought many material gains and life has improved significantly for many South Africans.

“When you vote you choose a government that you believe >>

will address your needs. I believe it is silly to say you will not vote for one reason or the other.

“There are many things that we can be proud of. More than 2,5 million houses have been built, over 80% of those houses are electrified and water is available in the majority of houses.”

While noting the progress made since 1994, Kathrada stresses that while 20 years is probably a lot in the life of a human being, it's not much in the life of a nation.

“We have got challenges ahead of us. The challenge is no more apartheid, the main challenges are hunger, poverty and unemployment, disease, education and health.”

This veteran says the end of the Second Decade of Freedom presents an ideal opportunity to mobilise society to tackle these challenges.

“The message young people need to know is that with freedom comes responsibility. They have a responsibility to their parents and the country. Their responsibility is to take advantage of the

universities that we have because we are short of skills.

“If young people don't take part in the democratic process of the country and things go wrong in the future, they are going to be blamed. It is their responsibility to vote. It's in their own interest and that of their children. Kathrada has published three books – *Letters from Robben Island* in 1999, *Memoirs* in 2004 and *A Free Mind: Ahmed Kathrada's Notebook from Robben Island* in 2005.

For veteran Andrew Mlangeni, the strides made in the last 19 years of democracy ought to be celebrated more.

It seems that for this trialist, who is the patron of the June and Andrew Mlangeni Foundation, retirement is not an option. The 87-year-old has been a Member of Parliament since 1994, which he views as a service to the nation, more than a duty.

“We have done a great deal to ensure that we change the situation of our people and that we ensure equality for all – black and white. In the last 19 years of our democracy, a lot has been done and some people don't realise that,” says Mlangeni.

“One should never apologise for the fact that several millions of houses have been built since 1994 and tap water and sanitation is available to many...there are challenges, no doubt, but there are successes too.”

However, he is quick to raise concerns about the structure of the economy of the country, which he says is limiting the growth of previously disadvantaged groups.

What should be done to undo the economic imbalances? Mlangeni reckons the strategy should be to ensure that the economy grows and amendments are made to laws that seek to address the economic imbalances of the past.

“It's a challenge and another issue is that our population is growing faster than the economy and we are unable to address the issue of unemployment at a reasonable speed,” he says.

As I left the gathering marking the 50th anniversary of the Rivonia Trial, I could not help but feel inspired by the vigour, passion and courage those veterans had 50 years ago. And in all of them, that spirit still lives on. ☺





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EPWP continues to build skills for the unemployed

Nine years since it was set up, the Expanded Public Works Programme (EPWP) has become the flagship of government's efforts to create jobs and alleviate poverty.

The EPWP is coordinated nationally by the Department of Public Works. Kgomotso Mathuloe, spokesperson for the programme, says since it was launched in 2004, the EPWP has provided 3,8 million job opportunities, just short of the target of creating 4,5 million job opportunities by the end of the second phase in March 2014.

Faced with a spike in youth unemployment, Public Works Minister Thulas Nxesi announced in his 2013 Budget Vote Speech that the "target for the creation of new job opportunities in the 2013/14 financial year has been upscaled from 1,2 million to 1,65 million".

This increase, said the Minister, brought the new target for the period 2009 to 2014 to almost five million "with a special emphasis on unemployed youth and women". The Minister also announced that some 8 000 youths would be recruited for artisan training to be employed by the national and provincial Departments of Public Works.

During its first phase from 2004 to 2009, the programme surpassed its Cabinet-mandated target of one million work opportunities a year ahead of schedule, with 1,6 million work opportunities created at the end of the initial five-year period.

A mid-term review of the EPWP Phase 2, conducted by the Human Science Research Council (HSRC) and partners – titled "Decent work for all" report showed that the programme had exceeded the targeted proportion of work opportunities for women and youth, with 60% of participants women and 50% youth, compared to the targets of 55% women and 40% youth, says Mathuloe.

She adds that by the end of March 2013, "more than three million work opportunities had been created across all EPWP sectors, namely infrastructure, non-state, environment and the culture and social sectors".

The EPWP is a government effort to use Public Sector

funding to provide income, work experience and skills development through the creation of work opportunities. A distinguishing feature of the EPWP is its use of labour-intensive methods in all its projects to maximise opportunities for work.

EPWP – a joint effort

Implementation of the EPWP is a joint effort by national, provincial and local government.

According to Mathuloe, the number of municipalities committed to achieving their EPWP targets has increased to 277. >>



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In addition to the three spheres of government, the programme also involves non-profit organisations (NGOs), community-based and faith-based organisations.

The importance of the EPWP is underscored by its inclusion in key government policies such as the New Growth Path (NGP) and the National Development Plan (NDP).

“In both of these, the EPWP is positioned as a key programme to contribute to achieving government’s goals of halving unemployment and addressing gaps in the social protection system of the country,” says Mathuloe.

In the NGP the EPWP is an important contributor to ‘Jobs Driver 1’ (infrastructure development) by means of increasing the labour intensity of government infrastructure investments and ‘Jobs Driver 4’ (social capital) through the expansion of the Community Work Programme.

The NDP echoes the NGP in this regard and sets out an ambitious vision of the EPWP reaching two million unemployed people a year by 2020 or earlier.

Minister Nxesi has expressed a desire to see community organisations being more involved in the programme. “As we move into Phase 3 of the EPWP, we have to ensure that all these stakeholders are on board, that they are supported where necessary and that, collectively, we further upscale EPWP programmes.”

The EPWP has proved particularly effective in projects that create jobs while uplifting poor communities. Projects undertaken as part of the EPWP include the:

- Construction and maintenance of roads.
- Working for Water projects involving the removal of alien vegetation.
- Home community-based care projects in which caregivers are trained to look after sick patients at home.
- Refurbishment of hospitals and schools.

- Cemetery maintenance programme in rural municipalities.
- It has also been used to roll out programmes such as school nutrition, community crime prevention, school mass participation and mass literacy campaigns under the social-sector programmes.

The sheer scale of the programme makes it “one of the key catalysts in government’s job-creation drive”, says Mathuloe.

EPWP Phase 3, which will begin in April 2014, will build on the lessons learnt during the previous phases. It aims to take the role of public employment to the next level.

“This will partly be about achieving the scale that the country so badly needs. At the same time, however, the issue of scale and of numerical targets should not dwarf all other considerations,” cautions Mathuloe.

Tackling youth unemployment

A significant part of the EPWP is the National Youth Services (NYS) Programme launched in 2007 to address specifically the high rate of youth unemployment. Mathuloe describes the NYS as “a year-long skills training and development initiative”.

Through the NYS, young people are provided with basic skills so that they can enter the job market. “This programme aims to provide unemployed South African youth with technical skills and life skills training, access to practical work experience and mentorship,” Mathuloe explains.

By December 2014 the programme had benefited 14 468 young people. “A total of 1 526 beneficiaries are participating in the programme at the national department and 4 403 are participating at provincial departments,” says Mathuloe, adding that 92 apprentices are participating in the department’s NYS Artisan Development Programme which was implemented jointly with Northern Cape.

The Department of Public Works says it intends to increase the number of youth participating in the NYS in the 2013/2014 financial year to 3 500. In addition, the department is rolling out the Artisan Development project to increase the number of artisans from 92 to 120. 



BRICS countries tackle urbanisation

When Victor Maluleke, a 21-year-old student from Xikundu in Limpopo, leaves a Further Education Training college in Polokwane as a qualified technician, options for him to return to his village to find employment are minimal.

Due to a lack of opportunities Maluleke and thousands of others who want a better future are forced to leave their families behind and flock to the cities to seek employment in the hope of making a living.

This movement, known as urbanisation, is a point of concern for major cities in emerging economies and the BRICS countries – Brazil, Russia, India, China and South Africa – recently said they could learn a lot from each other by sharing information about dealing with this phenomenon.

Urbanisation is a thorn in the side for many countries, especially emerging economies. Delegates from the five emerging powerhouses met behind closed doors in Durban at the BRICS Urbanisation Forum held in November 2013 to compare notes with the aim of tackling this global occurrence.

After India hosted the first edition of the forum in New Delhi in February 2013, it was resolved that the BRICS member states should find areas of cooperation to deal with food security, poverty alleviation, rural-urban migration, water and waste management, public health and sanitation.

In an interview with *PSM* after the conclusion of the forum, Cooperative Governance and Traditional Affairs (Cogta) Deputy Minister Andries Nel said different countries laid their cards bare and revealed how they dealt with urbanisation.

“South Africa is urbanising at a tremendous pace. It is estimated that at the moment about 63% of our population lives in urban areas and over 70% of the people will live in urban areas.

“Now China, for example, is planning that by 2030 or 2050, they want to achieve one billion people living in urban areas. To do that, they would need to add 250 million people to their cities. That is five times the population of South Africa.

“So it is a huge challenge and I think we can learn a lot from each other through those different experiences”, he said.

Back home, urbanisation has added to the country’s demand for low-cost housing with citizens moving closer to urban areas without shelter and adequate employment opportunities. This has, over the years, led to the emergence of informal settlements in most areas.

Cooperative Governance and Traditional Affairs Minister Lechesa Tsenoli leading the South African delegation at the recent BRICS Urbanisation Forum in Durban.





BRICS delegates.

Nel said his department was already responding to challenges associated with urbanisation. He added it was important for South Africa to embrace the advantages of urbanisation, such as economic development, quality of life and also environmental sustainability, while curbing the negatives that come with urbanisation in the form of concentrations of inequality, urban poverty and environmental degradation.

“[Urbanisation] is something that occupies a central place in our National Development Plan and Cogta, working with a whole range of other departments, has released a discussion document on an integrated urban development framework.”

Government has identified rural development as one of several other ways to deal with urbanisation – helping keep citizens in rural areas by taking opportunities to them.

Among other interventions, government is already targeting poor towns and rural areas through the 18 Strategic Integrated Projects (SIPs) to eradicate poverty and inequality.

SIP 18 is government’s 10-year plan which will see the State investing in infrastructure projects that cut across geographic, energy, spatial and social infrastructure development projects.

In 2012, SIP 18 was approved by the Presidential Infrastructure Coordinating Commission (PICC), which is a high-level government team of ministers, premiers and metro mayors chaired by President Jacob Zuma.

At the end of the BRICS Urbanisation Forum in Durban, delegates agreed that the report from the meeting would be forwarded to the 6th BRICS Summit, set to take place in Brazil in 2014.

