

# Public Sector MANAGER

THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS



FEBRUARY 2014

## 20 Years of Freedom

- Adv Pansy Tlakula on SA's proud record of free and fair polls
- Justice for all: 20 years of rights and access

## Plus

- Blade Nzimande thrusts SA into a different class
- Derek Hanekom on where the bio-economy could take us



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ENABLING SKILLS DEVELOPMENT IN THE BANKING AND MICROFINANCE SECTOR



# MAKING THE GRADUATE-WORKPLACE CONNECTION

When it comes to increasing the quality of South Africa's talent pool of young banking and microfinance professionals, we need a collaboration of all stakeholders and now is the time for us all to make a personal contribution to grooming our next generation, states Max Makhubalo, Chief Executive Officer at the **BANKSETA**.

Scarce skills today may be just that, scarce, but if we do not actively make our banking and microfinance institutions training spaces for young professionals, our future base of specialists could fade into extinction in the medium to long-term.

Skills are the backbone of any competitive company, industry and nation. In our sector, they are crucial due to ever-changing technology, rapidly increasing sophistication of customers, growing demand to comply with local and global regulatory protocols and the imperative to include previously unbanked consumers.

## **Boosting employability**

One of the imperatives of the BANKSETA is to increase banking and microfinance institution access to high quality and relevant education and training, and skills development opportunities. Importantly, this includes workplace learning and experience, which must form part of the professional training cycle.

A priority focus for the BANKSETA through which we can enhance the calibre and employability of graduates, is capacitation of public Further Education and Training (FET) Colleges, Universities and Universities of Technology. In the Free State, for example we are the lead-SETA in a project to capacitate FET colleges.

## **Workplace connection**

During 2013, the BANKSETA made a high level change to its business architecture. This move has enabled us to be more efficient in handling projects. It has provided us with the structure through which we can align young professionals with the growing demand for diversified financial services.

The BANKSETA Learning Programmes Division has become two specialist divisions. One of these is a Workplace Integrated Learning Division, through which we dedicate time and resources to helping employers bridge the gap between theoretical knowledge and practical know-how for their graduates.

SETAs need to add value to supply and demand in the talent pipeline. With the DNA of banking and microfinance being intensively professional and high-tech, our focus is on working with both the workplace and training space to align candidates with skills set and timing needs.

If we are to be effective in giving our promising young professionals the tools to succeed, we must give them a foot in our doors.

The good news is that apart from fostering a culture in which our workplaces are a training space for graduates, we can all personally play a part by adopting an intern from a University of Technology, University or public FET college.

*I have committed to groom an intern this year.*

*Will you join me?*



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# *Together we have made* South Africa a better place

**A**lthough we ended 2013 on a sad note with the passing of our beloved father of the nation, Nelson Rolihlahla Mandela, we are reaping the benefits of many of the programmes he started during his term as President of our country.

It is under Madiba's leadership that we started the fight against HIV/AIDS and it was under his guidance that we started the process of transforming our economic, education and health systems, and intensified our campaigns for land distribution, rural development and safer communities.

But we did not do this on our own. There is no doubt that working together we started changing people's lives in South Africa.

This year presents the people of South Africa with a historical milestone. As we prepare to celebrate 20 Years of Freedom it is appropriate to reflect on where we come from. In 1994 we embarked on a historic mission to transform the apartheid state into a democratic one founded on the principles of human dignity, non-racialism and non-sexism, the rule of law and universal adult suffrage, as enshrined in the Constitution.

We have put much effort into building a modern state capable of meeting the developmental objectives of creating a better life for

all. Our progress towards achieving this has few parallels elsewhere in the world. Our state and our society are fundamentally different from the racially fragmented administrative structures and communities we inherited from the apartheid era.

However, with celebration comes a responsibility to reflect and determine the most strategic way forward. More importantly, we have to ask ourselves if we are on the right track to accelerate progress and build a more inclusive South African society as envisioned in the National Development Plan (NDP).

As you may be aware this government chose five priorities in 2009 to drive the country towards better outcomes in order to improve the living conditions of our people. We resolved to tackle the triple challenge of inequality, poverty and unemployment by focusing on a few priority areas.

These priorities are health, education, the fight against crime and corruption, rural development and the creation of decent jobs. These priorities have guided our work since the beginning of this administration and helped us to determine the outcomes we want.

To this end, the World Bank describes South Africa as a "stable, multi-racial democracy with a vibrant civil society" and "consistent and sound budgetary policies". The World Bank praises our pro-poor orientation of public spending which it says has contributed to improved social development indicators in a range of areas.

As a caring government we are trying our best to protect our people from poverty, especially the elderly and our children. Due to our policy interventions, old-age pensions, child support grants, conditional grants for school feeding and early childhood development (ECD) and disability grants currently reach more than 16 million people. The World Bank describes our policies and programmes as "well targeted" providing "income relief" to millions of poor people.

More than 11 million children and about three million elderly people benefit from child-support and old-age grants respectively. We have also witnessed a drastic





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increase in parents enrolling children for Grade R as part of our ECD strategy. And last year we saw a drastic increase in students successfully completing their final matric examination with thousands applying to further their studies at universities and other academic institutions.

Through interactive cooperation between communities and police, our communities are becoming safer to live in. Our campaign to reduce HIV/AIDS infections has also paid dividends with fewer infections being recorded. Because the overall quality of people's lives has improved, life expectancy has increased. However, as government we know that we need to do more to continue on this positive trajectory.

What is certain is that South Africa is indeed a much better society today than it was before 1994; we inherited a country from the apartheid government that was both morally and financially bankrupt. Despite this we embarked on a developmental journey to empower our citizens.

Our current administration is acutely aware of the immense challenges to accelerate progress and build a more inclusive society. Its vision and priorities to address them are outlined in the NDP.

Through the NDP, government in partnership with ordinary citizens and the business sector will raise employment levels through accelerated economic growth, further improve the quality of education, skills development and innovation, and build the capacity of the State to play a developmental and transformative role.

The World Bank identifies these priorities as being interlinked, with progress in one area supporting advances in others – a sustainable increase in employment will require a faster-growing economy and the removal of structural impediments such as poor education quality and spatial settlement patterns that exclude the majority. The State, in turn, will improve our service-delivery efficiency by enhancing and strengthening the skills of public servants.

In addition, we have also received acknowledgement by various international structures for the good work completed. We have been ranked as the 53rd most competitive country out of 148 surveyed in the 2013/14 World Economic Forum's Global Competitiveness Index. The Africa Competitiveness Report rates us first overall in terms of economic competitiveness.

The World Bank and International Finance Corporation ranked us 39th in their "Doing Business 2013: Smarter Regulations for Small and Medium-Size Enterprises" survey. South Africa was also

ranked as the leading emerging economy in Africa and the only country on the continent to be placed in the top 15 worldwide, according to the Emerging Markets Opportunity Index based on research by international advisory firm Grant Thornton.

The World Economic Forum rates us within the top 20 of their Global Gender Gap Index. And a survey commissioned by HSBC Bank International found that South Africa was one of the best countries in the world to live in. Where Are You Now (or WAYN.com), the world's largest travel and lifestyle social network, named South Africa as the top dream destination.

The Census 2011 results indicate that income levels have increased, education levels are up and millions of people now have access to water, electricity, sanitation and housing. Our Close-out Report on the implementation of government priorities between 2009 and 2014 provides us with a balanced and frank assessment of our performance as a government.

The report confirms that we have made significant progress towards improving the lives of ordinary South Africans. However, it has also identified areas where we can improve. It is these areas which we will now concentrate on as we move forward.

In January this year, President Jacob Zuma presented our third progress report with regard to the implementation of our National Programme of Action to the 20th Summit of the African Peer Review Mechanism Forum of Heads of State and Government in Addis Ababa, Ethiopia. This report confirms that we have made significant strides in economic development, governance, social security, health, education and infrastructure development in the past decade.

Overall, we have made tremendous progress in the past 20 years. All these international accolades truly reflect that our country is a better place to live in since 1994. 🇿🇦



Othman Gollins Chabane

**Minister in The Presidency for Performance  
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## South Africa has come a long way

**M**any people around the world vividly remember where they were and what they were doing on 5 December 2013. Time stood still as the world united to mourn the death of former President Nelson Mandela – a man who dedicated his life to making the world a better place.

While it was a time of deep sorrow, it was also an opportunity for the nation to reflect on the progress we have made since attaining democracy.

We are now in 2014, the year in which we celebrate 20 Years of Freedom and Democracy, without Madiba – the founding father of our democracy. While he may no longer be with us physically, his legacy and sacrifices will live on. Over the next few weeks, our attention will shift to 27 April 1994, a day that formally signalled South Africans' triumph over apartheid.

The celebration this year of 20 Years of Freedom means different things to different people. For many it is an opportunity to celebrate the South African story while for others it will be a time to analyse what this means in terms of our achievements as a country.

Without a doubt, South Africa is a much better place than what it was in 1994. As a country and as government, we should be proud of the increased access to basic services for our people, and of a united nation. But our work is not done yet. Inequality, poverty and unemployment still remain and we cannot rest until the lives of all South Africans have been improved.

One of former President Mandela's passions was education and

access to decent education. The best way to honour Madiba is by continuously improving our education system.

The annual increase in learner enrolments and matric pass rates is an indication that those who are involved in education are working hard to change the face of our education system.

This year, two new universities will be opened in the Northern Cape and Mpumalanga respectively, and 12 Further Education and Training Colleges soon to be called Technical and Vocational Education and Training colleges (formerly called Further Education and Training colleges) will be opened in the Eastern Cape, KwaZulu-Natal, Mpumalanga and Limpopo.

However, much more still needs to be done to ensure that we produce skilled individuals who can grow the South African economy.

President Jacob Zuma delivered his sixth State of the Nation Address (SoNA) on 13 February. Since 1994, the SoNA has become a celebration of our nation, a time for us to collectively take stock of how far we have come and an opportunity for public participation in the State's ceremonial activities.

There will be another SoNA after the national and provincial elections of 7 May. On this day of the elections, we must all go out in our numbers to exercise our democratic right that was fought for by countless individuals.

As public servants, we have a duty to encourage those around us, particularly the youth, to cast their vote and show their appreciation for the freedom and democracy that we enjoy today. Our responsibility as public servants to work even harder to improve the lives of all South Africans in our respective areas still remains. We must work together to implement Vision 2030, as contained in the National Development Plan.

This year, let us all become active citizens and vigorously participate in solutions that will take our country forward. 🇿🇦

**Phumla Williams**  
GCIS: Acting Chief Executive Officer



# MOHAIR EMPOWERMENT TRUST

## THE EMPOWERMENT TRUST OF THE MOHAIR INDUSTRY

Established proudly to promote Black Economic Empowerment (BEE) within the Mohair Industry, The Empowerment Trust seeks to provide training and support to the small holder mohair farmers in order to improve capacity to start and manage agricultural operations. The main business activity of the Trust is aimed at ensuring that previously disadvantaged individuals are empowered and may gain access to the benefits offered by the industry. The ultimate goal is to establish them ( Small holder farmers ) as commercial mohair producers that are financially independent, running profitable and sustainable Angora goat operations.

The Empowerment Trust collaborates closely with the Eastern Cape Department of Rural Development and Agrarian Reform, Department of Agriculture Provincial Government of the Western Cape, Department of Rural Development and Land Reform and Local and National Government in seeking the promotion of BEE within the Mohair Industry. Funding from Government Departments, Private Sector, industry role players and international donors will make this initiative possible.



# UKUFUYA

### INVOLVEMENT OF THE EMPOWERMENT TRUST

The Empowerment Trust is involved in BEE projects grouped as follows:

- Mohair Training Centres
- Commonage Farmers
- Black Commercial farmers
- Communal Farmers

### WHAT THE EMPOWERMENT TRUST PROVIDES

- Training, Mentorship and Skills transfer.
- Facilitates the supply of Angora goats, dips and doses.
- Facilitates the supply of farm infrastructure through Partnership Agreements with the Provincial Departments of Agriculture for the development of Angora goat farmers as well as commodity training initiatives, particularly in the Eastern and Western Regions.



### LONG TERM OBJECTIVE

The long term objective of the Empowerment Trust is to see **successful** small holder farmers and commercial farmers living next to each other as good **neighbours**.

### OUR NEEDS

- Mohair training farm
- Donor funding for projects

### CONTACT INFORMATION:

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# We hear you!

**Dear Editor**

Allow me to take this opportunity and convey my sincere gratitude and appreciation for your tireless efforts in keeping us abreast of the recent updates pertaining to our management and professional development as public servants.

I would like to comment on the article by the Minister of Public Service and Administration Lindiwe Sisulu, titled "Public Servants off to school" (October 2013).

The introduction of the National School of Government will play a major role in capacity building to public servants and skills development. Underperformance and poor service delivery usually occur as a result of lack of skills and knowledge to do the job. Training and development programmes will enable public servants to acquire necessary skills, knowledge and insight to offer maximum delivery of services.

I am pleased to know that the school will cover all levels in the hierarchy from top management to grass root level as well as the uniform provision of public services across all sections of society which will also improve communication both internally and externally.

**Thank you Team PSM Keep up the good work!  
Nokukhanya Mbango, Department of Roads and Transport, Limpopo**

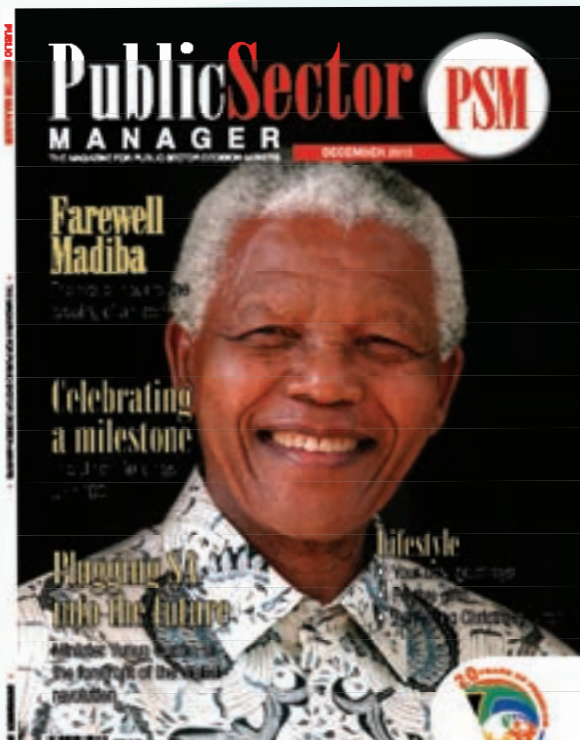


**Dear Editor**

When I first got my copy of PSM I was a bit sceptical about reading it. But after going through the magazine I found it interesting and informative.

I loved your December issue that featured a tribute to former President Nelson Mandela. Minister Yunus Carrim's article also gave me an insight on what is happening with our communication system in South Africa. The article titled 'Avoid the debt trap this festive season' gave very useful tips and helped me to spend wisely during the festive season and ways to avoid debt. The January edition of PSM was also good and I especially enjoyed the relaxation techniques that were featured in the lifestyle pages.

**Phumudzo Nomicia Ndouvhada, Veterinary Technologist, Agricultural Research Council, Onderstepoort**



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### **Cape Argus Pick n Pay Cycle Tour** 9 March

About 35 000 cyclists sign up for this annual race, which is regarded as one of the most beautiful in the world, and involves a 109-km ride around the spectacular Cape Peninsula. Awesome!



### **National Water Week** 17 – 23 March

The Department of Water Affairs celebrates National Water Week every March. The aim of this campaign is to raise awareness among South Africans about the role of water in social and economic development, including the need to encourage citizens to change their attitudes towards water use.

### **SA Premier Business Awards** 19 March

The second annual SA Premier Business Awards – to be held on 19 March 2014 at the Sandton Convention Centre – is now open for entries.

The event, which recognises business excellence in South Africa, is organised by the Department of Trade and Industry, Proudly South African and Brand SA.

The awards aim to honour enterprises that promote innovation and competitiveness, as well as job creation, good business ethics and quality.

Suitable entrants include South African enterprises, international and global companies as well as members of the media.

Categories for the awards include: Exporter Award; Manufacturer Award; Rural Development Award; Technology Award; Young Entrepreneur Award; Women Owned Enterprise Award; Proudly South African Enterprise Award; Media Award; Quality Award; Green Award; Most Empowered Enterprise Award, SMME Award and Investor Award.

A Lifetime Achievement Award will also be presented as a discretionary award.

### **Meetings Africa 2014** boosts continental competitiveness

24 – 26 February

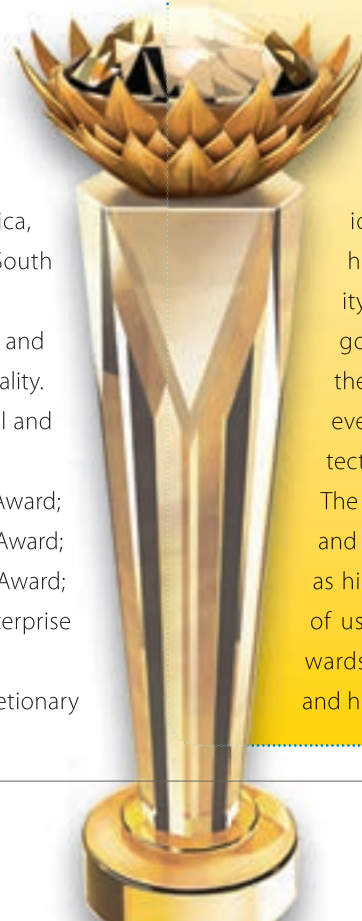
South Africa is one of the world's emerging giants in hosting business events. In recent years, the global meetings industry has started recognising Africa as a sought-after destination. Meetings Africa 2014 showcases Africa's diverse offering of services and products where African associations and professionals from the meetings industry can collaborate to help transform the continent. Meetings Africa is the single most influential and biggest Pan-African trade exhibition on the continent. Meetings Africa 2014 will take place from 24 to 26 February at the Sandton Convention Centre, Johannesburg.

### **Human Rights Day** 21 March

Every year South Africa celebrates Human Rights Day to remember sacrifices that accompanied the struggle for the attainment of democracy in South Africa.

South Africans worked tirelessly for the transformation of our country to an open and democratic society that upholds human dignity, equality and freedom in which government is based on the will of the people and every citizen is equally protected by law.

The massacres in Sharpeville and Langa continue to serve as historical reminders to all of us to make an effort towards protect human rights and human dignity.





# Higher Education puts **SA in a different class**

**A**s the 2014 academic year gets under way, the Minister of Higher Education and Training Dr Blade Nzimande says his department is ready to welcome the vast number of new entrants who will head out to various institutions of higher learning to pursue their studies.

Thousands of students will benefit from opportunities created by the Department of Higher Education and Training at 25 universities, 50 Further Education and Training (FET) colleges and 21 Sector Education and Training Authorities (Setas).

The 2014 academic year is expected to experience an increase in the number of new entrants as a result of the increased Grade 12 pass rate in 2013. In 2012, 377 829 candidates passed Grade 12 while in 2013 the number increased to 439 779. The passes resulted in a 16,4% increase compared to 8,5% in the previous year.

In 2013, 171 755 candidates achieved a Bachelor's pass, which was an increase of 35 708 when compared to 2012, and 173 292 achieved a diploma pass, which was an increase of 20 411 when compared to 2012.

Apart from making close to 200 000 spaces available for first entrants, the department will implement various measures to make higher education accessible to young South Africans.

It will also alleviate parents and students' burden of fees

by providing loans and bursaries to students through the National Students Financial Aid Scheme (NSFAS).

Between 2010 and 2014, NSFAS student loan and bursary funding at universities increased. In 2010, the NSFAS the budget was R2,2 billion and this year it is R9 billion, targeting 205 000 university students and 215 000 FET college students.

"The department has made available an additional R1 billion sourced from the National Skills Fund to all universities to cover the 2013 and 2014 shortfall for continuing students," says Minister Nzimande.

As a result of limited funds, students who were funded by NSFAS in 2013 and did not do well will not receive funding this year.

Government will also open two new universities and build 12 new FET colleges across the country.

The new universities in Mpumalanga and Northern Cape are the first to be built during South Africa's 20 Years of Freedom.

The University of Mpumalanga (UMP) in Nelspruit, Mpumalanga, and Sol Plaatje University (SPU) in Kimberley, Northern Cape, will start off with 140 and 135 students respectively. The intake will increase as infra-



structure and human resources develop.

Last year, the two institutions appointed interim management teams.

“Teaching at the two new universities will commence in existing infrastructure that has been refurbished while new infrastructure is built to accommodate the increasing numbers of students over the coming years,” says the Minister.

SPU will offer three programmes – a Bachelor of Education in Secondary Mathematics, Science and Technology Teaching, the Diploma in Information Technology Applications and Diploma in Retail Management.

UMP will also offer three programmes – the Bachelor of Education in Foundation Phase Teaching at the Siyabuswa Campus, the Bachelor of Agriculture and the Diploma in Hospitality Management at the Nelspruit Campus.

As part of government’s commitment to expand post-school education and training opportunities, the department is building 12 new FET campuses, which will accommodate an additional 6 500 new students in 2014.

These will be at Msinga, Umkhanyakude, Nkandla, Sisonke and Muden in KwaZulu-Natal; Balfour in Mpumalanga; Thabazimbi and Giyani in Limpopo, and Aliwal North, Graaff-Reinet and Lusikisiki in the Eastern Cape.

The construction of the FET college campus at Sterkspruit in the Eastern Cape is set to start in April. The campus will accommodate about 650 students and will focus on engineering.

The engineering courses offered at the new FET colleges will help the country meet the demands of the National Development Plan which calls for at least 30 000 qualified artisans per year. Currently, the country produces only 12 000.

To address the shortfall, Minister Nzimande says students who wish to study towards an apprenticeship to become an artisan in civil, mechanical and electrical engineering will have the chance to do so at various FET colleges.

Out-of-school youths who wish to enter the world of work or need to enhance their skills can consider

learnerships, apprenticeships or skills programmes.

“The post-school education and training sector, particularly FET colleges, will avail 10 000 artisanal opportunities”.

The department has also launched the White Paper on Post School Education and Training, which sets out strategies to improve the quality of and access to post-school education, as well as provide training opportunities for youths.


“We want to revamp our current education system to not only provide access to education at institutions, but to also ensure that all institutions provide high-quality education,” says the Minister.

Improvements to the system set out in the White Paper include upgrading the quality of programmes offered at FET colleges and providing more support for students.

“The department also plans to do away with short courses that were costly but did not lead to any meaningful qualification and work placement. More emphasis will also be placed on practical training,” he adds.

Meanwhile, the department continues to operate the Central Application Clearing House, and Setas will provide training to young people through 16 503 learnership opportunities.

Government’s significant investment and intervention in the higher education sector is a major prerequisite of growing the economy and developing South African society in line with the National Development Plan’s Vision 2030.

Implementation in 2014 alone is one big step in the right direction. 

***As part of government’s commitment to expand post-school education and training opportunities, the department is building 12 new FET campuses, which will accommodate an additional 6 500 new students in 2014.***





JB Marks Alumni Committee

The JB Marks Education Trust Fund was established by the National Union of Mineworkers (NUM) in 1997, to address the need for black educated graduates entering the mining, energy and construction sectors.

Over the last 16 years it has continued unabated to fulfil this need by providing tuition for members of the National Union of Mineworkers and their families, achieving meaningful change and capacity-building through improved education. The Fund has enabled 750 bursars to graduate with mainstream tertiary qualifications (including 15 medical doctors) and disbursed R96 million to over 2500

beneficiaries, with 700 students still in the pipeline. "We are justly proud of our achievements, and our determination to achieve meaningful change for our mineworkers and their families," states Frans Baleni, Chairman of the JB Marks Education Trust and General Secretary of the National Union of Mineworkers. "Historically, mineworkers were recruited from the ranks of the poor and uneducated. A poor education rendered them vulnerable to exploitation and a lack of capacity impaired their ability to take control of their lives and future prospects. Now, thanks to our fund, the children of mineworkers and machine operators

can today become engineers, doctors and professionals with the ability to uplift themselves, their families and their communities."

According to Jako Mokgosi, Principal Officer at the JB Marks Trust, the focus of the organisation has always centred on the needs of its students, and how to provide the best support required for their successful graduation. "We expect only one thing of our graduates – that they put their education and professional qualifications to good use; that they contribute to their communities and help our nation with its fight against poverty," says Mokgosi.



2012 JB Marks Awards winners



Frans Baleni Chairperson of JB Marks board and GS or NUM



Nancy 2012 Alumni Leader of the year



Nompumelelo Mashinini, JB Marks beneficiary

Aligned with its NUM traditions, the Trust believes that the best form of aid is self-help, and has set up mechanisms to assist each annual intake by ensuring mentoring and coaching from their peers – more advanced students and graduates who know the challenges they face and how to deal with them. This led to the establishment of the Core Team or Graduate Committee, which since 2012 is called the JB Marks Alumni and Associates.

Another important milestone was reached in 2010 with the inauguration of the JB Marks Awards to recognise the achievements of its graduates and to encourage and motivate

its students. The first awards at the Park Hyatt Hotel in Johannesburg honoured 76 graduates. The 2012 Alumni Leader of the year Award went to Nancy Makatseng Kalebe, a blind attorney who, despite all the odds, graduated with her LLB in 2003, and is now a practising lawyer specialising in criminal law and civil litigation. "Nancy acknowledged her disability and took it upon herself to pursue her dreams. Her commitment and dedication throughout her studies is a shining example of what is possible, and we are honoured to have supported her and contributed to unleashing her potential."

Mokgosi adds: "We have transformed hundreds of lives, yet it is the individuals with the deepest needs that continually remind us of the value of our work." A case in point is special beneficiary Nompumelelo Mashinini, who applied for a bursary during the 2010 intake. Mpumi's father had passed away the previous year and her mother was unemployed. Although Mpumi had passed her Grade 12 exams and qualified

for a university entrance the JB Marks Education Trust was her only hope of making her dream a reality.

Mpumi received the final bursary of the 2010 intake, and has now graduated for a double majoring in BA Communications and Media and a B.Com in Marketing at Monash University SA. She is a JB Marks student leader on campus and continues to thrive. "My journey has made me realise that everyone's path to success is different. Although we all face bumps along the way, it is perseverance that takes you to your intended destination," believes Mpumi.





# 20 years of successful elections

**T**wenty years ago, South Africans of all backgrounds stood side-by-side to cast their votes in our country's first - ever democratic elections. It was the day South Africans united and the rainbow nation was born.

The elections were a success and it was an exciting time for our country, even though suspicions and violent remnants of political tension remained.

People were anxious to see how the elections would unfold, some left the country while others stockpiled food in anticipation of the worst, while most South Africans celebrated the official end of apartheid and ushered in a new democratic dispensation with the stroke of a pen in the privacy of voting booths.

Two decades later, in 2014, South Africans are poised to celebrate 20 Years of Freedom.

As South Africa gears up for the elections in May, *PSM* goes behind the scenes with the woman who has been with the electoral machine since the beginning, Pansy Tlakula, Chairperson of the Electoral Commission of South Africa (IEC).

The IEC is a publicly funded body created by the Constitution to manage our elections and secure a free and fair outcome.

An advocate by qualification, Tlakula holds a Bachelor of Procurement degree from the University of the North, a Bachelor of Law degree from the University of the Witwatersrand, and a Master of Law degree from Harvard University. She also has an honorary doctorate in legal studies from the Vaal University of Technology, and is an admitted advocate of the High Court of South Africa.

Looking back to the first elections, Tlakula highlights how far we have come as a democracy. "In 1994, there were many technical challenges and preparations for the elections had to be done in less than five months."

Previously there were no systems in place, the voters' roll had not yet been established and people could vote wherever they wanted to. Multiple forms of identity documents were used to vote with a large majority issued with voters' cards because they did not have any form of identity documents.

Counting of votes was centralised, and this, says Tlakula, caused a logistical nightmare and delays in the announcement of the results. Staff involved in the administration of the election had no prior electoral experience.

"A lot has changed since then," she says. The 1996 Constitution established the present-day electoral commission, which had the task of compiling the national common voters' roll in preparation for the 1999 elections.

The voters' roll divides the country into voting dis-

tricts and allows people in each voting district to register as voters. To achieve this, an electronic geographic database had to be created within a short period and people living in each voting district had to be registered before they could actually vote. "We did this over three weekends. At the end of 1998 we had registered 18,1 million South Africans." What also started as a small organisation with 20 employees has now grown into an organisation with 1 100 permanent employees at national, provincial and municipal levels. The number of voting stations also increased from about 10 000 in 1994 to 22 363 to date.

Despite the growth, Tlakula says the organisation is on a continuous learning curve. "We still have a lot to learn as an organisation. Each election brings its own challenges and as we prepare for the 2014 National and Provincial Elections, we are aware that these challenges may escalate. That is why we have and are continuing to prepare >>

### Advocate Tlakula's journey to the top

- She was a member of the South African Human Rights Commission (SAHRC) for six years and during her period in office she served as the co-convenor of the first National Conference on Racism, representing the SAHRC at the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance.
- She is a former National Director of the Black Lawyers Association.
- She served as the Chairperson of the Council of North West University from 1997 to 2003 and joined the IEC in 2002, where she began as Chief Electoral Officer, before working her way up the ranks to the position of Chairperson.
- She holds various awards, including the *Rapport/City Press* Prestige Woman in 2006 and the 2007 *CEO Magazine* Most Influential Woman award in the category of government and related institutions and the Black Business Executive Circle Chairman's award in 2011.

Advocate Pansy Tlakula.

Photographer: Thinus Mathee

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meticulously for these elections." The task of counting ballots and facilitating elections presents an opportunity to create jobs. Currently the recruitment and training of approximately 220 000 staff who will be working at the voting stations on Election Day is underway.

"The participation of young people in the electoral process remains one of our biggest challenges. To help encourage this new generation of voters to participate in the elections we recently launched a communication campaign targeting the youth specifically. It features celebrities in a television advert talking about why they plan to vote in the elections – and urging other young South Africans to follow suit."

These celebrities include Toya Delazy, Anele Mdoda, HHP, Khuli Chana, Joey Rasdien, Liquideep, Lira, Shashi Naidoo, Pabi Moloji and Loyiso Bala amongst others.

"I must be honest. When I first heard about this campaign, many of these names meant very little to me, I thought Liquideep was a detergent, but I was reassured that I am not the target audience, and that people aged 18 to 29 know exactly who Liquideep and Toya Delazy are." The new campaign aims to encourage young people to transfer their enthusiasm for

speaking out and making their voices heard on social media and on the streets into the voting booth for the national and provincial elections.

"As we approach elections, there is a tendency for political temperatures to rise, for tolerance to diminish, for shouting to replace listening, for anger to replace understanding. I cannot overemphasise the importance of tolerance and respect for differing views."

Tlakula says her favourite quote about democracy is by Marian Wright Edelman, an African American lawyer and children's rights advocate who once said "Democracy is not a spectator sport."


"We all have a role to play and the elections are not important in South Africa alone, but for our continent. This year is a significant year in the history of our country since it marks the 20th anniversary of our hard-earned democracy. Let's celebrate this important milestone by participating in the forthcoming election in order to strengthen our democracy, lest we look back and regret opportunities we have squandered to make our democracy work."

### The IEC awarded for excellence

The IEC has managed six national, provincial and municipal elections and developed expertise that has enabled it to hold its own amongst election management bodies on the African continent and globally. This is evidenced by the number of awards that the organisation has received over the years. These include the following:

- The National Productivity Institute Award in 1999. The commission became the first ever recipient of the Platinum Award in the National Productivity Institute Awards competition, held annually since 1979. Giving reasons for the choice, the Adjudication Chairperson, Mr Aubrey Tshalata, said "the 1999 elections stood as a monument to vision, innovation, energy and determination. Within impossibly difficult time frames, the Electoral Commission delivered elections to the people of South Africa of which we may all be justifiably proud."
- The Southern African Logistical Society Award, given by the Southern African Logistic Society in 1999 for logistic excellence.
- The Computerworld Smithsonian Award presented to the Commission in Washington DC in June 2000. An independent panel of judges found the achievement to be among the most significant applications of information technology to society.
- The Loerie Award gold medal in 2005 for Corporate Video and

Events: Non-Broadcast video and film.

- Gold award from the Public Relations Institute of South Africa for the publication of the "Atlas of Results" for the 2009 National Elections.
- In 2011 the election results slip scanning device received an award from the African Association for Public Administration and Management in the category of Innovative Management. This was awarded in Lilongwe, Malawi.
- In 2011 the election results slip scanning device also won the United Nations Public Service Award in the category "Preventing and Combating Corruption in the Public Service". This was awarded in Dar es Salaam, Tanzania.
- The Accessibility Award in 2013 in recognition of outstanding initiatives by election management bodies to ensure that a category of population which has been partly or wholly excluded from the electoral process in the past (be it for physical, geographical, social, cultural, or educational reasons) is brought back in electoral democracy.
- The Equality Award in recognition of Electoral Commissions that made extensive efforts in their countries to guarantee proportionality and the representativeness of elections. 

# Sharon Khosi

## *a body of knowledge*

If you have ever watched television shows such as CSI or NCIS, you will have an idea of what the life of a forensic pathologist can be like.

For many though, working with a corpse is not something they would want to do a living.

Specialist Forensic Pathologist Dr Sharon Lukhozi, however, finds her job riveting and enjoyable.

Although this work is not for the faint-hearted, she is very comfortable in her own skin and her surroundings. Her snake-skin shoes bring a fashionable touch to an otherwise unglamorous workplace, as she strides down the clinically white corridors of the Ga-Rankuwa Forensic Pathology Services, north of Pretoria.

This is the same building where the mortuary is situated. Dr Lukhozi gives me a brief tour of where she works and what she does.

She explains that she performs two or three autopsies daily and each can take anything from 30 minutes to three hours.

She wears her protective gear, which includes a surgery gown, white boots, blue gloves and head cover.

Before we enter the room where autopsies are done she gives me my own protective gear to wear around my shoes, explaining that some of the floors might be contaminated.

We enter the room where the odour of death lingers in the air. The light in the room is slightly dimmed and flies move around freely.

On the wall is a whiteboard with images of the different organs of the human body. Dr Lukhozi moves around easily, demonstrating where she places the different organs in the surgery bowls situated on the sink of the room when performing her duties.

"I have been doing this for almost 10 years now and I love it; it comes very naturally to me."

The soft-spoken 37-year-old was born in Chiawelo, Soweto, where her parents were shopkeepers.

She attended Tshilidizi Primary School and Phutha Lushaka, and completed her high school education at Vuwani and Kingsmead College.

In 1998, she began her 12-year road to forensic pathology and enrolled for a degree in Physiology and Biochemistry. This automatically qualified her to do medicine and she became a second-year medical student at the University of Limpopo.

Dr Lukhozi completed her studies in 2002 and began her internship in 2003 at Ermelo Hospital in Mpumalanga.

In 2005 she was appointed Medical Officer for Pretoria Forensic Services, around which time she developed an interest in the forensic pathology service.

"When I was working at Ermelo Hospital I realised that clinical work was not for me. I enjoy what I do now because it's a controlled environment. I know that there are a number of autopsies allocated to me each day."

In 2007 she was appointed as a registrar so that she could specialise in pathology at the College of Medicine in South Africa. She also obtained a fellowship in forensic pathology from the University of Pretoria in 2011.

The first time she saw a dead person was when she was about 10 years or younger when a stranger fleeing pursuers died in front of her home.

"I cannot remember being afraid of seeing a dead body."

She admits that she did not know that she would like pathology but once she started working in the profession she found it very stimulating.

Dr Lukhozi says the most stimulating thing about her job is dealing with high-profile cases.

"Part of my job is to give evidence in court to explain how a person died. It's absolutely riveting - I get to unravel the truth. The facial expressions on the faces of people excites me. I feel I am also contributing to society by revealing the truth and giving people closure >>





in enabling them to know exactly how their loved ones died. I am helping people in a different way and putting the matter to rest."

She says she likes revealing the mystery". When I find out what happened to a person it's the most relieving feeling. When I don't find out what happened I feel a sense of void. There are cases where this happens."

Her job does not end at Ga-Rankuwa Hospital. At times she has to go to crime scenes where people have died.

"This also gives me a clear indication of how the autopsy will be performed, more especially if it's instances of murder, aircraft crash or high-profile cases. This is not a norm, though."

### The job's challenges

As much as she enjoys her job, she confesses that at times it can be challenging and emotionally tiring.

"The biggest challenge in this field when compared to other countries is the resources we use. Other countries are ahead in terms of the technology they use.

"The field is also not attracting a lot of young doctors because not many people want to do this type of work."

The other challenge that Dr Lukhozi faces is the psychological impact on her.

"It can be emotionally draining. At times I come across a case when a person has just died and the body is still warm."

"As soon as I start working everything fades away and I focus on the job at hand. I have learned to separate myself from the situation. I tell myself that I need to know what happened to this person."

### Her journey to the top

Dr Lukhozi says getting to the top came with a number of sacrifices and a lot of studying.