Four years of cooperation

When South Africa joined the BRIC bloc of countries on invitation in 2010, global economies had just survived the 2008 recession during which millions of jobs were shed.

Traditional economic power houses like the Euro-zone and the West were struggling to recover from the global meltdown, recording slow growth that would remain stagnant over a few years.

On the other side of the coin, emerging economies also shed jobs but turned their misfortunes into good outcomes.

When the tide came, the South African Government took a surf board and rode the wave.

The BRICS countries turned to domestic consumption in the face of uncertainty about much-needed foreign investment by their traditional trade partners.

South Africa, for example, changed tack and applied counter cyclicity. This means that during bad >>

times, National Treasury allowed the budget deficit to increase but when the economy recovered, it reined in the deficit. High-spend infrastructure projects were at the top of the agenda.

Looking back on South Africa's inclusion in BRICS, Nel said being associated with emerging economies had boosted the country's international stature.

"The manner in which the BRICS countries have been asserting themselves in the arena of global politics and economics has come to the fore very strongly. One only has to think back to the recent G20 Summit where there were crucial issues of how the world has to deal with the situation in Syria. The BRICS countries played a meaningful role and South Africa, within that context, played an especially meaningful role".

BRICS member countries had so much political clout that when the G20 group of countries met on the opening day of the G20 Summit in St Petersburg in September, Russia's President Vladimir Putin reportedly shot down a motion from United States President Barack Obama to have his then planned military strike on Syria debated.

Putin is said to have waved off the debate, announcing that it would be discussed when the heads of state met for dinner. The majority of heads of state shared Putin's views on that development.

In 2013 South Africa hosted the BRICS Summit during which the leaders of these emerging economies announced the formation of the New Development Bank.

More details about the structure of the bank emerged when BRICS leaders met ahead of the G20 Summit in St Petersburg, where it was decided that the BRICS-led New Development Bank would have an initial subscribed capital of US\$50 billion from the BRICS countries.

A contingency reserve arrangement, as agreed upon at the Durban summit in March, would have an initial size of \$100 billion which would help BRICS countries forestall short-term liquidity pressures and further strengthen financial stability.

This was a milestone for the BRICS countries.

Benefits of BRICS membership

Daniel Silke, an economic and political analyst, says being part of this elite club has raised South Africa's profile.

"I think it has been a public relations coup for South Africa and I think the public relations benefit of being added to the club could not have been bought in a monetary sense. The inclusion put South Africa amongst the biggest emerging markets in the world." This had increased South Africa's global footprint, he said.

Silke said the next big step for South Africa would be to lobby for the New Development Bank be located in the country.

"What BRICS has done is legitimise South Africa as a major global economy, even though our own economic data has been somewhat disappointing over the course of the past year or two.

"The BRICS involvement keeps South Africa's flame of global stature alive at a time when our economic statistics need a fair amount of oxygen to keep burning," he said.

In an earlier analysis, Silke predicted that the five countries – which today contribute in excess of 50% of global growth – will change the future of finance, business and politics in the world.

Silke also said South Africa's involvement in the BRICS club had, from a trade point of view, legitimised the country as a player.

"When it comes to intra-trading within the BRICS countries, I think we have seen more interest coming from China, which is no surprise and I think it is increasing to countries like Russia with the potential of Russian investment into South Africa. I think the BRICS partnership has made South Africa an identifiable trustworthy partner to some of the BRICS countries that we did not have that close an association with. I think that is where it has helped us," he said.

Silke added that being part of BRICS, on a global scale, now allows South Africa to join the debate on the remodelling of institutions, with "South Africa becoming a voice within developing nations of the world within or outside of BRICS with regard to reforming the World Bank, the International Monetary Fund or reforming the United Nations and . . . South Africa does enter that debate".

"What BRICS has done is it has legitimised South Africa as a major global economy, even though our own economic data has been somewhat disappointing over the course of the past year or two."

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CEO of the Municipal Demarcation Board, Ms GC Gumbi-Masilela.

THE MUNICIPAL DEMARCATIION BOARD

The Municipal Demarcation Board (MDB) was established on 1 February 1999, following the promulgation of the 1996 Constitution and the Local Government: Municipal Demarcation Act, 1998.

The MDB is independent and its status as an independent authority is protected by sections 155 and 157 of the Constitution, and by section 3 of the Demarcation Act, 1998, and has been confirmed in various judgements of the Constitutional Court.

VISION

The vision of the Board is to contribute to constitutional democracy through the spatial reorganisation of the whole territory of the Republic of South Africa, to make recommendations based on capacity assessments of the ability of municipalities to perform their powers and functions and to give advice and support to enhance the development of a sound system of local government.

MISSION

The mission of the Board is to perform its functions and exercise its powers in such a manner so as to empower municipalities to:

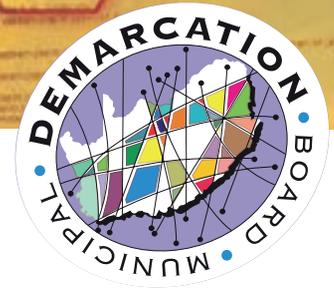
- fulfil their constitutional obligations;
- provide democratic and accountable government for the local communities;

- provide services to communities in an equitable and sustainable manner;
- promote social and economic development;
- promote a safe and healthy environment;
- enhance effective local governance;
- plan and implement integrated development plans; and
- develop a tax base as inclusive as possible of users of municipal services in the municipality.

MANDATE OF THE BOARD

The mandate of the MDB is provided for in the:

- Constitution of the Republic of South Africa, (Act 108 of 1996)
 - Local Government: Municipal Demarcation Act, 1998 (Act 27 of 1998)
 - Local Government: Municipal Structures Act, 1998 (Act 117 of 1998)
- ❖ **The Constitution** mandates the Board to determine municipal boundaries, and to delimit wards independently (sections 155(3)(b) to and 157(4)(a).
 - ❖ **The Municipal Demarcation Act (MDA), 1998** provides that the Board is a juristic person, is independent and must be impartial and must perform its function without fear, favour or prejudice (MDA sec 3). The Board must determine municipal boundaries in accordance with this Act and other



Board members

Back row: Khosi Jeffrey Ramovha, Prof. Nicolaas Steytler, Mr Ashraf Adam, Ms Wendy Ovens and Mr LD Tsotetsi. Front row: Mr Landiwe Mahlangu and Ms Nondumiso Gwayi.

appropriate legislation enacted in terms of Chapter 7 of the Constitution, and must render an advisory service in respect of matters provided for in this act and other appropriate legislation (MDA 1998, sec 4).

- ❖ **The Municipal Structures Act (MSA), 1998** provides that the Board must delimit wards (MSA, 1998 - Schedule 1). The Board must also declare district management areas (MSA 1998, section 6), and consider the capacity of district and local municipalities to perform their function and to exercise their powers, and to provide advice to MEC's responsible for local government (MSA 1998, section 85).

THE DETERMINATION OF OUTER MUNICIPAL BOUNDARIES

The municipal outer boundaries are reviewed every five years and linked to the local government elections. The continued review of the outer boundaries is necessitated by the need to redress the apartheid spatial settlements. Such settlements have resulted in poor areas on the one end and, rich affluent areas on the other end. This is indicative of the current status municipalities find themselves in. One of the key strategic objectives of the Municipal Demarcation Board is to ensure that municipalities are well positioned to discharge their Constitutional mandate.

The recent outer boundary cycle began to give effect to section 25(l) of the Municipal Demarcation Act (27 of 1998) regarding

the rationalisation of municipalities. This in view of the MDB's efforts to create efficiency levels, enhance access to services by municipalities and to create an enabling environment for municipalities to pool together resources and capacities to better discharge their mandate to their communities.

The Board, by and large, consults with municipalities, traditional leaders and communities as well as the affected communities to discuss the modalities of the boundary changes and the impact they have on communities, especially service delivery impact. The public participation happens throughout the process and parts of this process are legislated and regulated by law.

With the finalisation of the outer boundary redeterminations in 2013, the result was the reduction of the number of municipalities as quite a significant number of municipalities opted for the amalgamation. This means the total number of municipalities will be reduced from 278 to 267 after the next local government elections in 2016 and this involves nine metropolitan municipalities, 43 district municipalities and 215 local municipalities determined by the Board.

Work is currently afoot to manage this transformation. Both the national and provincial departments responsible for local government are busy with interventions to ensure that there is improved human and physical capacity, financial management, >>



Operations and Research Division
 Top row: Ms Ayanda Monkhe, Mr Mthobisi Manzini, Mr Kamal Khadua, Mr Thabiso Plank, Ms Nangomso Jacobs and Ms Liz Mazibuko.
 Bottom row: Mr Fazel Hoosen and Ms Hester Marais.



Finance, Procurement and IT Division
 Ms Mpho Ratya, Ms Pikkie Saunders, Mr Evans Molepo, Ms Maureen Ramatlapeng, Mr Shandu Mathivha, Mr Jonathan Robson, Ms Matankiso Mahlangu and Ms Nontokozi Malinga.

socio-economic planning and implementation and strategic advancement of municipal performance.

THE DELIMITATION OF MUNICIPAL WARDS

After having finalised the process to demarcate outer boundaries of municipalities in 2013, the next cycle is the ward delimitation process and the MDB must now begin to prepare. This process will commence immediately after the national and provincial elections in 2014, following the publication of the formula for the number of councillors by the Minister of Co-operative Governance and after the MECs responsible for local government in their respective provinces have determined the number of councillors.

Successful local government elections were held in 2000 and 2006 within electoral wards delimited by the Board. For the 2000 local government elections, 3 754 wards were delimited, and for the 2006 elections 3 895 wards were delimited. For the 2011 local elections, the MDB delimited 4 277 municipal wards.

The delimitation of wards for the 2016 local government elections will commence after the publication of the formula

to determine the number of councillors by the National Minister of Co-operative Governance and Traditional Affairs. The MECs responsible for local government in the nine provinces will use this formula to determine the number of councillors for each municipality in terms of section 18 of the Municipal Structures Act, 1998. The Municipal Structures Act makes provision for the MECs to deviate from the formula. The Minister’s determination is published in the Government Gazette, while section 18 notices are published in the Provincial Gazette.

Public consultation during the ward delimitation process

Over the years, the approach taken by the Board in the delimitation of wards local government elections is to promote an inclusive process whereby final wards would not be imposed on municipalities or communities, but would be a product of consultation and engagement by municipalities with local communities within the various municipalities. This will result in consensus within municipalities on the most suitable ward boundaries for the term of office of the municipal councils to be elected. In this way the Board has enabled municipalities to be given an opportunity, in

Ward delimitations for local elections in 2000, 2006 and 2011

PROVINCE	2000 MUNICIPAL WARDS	2006 MUNICIPAL WARDS	2011 MUNICIPAL WARDS
Eastern Cape	601	636	715
Free State	291	300	317
Gauteng	446	423	508
KwaZulu-Natal	748	771	828
Limpopo	445	513	543
Mpumalanga	393	365	402
Northern Cape	162	174	194
North West	338	365	383
Western Cape	330	348	387
Total	3754	3895	4277



Finance, Procurement and IT Division
Mr Mteteleli Gqalane and Mr Nick Ligege.



Corporate Services Division
Top row: Ms Vanie Naidoo, Ms Maggie Somanje, Ms Zeone Adams, Ms Nalini Zoller and Ms Masesi Koto.
Bottom row: Ms Andile Mhlongo and Ms Bongiwe Baloyi.

consultation with their local communities, to engage and, where necessary, revise draft wards prepared by the officials of the Municipal Demarcation Board. Municipalities can thus determine the preferred sets of wards for each municipality.

As in the case of outer municipal boundaries, the MDB will embark on a lengthy consultative process before ward boundaries are finalised in compliance with the criteria provided for in schedule 1 of the Structures Act, 1998. Draft sets of ward maps will be made available to the public and other stakeholders, and the Board will convene and facilitate consultative meetings frequently and, as and when required, with a view to encourage the public and stakeholders to reach an agreement on the ward boundaries before the commencement of the legal process. Draft circulars and other relevant forms of communication will be employed and released from the commencement of the process to keep the public and other affected stakeholders abreast with developments in this regard.

MUNICIPAL CAPACITY ASSESSMENTS

One of the key mandates of the Board is to assess municipal capacity on an ongoing basis to ensure that municipalities are positioned to deliver on their mandate. The continuous indication is that the more poor and rural the municipalities, the harder they are to attract the most qualified, skilled and experienced staff. In some cases due to inability to raise revenue as a result of high poverty levels in communities they service.

The Board has expanded the methodology for municipal capacity assessment since 2012. Following the evaluation that led to the review and municipal capacity assessment model as employed by the MDB; The Municipal Demarcation Board focused on the appropriateness and usefulness of the capacity assessments in contributing to the effectiveness of developmental local government in South Africa; and how the Board's model and its reports are received and perceived by major stakeholders who have an interest in supporting and improving the efficiency and effectiveness of local government such as national and provincial departments of local government, National Treasury and relevant parastatals.

The New Model – Capacity Assessment

The 2011/12 capacity assessment was the first to be conducted according to the new model.

Some key features of the new model include:

- New approach to understanding capacity and its implications for adjustments
- Updated means of data collection through a web-based data collection system, supported by telephonic engagement
- Provision of value-added feedback to municipalities to enable better planning and budgeting
- Open resource on capacity available to the local government sector
- A deeper, more rigorous qualitative engagement in 20% of municipalities where adjustments are being considered.

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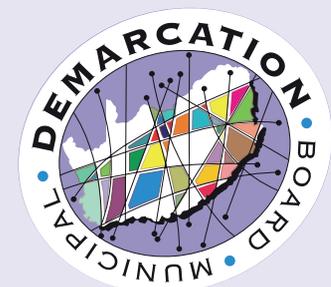
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After South Africa's first democratic election in 1994, women formed 27,75% of members of the National Assembly. Today, South Africa is ranked third in terms of women's representation in Parliament.

Gabi Khumalo looks at the strides the country has made in promoting gender equality in the past 19 years.

South Africa's peaceful transition from a painful segregationist past to a democratic system that respects the rights of all its citizens continues to be hailed around the world. On a continent still dominated by patriarchy, visitors to our country are often puzzled by the speed with which transformation has changed the status of South Africa's women.

An array of measures, which have been in effect since 1994 to promote the empowerment of women and uphold gender equality, have drastically improved the position and conditions of our country's women. Since 2009, South Africa has trailed just behind Rwanda and Sweden in terms of women's representation in Parliament. This places South Africa firmly on course to achieve the Southern African Development Community target of women and men sharing political decision-making 50/50 by 2015. There are also more women in the South African Government (58,2%) as compared to males.

At political level voluntary party quotas, combined with a proportional representation electoral system, have no doubt played a significant role in improving women's representation at national and provincial levels.

Observers also say that rising levels of women's representation

in local government can be attributed largely to the ruling African National Congress's commitment to a minimal 30% quota for the representation of women at all levels since 1994.

The private sector is also making some progress, though it seems to be doing so at a slower pace.

According to the Business Women's Association of South Africa, by 2011 25% or more of the executive managers of 108 companies were women. Of course this figure may be unacceptable to some considering that the number of women in the workplace still outnumbers men.

Despite these efforts, organisations such as the Commission for Gender Equality (CGE) still believe that unfair discrimination remains deeply rooted not only in the workplace but in society in general.

"This is manifested in discrimination in the workplace, gender-based violence, the non-recognition of women's contribution to and role in the formal and informal economy. There are numerous discriminatory and harmful practices within cultural, religious and traditional communities," says CGE commissioner Janine Hicks.

"To change this requires partnerships and outreach interventions to raise awareness, respond to instances of discrimination and harm, and leadership by stake-

holders within these affected communities,” says Hicks.

She acknowledges that as a “fundamentally patriarchal society”, gender discrimination, informed by gendered societal norms and values, influences, attitudes, perceptions and the behaviour of men and women in South Africa.

In a bid to enforce compliance in matters of gender mainstreaming and equality in both the public and private sector, Cabinet has approved the Women Empowerment and Gender Equality Draft Bill.

The Bill supports section 9 of the Constitution in the empowerment of women and attainment of gender equality.

It emphasises the promotion of gender equality, the prohibition of unfair discrimination against women and elimination of gender-based violence.

It is expected to become a powerful instrument for advancing the objectives of gender equality and women’s empowerment.

It provides for the elimination of all practices that violate the rights of women to social, political, economic and cultural freedom

and the elimination of all forms of discrimination against women and girls.

The Bill calls for equal participation of women in the economy

and for equal representation of women in positions of decision-making (50/50) in both the private and public sectors – something that the CGE welcomes.

Hicks says: “The Bill seeks to ensure the effective implementation of gender mainstreaming by government departments so that the gendered needs of women are surfaced and addressed in government policy, service delivery and budgets.”

Hicks challenges concerns raised by some that the legislation could make women targets and that companies might discriminate against women even more if they are forced to be flexible to cater for women’s responsibilities.

She states that the Bill seeks to fast-track existing obligations on employers in terms of the Employment Equity Act, namely to ensure gender transformation in the workplace and put concrete measures in place to enable women to enter and advance within the workplace.

“The Employment Equity Act specifically calls on employers to [be] innovative [and] to recognise the domestic burden normally imposed on women and put support mechanisms in place to enable women to manage their multiple roles and responsibilities, such as child-care arrangements, adequate leave during pregnancy, flexible working hours and the like.

“The CGE is of the view that these measures are critical to ensure that gender transformation in the workplace is prioritised and that employers assign appropriate responsibilities, measures, budgets and monitoring mechanisms to ensure this objective is realised.”

Once the Bill is passed, the Minister of Women, Children and People with Disabilities will have the authority to monitor, review and oversee gender mainstreaming and the integration of gender equality considerations in all programmes of government and other sectors.

These are the key highlights of the Bill:

- In the area of education and training, designated public and private bodies must develop and implement plans and measures in compliance with applicable legislation and international agreements.
- Designated public and private bodies must develop and implement plans and measures for the economic empowerment of women with disabilities, including special measures to facilitate equal access to education and employment, and for their meaningful participation in all areas of economic, social and cultural life.
- Designated public and private bodies must submit their plans and measures for compliance within one year of being designated, for consideration, review and guidance to the Minister of Women, Children and People with Disabilities. 🌐

****This article first appeared on SAnews.gov.za***

Saluting South Africa's finest police officer

When her husband was gunned down while on duty, Constable Mapule Tshephe of Kagiso Police Station in Gauteng vowed to enlist with the South African Police Service (SAPS) and take the fight to the criminals of Kagiso.

She later joined the Kagiso Police Station as a reservist, working tirelessly to prevent crime and arrest criminals – without pay.

Seventeen years down the line, she continues to wear the badge with honour, taking down syndicates, closing drug dens, busting drug dealers, building community relations, apprehending criminals and restoring drug addicts back to health.

Her efforts were finally rewarded when she was called to the podium at the Batho Pele Excellence Awards at Gallagher Estate in Midrand to receive first prize in the Best National Frontline Service Award category. She received R10 000 and a scholarship to Oxford University.

Constable Tshephe says winning the award made her “feel like a president. I felt honoured”.

“It was a very emotional moment for me and my family.”

Her colleagues at Kagiso Police

Station are also happy that she won. “We are proud of her,” says Colonel Milica Bezuidenhout. But this did not come as a surprise to those who have worked closely with her and have first-hand experience of her diligence.

In 2012, Constable Tshephe's peers voted her the best employee of Kagiso Police Station.

Station Commander Brigadier Sipho Ngubane says Constable Tshephe stands out among the 18 active reservists attached to the police station. What sets Constable Tshephe apart, says Brigadier Ngubane, is that “she’s here every day. She never books off sick. She takes initiative. She’s dedicated”.

Constable Tshephe’s work ethic is attested to by Warrant Officer (W/O) Solly Sibiyi who has worked with her since 2007. “At six in the morning she’s at the cells profiling prisoners, something that’s not part of her duty.”

He describes her as an officer who is extremely committed to her job and often goes beyond the call of duty to help members of the community tackle crime. “We don’t work on weekends but she’ll call me, asking for back-up whenever some serious issue comes to her attention.”

To earn these accolades, Constable Tshephe had to first overcome a serious setback in her life. She was left devastated when her husband, Detective Archibald Rapule Tshephe, was shot 14 times in Emdeni, Soweto while trying to arrest a suspect in 1996. But she harbours no bitterness or grudge over the incident.

Policing with a feminine touch

Constable Tshephe has brought a caring, feminine touch to law enforcement in Kagiso. W/O Sibiyi says all the schools in Kagiso know her. “She deals with issues of ill-discipline or parents with wayward children. Then she follows up with them.”