"I had my kids late because there was a period of five years where I focused on nothing but books. I had no social life and had no time for family."

She married her medical doctor husband in 2005 and had to juggle having children – now aged three and five – while completing her studies.

In terms of forensic pathology in South Africa, Dr Lukhozi says the industry has come a long way but more needs to be done.

She explains that her unit belonged to the police moved to the Department of Health, which she saw as



#### **The woman behind the position**

##### **Do you prefer traditional or gourmet food?**

I like both. I enjoy tripe if we are at a traditional wedding. If you take me out to a nice place, then a piece of steak is delicious.

##### **How do you relax?**

I don't relax. It's my New Year's resolution to find a hobby – I want to learn to swim or play a musical instrument.

##### **How do you deal with stereotypes associated with handling a dead person, especially in the African culture?**

I don't go out of my way to tell people what I do for a living. I do know, though, that if you touch a dead body in the African culture you are perceived as having bad luck. When people tell me I will have bad luck, I tell them it's work and I don't take the bodies home.

##### **What does your family think of your job?**

They have made peace with my job. It was very hard for them to accept it. They would've preferred me to stick to clinical work.


##### **As a result of the work that you do what are you more aware of?**

My driving has changed, I am a very careful driver. I won't compete with anyone on the road. I am very cautious with my kids at home. The pool is always covered and my children know they are not allowed near the pool without supervision. I am over-protective.

progress. She feels more needs to be done to educate the public about forensic pathology because the people do not understand fully what forensic pathology is and some mistake it for working in a laboratory.

"People should be aware of us and what we do. We should be able to interact with the community."

Dr Lukhozi says her job has taught her that life is precious.

"You cannot live your life being scared but also don't assure yourself that you will live forever. Life is not to be taken easy – you can be here today and gone tomorrow." 

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A portrait of Sandile Ngcobo, a man with short dark hair and a mustache, wearing a red polo shirt with black trim. He is looking directly at the camera with a slight smile. The background is a plain, light-colored wall.

# LASER SCIENTIST

## beams to the top

**U**nlike many groundbreaking scientists who seek recognition and thrive on their 15 minutes of fame Sandile Ngcobo is a man of very few words. This humble father of two has made scientific history by developing the world's first interchangeable digital laser. Despite this massive achievement he shies away from the spotlight.

Thirty-three-year-old Ngcobo, a research scientist in the mathematical optics research group at the Council for Scientific and Industrial Research (CSIR) National Laser Centre in Pretoria, made the breakthrough in August last year, just months after being assigned to the project.



Other members of the CSIR's Laser Centre team, under chief scientist and research group leader in the mathematical optics unit Professor Andrew Forbes, had unsuccessfully tried for years to create a digital laser. Enter Ngcobo, who made the discovery by means of calculated research.

His fascination with fixing things began at a young age. When other youngsters were working at grocery stores to earn pocket money, Ngcobo decided to repair his dad's lawnmower and mow lawns for money. However he soon became the local Mr Fix-it, by repairing his neighbours' appliances.

Hailing from Kwa-Mafunze village on the outskirts of Pietermaritzburg, Ngcobo is the second of 10 children whose parents encouraged his curiosity. He matriculated from Eastwood Secondary School in 1998 and pursued his passion for science at the University of Kwa-Zulu-Natal. Ngcobo landed his first job in 2003 while completing his honours degree at Hartebeesthoek Radio Astronomy Observatory (HartRAO).

"I began as a researcher stationed at the CSIR, study-

ing the earth movements that help predict tidal waves and tsunamis". It was here that Ngcobo began working with lasers and a decade later he is still at it.

After a year, he decided to apply for a research position and landed the job in 2004. Since then Ngcobo has been involved in designing laser resonators, the are mirrored reflectors that emit laser lights. For years the reflectors were always fixed, but after his breakthrough he can now digitally change the shape of the resonators. This will have a tremendous impact in the field of laser research.

"We use the lasers to predict distance from objects, satellites stationed in space and other objects. Lasers also cost thousands of rand, and changing or altering them previously took very long and cost a lot".

Many South Africans, says Ngcobo, do not fully understand how important lasers are to everyday life. Thanks to lasers, we are now able to shop, drive and connect to people much easier, he says.

"It used to take shop owners hours to individually tag items of groceries. Today they carry barcodes that can be scanned by laser; traffic cops no longer have to use a rope across the road to measure the speed of a car, a laser does that for them; and talking to your family and friends on a cell phone, thanks to a laser transmitter, is a breeze."

The new digital laser uses a liquid-crystal display (LCD) as one of >>



its mirrors. As with LCD televisions, the LCD inside the laser can be sent pictures to display. "When the pictures change on the LCD inside, the properties of the laser beams that exit the device change accordingly," he says.

It is this discovery that has put South Africa on the map as a leader in scientific research. "This ground-breaking development is evidence of the great potential we have in scientific innovation – that the world's first digital laser should come from our country is testimony to the calibre of scientists that South Africa has," said Science and Technology Minister Derek Hanekom.

Another great thing that assisted Ngcobo in his discovery was the fact that he worked in one of the few laboratories in the world that specialise in both lasers and holograms. On the day of the discovery, Ngcobo recalls, he began testing his research and realised it worked. "I was very very happy. I could not believe it at first, and I remember feeling such relief ... I had done it."

The new digitally enhanced lasers will enable the CSIR to make substantive improvements to society. "Lasers can be used in health practices like surgery, in the infrastructure industry to cut parts, or to make barcode scanners and DVDs, CDs and laser pointers," says Ngcobo.

"I am very proud of my accomplishment and it only encourages me to do more in my field."

However his love for science is not his only accomplishment and passion. Ngcobo thrives on helping others realise their potential. Together with business partners he has established an institute of agriculture in his hometown of Pietermaritzburg to help unemployed residents in the area turn their lives around by means of skills development, training workshops and assistance provided by the institute.

"I am passionate about helping others and through science many youngsters can make a great impact to our country. All they need is to be exposed to science from a young age and they will be hooked, just like I was," laughs Ngcobo.

He is currently completing his doctorate at the University of KwaZulu-Natal. His recent breakthrough as well as his research into digitally controlling the size and shape of a laser beam is all part of his rise to the top.📧



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South Africa has a powerful industrial base which has been harnessed to achieve a wide range of industrial endeavours covering a spectrum from mining to oil and gas, harbour construction, steel production and the fabrication of industrial assemblies. This impressive industrial spread of capability is available to be integrated into a large scale nuclear power construction industry, with export potential.

*The government has announced the construction of an additional 9 600 MW of nuclear power. This figure represents three power stations. NIASA looks forward to involving South African industry in this exciting challenge. In the development and construction, there will be considerable interaction with international nuclear power companies, many of whom are already active in South Africa.*

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# Fast facts at **your fingertips**



## Tourists and migration

**1 283 885** – the number of foreign arrivals in South Africa in October 2013, made up of 67 394 non-visitors and 1 216 491 visitors.

## Saving lives

**66%** – the drop in mother-to-child transmission of HIV in the past five years.

## Rural development and agricultural programmes

5 000 - the number of farms comprising 4,2 million hectares that have been transferred to black people, benefiting over 200 000 families. In addition, nearly 80 000 land claims totalling 3,4 million hectares have been settled, benefitting 1,8 million people.

## The economy and jobs

The last five years have been a period of unprecedented growth and development in this country. Our national wealth has grown to a Gross Domestic Product of more than R3,5 trillion and government's annual revenue has grown to R880 billion.

## Electricity generated and available for distribution

**1,3%** – the actual volume of electricity consumption increase year-on-year in December 2013. Seasonally adjusted electricity consumption increased by 2, 2% month-on-month in December 2013, following a month-on-month decrease of 1, 5% in November 2013.

## Access to electricity

The percentage households with access to electricity between 2002 and 2012 increased from 77,1% to 85,3%. While 98,2% of electrified households used electricity for lighting, the proportion dropped to 84,5% for cooking.

## Food and beverages

70% - total income generated by the food and beverages industry in November 2013 compared with November 2012. The highest annual growth rates were recorded for food sales (7,8%) and other income (3,7%).



## Creating jobs

- The number of employed persons increased by 308 000 while the number of unemployed persons decreased by 114 000 between Quarter Two (Q2): 2013 and Quarter Three (Q3): 2013. This resulted in an increase of 194 000 in the labour force.
- The formal sector and private households contributed positively to the increase in employment (up by 314 000 and 39 000 respectively), although there was a decline in employment in the informal sector (down by 39 000) and in agriculture (down by 6 000).
- Reflecting the quarterly change in employment and unemployment, the unemployment rate decreased by 0,9 of a percentage point from 25,6% in Q2: 2013 to 24,7% in Q3: 2013, while the absorption rate and labour force participation rate increased by 0,8 and 0,4 of a percentage point respectively.



Source: StatsSA Update; Quarterly Labour Force Survey, Quarter 3, 2013, January 8 Statement.



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# Sugar & spice, makes all things nice

*Writer: Nicholas Francis*

**H**er love for turning simple, local ingredients into an extraordinary taste sensation is what keeps Kerry Hedges of Lemon Canary Bakery's customers coming back for more and more. From cupcakes and cakes to sweets and savouries, her beautifully baked creations are taking the country by storm.

This bespoke baker slash designer uses her love of life and all those around her to create unique, mouthwatering treats from macarons that can compete with France's finest to decadent dark chocolate cupcakes that will ignite your cravings.

### **The story behind Lemon Canary...**

After combining my studying of graphic design and photography down in the Cape, with eating at many bakeries, cafés and patisseries, I returned to my hometown in KwaZulu-Natal to start up a business. Having always loved food, I knew I could use the tools I'd learnt at the design academy to create something very special and unique. I started selling cakes at a local market and literally grew from that day to what I am today, five years later- a successful baker and business owner.

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

I focus heavily on using local products in my food, and there is a local singing bird I grew up with called a lemon-chested canary. I have always loved this bird and thought it to be a pretty and apt name for what I wanted to do. I also love using lemons as I think they are one of the best flavourings for both baking and cooking and I use A LOT of them!

### **Our signature dishes are...**

I have always collected recipes since I was a child – I even have my great grandmother's recipe file so I love to look back on the old favourites. The first recipe jotted down in the very first recipe book I started in 1996 is vanilla cupcakes- so that is always a firm favourite. My gran's orange cake is another favourite for winter when citrus is at its best. Our dark chocolate brownies are bliss, a recipe I have tweaked over the years and the addition of local, salted, dark roasted macadamia nuts is a winner!

### **My love for food and baking began...**

I have always had it in my blood. Both my grandmothers loved to cook and my mother is an excellent baker. We always had homemade biscuits, rusks and cakes on any family holidays or trips. I am from a large family, so we never had an abundance of sweets and candy – everything was always homemade.



### Baking to me is...

Nostalgia. Everyone loves a cup of tea and slice of cake, don't they?

### To me the most important thing about baking is to...

Be precise with your measurements and have a reliable oven, but never be scared to experiment, if you have a recipe for a chocolate cake, why not add nuts or some orange zest to spice things up a bit.

### My favourite dish is...

This has to be the Lemon Chiffon cake. It is a beautifully light and fluffy cake made with lots and lots of eggs. The eggs are separated and the whites turned into a meringue, which are then folded into the actual cake batter. We soak it with a light, lemon syrup and then we cover it in a lemon cream cheese frosting – it is my absolute favourite!

### My passion and inspiration comes from...

Being inspired by produce – for example when I see fresh berries in season I get incredibly excited and my mind starts racing through all the possibilities of what I can bake, make or create with them. I am always reading the *Farmer's Weekly* to see what crops are popping up where and where all the wonderful produce comes from exactly. I have my own aromatic and rose garden so I use plenty of stuff out my garden such as rose petals, rose geranium, peppermint, cornflowers, etc.

The month of love is upon us, and to help you celebrate in true royal style, Kerry Hedges of Lemon Canary Bakery shows *Public Sector Manager* magazine readers how to create the perfect romantic high tea for your special someone. >>

### Romantic Red Velvet Cupcakes

Ingredients

- 2 ½ cups (350g) flour
- 1 ½ cups (300g) sugar
- 1 tsp bicarbonate of soda
- 1 tsp salt
- 1 Tbs cocoa
- 1 cup oil

1 cup maas (cream chees)

2 eggs

1 tsp vinegar

**Method:** Preheat oven to 180°C. Sieve all the dry ingredients together and mix wet ingredients in separate bowl and add to dry ingredients. Mix well together for a few minutes. Scoop mixture into pretty cupcake holders and bake for 15 to 20 minutes.

### Cream Cheese Frosting

Ingredients

125g butter softened

450g icing sugar sifted

100g cream cheese

1 tsp vanilla essence or seeds from 1 vanilla bean

**Method:** Beat all ingredients together well until frosting turns from a yellow colour to a light, pale colour. This takes about five minutes.



### Homemade Marshmallows

Ingredients

2 cups caster sugar

½ cup boiling water

½ cup cold water

2 Tbs gelatine

**Method:** Soak the gelatine in a ceramic bowl with the cold water until it sponges. In the meantime place the sugar into the bowl of an electric mixer or just a mixing bowl. Once the gelatine has turned to sponge, place in microwave for 10 second intervals until gelatine has dissolved – be careful not to overheat. Place gelatine mixture and boiling water into bowl with sugar and beat on high speed for about ten minutes until mixture is thick, white and glossy. At this stage you can add any flavouring you want such as vanilla, rosewater, orange blossom water or any other flavouring. You can also colour the mixture any colour you wish. Grease a square brownie pan (approximately 22cm) with Spray and Cook and turn marshmallow mixture out into the pan. Smooth the surface down and

place mixture in the fridge for several hours. Once the mixture has set and cooled, turn it out onto a surface you have dusted with cornflour or Maizena. Cut shapes out of the marshmallow or cut squares. You can also cut squares and roll them in toasted coconut, or try cute heart shapes for your loved one.



### Mouth-watering Macaroons

Ingredients

2 egg whites

Pinch of salt

1/3 cup (70 g) caster sugar

110 g icing sugar

100 g ground almonds

**Method:** Preheat oven to 150°C. Beat egg whites with salt until foamy, add caster sugar and beat until mixture is shiny. Sieve icing sugar and ground almonds over the mixture. Use a spatula to fold into meringue – fold and beat, fold and beat until the mixture is slightly runny and shiny.

Place into a piping bag with round nozzle and pipe onto a greaseproof paper on baking trays, leaving space in between for the macaroons to spread. Bash the tray on the floor a few times to get macaroons to settle.

Leave the macaroons in place with bit of air flow for half an hour. Bake for 15 to 20 minutes and be careful not to brown them too much.

Once all your delicious treats are made, decorate your table outdoors with flowers, fine china, your freshly baked treats and place a romantic table setting for two. Have a selection of your favourite teas from Earl Grey and vanilla to lavender and honey set out. You can buy various types of tea from your local grocery store or try making your own blend of love tea. High tea isn't high tea without your favourite bubbly. Grab a bottle of your favourite champagne, and toast to love - life's greatest gift!



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## Fostering entrepreneurial skills, building a nation

Developing and sustaining new businesses is critical to South Africa's economic future. That's why at SAB, we do everything we can to help small businesses and entrepreneurs create wealth, jobs and financial sustainability. And we have been doing so for decades.

Our flagship initiative, SAB KickStart, provides training and assistance to budding entrepreneurs between the ages of 18-35 during the crucial business set-up phase. Now in its 18th year and with an investment of over R63 million, the programme has empowered more than 23,000 young entrepreneurs and helped set up around 3,200 small businesses.

Taking job creation one step further, the SAB Foundation invests in non-profit organisations, co-operatives and micro-businesses by providing growth capital, coupled with solid business skills training and mentorship. The Foundation funds community initiatives with a special focus on women, the youth, and people with disabilities, and particularly disadvantaged South Africans in rural areas.

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.



# Government leads way in employment equity

**2**013 marked the 15th anniversary of the Employment Equity Act (EEA) of 1998, one of the major post-apartheid South Africa.

It was also the 100th anniversary of the infamous Native Land Act of 1913 – although, superficially, this may appear to be far removed from the business of labour-market transformation.

In truth, the Native Land Act of 1913 has had a far-reaching impact and has been aptly described as apartheid South Africa's "original political sin".

So transversally glaring were the many legacies of the Native Land Act of 1913 that former President FW de Klerk – who presided over its abolition in 1991 – admitted to the enduring damage inflicted by this legislation on the lives of the majority of South Africans.

At the time, former President De Klerk admitted that in the machinery of apartheid's racial inequalities – none of the cogs had been more pivotal and decisive to "most black South Africans than the dispossession of land". It was, however, one of the forebears of the anti-colonial struggle, Sol Plaatje, who documented the ominous arrival of the Native Land Act of 1913, and the wanton landlessness and despair it left in its wake.

## Native life in South Africa

Written en route to yet another unsuccessful deputation and petition to the British Crown in 1914, Plaatje begins his record of the advent of the Native Land Act of 1913, with deadpan fatality – in his seminal book, *Native Life in South Africa*. He wrote: "Awaking on Friday morning, June 20, 1913, the South African Native found himself, not actually a slave, but a pariah in the land of his birth."

Although scrapped from the statute books three years before South Africa's first non-racial and democratic election in 1994, the legacies of the Native Land Act of 1913 are still with us.

These can still be seen and experienced in the pervasiveness of apartheid's spatial-develop-

ment patterns that are very difficult to break, due to a still racially skewed land-ownership regime.

Consequently, the majority of previously disadvantaged South Africans remain largely squashed into townships or left eking out a living in increasingly barren former "homeland" rural areas of South Africa. This is despite our most gallant efforts at redressing land ownership through land reform over the past 20 years of democracy.

Some may wonder what land dispossession has to do with employment equity.

A straightforward answer is everything. Land tenure is more than a place and a roof over one's head. The intrinsic value of land is linked to social stability and cohesion. It lies at the core of people's livelihoods, economic self-sufficiency and political independence.

It was precisely due to this intrinsic value of land and all that is often associated with the soil (culture, religion, economic and political independence) that land ownership became the first source of conflict in battles that stretch as far back as 1652.

It is a well-documented fact that the impoverishment of black labour and the creation of a highly racialised



labour market were preceded by relentless attacks on the land-tenure systems of indigenous people of South Africa. It is the vestiges of the Verwoerdian labour-market dispensation of “hewers of wood and drawers of water” that legislative interventions such as the EEA have sought to reverse over the past 15 years.

### **Changing the face of the Public Service**

At the inaugural Employment Equity and Transformation Indaba, organised by the Department of Labour in April 2013, we assessed the progress, challenges and lessons learned over the decade and a half of the implementation of the EEA and related instruments.