Constable Mapule Tshephe shows off the certificate and trophy she received after winning first prize in the category of Best National Frontline Service Award at the Batho Pele Excellence Awards.

Brigadier Ngubane adds that Constable Tshephe has forged close relations with principals and church ministers across Kagiso, who call on her when they are faced with issues of juvenile delinquency. He describes her as a link between police and the community. "She goes to schools and convenes community meetings. She has assisted people involved in drugs and sent a number on a rehab programme. She would wake me up at night to give information about criminal activities."

Brigadier Ngubane recounts how Constable Tshephe intervened when there was a spike in burglaries in Hospital View, an upmarket part of Kagiso. "She called a meeting where we addressed the community. Suddenly people were more vigilant, they started owning up. Where you have the community involved crime subsides."

Zinto Nhlapo, principal of Lodirile High School in nearby Extension 12, also says he calls on Constable Tshephe when he has problems with learners. "She has a way with teenagers. They open up to her."

In an area where many youngsters are addicted to nyaope, Constable Tshephe has made it her mission to take drug peddlers off the streets and addicts off drugs.

She attributes the high incidence of housebreaking in the area to drug addiction. She says burglars are desperate addicts looking to finance their next fix.

She goes out of her way to cultivate good relations with the youth. "I'm very close to the youth. They feel comfortable with me. That makes it easy for them to give me information."

She describes herself as an easy-going person who is friendly but careful with youngsters. "I handle them with dignity and respect. That helps me to earn their trust and confidentiality."

She ascribes many of the problems facing the youth to gangsterism. "We have gangsters like MaBad Boys and MaBad Girls. They carry illegal weapons to school. We have young girls running away from home, abusing alcohol. We have a high incidence of teenage pregnancy. Then you realise that parents are not there, they are not involved in the lives of their children. This cuts across social classes. It affects mainly children from poor households but even some wealthy parents don't know

their children well enough."

But Constable Tshephe expresses confidence that drug use has dropped significantly since July 2013 when local police, acting with the Gauteng Provincial Government and the Department of Social Development, launched a huge crackdown, closing down drug spots and taking addicts to rehab.

"They used to gather at a place called Bangkok – more than 50 of them at a time. It's an old shop that was burnt down and vandalised. Now that place is not so popular anymore."

Personal sacrifice

W/O Sibiyi says Constable Tshephe is driven by passion. "For her, helping the next person is a reward in itself," he says. He describes his colleague as "a very disciplined church woman, who doesn't drink".

But tackling crime and uplifting the community has come at great personal cost for Constable Tshephe. "She puts her own life on hold to help others," says W/O Sibiyi.

Constable Tshephe admits that taking on other people's problems takes its toll on her. "It's not easy. I take their problems home with me."

She has brought up her 24-year-old son and 20-year-old daughter as a single parent. Because of family commitments, Constable Tshephe is not sure if she'll be able to accept the scholarship she's been offered to study at Oxford University. "I'm still thinking about it. I have a son who was recently diagnosed with a chronic illness and there's no one else to look after him," she says.

Her son was recently diagnosed with rheumatoid arthritis, a degenerative disease in which the bone structure changes over time.

"He used to play rugby, he was a public speaker and athlete. Now I have to nurse him."

Asked what message she has for members of the SAPS, Constable Tshephe's answer is simple: "I just wish police officers could change and be more committed to their jobs. Police in the past used to beat up people willy-nilly. Now things have changed. We need discipline, commitment and honesty." Her message to public servants is that they should learn to respect and treat people with dignity and pride to "lift the flag of our country high". 🇷🇷



All systems go for 2014 school year

As learners return to school for another academic year, Basic Education Minister Angie Motshekga has assured them and their parents that textbook delays are a thing of the past.

"We are confident that at the start of the school year, all learners will have a textbook in their hands," said the Minister.

From the first day of schooling, the Department of Basic Education (DBE) aims to ensure that each learner has one textbook per subject.

Although there were challenges in provinces like KwaZulu-Natal and Free State, the DBE is confident that they would have overcome them in time for the start of the school year.

Minister Motshekga said progress has been made in the distribution of Learning and Teaching Support Material with over 50 million workbooks distributed every year.

This is part of the DBE's commitment to improving the literacy and numeracy skills of learners.

Meanwhile, the department intends to introduce the African Language Policy this year, which aims to promote and develop previously marginalised languages.

"The department will be introducing the policy to expose learners to languages academically that they may use at home but do

not study as part of the curriculum, as well as introduce those who have never been exposed to an African language," Minister Motshekga said.

African languages do not enjoy the same development and status as English and Afrikaans. For this reason, the department will, over time, ensure that all African languages are equally developed and used by learners in the best interest of their learning and performance in their 12 years of schooling.

This means that learners will be offered three languages, resulting in extra two or three hours of teaching and learning per week.

This proposal has been widely welcomed with the consultation process is still ongoing.

"As the department we are ready to incrementally introduce the African language as an additional language with full Grade 1 implementation by 2015."

The delivery of quality education to all pupils in the country has also been hampered because of the shortage of school furniture. Minister Motshekga said initiatives have been put in place to address this, including the establishment of an interprovincial task team on



school furniture, as well as an agreement between DBE and the Departments of Labour, Correctional Services and Environmental Affairs for the manufacturing and delivery of school furniture. "Through this programme we have seen the delivery of furniture to 181 schools," she added.

Improving the curriculum

Minister Motshekga also highlighted major developments made in the education sector, particularly in the transformation of the curriculum. The National Curriculum Statement (NCS) has been strengthened through the development of the Curriculum Assessment Policy Statements (CAPS). The department confirmed that provinces have trained teachers in CAPS and the implementation schedule is on target. Implementation in the foundation phase and Grade 10 began in 2012 and in the intermediate phase and Grade 11 last year. This year will be the turn of the senior phase and Grade 12.

Teachers in all districts have also been trained. "Our department has initiated programmes to ensure that there is a quality teacher in every classroom, teaching at least seven hours every school day," said Minister Motshekga.

The ministry is also working closely with the Department of Higher Education and Training on teacher devel-

For the first time, from this year inland and coastal schools will reopen and close on the same dates.

Term 1: 15 January to 28 March

Term 2: 7 April to 27 June

Term 3: 21 July to 3 October

Term 4: 13 October to 10 December.

Teachers will be required to report to school as early as 13 January in the first term.

opment by providing bursaries, among other measures. The Funza Lushaka bursary programme is now in its seventh year has seen approximately 14 000 student teachers identified and trained.

Breaking barriers for people with disabilities

The South African Sign Language (SASL) will also be rolled out as a new subject at schools across the country this year. The new language will help learners who are born deaf or with a hearing impairment, communicate.

"Only 10% of deaf children learn to use sign language before they get to school," said Minister Motshekga.

"This means that learners begin school not knowing how to speak, sign or communicate with others outside of their families."

In an effort to remedy the problem, the DBE has revised its current curriculum policy to include sign language in schools for deaf pupils. Both the current NCS and CAPS now include SASL.

The subject will be rolled out in four phases – first to the foundation phase (Grades R-3), then to the intermediate phase (Grades 4-6), senior phase (Grades 7-9) and further education and training phase (Grades 10-12).

The new curriculum will follow a phased-in approach, which will see all grades eventually using the curriculum by 2016.

Provincial departments of education began training teachers and district officials in the official SASL last year in preparation for the roll out. ²⁸



All learners can expect to start the new school year with a textbook in their hand.

Save more, spend less this New Year

Start the New Year with a new attitude towards money, by saving more and spending less.

Consider investing in stokvels, children's education, retirement funds and setting financial goals.

Tselane Moleba of the South African Savings Institute says there are many types of stokvels which include saving money, burial scheme, buying groceries and investments.

"The first step is to get the right members. They should be people who trust each other. Everyone should agree to the rules of the stokvel and then draw up a constitution. It is also best that you have a stokvel savings account at a bank."

With rising education fees, especially at tertiary level, Moleba says starting to save early is key.

"The most important part of saving for your children's education is beginning to save as soon as you possibly can, putting aside a certain amount each month and then investing that money wisely."

She advises putting the money in different types of investments.

"Open savings accounts and teach your children to deposit their pocket money in it too. Look for education funds or set up a trust."

It is also vital to ensure that when you can no longer work, you have enough money to look after yourself.

Moleba says the key to retirement is to plan ahead.

"Start saving, keep saving and stick to your goals. Take charge

of your financial future. It is important to learn about your employer's pension plan and also contribute to your employer's retirement savings plan if applicable."

She adds that people should put money into an individual retirement account, especially if they use an employer pension scheme because these funds may not be enough for retirement.

"Seek the services of a professional to give you the various options available and which one can work best for you."

Becoming a regular saver is a giant step towards having enough money for the things you want, she says.

When setting financial goals she advises to:

- Define your goals.
- Write down your goals.
- Develop a plan of action.
- Set milestones.
- Commit yourself to your goals.
- Review your progress. 



image: active blogger.com

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Kimi Makwetu
Auditor-General (AG) of South Africa

Kimi Makwetu holds a Bachelor of Commerce degree from the University of Cape Town and a BCompt (Honours) from the University of South Africa and is a chartered accountant (CA).

Makwetu has been Deputy AG and Chief Executive Officer for the past six years and his term of office in the top post will be seven years.

He started his career with Standard Bank and later worked at Nampak. He did his articles with Deloitte where he progressed to senior management before joining Liberty and Metropolitan Life. Makwetu returned to Deloitte as a director in the firm's forensic unit before he joined the Auditor-General of South Africa.

Deborah Mochotlhi
Deputy Director-General: Planning and Information, Department of Water Affairs

Deborah Mochotlhi holds Bachelors of Social Sciences and Public Administration (Honours) degrees, a B Tech: Environmental Health and Masters in Environmental and Society.

Mochotlhi joined the Department of Water Affairs in 2005 as Chief Director: Water Use and was responsible for providing an enabling environment for the allocation, authorisation and control of all categories of water use.

She was also responsible for resource protection and waste, water conservation and water demand management, water abstraction and in-stream use and water allocation reform. In 2010, she was appointed Chief Director: Regulation, with responsibilities including water resources and water services regulation.

Mochotlhi's other achievements include championing and entrenching water allocation equity. She was instrumental in the policy review process that resulted in the approval of the water policy by Cabinet and contributed to the National Water Resource Strategy 2.