Sadly, the overall assessment of the state of employment equity in other sectors of society, and in business in particular, was found wanting – according to the Commission for Employment Equity’s 2012 report.

In contrast, the Public Sector showed the most substantial progress in implementing the EEA since the advent of democracy in South Africa.

The transformation of the Public Sector has not been a small achievement – considering the appalling base from which we began in 1994. Tellingly, former President Thabo Mbeki once referred to South Africa’s two nations – one poor and black and the other rich and white, which has also played itself out in the workplace, and specifically the Public Service.

As could be expected from an administrative system that was designed around racial exclusivity, the top-management echelons of government were previously white male-dominated, while the majority of black civil servants was concentrated at the base of the administrative structure.

Moreover, the politically conservative nature of the bureaucracy meant that such “niceties” as workplace diversity – which includes the employment of women and people with disabilities – were of no consequence at all.

Needless to say, the resultant state of public administration in 1994 was a toxic mixture of an inadequately skilled workforce, which was poorly paid and demotivated. The Public Service as a whole was also characterised by a confrontational approach to labour relations – driven by the bureaucracy’s command and control approach to the management of all its affairs.

However, the Public Service became a major instrument at our disposal – although imperfectly so at first – for the reconstruction and development of post-apartheid South Africa. I reported with great satisfaction at the inaugural Employment Equity and Transformation Indaba that we have indeed changed the face of the Public Service over the past 20 years.

Without wanting to sound over-confident or to underestimate the many challenges that we still confront, we can boldly state that the Public Service leads in terms of the implementation of both the spirit and letter of transformative legislation such as the EEA.

The Public Service employment-equity figures are a significant achievement in our ongoing drive for employment equity and diversification in the Public Service.

Importantly, the transformation of the Public Service has translated into a tangible service-delivery impact for the majority of South Africans who were previously excluded by apartheid service-delivery practices.

But, like in most areas, more needs to be done – based on a closer analysis of the Public Service’s employment-equity trends. In particular, more people with disabilities need to be employed across the Public Service as, at less than 1% representation, we are performing dismally in terms of our employment-equity obligations.

The milestones that we have reached demonstrate how government has led - and continues to lead - the transformation of our society. This includes being a role model in terms of leading in the implementation of our policies.

None of the advances that we have made since 1994, as a nation, would have been possible without a well-tempered public service.

Similarly, the resolution of the challenges that still confront us and the goals that we are setting as we begin the Third Decade of Freedom would be impossible without the well-oiled Public-Service machinery that is now in place.

It is therefore crucial for all of us – as we approach the end of two decades of post-apartheid transformation – that we increasingly also realise that while equity and diversity are integral parts of societal change, true transformation is more than a numbers game. It is also about the quality and calibre of the public servants that government employs. 🌐

***I reported with great satisfaction at the inaugural Employment Equity and Transformation Indaba that we have indeed changed the face of the Public Service over the past 20 years.***

# PLAYING IN THE RAIN

## UKZN EXTENDED LEARNING GOLF DAY

Writer : Roger Chetty and Sarah Strauss



Celebrity guest and keynote speaker Shaun Pollock (centre) with winning 4 ball



Celebrity guest and keynote speaker Shaun Pollock (centre) with two lucky draw winners



Celebrity guest and keynote speaker Shaun Pollock (centre) with two lucky draw winners



Celebrity guest and keynote speaker Shaun Pollock with UKZN Extended Learning CEO Simon Tankard

No amount of rituals or rain dances could prevent buckets, yes, buckets of rain at our UKZN Extended Learning Corporate Golf Day. We actually needed to take a lesson from China. During the Beijing Olympics, China used advanced weather modification technology to stop the rain. Rockets were fired into the clouds to seed them thereby forcing the rain to fall or to disperse the clouds – thus preventing the rain from reaching Beijing. Perhaps next year...

At UKZN Extended Learning, we discuss and expound financial techniques, develop critical reasoning, and teach about leadership. But, the only way that you can learn about commitment, resilience, dedication, and not letting the team down, is when you play golf in the rain. The atmosphere was magical! It was amazing to see almost one hundred crazy

golfers putting, chipping, driving, slicing, hooking, and even missing in the rain. They did not have to be there, they chose to be there and they chose to play, and many of the die-hard golfers chose to finish all 18 holes. Well done to all of you!

A true alumni of UKZN, our celebrity guest and keynote speaker was ex-Protea's captain and a fine golfer too – Shaun Pollock. Shaun was a great sport! He demonstrated the same grit and determination as he bowled – miserly giving away any runs. He soldiered on, in the rain, and although he was down with the flu and lost most of his voice, he delivered a motivating keynote address on his experience at UKZN and the importance of a good education.

Thank you all for choosing to play in the rain and for spending your day with us!!!





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

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# National School of Government (NSG) set to improve Public Sector skills

Against the backdrop of the country preparing to realise one of the recommendations of the National Development Plan (NDP) – that of a modern, professional, performance-oriented Public Service – in October 2013 government successfully launched the NSG in which will be opened officially this year.

*Some of the winners at the Batho Pele Excellence Awards.*

**T**he NSG seeks to realise the values and commitments in the Constitution. It will be responsible for learning and development programmes and services in a uniform public sector with the objective of developing a professional, responsive and capable public sector, driven by the imperative of a developmental state. A culture and ethos of service will be imbued throughout the Public Sector to meet the expectations of stakeholders and communities.

The school represents a new approach to learning and development in the Public Service, with significant changes in strategy, focus, organisation and staffing. The learning and development strategy will meet the needs of the Public Sector as a whole and ensure the strategic use of available resources.

## Government Leadership Summit (GLS)

A major feature of the opening of the National School of Government will be a GLS. Its purpose will be to help improve the performance of the Public Sector, and bring about the required leadership and capacity to deliver effectively on the NDP and, more specifically, the Medium Term Strategic Framework 2014-2019.

### The objectives of the GLS are to:

- Craft an integrated leadership and capacity development strategy for establishing “a capable, developmental, professional and responsive state by 2030” (NDP) which has a learning and development strategy to be implemented by the NSG as a component.
- Facilitate an informed understanding and the commitment of the political leadership and accounting officers to the development, implementation, monitoring and evaluation of the strategy.

- Clarify the responsibility of each role player in implementing this strategy, including accounting officers and government departments.
- Develop a shared understanding of current thinking about how “a capable, developmental, professional and responsive state” (NDP) should be governed, designed, organised, managed, staffed and evaluated.
- Evolve shared understanding of the root-cause factors that enable good practice but also causal factors underlying ongoing capacity problems and weaknesses in the Public Service.
- Arrive at a better understanding of the range of factors that influence how well public sector organisations function.
- Share a set of concepts and tools related to diagnostic capacity analysis.

## Curriculum of the NSG

The programmes and services will be underpinned by the democratic ethos and values of the Constitution. Learning programmes will ensure that public servants attain knowledge and develop critical, reflective, analytical and problem-solving skills to make them responsive to the needs and demands that confront the Public Sector.

The content of learning and development will be national in character and will reflect the needs and challenges of local situations.

The NSG will establish a research function, which will explore best-practice in public service delivery and in learning and development.

The NDP identifies the need to develop capacity “brick-by-brick, institution-by-institution” and the NSG will, accordingly, adopt a phased approach to implementation, strategically focusing on institutions based on relative levels of need. It will initially focus on working with national and provincial departments before widening the scope of support to local government and public entities.

### **Government Leadership Programme (GLP)**

The first programme of the NSG will be a Government Leadership Programme, or GLP, in the form of an assembly of the political and administrative leadership from all three spheres of government.

The purpose is to achieve the “capable, developmental, professional and responsive state” envisaged in the NDP.

It will mark a decisive and urgent shift from the past, and build collective responsibility and momentum for improved performance and service delivery. It will draw on the combined knowledge and experience of government leadership, as well as local and international experts based on highly skilled facilitation. The programme will conclude with a declaration of intent, shaping the future of learning and development in the public sector.

### **Induction**

The first programme to be rolled out by the NSG on a significant scale will be compulsory induction for all new employees. This will ensure that new employees are thoroughly oriented to the public sector, the specific institution and their specific job responsibilities.

### **In-service learning and development programmes**

The NSG will ensure that institutions, public representatives and public servants have access to effective, high-quality learning and development, making an impact on public sector performance and service delivery that is monitored and evaluated.

Appointments and career progression will require demonstration of competency and relevant qualifications. Learning and development programmes will be driven by the overarching learning and development strategy, balancing – on the demand side – the needs of institutions and individuals, with supply-side delivery of job-relevant programmes.

### **Recruitment and career streaming**

In the medium-term, the NSG will work with relevant partners in government to develop a recruitment programme to attract the best talent among school-leavers and university graduates to careers in the Public Service and provide them with extensive education and training.

### **Learning between South Africa and other countries**

The South African Public Service, particularly the NSG, is part of a network of similar institutions in the continent.

This network aims to share experiences and good practices. For example, the NSG (through the Public Administration Leadership and Management Academy) is a founding member of the African Management Development Institutes Network.

The latter’s purpose is to facilitate a continental network of national management institutes to create a platform for African Management development institutes that articulates their collective voice, and promotes partnership and collaboration, to develop leadership and management capacity.

### **Design and model**

The centralised NSG will incorporate academies and human resource development units as partners at all delivery sites. This model will combine the priorities of all spheres of government, as well as the needs and plans of specific sectors, institutions and individuals. It will build a national framework that will ensure alignment in the approach of role players in different spheres, as well as partners outside the public sector.

The NSG will insource capacity instead of outsourcing it, as has been the case in the past, to ensure optimal levels of standardisation and consistency in the content and quality of learning and development. This will enable policy outcomes to be monitored and return on investment to be assessed.

The NSG builds on good practices that have yielded positive results and shifts away from past ineffective approaches. It is a move away from outsourcing training to a flexible, responsive and needs-driven approach.

The NSG will facilitate a departure from the largely uncoordinated work of departments to a cooperative, integrated public sector learning and development strategy.

The NSG will be a key vehicle and enabler for effective policy delivery, especially the NDP. ④

# The International School: Building diplomatic capacity



**T**he establishment of the International School of the Department of International Relations and Cooperation's (Dirco) Diplomatic Academy in 2011 followed the formalisation of training that the academy has been providing through cooperation agreements. Since 1994, the Diplomatic Academy has been training diplomats from countries such as the Democratic Republic of Congo (DRC), Western Sahara, Palestine and South Sudan.

The numerous requests that the Diplomatic Academy received from countries for diplomatic training, particularly those emerging from conflict, affirmed South Africa's need to contribute to the country's foreign policy objectives and for the development of diplomatic skills and capacity in Africa and the South.

South Africa viewed these requests in the same manner as the training assistance provided to the country during its own struggle years, before and after democratisation. Responding positively was

therefore not just an opportunity to provide training to many countries that were in the same situation as South Africa before 1994, but it was also this country's opportunity to pay back the investments made in South Africans so many years ago.

These ad hoc training events led to the establishment of the International School of Dirco's Diplomatic Academy. The guidance provided by the Minister of International Relations and Cooperation, Maite Nkoana-Mashabane, and the department's Director-General, Ambassador Jerry Matjila, led to the International School's contribution to South Africa's high-level foreign policy objectives. It has also been used to forge country and personal relationships that merge Africa and the South into a strong unity, which would enable



*Deputy Director-General Maud Dlomo addressing students at a graduation ceremony of the International School.*

all to work towards a better Africa and a better world.

The International School's training programmes have been designed specifically to contribute to the country's high-level aims. These training programmes cover the following eight topics: climate change, multilateral conferencing and negotiations, public diplomacy, building training capacity, development cooperation, diplomatic training, post-conflict reconstruction and development (PCRD) and Southern African Development Community regional integration.

The PCRD and diplomatic training programmes were the two most often hosted. Requests for diplomatic training concluded by the International School are increasing.

The PCRD programmes were selected after many dip-

lomats and government officials requested South Africa to share its democratisation experience. Some of the areas of particular interest include South Africa's negotiation process, the writing of the South African Constitution, the Truth and Reconciliation Commission and the country's policies and efforts towards rebuilding a prosperous, equitable and sustainable democracy for all its people. More broadly, it is also in line with the African view that "PCRD is one of the tools designed to curb the severity and the repeated nature of conflict in Africa and bring about sustainable development".

The PCRD programme's linkages with Africa became evident during the early years of the International School's existence when Minister Nkoana-Mashabane reminded all during her Budget Vote Speech on 25 April 2012 that: "Africa is stronger when it is united. Africa's voice is heard when we speak as one. >>



"We prosper better and faster when we work together as a continent, for our unity and integration."

It was also during this time that former Minister Dr Nkosazana Dlamini Zuma, was elected as African Union Commissioner.

The International School has already hosted almost 300 middle-level to senior diplomats from 54 countries.

The training is not only about lectures and presentations – which form an important part of any training and capacity-building programme – but also showcases the progress South Africa has made since 1994, thus sharing the country, its people and its values with Africa and the South.

The training methodology includes case studies, negotiation simulations and panel discussions, as well as site visits to the Apartheid Museum; Constitutional Court; Cradle of Humankind; Sterkfontein Caves; Johannesburg Stock Exchange; Business Unity South Africa; Soccer City; Mandela House; and the Hector Pieter-son Memorial.

Participants in the training programmes made some interesting comments, among other things, that although they had attended similar courses before, they had never experienced such high-quality courses hosted by Africans for Africans.

It provided them with an African view on many international issues that they felt was absent in other international training courses. They also felt proud to be associated with this African-hosted

course, due to the high quality of the programme content and the logistical and other arrangements.

The training hosted by the International School is an important contribution by South Africa towards capacity-building and a vehicle for the exchange of views and opinions between diplomats from Africa and the South.

The programme held in November 2013 focused on mediation and senior diplomats from Africa with experience in mediation and negotiations were invited to participate. Lecturers and presenters included high-level mediators, former ministers and ambassadors who have participated in mediation efforts in Africa and elsewhere.

The Mediation Course contributes to capacity-building and the development of technical skills within diplomacy to ensure that the new generation of African and developing country diplomats are prepared and well-equipped to ensure a better Africa and a better world. ☺

**\*Andre Groenewald is Director: International and Protocol Training at Dirco.**

**\*A version of this article first appeared in Ubuntu magazine, an official publication of DIRCO.**

# TRANSNET FREIGHT RAIL



Transnet Freight Rail is the largest division of Transnet. It is a world class heavy haul freight rail company that specialises in the transportation of freight. The company maintains an extensive rail network across South Africa that connects with other rail networks in the sub-Saharan region, with its rail infrastructure representing about 80% of Africa's total. The company is proud of its reputation for technological leadership beyond Africa as well as with-in Africa.

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# Secret to success:

## Class of 2013 Free State



MEC Tate Makgoe with one of many learners who received shoes at Bopa Sechaba Primary School in Tumahole, Parys.

**P**aying attention to difficult subjects, opening a channel of communication, extra classes on weekends, consultations with a sister department and setting clear targets are some of the ingredients used by the Free State Department of Education to topple the traditional top performers – Western Cape and Gauteng.

During his budget vote last year, Free State MEC of Education Tate Makgoe gave an undertaking that his department would improve the matric pass rate – and it has done just that. The province achieved a pass rate of 87,4% in 2013, which was an increase of 6,3% from 81,1% in 2012.

MEC Makgoe says his department will not rest on its laurels and will work harder to defend its number one spot as the top performing province in the country.

Speaking to *PSM* on the sidelines of a visit to The Beacon Secondary School in QwaQwa, MEC Makgoe said the success achieved by the Free State Class of 2013 had been built over a period of time.

The MEC said the department had been working hard over the years to improve matric results, attaining a steady increase in the pass rate from 70,7% in 2010 to 87,4% in 2013

“I think for us we have been building over the past few years. If you look at our performance you’ll see that we have been improving over the years,” he says with a smile.

### Focus on killer subjects

As a chemical engineering graduate from the then Technikon Vaal Triangle (now called Vaal University of Technology), MEC Makgoe has a passion for subjects such as mathematics and accounting and he finds it easy to convince students and educators to pay more attention to what the people in the department called “killer” subjects.

These subjects are Mathematics, Accounting and Physics.

After identifying what needed to be done, the department set up a structure to focus on these “killer subjects”.

“We asked ourselves what must we do to improve the performance in these subjects”.

After agreeing on what needed to be done, the department was faced with another monumental challenge. Educators were not skilled enough to teach the subjects.

The lack of skills threw the department’s effort to pay attention to “killer subjects” off the rails and it had to find ways to address the problem.

“We thought of ways of bringing technology to help educators. So, we went to India and saw a technology called Heymath.”

HeyMath is an e-learning system that helps deepen mathematical content knowledge while enhancing classroom lessons and instruction.

Another initiative that led to the success of the Free State Class of 2013 was to build Maths Labs targeting lower grades. “Because of these interventions we then started to see the results improving,” he added.

According to Makgoe, for the department to realise its goals, educators also needed some development. “We took educators on weekends and identified specific topics in a subject and we taught them that topic until they mastered it,” he said.

He says in Accounting, cash flow statement is a >>



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MEC Tate Makgoe.

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topic that gave educators nightmares. The department paid attention to the topic and it yielded positive results.

"We would take that cash flow statement and get chartered accountants and guys who know more about this to unpack it and train the educators on how to deal with it."

### Setting of targets

MEC Makgoe says his department aims to improve on the 87,4% pass rate achieved in 2013. "We are targeting 90% this year but what we also want to do is not just target 90% pass rate but we also want to achieve 40% bachelor passes.

"That is why we call our strategy 90:40. The educators have already bought into the strategy. If you walk around and ask educators in the province, you will hear them talking about 90:40."

He says he is confident that the Class of 2014 will not just emulate their predecessors but will outperform them. "We will definitely get that 90%, I mean we are at 87,4% and we are only talking about 2,6%."

He says the department has already identified the schools that did not perform well in 2013 and they will be given much attention to push the provincial pass to the set target.

"We have already analysed them and there are only 72 in the province and by now, each and every district knows what is expected of them."

### Consultation with a sister department

One of the main reasons for the success of the department was as the different partnerships they established with communities, professionals, church leadership and the North West Department of Education.

He says the open line of communication between himself and parents played an important role in encouraging students to study hard.

"Senior managers in our department had meetings with their counterparts from North West where they exchanged views on how to deal with the challenges they both faced."

### Bursaries for top performing students

MEC Makgoe says there were only 109 bursaries in 2009 but by 2012 there were over 7 000. For the Class of 2013, the department will offer 500 tertiary education bursaries.

Out of the 500 recipients, 400 bursaries are

for medicine students, and 200 of whom are in Cuba. We will also be sending 33 students to Mevlana University in Turkey.

Makgoe is hopeful that the medical students from the Free State will contribute to the output of doctors needed to implement the National Health Insurance (NHI) as there is a shortage of doctors in the country.