In her new position, she is responsible for among others, Integrated Water Resource Planning, Water Monitoring and Information Management. This is a huge responsibility of ensuring that the country will not run out of water for both basic human need and economic development.



'To retire in comfort, start saving early'

writes Sinenhlanhla Nzama, Marketing Actuary at Old Mutual.

The way in which many working South Africans spend their money is worrying, as they are trapping themselves deeper and deeper in short-term debt, and making their financial future increasingly difficult.

These unhealthy spending habits mean that many people are not saving sufficiently for retirement and some are not saving at all.

Research from the Old Mutual Savings Monitor showed that a large number of

people believe that their children will care for them when they are old. Others believe the state will care for them in retirement, or they hope that their employer's pension fund will provide enough for them to live on.

These trends suggest that unless they change their habits some working South Africans will be destitute when they are old.

The good news is that this need not be the case and you can change your

future prospects by planning properly for retirement, and asking for help as early as now.

It is far better to start saving a small amount at an early stage than to try catching up by saving more when you are closer to retirement. The sooner you start; the better your financial position during your retirement will be. Starting to save now really is for your own good.



Three reasons why saving for retirement makes sense:

A comfortable retirement

Given the high medical expenses you may incur when you are older, your employer pension fund savings may not be enough to make ends meet. Topping up with a retirement annuity will boost your savings and safeguard your comfort.

Security of savings

You can only access your money after age 55. This protects your savings from your own bad habits before retirement.

Tax benefits

The tax benefits you enjoy on your retirement savings include:

- Retirement contributions are tax deductible, up to a limit. This reduces the overall tax you pay.
- Investment growth on your retirement savings is not taxed, which boosts your savings growth.
- Some payouts are not taxed when you receive them in retirement, up to certain limits.



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Genuine bush and beach experiences

Living in Durban but having friends in Cape Town means that arguments about which province is the fairer of the two are a common occurrence. Typical differences of opinion range from something as arbitrary as which rugby team is better to something as important as which province has the better tourist activities on offer. A recent trip to Kwazulu-Natal (KZN) by some of my louder Capetonian friends provided the perfect opportunity to set the record straight. Competitive travelling had just become an official sport and I couldn't wait to get started.

Deciding which part of KZN to explore was always going to be tough, but the combination of beaches, game parks and a reputation for being one of the last truly wild places in South Africa soon had our little car heading for the North Coast. Our destination was Nibela Lake Lodge, a small resort tucked away on the northern shores of Lake St Lucia. It is a fairly long drive (290km from King Shaka Airport) but the tranquillity of a place that is off the tourist track makes the trip well worth it.



Within minutes of arriving guests feel as though they've landed in a completely different world: chalets are connected by a treetop walkway with sunlight peeking through the greenery and monkeys chatter mischievously in the background.

Evenings can be spent on the chalet balcony admiring the moonlit view of the lake, while by day there's more than enough activity for everyone to be entertained. The young at heart will be kept busy with the swimming pool, trampoline and miniature golf, while the game and bird trails (which can be done on foot or quad-bikes, as an optional extra) are also worth experiencing. According to general manager Sarel van der Westhuizen, the best time to visit is between May and July when the temperatures aren't too hot. Whatever time of year you plan to visit make sure you book early. Due to the amazing value for money that Nibila Lake Lodge offers, all the chalets are normally sold out for around three months in advance.

A few days of serenity had us all feeling fresh and relaxed and it was clear the Durbanites had impressed the Capetonian travellers and got the holiday contest off to a good start.

Sadly, I hadn't realised quite how large Lake St Lucia was, so booking accommodation at one end of the lake and our activities at the other end (in the town of St Lucia) resulted in us spending a few more hours in the car than planned. Arriving in the town of St Lucia our first adventure was the Advantage Tours hippo and

croc cruise –, a wonderfully absorbing two-hour meander up the estuary. The rainy weather (which made our guests from the Cape feel right at home) did nothing to spoil the experience. Our guide Sean was fantastic at spotting all manner of birds, reptiles and mammals, and shared his encyclopaedic knowledge about anything we came across.

A slight mix-up regarding the meeting time for the next activity meant we weren't the most popular guests on board the whale-watching boat but once we were out at sea that was all soon forgotten. Captain Berno and his trusty sidekick TK made a great whale-watching team and they needed to be on top form to predict where the next whale would surface. At one stage we had five whales all popping up for air at different spots – to me it felt like a giant game of random roulette out at sea but the captain seemed to have a sixth sense telling him where they would be and when. Seeing and hearing such mighty beasts at close quarters in their own environment is unforgettable and because Advantage Tours have been legal permit holders for whale-watching tours since 1998, they certainly are the ones to contact about booking a trip.

Having seen our fair share of water-based animals we decided it was time to head to iSimangaliso Wetland Park, the third largest park in South Africa (boasting over 250km of coastline) and South Africa's first World Heritage Site. >>



We visited Cape Vidal, a beautiful corner of the wetland park right next to the town of St Lucia, which offers a genuine bush and beach experiences. Inland there are plenty of game species waiting to be discovered (including the elusive leopard), while the beach is great for sun-tanning, snorkelling and picnicking. The lookout point, Mission Rocks, offers fantastic views out over the sea and estuary, especially late in the day.

By this stage our esteemed guests were contemplating packing their bags and relocating to KZN, so we decided to deliver the killer blow and finish off the trip on a special note. The western shore of iSimangaliso Wetland Park is only accessible through a concession, making it an easy choice to treat ourselves to a night game drive in the area with Euro Zulu. Night game drives are unique in that there is an increased chance of seeing nocturnal animals such as aardvark, porcupine, leopard and owls. Despite hearing of leopard activity while on our drive, they evaded us. We were lucky to see quite a few hippo out grazing on land though.

All in all, the St Lucia region beat all our expectations and proved to be a fantastic place to catch up with old friends. While driving home a spur-of-the-moment decision to make such holidays an annual challenge led to many exciting future trips being planned. The bar has been set – your move, Cape Town. 🍷

**Sam Bradley was a guest of Nibela Lake Lodge, Advantage Tours and Euro Zulu.*

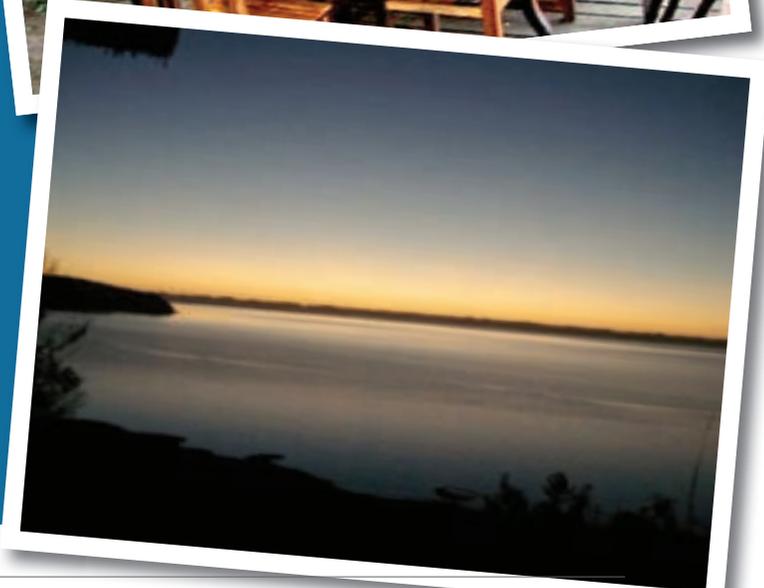
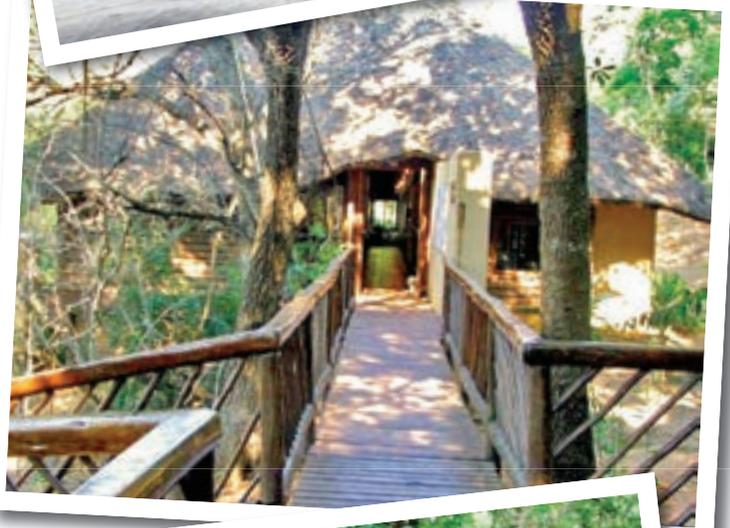
What you need to know:

Nibela Lake Lodge: www.nibelalodge.co.za, 011 267 8300. Rates are R560 per person (p.p) per night, including breakfast and a simple but hearty four-course dinner.

Advantage Tours: www.advantagetours.co.za, 035 590 1259. Hippo and croc boat tour are R170 p.p. (2 hours) and whale-watching tours are R900 p.p. (2 to 3 hours).

Euro Zulu Guided Tours & Safaris: www.eurozulu.com, 035 590 1635. Night safari drives are R350 p.p. (3 hours).

Cape Vidal: www.kznwildlife.com, 033 845 1000. Entry to the reserve is R40 per vehicle and R35 p.p, as well as a R5 p.p. concession levy.



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Nelson Mandela: gone but not forgotten

When former President Nelson Mandela passed away on 5 December 2013 the whole world was united in their grief and love for a global icon who has been described as a unifier, healer, South Africa's greatest son and the father of a nation. A lot has been written and said about and by Madiba. Here are a few reads that remind us of his struggle for freedom and the values that made him the man who was loved the world over.

Mandela: The Authorised Biography by Anthony Sampson

Long after he was President, Mandela remained an inspiration to millions – both in his homeland and far beyond. He has been, without doubt, one of the most important figures in global history. His death at the age of 95 resonated across the world. Mandela's opposition to apartheid and his 27-year incarceration at the hands of South Africa's all-white regime are familiar to most. In this utterly compelling book, eminent biographer Anthony Sampson draws on a 50-year relationship to reveal the man who rocked a continent and changed its future.