One of the bursary recipients Nthomeng Motloun has committed to plough back to her community of QwaQwa by offering free consultations at her former school (The Beacon Secondary School) once she has completed her studies. Motloun is currently studying medicine at Medunsa.

### Sanitation in schools

MEC Makgoe described the death of a six-year-old Grade R pupil from Limpopo who fell into a pit-toilet at school as one death too many.

His department is working hard to ensure that such incidents do not happen in his province. Currently 0,02% of schools in the Free State lack proper sanitation. He adds that the department is working around the clock to deal with the problem.

The culture of hard work that his department is instilling in educators and students across the province will most likely help the province defend their number one spot as the top-performing province. ☺



MEC Tate Makgoe with Free State's top performing 2013 student Anje Elize Venter during the Well Done Fuction held at the Central University of Technology.

**A** friendly showdown is looming between the two top-performing education departments in the country during the 2014 academic year.

The battle lines have been drawn and the North West Department of Education will attempt to wrest the number one spot away from their counterpart in the Free State.

North West MEC of Education Wendy Matsemela.

# North West in healthy race to outclass Free State

At the same time, this healthy rivalry is a study in Working Together, given the extent to which North West has partnered with the Free State to produce better efficiencies back at the office and better results in class.

North West MEC of Education Wendy Matsemela says her department will implement strategies called Early push and Last push in an effort to topple the Free State as the top-performing province in matric.

Early push is a campaign where schools opened earlier than the official opening day and MEC Matsemela says the department will improve the campaign by adding study camps for the Easter, June and September holidays. Last push is where schools intensify revision when approaching the examination period.

Matsemela's department will also work closely with parents, teacher unions, churches and traditional leadership to improve the performance of the Class of 2014.

"Everybody must come on board and we must understand that education is a societal matter." Already, the response by parents, churches and traditional leadership is encouraging.

The department's senior managers, in conjunction with all stakeholders in the education sector, have signed a pledge to put the school child at the centre of everything.

The MEC says: "We as senior managers said at the centre of everything is a learner. And out of that pledge there were a number of interventions. Under the learner Attainment Improvement Plan we put in place, we had a number of classes that were done to help the learners improve."

These included summer, winter and Saturday classes, which involved the community through the Quality Learning and Teaching Campaign.

North West achieved the second-best pass rate in the country with 87,2%, up from 79,5%, and representing the highest improvement (7,7%) compared to the 2013 matric class. The Free State achieved 87,4%, up from 81,1% which is an improvement of 6,3% points.

In North West, 29140 learners sat for the matric examination and 25 414 passed while only 3 726 failed. Matsemela says her department was aiming for an 85% pass rate and got more than they bargained for when they surpassed their target.

She says that her department implemented the Last push, which they copied from their counterparts in the Free State, to achieve an 87,2% pass rate. This initiative entailed consultative meetings between her managers and senior managers from the Free State.

"Our managers used to go to the Free State for benchmarking and the Free State would come to the North West for benchmarking as well and we used to exchange programmes between ourselves. To be honest we have actually copied the Last push from the Free State," she added.

Though Matsemela's department copied the campaign from the Free State, she says they implemented it slightly differently to the Free State.

"We did it differently and when we launched it we had to put in much more extra lessons for our learners. Our mayors and our dikgosi (traditional leaders) were on board."

She added that when the first paper of the final examination was written, the Mayor of Kgetleng Local Municipality, Kim Medupe, offered accommodation in the mayoral house for learners around Kgetleng.

Even Kgosi Edward Mabalane of Baphiring village offered his house until the last day of the examination. She says the campaign received buy-in from communities around the province.

The MEC of Education in the Free State, Tate Makgoe, confirmed in a recent interview with *PSM* that consulting with one another had benefited both departments.

Matsemela says her department will also start preparing for future Grade 12s now, with more attention being paid to Grades 3, 6 and 9. The department is also aiming to improve the Annual National Assessments results.

With the implementation of the strategies, the support from parents, teachers and communities and constant consultation with the best performing province, MEC Matsemela is confident that her department will depose the Free State from the number one spot. 📍

# Tried and Tested Revolutionary Union

of workers organised in the mining,  
construction and energy sectors



NUM founding President James Motlatsi, NUM founding General Secretary Cyril Ramaphosa and NUM founding Deputy President Elijah Barayi

## THE FORMATION YEARS

The National Union of Mineworkers was formed 32 years ago, in 1982 to remove all discriminatory practices from the workplace and to fight for better salaries and benefits for workers. For most of its history the mining industry opposed black mine-workers trade unions up to 1982.

Black workers remained without representation or official recognition. With dissatisfaction among black workers growing, leading to increased number of protest and outbreaks of violence, the Chamber of Mines announced its intention to allow black workers to organise and bargain late in 1982.





Kgalema Motlanthe at the Chamber of Mines addressing NUM negotiators, far left is former General Secretary of the NUM and current Secretary General of the African National Congress Gwede Mantashe and in the middle is Director Ikaneng Matlala.

Right from its inception NUM started to press for negotiations across a much broader spectrum than the Chamber of Mines ever expected. The union pursued a wide range of issues affecting the lives and welfare of its members. Having been denied the voice for so long, the union's membership grew and support did not wane.

A mere five years after its formation, the NUM mounted one of the largest and most expensive strikes in the history of the mining industry up to that point.

### 1987 STRIKE

On the 9 August of 1987, the NUM organised the great mines strike of South Africa. The union represented mainly black mineworkers in the gold and coal mines belonging to the Chamber of Mines.

More than 360 000 black mineworkers went on strike over wages and exploitative working conditions. It lasted for 21 days costing the Chamber of Mines close on R250 million. In an attempt to break the strike, the Chamber of Mines retrenched approximately 50 000 workers.

The strike finally came to an end after an agreement was negotiated with the Chamber of Mines outlining new working conditions and wage increases for mineworkers.

### RETIREMENT FUND

From virtually no retirement benefit, the NUM was able to establish the Mineworkers Provident Fund (MPF) for black mineworkers in 1989. For many years mineworkers took home either a watch or a pair of boots on retirement with no provident or pension fund. The union fought very hard for the establishment of the MPF. The NUM stood on the side of the workers through thick and thin and when it was not fashionable to do so.

### POLITICAL BREEDING GROUND

The union regards itself as a leadership breeding ground – it has produced leaders to assume important roles within the alliance structures such as Cyril Ramaphosa, Kgalema Motlanthe, James Motlatsi, Zwelinzima

Vavi and Gwede Mantashe. Today, the NUM is perceived by many in society as the most powerful and it continues to influence the country's political direction.

Leading from the front the NUM played a prominent role in the birth of a new democratic dispensation in South Africa and has actively campaigned for improved worker rights across the mining industry. The NUM was the first to adapt the Freedom Charter and Nelson Mandela became its lifetime president during the difficult period of Apartheid when it was not fashionable like today.

### BURSARY SCHEME

The NUM established the JB Marks Education Bursary scheme in 1997 for union members and their dependents. The scheme has so far produced over 809 graduates in different mainstream fields of studies including engineering and medicine.

The scheme has up to now awarded bursaries to over 2 600 applicants. Each year the scheme is assisting not less than 600 beneficiaries. The bursary covers registration fee, tuition, textbooks and on campus accommodation towards a degree or diploma.

### SOCIAL BENEFITS

The union is committed to the welfare and development of its members and of the South African society at large. The NUM continues to take education and training as key empowerment for its members.

The NUM ensures that training and development of members is taking place at the work place as per the spirit of Skills Development Act by ensuring that each employer establishes Skills Development Committee forums.

The NUM played a pivotal role in the creation of Mine Health and Safety Act, Mineral Resource and Petroleum Development Act, and the Mining Charter. These pieces of legislation have given workers the rights to: refuse to do dangerous work; access to education and training; and access to information and to union representation.

**In its relatively short 30 year history, the NUM has achieved much to transform the lives of its members, ordinary workers and broader society.**



NUM members sing and dance during the NUM Kimberley Region 30th anniversary in 2012.



NUM General Secretary Frans Baleni and NUM Deputy President Piet Matosa attend the Cosatu Congress in 2012.



NUM Women's Structure leadership attends the 16 days of activism campaign in Sebokeng in 2013



Our struggle and demand for the conversion of single-sex hostels into family units can be hailed as a milestone. A lot has been achieved in transforming single sex hostels into decent family units and single accommodation units, as opposed to the crowded compounds that deprived workers any privacy.

Through the Mineworkers Development Agency (MDA) we have become the only union which provides development and care for former mineworkers.

**MEMBER'S EDUCATION**

In 1993, the NUM took a resolution to establish the Elijah Barayi Memorial Training Centre as a vehicle for training and development of shopstewards and leadership. The Elijah Barayi Memorial Training Centre continues to produce many leaders who go through several courses.

The NUM continues to effectively drive and monitor the training and skills development of its members. It also conducts its own training and educational programmes for shop stewards and members at its institute called the Elijah Barayi Memorial Training Centre.

All leaders are taken through this college for political education and deepening of their class consciousness which is important in enhancing class solidarity at the shop floor, beyond the borders and overseas.

The training centre has just been accredited by the Department of Higher Education and Training and it has two campuses one in Yeoville and a new campus in Midrand.

**NUM TODAY**

The NUM has also linked its class struggle with the struggle for non-racialism hence it supports employment

equity in particular gender equity as an antithesis to the historical legacy of suppression of women in the three sectors above mentioned. NUM believes that its struggle should also resolve the national questions of gender domination and racial inequality.

The NUM is part of the Tripartite Alliance (through its affiliation to Cosatu) constituted by the ANC, SACP, and Cosatu. The alliance is a unique model and appropriate to advance the National Democratic Revolution a programme intended to entrench a free nonsexist, nonracial and prosperous society that respects worker rights. In this context NUM believes that decent pay for decent work is a possibility.

In its relatively short 30 year history, the NUM has achieved much to transform the lives of its members, ordinary workers and broader society. The NUM has advocated for various pieces of legislation to minimise worker exploitation and to ensure maximum participation of previously marginalised groups in the economy of this country. To this effect the NUM played an integral role in the development of the Mining Charter (which in turn led to the Mineral Petroleum and Resources Development Act), which seeks to ensure that mineworkers are meaningful beneficiaries of the wealth they create, have the requisite skills to enjoy a better life and live in decent housing.

We have made great strides and continue to do so daily. Yet more still needs to be done. NUM's strength resides in its members and as the leading union representing worker interests in the mining, energy and construction sectors, it will continue to advance the interests of its members first, today and forever.

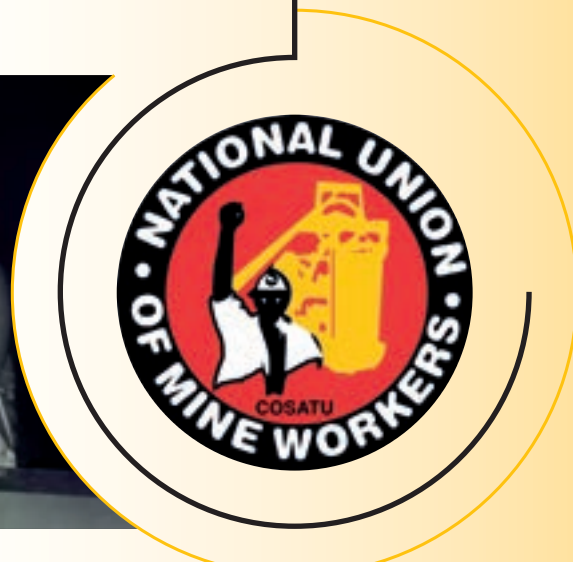
**Contact details**

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 info@num.org.za  
 www.num.org.za



The first board members of the Mineworkers Provident Fund with Cyril Ramaphosa in the middle as the first chairperson of the board.





## South African Airways retains its status

South African Airways (SAA) has scooped a 4-Star Airline rating award by global airline rating firm Skytrax for the 12th year running.

SAA is the only carrier on the African continent to have ever achieved this 4 out of 5-star rating, which shows that the airline continues to exceed expectations across all travel categories.

According to SAA's Chief Executive Officer (CEO), Monwabisi Kalawe, the airline's staff is dedicated to providing the best customer service possible. "We have worked hard to ensure this ranking and will implement further improvements."

Skytrax CEO Edward Plaisted said SAA managed to maintain and improve its quality levels throughout 2013, and continued to deliver world-class product and service standards to their customers, making its 4-star ranking well-deserved.

"The Skytrax ranking provides an accurate and independent guide for travellers around the world, and the 4-Star Airline status is the most respected category. SAA has been ranked a 4-Star Airline for a number of years, and we are delighted to see them retain this status for 2014," added Plaisted.

## New airline takes off in Northern Cape

The Northern Cape government, in partnership with Phakalane Airways, has launched its own air service in

Kimberley to fly VIPs, government officials and private-sector passengers across the province.

Given that the province boasts the largest land surface, the new air service aims to boost current trade and attract tourists to the Northern Cape. The flight service follows a provincial government feasibility study to investigate a scheduled and non-scheduled air service to address some travel requirements of VVIPs, senior government officials, the private sector and larger communities.

With the establishment of the airline, the provincial government also aims to expand the transport system in the province and use existing transport infrastructure to develop an efficient and reliable transport system.

The service will schedule flights between Kimberley, Upington and Springbok, as well as De Aar, Calvinia, Kuruman and Sishen as the need arises.

## Post-school education and training moves into a different class

Higher Education and Training Minister Dr Blade Nzimande has launched the White Paper on Post School Education and Training. The paper, approved by Cabinet last November, aims to improve access to quality education while providing training opportunities for the youth at Further Education and Training colleges



## Stepping up the fight against cervical cancer

From this year primary school girls will be immunised against the Human Papilloma Virus (HPV), which causes cervical cancer. President Jacob Zuma announced that girls between nine and 12 years of age will receive the vaccine through the Integrated School Health Programme.

Vaccination teams from the Department of Health will visit schools twice a year to ensure that each girl-child receives two doses of the HPV vaccine. "Parents are urged to cooperate with us and help us succeed in fighting cervical cancer," said President Zuma.

Cancer of the cervix is the most common cancer diagnosed in women in South Africa. Estimates indicate that there are 16 million women over the age of 15 who are at risk of cervical cancer. There are more than 5 000 cases per year in South Africa, with around 3 000 deaths from this cancer and black women carry the heaviest burden of the disease.

The introduction of the HPV vaccine is a signifi-

[soon to be renamed Technical and Vocational Education and Training (TVET) colleges].

The White Paper provides for the upgrading of quality programmes offered at TVET colleges, ensures that lecturer posts are upscaled and filled, and advocates more support for learners, particularly in rural areas and through distance education.

The department will also establish community colleges that will address the education and skills gap for South Africans who never attended school. "Our post-education system will now cater for those who obtained seven As in matric and for those who never went to school, but who also want to acquire a skill."

The introduction of these community colleges, which will be piloted first, will make a significant difference to people who never attended schools and give them a second chance, added Minister Nzimande.

The department's goal is to enrol 1,6 million people in public universities, 2,5 million in TVET colleges and one million in community colleges by 2030. It is also envisioned that by 2030 there will be at least one institution offering TVET programmes in every district in the country.



cant public health milestone for South Africa. It will significantly contribute to the control of the cancer and reduce associated deaths within the next two to three decades. The Cancer Association of South Africa (CANSA) said it supported government's immunisation initiative and called on the private sector to work with government by reducing the price of immunisation.

"CANSA is in favour of vaccinating all young girls against HPV and calls on the manufacturers to reduce the price or subsidise the price for use in developing countries," said the association. ©



# Freedom is a success *story to celebrate*

Is South Africa's 20 Years of Freedom anniversary a cause for celebration? This question will be debated across the length and breadth of the country by citizens as we reflect on the journey we have travelled since 1994.

As government, we say there is cause to celebrate and the country will be joined by brothers and sisters across the African continent and rest of the world who will re-tell the South African story. Debate has already started and there will be many narratives on the democratic achievements and challenges still facing us.

However, for a better and informed discussion of this journey, it is important that we reflect on 20 years of peaceful and functioning democracy within the broader historical context of where we came from and where we are heading.

Taking this perspective into account, no one can argue that we don't have a successful story to tell. South Africa is undoubtedly a better country than it was in 1994. It is recognised as an international symbol of peace and social justice, and the world still marvels at our transition from pariah state to a much-admired democracy.

Nearly 20 years since the country's emergence from the gloom of apartheid we remain committed to continued development and prosperity.

Government's commitment to peace and democracy has never faltered and President Nelson Mandela's words still ring true to many of us: "If you want to make peace with your enemy, you have to work with your enemy. Then he becomes your partner".

Many may have forgotten how tense things were in the run-up to our democratic transition when there were forces hell-bent on seeing the new South Africa fail. The image of right-wing protesters storming the Kempton Park World Trade Centre in 1993 in an attempt to derail the multiparty negotiations to end the apartheid system still burns brightly in the back of my mind.

However, these and other tactics aimed at bringing the democratic process to a halt were always doomed to fail. Once all South Africans got a taste of freedom and democracy, it gained an unstoppable momentum. Our enduring democracy remains one of our crowning achievements.

The peace and stability that have prevailed in the country over the past 20 years remain intact. We have also laid a firm foundation for our representative democracy, based on the will of the people, and we continue to improve on it.



Our citizens enjoy the freedom to choose the manner in which the State is governed through regular elections and other forms of public participation. This is in sharp contrast to life before 1994; the majority were denied that by the apartheid government and they had no say in how they were governed.

This year South Africa will hold its fifth democratic national and provincial elections. Our thriving multiparty democracy allows all registered political parties to freely participate in elections every five years.

Gone are the days where Parliament was supreme and untouchable; it can no longer pass unjust laws or those that are inconsistent with the Constitution. Over the years our independent judiciary has repealed a number of laws that sought to denigrate black people, and Parliament replaced them with laws that are just and fair – which is a

huge change from the way things were done under apartheid.

Before 1994 it was impossible for a judge to challenge the fairness of the laws passed by Parliament because it could make any law it wanted, even if it infringed on basic human rights and freedoms. Today we are all equal before the law. No one can be discriminated against on the basis of race, culture, language, gender, sexual orientation, religion, or any other ground.

All of these changes and milestones are testimony that we have a lot to be grateful for as we celebrate 20 of Years of Freedom. By celebrating our functioning democracy we are not saying there are no remaining challenges or that everything is picture-perfect. Instead, we acknowledge that we still have a long way to go but are steadfast in our determination to ensure a better life for all.

**\*Phumla Williams is Acting CEO of the Government Communication and Information System (GCIS). ®**



# The South African film industry

joins the country in celebrating 20 years of democracy

**A**s South Africa celebrates 20 years of democracy and freedom this year, it is the time that also presents the local film industry with an opportunity to reflect on the industry journey over the past 20 years. It is the time to reflect on all the achievements and the challenges that characterised the film industry's journey alongside the country's journey from the birth of democracy.

As the country was going through legislative transition in various sectors, 1997 saw the National Film and Video Foundation Act, (Act No. 73 of 1997) being passed into law and subsequently the National Film and Video Foundation (NFVF) was established in 2001. The NFVF was to become the statutory body that was mandated under the Act to develop the South African film industry. That indeed marked the new beginning for the local film industry. The NFVF has over the years introduced various programmes and activities as part of fulfilling this mandate.

Key to this journey of fulfilling the mandate has been the continuous

commitment to serve the industry. Like any other modern day sector, the business of film has evolved over the years and the NFVF has been part of that evolution and has also been at the forefront of observing various industry trends and looking at how these were shaping the industry.

Over the years the NFVF has built the culture of engaging with the industry in defining the way forward and indentifying better ways of serving the industry in all aspects of its mandate. One of the key engagements platforms that the NFVF created is the National Film Indaba that is held every four years. In 2013 the NFVF hosted the fourth edition of the Indaba in Johannesburg.

The primary objective for last year's Indaba was to seek industry input for the development of the film sector strategy against the backdrop of the broader government's National Development Plan (NDP), as well as the Mzansi Golden Economy and the revised White Paper on Arts, Culture and Heritage policy documents by the Department of Arts and Culture. These policies provide a

broad framework on strategic national objectives and the NFVF's view is that there is a need to review the film sector's long-term macro strategy and outline its strategic priorities for 2014-2017.

Discussions at the 2013 Indaba focused on four key strategic issues, namely transformation and human capital development, infrastructural development, funding and institutional models as well as markets for SA content. The NFVF is currently in the process of consolidating industry inputs and recommendations which will all be taken into account when finalising the national film strategy.

Not only did the Indaba succeed in terms of industry engagement for the development of the strategy but it also demonstrated the commitment from the NFVF and all industry players to work together towards the common goal of developing the industry. As the country celebrates 20 years of democracy, the national film strategy will be a very critical industry document as it will both be a reflection from the past experiences and will also outline the direction that the

industry will be taking moving forward.

It is also important to note that as the film industry joins the nation in celebrating such a significant year in the country's democratic history, one of the milestones of the industry has been to see South African stories making their mark on the international arena. Some of the biggest highlights include *Tsotsi* winning the Academy Award for the Best Foreign Language in 2005, in 2012 animation feature *Adventures in Zambezia* was sold in over 40 territories world-wide grossing more than \$18 million and signing with Sony Pictures for distribution in English speaking territories.

More recently South Africa's official entry for the 2014 Academy Awards, *Four Corners*, received a very positive response at the film's premiere in Hollywood. Another flagship South African story *Mandela: Long Walk to Freedom* received three nominations in the 2014 Golden Globe Awards, Four nominations for the 45th National Association for the Advancement of Coloured People (NAACP) Image

Awards in the US as well as a nomination in the British Academy Film Awards (BAFTA).

In celebrating all these milestones, it's important to acknowledge the role that various parties within the value chain play in building the industry so that such great results can be achieved. Government in particular has invested a lot in terms of various incentive and funding structures to ensure the enabling environment for the local film industry.

The NFVF has also been investing in various international markets and festivals in terms of taking local films and filmmakers to these platforms and creating the networking environment where there can be interaction with the international filmmaking community. As the country reflects on its 20 year journey of freedom, the film sector can also join the celebrations knowing that it has played its role in building the nation and will continue to do so for the next 20 years.



Arts and Culture Minister Paul Mashatile



National Film and Video Foundation  
Council Chairperson, Mmabatho Ramagoshi



National Film and Video Foundation CEO,  
Zama Mkosi



Filmmaker Akin Omotoso



# Providing dignified justice services



Writer: Lawrence Ngoveni\*



**T**he centrality of justice in any thriving democracy makes its equitable accessibility, efficiency and affordability an indispensable right, which should be enjoyed by all. Throughout the world, the call for access to justice and its full practice reverberates and remains a central focus of all democratic nations, who value human rights.

For decades, the majority of South Africans were deliberately excluded from accessing justice through lack of infrastructure, inadequate access to legal assistance and legislation which regulated their movement and existence. This reality posed a massive challenge for the country in 1994, as it began to shed off its shameful past of human rights abuse and injustice.

During this transitional period, when the nation was negotiating an inclusive new path for all its citizenry, the adoption of the country's new Constitution provided a much needed guiding legal framework to achieve the vision of a non-racist, non-sexist and free society. To this day, South Africa's Constitution remains the envy of many nations and continues to enjoy respect worldwide. The Constitution guarantees access to justice for all and requires that a number of legislation and policies be drafted to protect this right. The Bill of Rights states that "everyone has the right to have any dispute that can be resolved by the application of the law decided in a fair public hearing before a court or, where appropriate, another independent and impartial tribunal or forum".

As the custodian of the Constitution, the Department of Justice and Constitutional Development has been transforming the justice system progressively to build and sustain the new democratic dispensation. Since 1994, the department resolved to change the face of justice and reposition it to function as the cornerstone of the country's young

democracy. It is now clear that everywhere in our communities and surrounding areas, the face of justice is beginning to change. The picture of the justice system in the country continues to transform from its dehumanising, oppressive, exclusive outlook to one that affords dignity, equity and inclusion.

In a resolute and focused manner, the department has undertaken its responsibility to ensure that ordinary South Africans have equal access to dignified justice services. An infrastructure programme was developed to bring justice services closer to the people. The programme has resulted in the construction of 43 new model courts which are fitted with state-of-the-art resources and new advanced technology in just two decades. These courts are strategically positioned in communities that previously did not enjoy access to our courts.

These courts are currently fully functional and offer the full suite of justice services, including criminal, civil and family-related services such as maintenance, domestic violence and administration of deceased estates.

In June 2013, the Minister of Justice and Constitutional Development, Mr Jeff Radebe, officially opened the Ntuzuma Magistrates' Court, which is the 43rd new court built since 1994.

This number is envisaged to continue growing to enable more previously underserved areas to access justice services within their localities. For instance, the construction of the Limpopo and Mpumalanga High Courts are earmarked for completion in 2014 and 2015 respectively, marking the demise of barriers to access to justice for communities in these areas. The Minister is also set to officially launch three more new model courts in Kagiso (Gauteng), Pietermaritzburg (KwaZulu-Natal) and the Eastern Cape during 2014.

The department also set itself the challenge of reducing the financial burden which often undermines the right to access justice. Together with various partners in the legal sector, the department has embarked on the revitalisation of Small Claims Courts. To date this programme has to date resulted in the re-establishment



### Justice in numbers

- 43 new state-of-the-art model courts have been built and are in operation
- A total of 264 Small Claims Courts have been re-established to lessen the burden on other bigger courts
- As of December 2013, the total case backlogs across all courts had been reduced to 25 762 cases from a total of 186 420 outstanding cases countrywide
- The percentage of beneficiaries using the new maintenance payment system (Electronic Fund Transfer System)
- Four million case records have been digitised and stored off-site to date. This will ensure that no losses and destruction of records occurs.

of 263 Small Claims Courts countrywide, with Gauteng as the first province to have a full complement of these courts in all its Magistrate Courts. Small Claims Courts offer a cost-effective and less complicated platform for the resolution of disputes which do not exceed R1200.

Despite its great work through the infrastructure and redesignation of branch courts programmes, the department remains aware that the essence of justice lies in its efficiency and effectiveness as well as in its responsiveness to the challenges facing society. In August last year, Minister Radebe announced the reintroduction of sexual offences courts to create a conducive environment for victims of sexual violence with the hope of increasing conviction rates and reducing secondary victimisation. A total of 57 regional courts have been earmarked for an upgrade and capacitation with well-trained and competent officials to improve the manner in which they deal with sexual offences cases.

In conjunction with the Justice Crime Prevention and Security Cluster members, the department has also implemented programmes to improve case-flow management and ensure the speedy resolution of disputes. The Chief Justice, as the head of the judiciary responsible for the effectiveness of the courts has established – at national and provincial levels – efficiency-enhancement committees comprising all intersectoral stakeholders to deal with case backlogs. The Office of the Chief Justice is also developing norms and standards to improve court performance.

Another intervention is the good work being done by the additional backlog courts. At the end of December 2013, the total case backlogs (that is, those cases that are longer than six months on the district court rolls and nine months on the regional court rolls) across all courts had been reduced to 25 762

cases which is only 13,8% of all outstanding cases countrywide (186 420 cases). About 42 of the regional backlog courts have been created as additional permanent courts. More such courts will be created over the next few years. The number of case backlogs reduced in the past years is indicative of the department's commitment to ensuring that efficient services are rendered to ordinary citizens of the country.

The department has also developed turnaround strategies to improve maintenance and masters services. The maintenance strategy seeks to reduce the amount of time spent in queues and ensure that rightful beneficiaries are paid in time directly in their bank accounts. Because of the introduction of the strategy, which introduced the electronic fund transfer system, 83% of maintenance beneficiaries receive their money directly in their bank accounts.

The efficiency of the courts is continuously being bolstered by modernising the systems. The automation project in the Office of the Master of the High Court has reached a very important milestone. The newly established Nelspruit office is the first to exclusively use online processing for deceased estate cases. The Paperless Estate Administration System will be rolled out to additional offices in line with available resources.

Another technological system enabling the effective management of cases is the digitisation of court records, which began with the seven busiest courts. To date, over four million case records have been digitised and stored off-site. This not only reduces the risk of the loss and destruction of records, but frees storage space and makes archived records easily retrievable.

In the next financial year, the department will continue to identify and implement new initiatives to improve access to justice to achieve the full realisation of the country's democracy. The ultimate goal is to reach a level where each court is able to provide dignified and equitable justice services to the immediate community.®

**\* Lawrence Ngoveni works at the Department of Justice and Constitutional Development.**





## Focus on improving the quality of education, not on pass requirements

**M**any people have complained that the current pass mark is too low, with some arguing that it should be 50% for each subject.

While this idea sounds nice on paper, it would be unwise in practice. But before I explain why, let me debunk two widespread myths that are fuelling the public outcry about this:

Myth #1: "The pass requirements were higher in the past." This is simply not true: The pass mark for a subject was never 50% in recent years – not even during the apartheid era.

Myth #2: "The pass mark is 30%." In fact, the National Senior Certificate (NSC) requires six subjects to be passed – three with at least 40% and the remaining three with at least 30%.

The NSC requirements, introduced in 2008, are somewhat different from the old Senior Certificate, but they are not more lenient. For example, the old Senior Certificate required only five subjects to be passed and the lowest possible pass mark was 25%, which was known as a Lower Grade pass.

But let's imagine what would happen if the pass mark was suddenly raised to 50% for all six subjects.

Firstly, considerably fewer than half as many students

would pass matric. Using matric data, an estimated 120 000 students would have passed matric in 2013 compared with the 440 000 who did in fact pass. This means that less than 20% of all South African youths would successfully complete matric.

This would be totally unacceptable to all stakeholders. There would be widespread unhappiness amongst learners and their parents. Schools, in the hope of achieving respectable pass rates, would force more learners out of the system in grades 10 and 11.

With far fewer young people completing matric there would be a major disruption to the labour market. There would also be confusion amongst employers because matric would mean very different things depending on when people went to school.

The only way to avoid this extremely undesirable scenario would be to make the exam papers easier so that the knowledge previously needed to score 30% will get you 50%. This satisfies the argument about the symbolism of 30% versus 50%, but really makes the entire pass mark change a farce.

If the exam papers were made easier to accommodate the higher pass mark, many students would get very high marks. The NSC would therefore be compromised

in its power to differentiate between high-end students, making it even harder for universities to make optimal course selections.

Importantly, the perception of a low pass mark currently does not affect universities because there already is a higher level pass category (the Bachelor Pass) for university entrance. Ironically, raising the pass mark would thus actually worsen things for universities by making it harder to identify top candidates.

So, raise the pass mark substantially and you either consign many more youths to being educationally disenfranchised (lacking any qualification) or you let standards slide, making a farce of the system and weakening the ability of the NSC to do its job.

These are the only logical consequences of the nascent proposal to raise the pass mark to 50%. The idea has wide emotive appeal, but it is completely out of touch with reality. The consequences of the proposal have clearly not been thought through by the proponents.

Of course it is important to raise expectations and encourage excellence in the school system, but the right way to do this is to focus on what actually happens in the classroom. We need to raise the fundamental quality of learning and teaching rather than fiddle with the pass mark.

We especially need to raise aspirations and strengthen accountability for learning outcomes in the primary school phase, so as to improve the acquisition of foundational literacy and numeracy skills. This is where the real battle for educational opportunity is won or lost.

A Ministerial Review is under way to investigate the appropriateness of the NSC pass requirements. Given the growing chorus of disapproval around the current requirements, the task team will be under pressure to recommend some changes.

It could be a good idea to incrementally raise the pass requirements over the next five to 10 years. One possibility is to introduce an average mark requirement, where candidates must achieve an average of at least 40%, for example.

But such changes must happen together with the develop-

ment of meaningful alternative educational pathways. If we raise pass requirements, there must also be meaningful opportunities for those who do not complete matric, such as a recognised Grade 9 certificate and better opportunities at Further Education and Training colleges.

Sudden and substantial changes to the pass requirements, however, will lead either to unacceptable levels of exclusion or to a lowering of standards through easier exam papers. Neither of these is desirable.

Let us focus our time, energy and resources on improving the quality of education, not just a symbolic pass requirement. ©

***\*Dr Stephen Taylor works in the Department of Basic Education (DBE) as an advisor in the Office of the Director-General.***



# Bio-Economy: *putting down roots for 2030*

**T**he Bio-economy Strategy launched recently by Science and Technology Minister Derek Hanekom positions bio-innovation as essential to the achievement of the country's industrial and social development goals.

The science-based Bio-economy Strategy, approved by Cabinet in November last year, calls for industry, science councils, government departments and academia to cooperate closely to ensure that biotechnology and bio-innovations are market relevant and find easier application in South Africa.

South Africa's bio-economy is expected to become a significant contributor to the country's economy by 2030 in terms of Gross Domestic Product (GDP).

Bio-economy refers to an entire innovation chain – from research and development (R&D) to commercialisation – based on biological sources, materials and processes, and is aimed at sustainable economic, social and environmental development.

The new strategy, which will replace the National Biotechnology Strategy of 2001, will see the country drawing economic value from its vast biological resources.

South Africa is the world's third most biologically diverse country and is home to almost 10% of the world's known plant species and 15% of all known coastal marine species, including the identified lobster that has been named after Madiba (*munidopsis mandelai*).

This capital can be used to the country's advantage in the current economy through multidisciplinary approaches, including providing raw materials for the natural product sector; bioprospecting with the aim of developing pharmaceutical, cosmeceutical and industrial applications; and using indigenous plants and animals as food sources.

"We are confident that the strategy will address the full value chain, going beyond the mere generation of new technologies to ensuring that technology development is informed by the needs of the country and people, and that social and economic value is generated," said Minister Hanekom.

"If we look at the sustainable utilisation of resources and

encourage role players to work together to achieve common goals, we will be helping to close the innovation chasm."

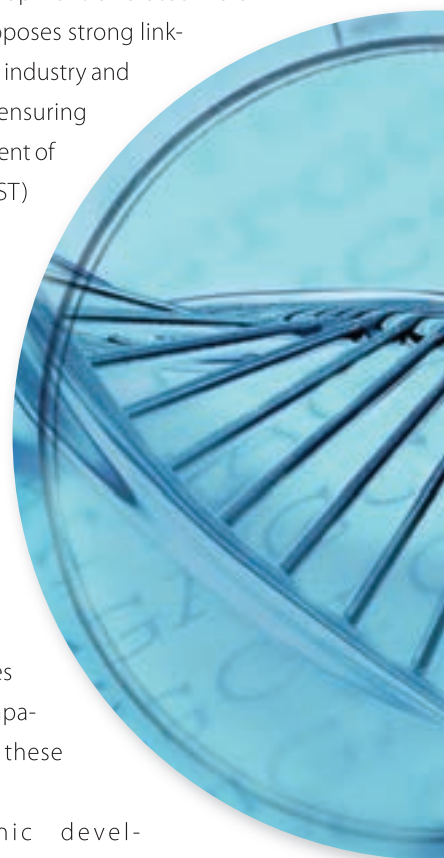
The Minister added that the Bio-economy Strategy also had a stronger emphasis on socio-economic impacts than on just the development of biotechnologies. The strategy further proposes strong linkages with sister departments, industry and other stakeholders, thereby ensuring the relevance of the Department of Science and Technology's (DST) initiatives.

The bio-economy can become a significant contributor of the GDP by creating and growing novel industries that generate and develop bio-based services, products and innovations.

Such endeavours should translate into a corresponding increase in new companies and growth of existing companies that provide and use these solutions.

On a macroeconomic developmental level, South Africa's thriving bio-economy has the potential to make the country more competitive internationally – especially in the industrial and agricultural sectors – by creating more sustainable jobs, enhancing food security, and creating a greener economy as the country shifts towards a low-carbon economy.

The DST, in consultation with other relevant stakeholders, has identified three key economic sectors –



agriculture, health and industry – as being the most in need of, and likely to benefit from key levers to drive the implementation of the Bio-economy Strategy. Of these sectors, the agricultural industry has been identified as a crucial element of the bio-economy with the highest economic impact.

### Bringing innovation to agriculture

The Bio-economy Strategy's objective for agriculture is to strengthen agricultural biosciences innovation to ensure food security, enhance nutrition and improve health, as well as enable job creation by expanding and intensifying sustainable agricultural production and processing. These interventions will require strong private-sector involvement.

Biotechnology will play a crucial role in helping to improve the heat-resistance and drought-tolerance of crops and address the challenges

of climate change, diminishing water and grazing, and potential loss of biodiversity.

The skills and solutions that emerge from biotechnology research need to be effectively transferred to emerging, small-scale and commercial farmers.

### Bio-economy and health

With the country's high burden of disease, developing the ability to manufacture drugs, vaccines and other biologics locally has become crucial.

The Bio-economy Strategy's objective regarding health is to support and strengthen the country's local research, development and innovation (RDI) capabilities.

By drawing on these capabilities, South Africa will be able to manufacture active pharmaceutical ingredients, vaccines, biopharmaceuticals, diagnostics and medical devices to address the disease burden, while ensuring a secure supply of essential therapeutics and prophylactics.