With unprecedented access to the former South African President, from the letters he wrote in prison, his unpublished jail autobiography, extensive conversations, and interviews with hundreds of colleagues, friends and family, Sampson depicts the realities of Mandela's private and public life, and the tragic ten-

sion between them. Updated after Sampson's death with a new afterword by distinguished South African journalist John Battersby, this is the ultimate biography of one of the 20th century's greatest statesmen.

Mandela Opus, edited by Ryland Fisher

Mandela will be honoured with an official opus – the definitive publication that chronicles the life and times of the great anti-apartheid icon.

The official *Mandela Opus* pays tribute to Madiba's 95 years, however, this is no ordinary book. The half-metre square Opus weighs a whopping 37kg and will be the ultimate work on Mandela's life and legacy from his birth to his 95th birthday.

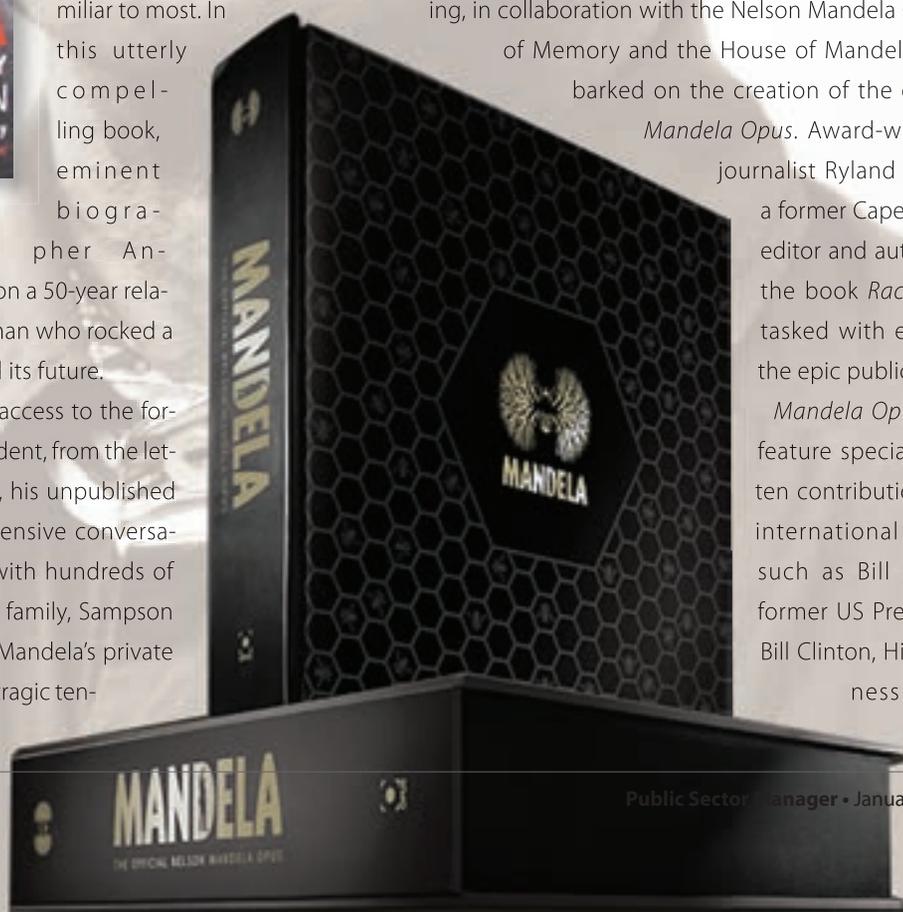
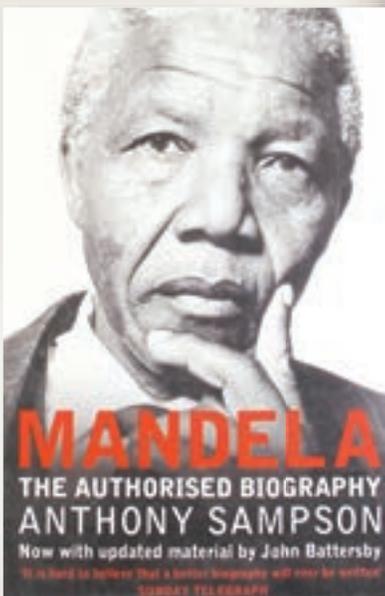
The book is a tell-all story told in a unique and definitive way, featuring some of the finest writers and stunning images displayed on an unprecedented scale. The book will also encompass hundreds of rare and unpublished archive images, specially commissioned photos and beautiful illustrations.

The Opus collection is a series of the largest works ever produced on selected iconic stories, organisations and personalities, including Formula One, Ferrari, Manchester United, Michael Jackson, Sachin Tendulkar and the Springboks. Opus, Matchworld and Africa Rising, in collaboration with the Nelson Mandela Centre of Memory and the House of Mandela, embarked on the creation of the official

Mandela Opus. Award-winning

journalist Ryland Fisher, a former Cape Times editor and author of the book *Race*, was tasked with editing the epic publication.

Mandela Opus will feature special written contributions by international icons such as Bill Gates, former US President Bill Clinton, His Holiness Pope



Francis, Sir Richard Branson and a personal account by President Jacob Zuma on his memories of Madiba.

Only 10 000 copies will be available worldwide, while derivatives of the Opus will be available to make the ultimate work produced on Mandela's life accessible to millions around the world.

Long Walk to Freedom by Nelson Mandela

Nelson Mandela is one of the great moral and political leaders of our time - an international hero whose life-long dedication to the fight against racial oppression in South Africa won him the Nobel Peace Prize and the presidency of his country. Since his triumphant release in 1990 from more than a quarter-century of imprisonment, Mandela has been at the centre of the most

compelling and inspiring political drama in the world. As president of the African National Congress and head of South Africa's anti-apartheid movement, he was instrumental in moving the nation towards a multi-racial government and majority rule. *Long Walk to Freedom* is

his moving autobiography. Here, Mandela tells the extraordinary story of his life - an epic of struggle, setback, renewed hope and ultimate triumph.

Conversations with Myself by Nelson Mandela

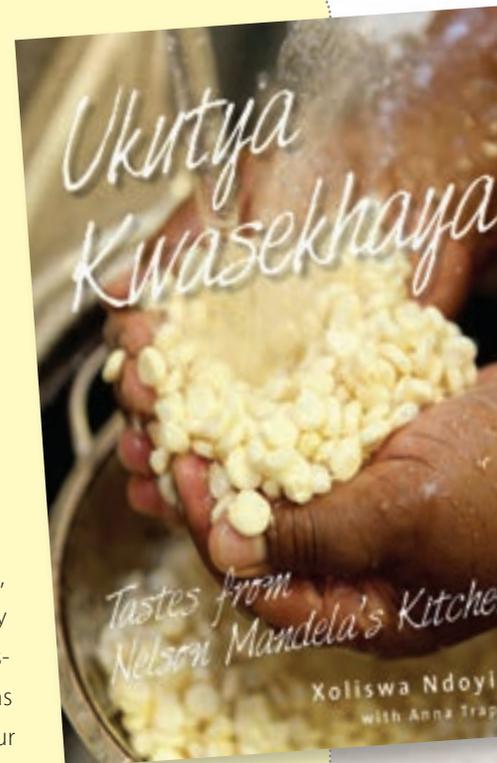
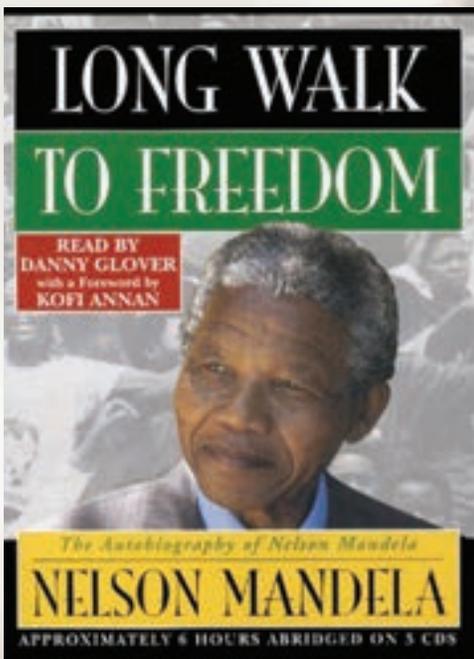
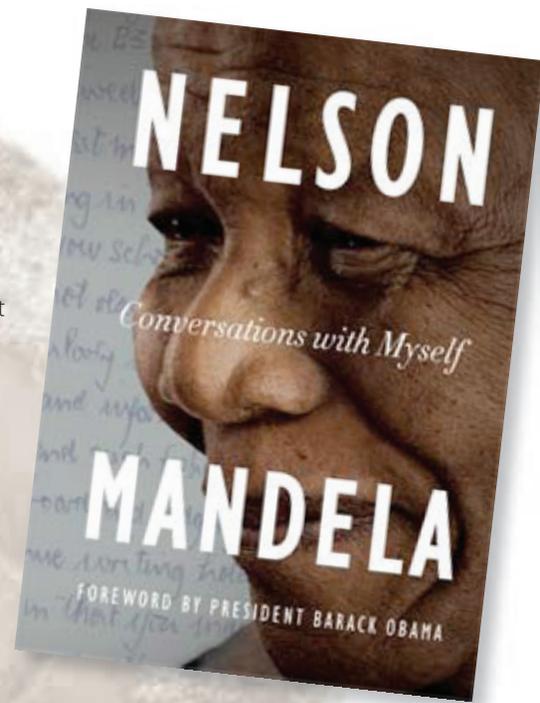
Conversations with Myself gives readers access to the private man behind the public figure. The book features

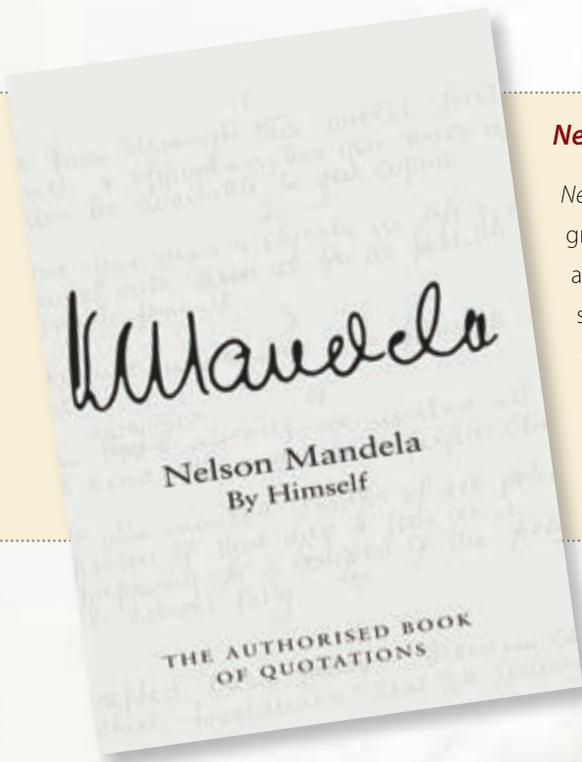
letters written in the darkest hours of Mandela's 27 years of imprisonment - the draft of an unfinished sequel to *Long Walk to Freedom*. Here he is making notes and even doodling during meetings, or recording troubled dreams on the desk calendar of his cell on Robben Island; writing journals while on the run during the anti-apartheid struggles in the early 1960s, or conversing with friends in almost 70 hours of recorded conversations.