The development of new and improved therapeutics (drugs, vaccines, phytomedicines and biopharmaceuticals), diagnostics and medical devices is a key area of intervention.

The need to strengthen and coordinate the informal herbal medicines market presents an opportunity to grow the African traditional medicines sector, via a value-addition approach through >>





Minister of Science and Technology Mr Derek Hanekom.

cutting-edge biodiversity-based bio-prospecting and product development research.

### Industrial bio-economy

The industrial bio-economy focuses on two areas – industry and sustainable environmental management. The former involves bio-based chemicals, biomaterials and bio-energy.

The latter involves water and waste as a means of providing environmental sustainability for the industrial bio-economy.

The chemical industry is the foundation of manufactured goods. It provides inputs for a wide range of products such as pharmaceuticals, food, fuels and plastics.

The emerging industrial bio-economy is expected to improve the manufacturing sector's energy intensity, water usage, water management and greenhouse gas emissions.

These enhancements will improve the industry's competitiveness and reduce its environmental footprint.

The Bio-economy Strategy's key objectives regarding industry and the environment are to prioritise and support RDI in biological processes for the production of goods and services, while enhancing water and waste-management practices in support of a green economy.

The herbal product manufacturing venture remains a national priority, with the potential to contribute significantly to the national GDP.

Current global trends indicate an increase in herbal product market value. The developing countries have emerged as the main suppliers of herbal and natural products to the developed world. South Africa possesses a major comparative advantage in biodiversity and

climate for sustainable cultivation and processing of herbal products.

### The way forward

South Africa hopes to carve a niche for itself in the globally competitive pharmaceutical industry to fund centres of competence in the top five national health priorities; to increase foreign direct investment in health-related R&D; to strengthen the functional technology platform for agricultural biotechnology; and to strengthen RDI in the production of human and animal vaccines.

Such endeavours are envisaged to yield robust economic growth and subsequently improve the quality of life.

While there is no single route to attaining a viable bio-economy, South Africa needs to significantly increase its gross expenditure on relevant RDI. This funding should be used to capitalise on the country's opportunities and strengths, and to adapt lessons learned locally and from other countries.

The training of scientists, engineers and technicians, and the development of "technopreneurs" – who are vital in developing diverse technologies into innovative products and services – should be intensified. <sup>(8)</sup>

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

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# THALEDA

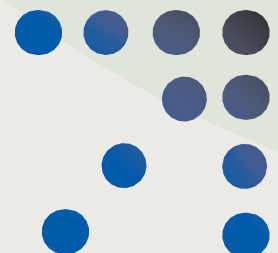


Executive Mayor – Cllr. BM Ncongwane

Speaker – Cllr. SV Magagula

Chairperson of the Board – Mr. MJ Mohlala

Chief Executive Officer – Ms. Sindiswa Mathebula





The establishment of the Thaba Chweu Local Economic Development Agency (THALEDA) was announced at its launch in Sabie on the 24 October 2012. This Agency is wholly owned by Thaba Chweu Local Municipality. It was established following an agreement between the Industrial Development Corporation (IDC) and the Thaba Chweu Local Municipality to advance and take full advantage of the development and job potential within Thaba Chweu local municipal area. This is part of the IDC programme to assist municipalities and their entities fulfil their mandate through integrated rural development, tourism, infrastructure provision, urban renewal strategies and other initiatives on a sustainable basis.

The agency was established as a mechanism to assist the Municipality in the performance of its local economic development functions. The agency's chief mandate include marketing Thaba Chweu economic development potential and investment opportunities to the locals, national and international business communities. Thaba Chweu has many offerings ranging from tourism attractions, agriculture, mining, forestry sectors and many more that have potential as the main local economic stimulators.

Principal objectives of the agency:

- To attract strategic and high impact investments into TCLM
- To implement the municipality's catalytic economic development projects included in the LED Strategy and the Integrated Development Plan, and/or any other strategic development plans of TCLM
- To implement, by agreement with the parent municipality, any catalytic economic development projects, found in the Integrated Development Plans or LED strategies of the municipality
- To implement any other economic development projects as and when requested to do so by the parent municipality
- To market and promote the local municipality as a preferred investment destination, and

- To stimulate economic growth and job creation with the local municipality

THALEDA management team boasts a track record of success in its work with businesses and communities from their previous background. A record that has created a unique depth of experience in developing the policies, plans and procedures; and will enhance the Agency business operations and allow uninterrupted continuity of programmes within the Agency.

Ms Sindiswa Mathebula (chief executive officer) has been appointed to establish and manage the agency, she has a background in Industrial Engineering and she is currently completing her MBA. She stated: "I appreciate this very critical role placed on me and my team to fulfil the vision and mission of this brand new municipal agency and for this agency to succeed into the future. However, I do feel that it is naturally fit for me to be entrusted into this role because it allows me to consolidate and utilise all my past experience and skills that I have gained from working in a variety of sectors including engineering, sawmilling and forestry, community associations and business events. At a personal level, I'm very driven and I feel most inspired when I'm in a role where I can feel passionate about being the different to make the difference. So the position of CEO for THALEDA certainly gives me a great opportunity to make a difference for Thaba Chweu Local Municipality."

Commenting on the agency's vision and how they aim to achieve the desired results, the CEO stated: "So here we are building the LED agency from scratch, it is a very exciting journey. Our vision is very clear: To be an effective and sustainable organisation for the economic development of Thaba Chweu Local Municipality. There is a lot we can do if we act in a proactive manner, using collaboration with businesses, using shared services models to connect and to bring information and services to truly help our economic development opportunities be realised."

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# The Poverty, Pride and Prejudice of Morten Jerven's Poor Numbers

The year 2013 marked the 50th anniversary of the Organisation of African Unity (OAU), now restructured and operating as the African Union (AU). As expected, ordinary people, scholars and public commentators reflected on this milestone, coming to a range of conclusions. Many people celebrated the achievements of the continent since the liberation of Ghana over 50 years ago and the democratisation of South Africa in 1994. Using gross domestic product (GDP) and human development indexes, arguments were advanced to demonstrate the extent of change and progress. In fact, recent global growth data showing Africa as one of the fastest-growing continents in the world, even in the context of decline in North America and Western Europe, was cited as the most evident sign of progress. At the same time, many ordinary people, civil society organisations, academics, etc. cautioned against the African miracle story, citing the burden of disease, slow rate of industrialisation, high unemployment figures, political conflict, corruption and the Dutch Disease as evidence of the enormity of challenges facing Africa today.

As we continue to debate the state of African economies 50 years after the formation of the OAU, whilst most of the world seeks ways out of the post-2008 global economic downturn, elsewhere a robust behind-the-scenes discourse continues about the richness or poverty of African growth statistics relied upon by Africans and the international community to make public and private investment

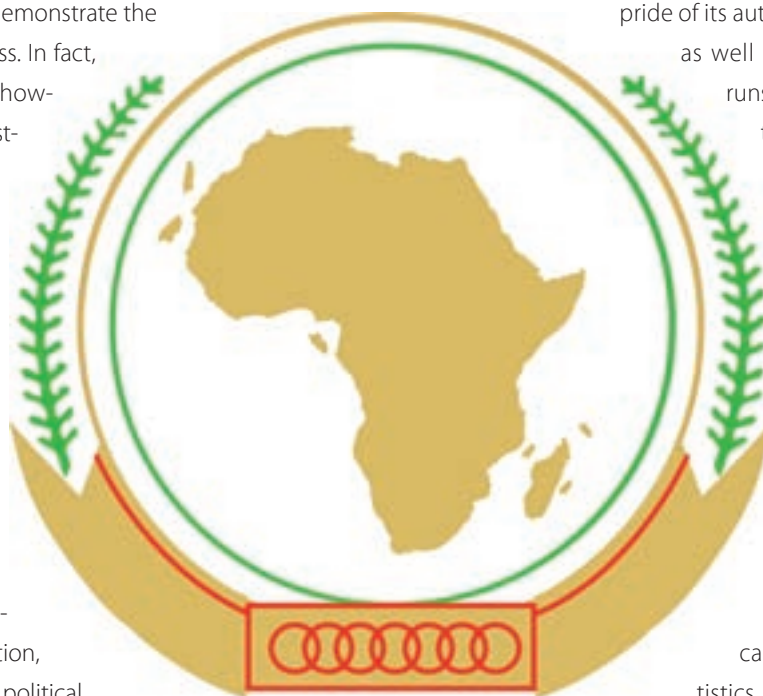
decisions. The debate changed content and tenor after the release of Morten Jerven's book: *Poor Numbers: How we are misled by African Development Statistics and what to do about it*.

This review aims to demonstrate that whilst the book carries some valuable observations, the whole project is severely compromised and ultimately collapses at the altar of the poverty of its methodology, the pride of its author and his associates as well as the prejudice that runs through as its golden thread.

One is first struck by the book's title and then the blurb which reads: "One of the most urgent challenges in African economic development is to devise a strategy

for improving statistical capacity. Reliable statistics, including estimates of economic growth rates and per-

capita income, are basic to the operation of governments in developing countries and vital to non-governmental organisations and other entities that provide financial aid to them. Rich countries and international financial institutions such as the World Bank allocate their development resources on the basis of such data. The paucity of accurate statistics is not merely a technical problem; it has a massive impact on



the welfare of citizens in developing countries. Where do these statistics originate? How accurate are they?"

This is definitely gripping stuff, albeit very condescending. The title of the book implies intentional production of inaccurate development statistics. In addition, the discussion in the book paints a dire picture of sub-Saharan Africa's developmental statistics being unreliable and not complying with international methodologies, norms and standards. Jerven attributes this to a lack of statistical capacity; of financial resources and infrastructure; of collaboration and sharing of information at different levels within and between countries; and the lack of political commitment to the quality of statistics. The author expresses concern over incorrect inferences and decisions being made based on poor statistics.

Perhaps, let us backtrack a bit to the hyped up "Africa rising" narrative.

Globally, much attention and confidence has been placed on Africa. The accuracy of statistics is part of the foundation of the growth and development envisaged in Africa, or what the March 2013 edition of the *Economist* declared as "the hottest frontier" for investments. There is no doubt that Africa has not reached its growth level peak and hence it promises further development. Therefore, in ensuring sustainable development, the concern expressed by Jerven is valid as the much anticipated growth may be easily eroded if not founded on credible information and institutions.

Jerven's mischief, however, is in the focus and audience he writes to. He fails to express his discomfort with the credibility of development statistics to Africans who need the information and, by the way, who will develop this continent. Instead, Jerven focuses on the World Bank and other donors, further entrenching the animosity between the developing economies and these institutions. Perhaps the author is overwhelmed by who his audience in Africa will be as he makes his strong judgments about Africa – a continent made up of 54 countries – from experience, which he gathered from a sample of eight countries that are vastly different in location, population and other characteristics. The inference drawn from the limitations imposed on statistical production that Jerven makes resonates with

what one would refer to as a snapshot and a poor one at that, which is based on eight countries – just eight countries. The Zambian Statistics office has provided details of how Jerven's snapshot was shoddily compiled over a few hours in Zambia. His myopic so-called research misses a historical perspective of statistical development in Africa.

It is a perspective corresponding with what in Jerven's analysis would not comprehend the sudden interest by the West in particular and the rest of the world generally, in Africa and its poignant growth and development narrative. A historical perspective would demonstrate that the interest corresponds with the objective reality of measured improvements. This would render as mendacious what Jerven has hyped in a spirited manner as the poor numbers in Africa and how Africa has misled. Africa and its statisticians have waged aggressive programmes and taken visible steps to improve its lot on measurement. Jerven has not bothered to reflect on the implications of the Millennium Development Goals on statistical institutions across the world and especially in Africa. We shall elaborate on these later.

In the main, Jerven clearly states that the object of study in his book is the GDP or the Gross National Income, colloquially referred to as national income. The main concern is the disparity in these figures between the measures in theory and the measures in practice. There are various other methods of measuring development. Jerven confines his analysis to three methods of measuring GDP, namely income, expenditure and production. As a result of discrepancies in the national income which he outlines, he suggests new baseline estimates for African economies. In Africa's case, it is important to note that economic growth rates and the fascination with higher income and production levels do not mean anything if people's livelihoods are not uplifted.

To wrestle with the theoretical national income focus, various other economic phenomena and terminologies have vague definitions, especially unemployment. Globally, the measurement of unemployment is not uniform; it varies depending on which measure is used. This issue is not limited to just Africa. A case in point is a developed country called the United States of America

(USA), which also has a contentious measure of unemployment. For example, during the 2012 elections, voices were loud, contesting the September 2012 employment data released by the Bureau of Labour Statistics (BLS).

The data released showed that unemployment in September 2012 had reached its lowest rate since January 2009. Amongst the contesting voices was that of American business executive Jack Welch, who openly suggested that the numbers were manipulated. The BLS acknowledged biases in the surveys used to come up with the employment data, which pushes the number of jobs upwards and the unemployment rate lower. On the other hand, in their canvassing the Obama administration took advantage of the numbers, which showed a rapid fall in unemployment in August and September 2012. Even the typical economic growth measure, which is GDP per capita, is sometimes contentious. The inaccuracy of numbers is therefore not a uniquely African issue but a global one. Moreover, it is human to err and maybe as global citizens we should strive together towards perfection as this issue seems not to be positively correlated to the level of one's development.

In fact, since this is not just an African misfortune, Jerven should extend the advice he gives to Africa to the USA and all other countries that still have debates on various economic definitions which is: "Part of the blame lies with the non-transparent way these datasets are made available, and part of it lies with the uncritical way the data are consumed. Scholars need to ask themselves the same questions when confronted with numbers as they would when confronted with research findings: How did you arrive at this result?"

As Africans, we are not in denial of the magnitude of work that still has to take place to achieve development. In support of development efforts and frameworks, there is a growing demand for an improvement in statistics. In this regard, we have taken a number of positive steps to improve measurement through a number of strategic initiatives. The measurement of prices is one and the International Comparisons Programme is one where Africa has been a pathfinder by not only working on price statistics but also GDP numbers on a continuous basis.

Furthermore, Africa has undertaken population censuses. In this regard, through the African Symposia on Statistical Development, Africans committed to a universal population count in the 2010 Round of Censuses. The programme of knowing and understanding

Africa's population has extended to the programme of Civil Registration and Vital Statistics through the Africa Programme on Accelerated Improvement of Civil Registration and Vital Statistics System.

For Jerven's information, some regions of the world are now looking at Africa for clues in managing statistical development and measurement. Regarding the GDP, Africa has mounted a peer-review mechanism and started with Ghana's upward revisions and a report confirming Ghana's GDP numbers as plausible has been

published. Like Jerven, we as Africans were quite concerned by the upward revisions of Ghana's GDP by 60%. Unlike Jerven, African statisticians and policy practitioners did not philosophise and cast aspersions on Ghana, but set up a team that meticulously inspected Ghana's work and important lessons have emerged from this. We can confirm that

Ghana's GDP numbers, albeit an outlier in its growth record, are plausible.

However, some of our statistics offices have not yet professionalised themselves but at least are implementing the National Strategies for the Development of Statistics. This includes the signing of the African Charter on Statistics, which provides for autonomy of production methods and management of statistical entities. Whilst these developments hold promise, a sharp focus is on how the statistical institutions interface with political systems. Politics define the type of production and statistics are responsible for the process of production. For instance, under inflation targeting regimes, the political decision is the target range of inflation and the responsibility of statistics offices is the methods of production of the consumer price index (CPI). The collective work done through the International Comparisons Programme Africa has led to collegial self-criticism and improvements are visible. A number of countries on the continent now comply with the International Monetary Fund's data dissemination standards, a few of which are on the Special Data Dissemination Standard, such as South Africa.

***Amidst the variety of challenges that Africa and other developing countries are facing, no individual can claim to be the saviour.***



Many are on the General Data Dissemination Standard. Therefore, Jerven's suggestion that Africa has poor numbers remains an irresponsible statement. Similar to the challenge faced by the BLS and Argentina more recently in their unending CPI, there is concern about political interference in the data-management process. Some of these countries have weak institutions also; therefore the government can report 'phantom' growth rates that are unreal, untenable and unattainable. Investment in institutions and human capital development are some of the priority areas. Some of Africa's member countries are still war-torn and fragile states, such as Liberia, Sierra Leone, etc. They hardly have institutions and thus the quantitative capacity and capabilities of their statistics bureaus are 'wanting'.

Amidst the variety of challenges that Africa and other developing countries are facing, no individual can claim to be the saviour. In fact, lest we start a pity party, credit is due to the significant strides made and the great work which is being produced by different institutes. Some of the African institutions that have already established partnerships across the continent with national statistics offices are the African Economic Research

Consortium, the African Development Institute of the African Development Bank and the Secretariat for Institutional Support for Economic Research in Africa. These institutions have made headway in fostering statistical development on the continent.

The hard work and dedication of these institutions goes against Jerven's assertion that the scholarly literature today in Africa has either neglected data quality or dismissed the data as irrelevant. Yet we understand that all of this is impossible to discern, especially when blighted by the poverty of the methodology, the pride of the pen handler and the prejudice that premise what otherwise would have been a profound scholarly intervention.

In conclusion, what accounts for the worst form of reporting, like Jerven's book, even in tabloid terms, should not hamper Africa's continued efforts to strengthen her social, economic and political institutions.®

**\*Busani Ngcaweni and Lerato Lentsoane both work in The Presidency. South Africa's Statistician-General Pali Lehohla provided critical commentary to this review.**

# ETHEKWINI MUNICIPALITY



## PROGRESSING TOWARDS VISION 2030



Mayor James Nxumalo

### ETHEKWINI MUNICIPALITY

eThekweni is the largest city in the province of KwaZulu-Natal and the third largest city in the country. The eThekweni Municipality currently runs on a budget of R33.7 billion, is the main economic driver in KwaZulu-Natal, contributing over half of the province's output, employment and income.

In national terms, Durban is the second most important economic complex after Gauteng, accounting for 15% of national output, 14% of household income and 11% of national employment. Regional development corridors link Durban northwards to Richards Bay and Maputo, and westward to Pietermaritzburg and Johannesburg. eThekweni is a distinguished cosmopolitan city, covering a distance of 2 292 km<sup>2</sup> and has a population of almost 3.5 million people. It is known as the home of Africa's busiest port and is also a major centre of tourism because of the city's warm sub-tropical climate and extensive beaches.

The municipality, formerly known as Durban Unicity, was re-named eThekweni Municipality in 1999. It was formed from seven formerly independent local councils and tribal land and it's a city that creates an unparalleled multi-cultural heritage with its own rainbow nation of multi cultures and racial diversity and is comparatively larger than other South African cities, resulting in a somewhat lower population density.