An intimate journey from the first stirrings of his political conscience to his galvanizing role on the world stage, *Conversations with Myself* is a rare chance to spend time with Nelson Mandela the man, in his own voice - direct, clear and private.

Ukutya Kwasekhaya - Tastes from Nelson Mandela's Kitchen by Xoliswa Ndoyiya with Anna Trapido

Ukutya Kwasekhaya means "home food" in isiXhosa, the first language of Mandela and his personal chef of many years, Xoliswa Ndoyiya. Although he was the most famous man in the world, Madiba's tastes were simple and he loved traditional food. Sis' Xoli, as she is affectionately known, serves up a simple, delicious, nourishing and visually appealing recipes. Each dish is easily prepared and if done so in as loving a manner as Sis' Xoli's, your result will be very good indeed. This book is a collection of Xoliswa's favourite recipes that she has prepared for Mandela and his family, friends, visiting heads of state, celebrities and politicians for over 20 years. >>





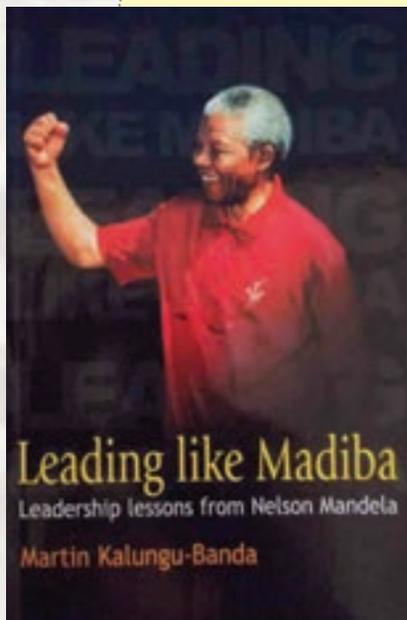
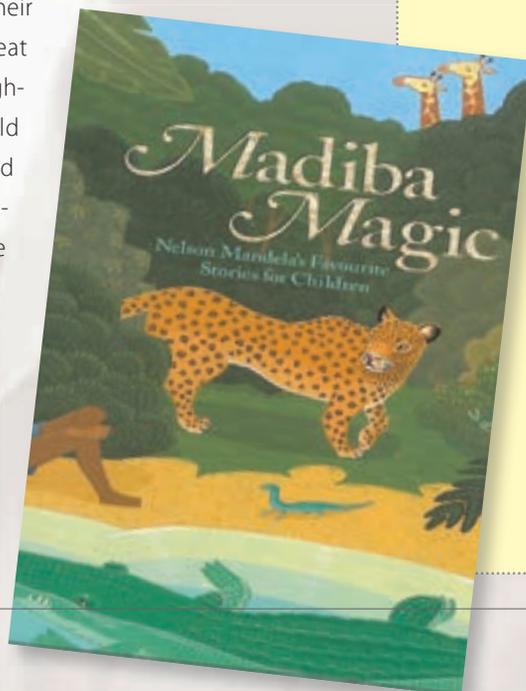
Nelson Mandela by Himself: The Authorised Book of Quotations

Nelson Mandela: By Himself is the definitive book of quotations from one of the great leaders of our time. This collection, gathered from privileged authorised access to Mandela's vast personal archive of private papers, speeches, correspondence and audio recordings, features almost 2 000 quotations spanning over 60 years, many previously unpublished. Mandela's inspirational quotations are organised into over 300 categories for easy reference. *Nelson Mandela: By Himself* is the first and only authorised and authenticated collection of quotations by one of the world's most admired individuals.

Madiba Magic: Nelson Mandela's Favourite Stories for Children

Madiba's favourite stories for the children of Africa is brought together in a thick book full of beautiful pictures. Here are 32 stories that come from Africa, as well as Malay/Indian stories brought to the Cape of Good Hope centuries ago by artisans and political exiles from the East.

From the cradle of mankind comes a kaleidoscope of a book reflecting Africa in its myriad facets and hues, the dizzying glare of the hot African sun, the blue haze of the mountains on the horizon, the wiles of the creatures, both animal and human and their bounteous humanity, great hearts and ever-ready laughter. It includes tales as old as Africa itself, told around evening fires since time immemorial, tales from the heritage of the San and the Khoi, original hunter-gatherers, down to the imaginings of those who came from the sea in great ships with billowing sails.



Leading Like Mandela by Martin Kalungu Banda

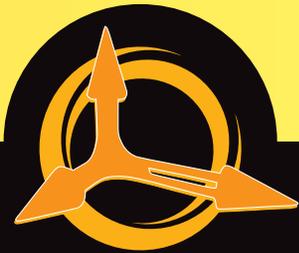
Leading like Madiba is not only a book about leadership for leaders; it's an inspirational work about human values for anyone who needs to be reminded of life's most important lessons. Like the author says, "It's about a man whose legacy is his unquenchable passion to spend himself for the well-being of others. By so doing, Mr Mandela has lived a life that is food to nourish our souls."

Each chapter of the book contains a story of how ordinary men and women have been touched and transformed by Madiba magic. Their stories are augmented by comments from the author about the lessons learned. The book also contains stories from newspapers, television and magazines, as people attempt to describe the 'Madiba phenomenon'. *Leading like Mandela* unpacks what Mandela has taught the world, and his ability to inspire a globe. Martin Kalungu-Banda is a Kenyan by birth. He worked for a time with the petroleum company BP in South Africa and is now in charge of the President's Office in Zambia. 🌍

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Awards and accolades in the motoring world



As we enter the New Year, it is good to look back at some of the notable achievements from the past year. Here are some of the more memorable moments of 2013.

2014 Jeep Grand Cherokee SRT named SUV of the Year by *Esquire* magazine

The 2014 Jeep Grand Cherokee SRT was named SUV of the Year by *Esquire* magazine (USA) in the 2013 Esquire Car Awards.

Vehicles considered for the 2013 Esquire Car Awards were required to be all-new, stylish, good value and most importantly, a vehicle you would want to drive.

Starting with the performance-oriented and functional designs from Chrysler Group's SRT (Street and Racing Technology) brand, the 2014 Jeep Grand Cherokee SRT model builds on that success with new technologies and exterior and interior styling cues that convey an even higher level of opulence and power.

Enhancements for the 2014 model year include an all-new, fully electronic eight-speed automatic transmission that delivers improved fuel economy, significantly improved tow-

ing capacity, hardware and software revisions that further heighten Grand Cherokee SRT's fun-to-drive factor during a daily commute or for more spirited driving on the race track.

The new transmission is mated to the proven and powerful 6.4 litre HEMI® V8 with Fuel Saver Technology delivering 351 kW at 6,000 r/min and 630 Nm of torque at 4,300 r/min and helps deliver greatly enhanced towing performance of 3,265 kg – a 44 % improvement over the 2,268 kg towing capacity from the previous model.

The exterior finish of the new 2014 Grand Cherokee SRT sports styling that is even more aggressive than the previous model. Design enhancements for 2014 include a new signature LED character lamp treatment, a brawnier grille, a new one-touch liftgate and a new rear spoiler.

Inside, Grand Cherokee SRT customers are treated to a new 8.4 inch touchscreen that displays a wealth of SRT-exclusive Performance Pages data. A new launch control button is situated behind the new T-handle shifter on the centre console and a redesigned SRT-exclusive three-spoke, heated steering wheel with more ergonomically efficient paddle shifters, features a host of comfort, convenience and connectivity controls.

Ford Focus: the best-selling vehicle nameplate in the world

Ford Fiesta ranks as the fourth best-selling vehicle – making Ford the only brand to have two nameplates among the global top five best-sellers, according to Ford analysis of Polk global vehicle registration data.

Ford Focus grew 20% in the first half of 2013 from the same period the previous year, to 589,709 vehicle registrations, driven primarily by increasing demand from customers in China and other Asian countries. The Ford Focus in China was up 137% from 2012, to a total of 202,380 vehicles, making China the single biggest global market for the car with one-third of Focus sales.

Customers responded enthusiastically to Ford Focus in other Asian countries, as well. Through September, Ford reports Focus sales were up 193% in Indonesia, 72% in both the Philippines and Vietnam, and 42% in Thailand.



The new S-Class: the best luxury saloon

The readers of Bild am Sonntag and Auto Bild voted together with a jury of automotive experts to award the Mercedes Benz S-Class with the coveted "Golden Steering Wheel" as the best new car in the premium and luxury segment. As a result of the award, Mercedes-Benz succeeded in maintaining its place on the list of winners of this prestigious competition for the 23rd time.

The readers and jury of experts paid tribute to the exceptional position of the S-Class, which is viewed by many as the best car in the world and the benchmark for technological progress and luxury travel. The new S Class underpins this claim among other things with a host of innovative safety systems, including one of which even enables partially autonomous following of vehicles in a traffic jam, or Magic Body Control – a system with which the S-Class became the first car in the world to be able to detect road undulations >>

in advance and adjust the suspension accordingly for a level of ride comfort which remains unrivalled to date.

When it comes to fuel consumption too the luxury saloon shines with figures which a few years ago were still considered utopian in the executive segment. As a result it is the most economical saloon in the luxury segment. Spearheading the efficiency is the S 500 Plug-in Hybrid, which was presented at the International Motor Show in Frankfurt and boasts a fuel consumption of 3.0 litres per 100 kilometres (NEDC), which corresponds to CO2 emissions of 69 grams per kilometre.



Peter Schreyer wins the Golden Steering Award

Bavarian-born Schreyer has been Chief Design Officer at Kia Motors since 2006 and was appointed President of all Hyundai-Kia Design Centres at the beginning of 2013. With overall design responsibility for the world's fifth largest car manufacturer, Schreyer is only the second designer in the 31-year history of the Golden Steering Wheel to receive the award. Giorgetto Giugiaro received it in 1995.

The most recent recipients of the award include Ferdinand Piëch, chairman of the Volkswagen Supervisory Board (2012); Alan Mulally, CEO of Ford Motor Company (2011) and Norbert Reithofer, CEO of BMW (2010). The competition is organised by *Bild am Sonntag* and *AutoBild*.

The designer was responsible for creating Kia's distinctive, multiple-award winning design language and his 'Tiger Nose' – the signature



Kia radiator grille – has since become a striking brand feature.

Schreyer trained at the Munich University of Applied Sciences and the London Royal College of Art, which presented him with an honorary doctorate in 2007. Prior to joining Kia, Schreyer was responsible for the design of pioneering models such as the Audi TT, Volkswagen's new Beetle and the Volkswagen Passat.

At Kia, Schreyer has developed a design philosophy that stands for simplicity and clarity, which has made a considerable contribution to the success of the brand – in the past five years Kia has doubled its global sales and in 2012 sold more than 2,7 million cars.

Under Schreyer's leadership the Kia Design Studios in Korea, the United States and Frankfurt have created a number of striking cars. These include the cult crossover Kia Soul, the dynamic compact SUV Kia Sportage, the elegantly sporty Kia Optima, the Kia POP electric concept car, the Kia GT design study and the sporty, compact four-wheel drive Kia Provo concept. 

The Rise of the *phablet*

Forget fussing around for your tablet and phone, or panicking because you have forgotten to charge either ahead of a busy work day. Washing away those work blues and revolutionising the workforce is the latest generation of phablets. Yes phablets – think phone and tablet combined. Ingenious, right?

As with all new devices, there are advantages and disadvantages. The downside is that phablets feel bulkier when making a phone call but the upside is the larger than traditional smartphones display which makes viewing web pages, working on documents, reading and writing emails, watching movies, playing games or even skypeing a lot more easier.

Here are our pick of the phablets:



HTC One max, Retail price R9 500

The HTC One max still has the great display and design as its predecessor the HTC One. The difference is that with the new phablet you get the full HTC One experience on a bigger scale, with a fingerprint reader, a microSD support for more storage and BoomSound speakers, which make music and movies incredible.

Nokia Lumia 1520, retail price R9 000

The Nokia Lumia 1520 is not only the biggest phone to come from Nokia - thanks to its 6-inch high-resolution panel; it is also the first Windows Phone 8 device to use a quad-core processor. The Phablet has the typically solid Nokia characteristics with a great camera and new features like the StoryTeller which helps you capture that picture perfect moment.

Samsung Galaxy Note 3, retail price R8 500

The Samsung Galaxy Note 3 is a hugely powerful device which features an outstanding 4K video capture capability alongside a beautiful 5.7-inch display. With improved looks, from its older model, it also comes with a stylus/S Pen that's great for handling the new air command interface and the handwriting recognition function is more accurate than ever before.

Sony Xperia Z Ultra, retail price R8 000

The Sony Xperia Z Ultra is the largest of the phablets with a 6.4-inch screen of brilliant display. This handset packs a huge amount of power into its super slim design. It's waterproof and has a decent battery life, which is always a bonus. If you believe the bigger the better, then the Sony Xperia Z Ultra is the phablet for you. 



to school Back basics

Back to school isn't always cool. As a parent, you have to make sure your child has quality school-wear to last throughout the year.

Public Sector Manager magazine helps ease your mind with our uniform checklist, making sure your child is uniform-ready for the first day back at school.

Pants

Most schools allow learners to wear shorts during summer and trousers during winter. Avoid buying shorts or trousers that are too short at the start of the school year. Rather opt for a longer fit and hem or alter the bottom. This way when your child grows, you can let out the seam instead of buying new pants, saving you money all-year round.

Shirts

Whether it's white, black, blue or khaki, make sure your child has quality long and short-sleeved shirts that will fit all-year round. Avoid buying shirts that are too tight. Ensure there is enough room around the collar, under the arms and that the shirt rests around the hip. This will ensure your child is comfy all-year round.

Skirts

Skirts are usually part of schools' summer and winter uniforms. As with pants, avoid buying skirts that are too short at the start of the school year. Buy a longer fit and hem the length. As the year progresses, you can let out the seam instead of buying a new skirt, making sure your daughter wears a skirt with the appropriate length all-year round.



Shoes

As most parents know, children go through shoes quite quickly and by mid-year shoes are already tight or worn out. When

buying shoes look for quality leather that is not only durable but

comfortable as well. Avoid buying a pair that fits too snug at the start of the school year. Opt for a bigger size but ensure the shoe isn't too loose.



Jersey/ Pullover

As the winter months draw closer, learners rely on jerseys or pullovers to keep warm. Make sure you look for a quality knit jersey or cardigan that won't tear or pull with continuous use. Jerseys and pullovers can be used by girls and boys, depending on the school's uniform policy.



Be sure to label all your child's garments with their name and surname clearly visible. In the event of an item being lost or left behind, the school will be able to identify the owner and return it, thus saving you the time and cost of replacing it.

Socks

Socks are worn all-year round. Be sure to buy a few extra pairs for the school year or purchase a bulk pack.



Images: www.woolworths.co.za/store



Here's to a healthier, happier you!

The New Year gives us a chance to make small changes that will have a positive impact on our lives. Make 2014 the year that you do all you can to give your best at both home and work.

Balance work and life

For you to enjoy excellent health, stress-free wealth and pleasant living it is important to get the work-and-life balance right. Here's how:

- **Don't go overboard.** Don't over-estimate what and how much can be achieved within a specific time frame. Don't over-commit and learn to say 'no' if and when you are drowning in work.
- **Live your life to the fullest.** Take time out to do something that you love. This will help you to cope with those things that cause discomfort in your life.

Reach out

A good social support system is one of the most important resources for dealing with stress. Talking to others – preferably face-to-face or at least on the phone – is a great way to better manage whatever is stressing you out.

Avoid stress

- Get away from your desk at lunch and do some physical activity to release stress from the body and activate natural endorphins.
- Resist the use of alcohol or drugs to manage stress.
- Take time out once or twice a week to go for a walk or to the park. At work try to take five to 10 minutes every few hours to relax.
- Relax. If you take the time to relax you will help your body and mind deal with stress.
- Know when you are stressed and find ways to deal with what causes it.

Tune into your body

Know your body and learn to get a sense of how stress affects your body each day. Start at your toes and work your way up to your scalp, and take note of how your body feels. For one to two minutes imagine each deep breath flowing to that body part. Repeat this process as you move your focus up your body, paying close attention to sensations you feel in each part.

Relaxation techniques:

Meditate

Meditation is simple and anyone can do it. It's best to meditate in a quiet space where there are no distractions. People meditate in different ways but the most popular is by sitting on the floor, closing your eyes and relaxing. Avoid any distracting or stressful thoughts.

Be present

This technique simply means slow down. Stop rushing from one place to the next but take some time to take everything in. For example, take time to notice the taste of the food you eat. Don't do everything in a hurry.



Eat well and exercise regularly

- Always eat a well-balanced diet that includes fruits, vegetables and whole grains to keep you healthy and strong. Foods rich in vitamin C, like oranges and grapefruits, may help lower your stress hormones. Omega-3s, nuts and seeds are also good for you.
- Not all chocolate is bad for you. Dark chocolate may have a calming effect by lowering stress hormones.
- Physical exercise keeps your physical and mental health in check. Just 20 minutes a day of either walking, cycling, swimming or running can keep you healthy and less stressed.
- Although light exercise is good for you, it's the harder workouts that offer better results.

Image: <http://0.static.wix.com/media>



Image: <http://www.blackboard.org/>

Get a good night's rest

Getting a good night's sleep will keep stress at bay and your mind working at its optimum. Try to get at least seven hours of sleep a night. If you have trouble sleeping these tips may help you:

- Go to bed and wake up at the same time every day, even on the weekends.
- Stay away from caffeine after 3pm and avoid alcohol close to bedtime.
- Don't take naps too close to bedtime. ☹️

Sources: webmd.com; patient.co.uk





I only have one New Year's resolution this year: I'm refusing to sign any more online petitions, no matter how good the cause.

I'm so over slacktivists

I've always considered myself sympathetic to the plight of abused animals, the poor and disenfranchised but my patience has run out with slacktivists.

Some time ago I noticed the rise in online outrage. It seems that we as a people are angry, hurt, confused and disgusted by a great number of things. They range from valid causes like rhino poaching to the plain ridiculous such as supermarkets moving the peanut-butter out of its usual aisle. I kept getting Facebook requests to join a page of people on their soapboxes for just about every reason you can think of.

When they're not creating groups, they're posting pictures, ranting in their statuses and buying red plastic horns for their cars.

I've been asked to wear red on Monday to commemorate the bloodshed of innocent animals. I've been asked to wear green on Tuesday to make the big companies quit their nasty greenhouse gas emissions. I've been urged to wear anything sand-coloured on Wednesday to show my anger at fracking in the desert. When it gets to Thursday people seem to lose interest as they are too busy preparing for the weekend. And, of course, when weekend proper rolls around, the only thing people are passionate about is drinking, partying and sun tanning. On Monday it's back to outrage business as usual.

I find it all rather fickle. I'm so over slacktivists.

If people want to convince me that they're actually committed to a cause, they need to do a bit more than make a virtual noise about it on social media.

I'd love to see those aunties from Constantia get themselves down to Keisergracht in 32 degree heat, dressed in their pearls and court shoes, sparkling water and gluten-free snacks stuffed in their bags, as they

march down to Parliament, burning tyres and threatening to overthrow the government if it doesn't allow all people free and equal access to domestic workers.

I'd love to see the tall girls with tanned legs, three layers of foundation and make-up, and perfectly blow-dried hair, short shorts and stilettos, rough it out in the game reserves as they take turns keeping an eye out for poachers.

Hell, it would be great if the anti-bad nutrition brigade would actually go out into the townships and take families food they approve of – individually wrapped free-range, gluten-free, wheat-free, fat-free, sugar-free, taste-free eats.

It all seems like a bit of a bother, doesn't it? 🙄



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