### THE MAN AT THE HELM

Councillor James Nxumalo is the Mayor of eThekweni Municipality. Nxumalo was elected Mayor in May 2011 and is the charismatic face at the helm of KwaZulu-Natal's biggest municipality.

The 47 year old is no stranger in political circles and as current provincial chairperson of the South African Communist Party (SACP), he is cultured in championing the rights of the working class and has overcome numerous obstacles to be where he is today. Born and raised on a farm in New Hanover where both his parents worked as farm labourers, his passion for politics was shaped at a young age. He started his education at Ingqaza Lower Primary School, walking

some 10 kms to get to school each day. It was during his time while at high school that he got involved in politics and worked in the structures of the United Democratic Front (UDF) in the 1980s. In 1990 he was employed as a labourer at a chicken factory and because the working conditions were deplorable, he organised workers to join trade unions as well as the ANC and SACP.

He was Speaker of the municipality before taking his current position.

### HOME OF MAJOR EVENTS AND SPORTS

Durban is fast positioning itself as a home of major events and sporting capital of the continent and has built a reputation for itself in hosting major events and conferences. Infrastructure investments in facilities like the Inkosi Albert Luthuli International Convention Centre (ICC), UShaka Marine Theme Park and the iconic Moses Mabhida Stadium have assisted the city in gaining international exposure through the hosting of high level international events like the launch of the African Union, 2010 World Cup, COP 17 Climate Change Conference and most recently the BRICS Summit. These have contributed significantly to the city's economic growth, especially the tourism industry which is regarded as central to the city's efforts to create sustainable job opportunities.

### MAJOR DEVELOPMENTAL PROJECTS

In recent times the municipality has seen a number of major projects that have changed the face of the city. These include the construction and opening of the Inkosi Albert Luthuli Hospital – a model hospital facility in the continent, King Shaka International Airport, the development of the Dube Tradeport and the Aeropotrolis, the construction of flyover bridges in the Warwick Junction that have made access in and out of the city simpler as well as the investment in the beachfront upgrade.

In his 2013/2014 budget speech, Nxumalo announced that eThekweni Municipality will be investing over R17 billion in the medium term expenditure framework in public infrastructure to propel economic



The Cornubia Housing Development is a mixed use project incorporating residential and industrial development.

International Convention Centre - Durban



growth, address backlogs, facilitate small micro and medium enterprises, reducing joblessness, growth and inequalities. EThekweni is at the centre of national government's Strategic Infrastructure Projects (SIP) and the municipality is positioning itself to play its role in these projects, especially those that are linked to the harbour expansion and the King Shaka International Airport/Dube Tradeport.

Several major infrastructure projects that form part of the SIPs announced by the government, include the second phase of the 55 km Western Aqueduct, the Aerotropolis, Dube Trade Port, King Shaka International Airport, dig-out port, logistics hub development, dedicated rail and links, Durban to Gauteng rail upgrades – all multi-billion Rand projects, which are key infrastructure developments of the Provincial Growth and Development Strategy.

Cato Ridge is also one of the strategic areas on the borders of the N3 transport artery. Cato Ridge will be developed as a support location for the Dube Trade Port and Durban Harbour. Over the next three years the municipality will be investing in the upgrade of bulk infrastructure in Hammarsdale. This is to improve capacity to accommodate the inflow of recent interest shown in both industrial and business developments in the area.

"We are also moving with speed to unlock development challenges in the flagship Cornubia Mixed Use Human Settlement Development project, which is expected to yield about 25 000 housing units, as well as industrial development in close proximity. Strategically located, Cornubia also presents an opportunity to deal with informal settlement eradication, local economic development, job creation and poverty eradication all in a totally integrated and innovative manner," said Mayor Nxumalo.

The development of former townships also remains at the centre of the city's economic outlook, with millions of Rand invested in facilitation of development in areas that were previously deprived of development.

## ETHEKWINI, A WINNING CITY

The municipality has won a number of major accolades in critical areas of service delivery

### THESE INCLUDE:

#### SALGA awards for the following :

- Human Settlement Award – best delivery of houses
- Blue Drop Status- clean water category

#### COGTA KZN Awards for the following :

- Best Integrated Development Programme
- Best own Metro in the District Municipality Category
- Best Innovative Infrastructure

#### Top Business Portfolio Award

- Winner for Promotion of Sustained Economic Growth

#### Govan Mbeki Human Settlement Awards by the national Department of Human Settlement

- Best Metropolitan Municipality in recognition for delivering of houses for 2012 and 2013 consecutively.

### SOME OF THE MAJOR PRIORITIES AND FOCUS AREAS IN THE SHORT TO MEDIUM TERM THAT ARE AIMED AT ADDRESSING PERTINENT SERVICE DELIVERY NEEDS INCLUDE:

- Eradication of transit camps and slum clearance;
- Water supply challenges
- Provision of sanitation in both rural and informal settlements;
- Electrification of rural areas and informal settlements;
- Rehabilitation of existing housing stock in the R293 and ex-own affairs areas; and
- Addressing the contradictions of poverty, unemployment and inequality that characterise our society today.

### INTERESTING FACTS ABOUT ETHEKWINI:

- The derivation of the word eThekweni is debated, the name is said to mean either "lagoon" or "the one-testicled one", referring to the appearance of the Durban Bay.
- The Inanda Heritage Route is home to the residence of struggle icon Mahatma Ghandi and the Dube Village, home of first ANC president Dr John Langalibalele Dube and a site where Nelson Mandela cast his first democratic vote during the 1994 elections.



Aqueduct water pipe replacement project.



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**Ms Reneva Fourie**  
**Deputy Director-General: Information Society  
 Development and Research, Department of  
 Communications**

Ms Fourie holds a Master's degree in Public Administration from the University of Pretoria. She has attended a number of short courses, which include a Leadership Development Programme from the Harvard Kennedy School of

Government. She has attained certificates from the University of Cape Town Graduate School of Business in Managing Reform and Regulation of Infrastructure Utilities in Africa and in Telecommunications Regulatory Strategies. She has extensive experience as a public policy analyst and served as the Chief Director: Policy Implementation, Tracking and Assessment in the Department of Communications, where she was instrumental in crafting the programme to reduce the cost to communicate. Prior to returning to the Department of Communications, Ms Fourie, as from 2011, served as the Permanent Executive Secretary (PES) of the All African

Ministerial Conference of Decentralisation and Local Development (AMCOD), where she led the development of an African Charter on Decentralisation, Local Governance and Local Development; championed the establishment of 10 August as the Africa Day of Decentralisation, Local Governance and Local Development; and contributed to the drafting of a Concept Note on the establishment of a High Council of Local Authorities. In her role, Ms Fourie is responsible for ensuring that the Department supports the development of an Information Society by encouraging the development and implementation of innovative and responsive programmes that will help increase the uptake and usage of Information and Communication Technologies in the country.

**Brent Simons**  
**Spokesperson for the Minister in The  
 Presidency**

Brent Simons has been seconded by Government Communications (GCIS) to act as spokesperson for the Minister in The Presidency responsible for Performance Monitoring and Evaluation, Collins Chabane. He is an experienced communication and media strategist with over 25 years' experience in the fields of journalism, media liaison, communication strategies, training and election strategy development. He also has extensive practical knowledge of designing and implementing development communication campaigns aimed at ensuring direct and interactive communication between government and communities.

He holds a Master's degree in Communications Studies from the University of Leeds, with a specific focus on Political Communications. Prior to joining the office of the Minister, he was Chief Director: Training and Development at GCIS where he was responsible for training government communicators and developing a Certificate in Government Communications in partnership with the University of Pretoria. The certificate will be rolled out via PALAMA during the 2014/15 financial year.



# A golden getaway to chilling out



**T**here is nothing more refreshing than discussing business strategies or tying the knot in a tranquil environment.

The location of conferencing and meeting venues in the bush presents an ideal opportunity to spice up business meetings and social gatherings with a variety of adventure activities, including game drives, bush walks, hiking trails, and bush braais.

To most local and international visitors, national parks are synonymous with family - oriented holiday breaks. However, some national parks have meeting venues with state-of-the-art audio-visual equipment to host high-powered conferences and social gatherings.

Leading the pack is the Golden Gate Highlands National Park nestled in the foot of the Maluti Mountains in the eastern Free State, less than 15 minutes' drive from the nearest town of Clarens.

The newly - refurbished Golden Gate Hotel has five conference

venues and the largest room can accommodate up to 300 delegates. The other smaller rooms have inter-leading doors and are suitable for use as breakaway rooms or smaller meeting rooms when combined.

The dining experience for conference delegates is catered through a well-equipped 200-seater restaurant.

The hotel and camps in the Golden Gate Highlands National Park have 146 accommodation units and some can be shared. The biggest attractions to the park are leisure activities, which can be enjoyed with or without a guide. Activities offered in the park and nearby surrounding areas include hiking trails, abseiling, horse riding, golfing, canoeing and cultural tours at the Basotho Cultural Village.

Renowned worldwide as the home of the Big Five



*Leading the pack is Golden Gate Highlands National Park nestled in the foot of Maluti Mountains in the eastern Free State, less than 15 minutes' drive from the nearest town of Clarens.*



(lion, African elephant, Cape buffalo, leopard and rhinoceros), the Kruger National Park (KNP) stretches 350 km north to south and is the ultimate destination for close encounters with wildlife or a tranquil and relaxing environment. The KNP is rich in biodiversity, conserving both natural and cultural heritage; conferencing and meeting facilities are available in the Skukuza, Berg-en-Dal, Mopani and Shingwedzi rest camps.

The Nombolo Mdhuli Conference Centre in Skukuza rest camp is named after one of the lesser celebrated pioneer rangers of the park known for his bravery and dedication to his work. Completed in 2010, the centre has a 690m<sup>2</sup> floor space and five-metre 5m ceiling clearance, making it suitable for product launches, exhibitions and conferencing. The biggest venue in the

centre can accommodate 500 delegates and is flanked by four breakaway rooms which can be used individually or paired.

The main attractions of the Skukuza conferencing facility include unparalleled game-viewing e, guided bush walks and game drives, golfing, 4x4 trails and bush braais.

The Skukuza camp is also accessible by air; the nearby Skukuza Airport is equipped to handle chartered aircraft and scheduled flights will be offered soon. Overnight delegates are accommodated in a variety of thatched units within the camp or luxurious five-star concession lodges within reasonable driving distance of the camp.

Mopani Conference Centre is another gem located in the northern section of the KNP inside the Mopani rest camp. >>



Mopani Conference Centre is also renowned for hosting bush weddings.



The Kruger National Park is rich in biodiversity, conserving both natural and cultural heritage; conferencing and meeting facilities are available in the Skukuza, Berg-en-dal, Mopani and Shingwedzi rest camps.

The rest camp lies on the banks of the Pioneer Dam, another well - kept secret nestled among the koppies with Mopani trees and a huge gnarled Baobab tree in the heart of the camp.

Over and above hosting conferences in the 300-seater venue, Mopani Conference Centre is renowned for hosting bush weddings. If you fancy a bush wedding ceremony within earshot of a roaring lion or the call of an African Eagle, the Mopani rest camp is the answer. A few minutes' drive from the camp is Mooiplaas, a venue ideally located in the bush and set aside for a bush wedding experience.

Mopani rest camp can arrange a bush wedding experience complete with confetti and family fanfare swited to the bush surroundings. Within the KNP there is also thea 324-seater Berg-en-Dal Conference Centre, situated within the camp of the same name. The Berg-en-Dal camp is located in the southernmost part of the KNP, on the banks of the Matjulu Spruit, 11 km from the Malelane gate off the N4.

abaeyond the Big Five country, the Mokala National Park, located 84 km from lies the Northern Cape town of Kimberley. The has two conference venues which can accommodate an intimate meeting of 80 delegates.

This park - which primarily exists for the protection of South Africa's rare and endangered species like the black rhino, sable antelope and disease - free buffalo has 31 accommodation units. Within Mokala, the Lil-lydale camp has hosted numerous weddings.

Following the same repertoire as the other parks in the SANParks stable; the Karoo, Mountain Zebra, Augrabies Falls, Wilderness and Tsitsikamma National Parks also have meeting venues theat are ideal for small meetings, team building, special weddings or a family get-together.

After all has been said and done, business strategies completed or knots tied; the beauty of national parks lies in their ability to offer a world of adventure to spice up any business or social gathering.

**For more information contact Travel Trade at 012 426 5025, e-mail [traveltrade@sanparks.org](mailto:traveltrade@sanparks.org) or visit [www.sanparks.org](http://www.sanparks.org)**

# Teach children the value of money

One of the most powerful lessons that parents can teach their children is to be responsible with money. Proper financial management is a crucial life skill.

How parents spend their money has a great impact on how children view money, thus affecting their financial future. It is wise to educate, motivate and empower your children about the benefits of saving and investing money.

Here are some tips to help you teach them to value money:

## Start early

It is never too early to start teaching your children about money. They can learn how to save coins in a piggy bank before they understand how to count the right change.

## Encourage saving


Find out what your children want to buy, then help them think about ways to earn pocket money and save for items such as toys and games if they are young; or books, movies or a special event if they are older. Discuss how much they will need to set aside from their pocket money or their pay each week to reach their target. Encourage your children to stay on track by offering to add to their savings if they achieve a particular savings goal.

## Pay pocket money for doing jobs around the house

Pocket money is a great way to teach children that money has to be

earned – it does not magically appear from ATMs. Set age-appropriate tasks for your children, like helping with gardening, washing or putting the refuse bins out. Pay them a small but reasonable amount for each job they do. Draw up a job chart to let them tick off their tasks.

## Teach your children how to budget by:

- Giving them a combination of notes and coins in their pocket money. This teaches them how to handle different sums of money, and they can immediately put a few coins or notes aside for saving.
  - Sending the older ones to the grocery shop with a shopping list and a fixed sum of money. Tell them that they need to buy everything on the list, and can save any money left over. They will need to consider branded products, bulk buying and even where to shop.
    - Letting them pay for small expenses and asking them to check they get the right change.
    - Giving them a fixed amount of spending money for family holidays. Help older children get a part-time job. Teenagers, in particular, can benefit from having a casual job. It provides valuable experience in finding and applying for a job, and teaches them the responsibilities involved with employment.
- Get your children to draw up a spending budget for their wages, allocating part of the money to spending and part of it to saving. Running out of money before pay day is a great lesson in the value of sticking to a budget.
- Encourage them to set specific and realistic long-term goals and to save some of their pay each week towards their goals. 

Source: [moneysmart.gov.au](http://moneysmart.gov.au)



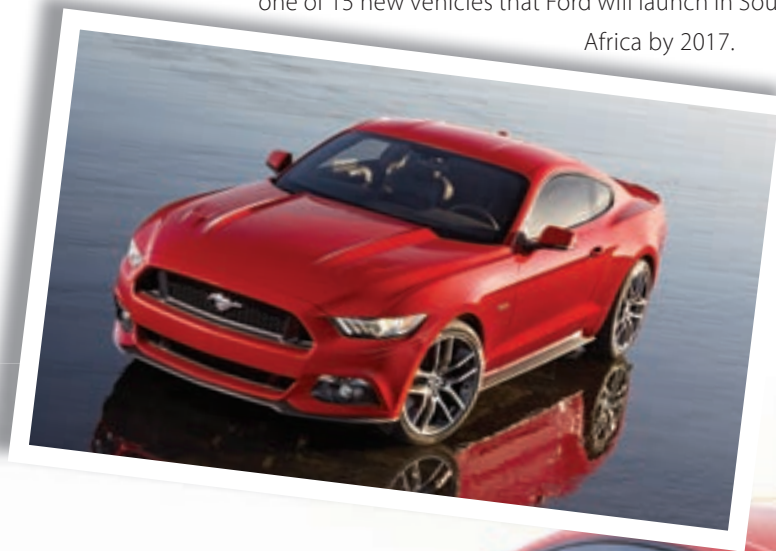


# NEW WHEELS FOR 2014 AND BEYOND

## Ford Mustang

**S**outh African fans can look forward to seeing the completely redesigned and reengineered Mustang on local roads in 2015. The new Ford Mustang fastback and convertible models promise exceptional performance and refinement while embracing the Mustang's half-century of heritage and status as a global icon.

More than nine million Mustangs have been sold since it was first launched in 1964. The world's most-liked vehicle on Facebook – according to Ford South Africa - Mustang has made thousands of appearances in film, television, music and video games, and is one of 15 new vehicles that Ford will launch in South Africa by 2017.



Ford says the new Mustang has been developed with impressive performance, driving dynamics and usability in mind – and includes a significant amount of advanced driver convenience and driver-aid technologies.

The clean-sheet design of both the Ford Mustang fastback and convertible evokes the essential character of the vehicle, retaining key design elements of the classic Mustangs recognisable to car fans across the globe, including the long sculpted hood and short rear deck, with a contemporary execution.

Ford Mustang convertible drivers will appreciate the standard multilayer insulated cloth top that gives the car an upscale appearance and a quiet cabin. The top has a sleek profile when folded for open-air motoring.

In the United States, Mustangs will be offered with V8, V6 and, a first for the 'Stang, a four-cylinder 2,3 litre engine! Models destined for South African shores have yet to be confirmed, but start saving to be part of a special breed of performance freaks who wear their hearts on their sleeves.





## New Prado on the prowl

Toyota's iconic Land Cruiser Prado has undergone a metamorphosis with bolder exterior styling, a more refined interior and even better handling for 2014.

According to Toyota South Africa, the exterior changes are marked by an extensive redesign with a deeper front bumper, heritage inspired grille and newly-styled alloy wheels that reinforce Prado's toughness, reliability and legendary off-road prowess.

Interiors too have benefited from comprehensive upgrades that raise quality, convenience and ease-of-use with new multimedia audio systems as well as a redesigned dashboard featuring improved materials, detail and features.

Under-the-skin fettling comprises upgrades to the electronically modulated Kinetic Dynamic Suspension System to enhance handling and ride comfort characteristics.

Toyota has amplified functionality by providing additional driver guidance aids such as Blind Spot Monitoring and a Tyre Inflation Warning system on the VX and Trailer Sway Control (standard across the range) that assists when towing by negating the possible unpleasant consequences of crosswinds or bumpy roads.

The new grille and restyled headlamp clusters form a single, powerful-looking unit, which has been positioned higher to make it less vulnerable to damage when driving off-road.

A neat touch is the inclusion of discreet Land Cruiser

branding above the turn signal lamp within the headlamp casing. Headlights and daylight running lamps are LED on the VX.

In addition to being electrically adjustable and retractable, the outside mirrors on TX models are now also heated; in the case of VX models, added functionality comes in the form of Blind Spot Monitoring.

The vehicle profile is enhanced by newly-designed 17-inch six-spoke alloy wheels for TX and 18-inch 12-spoke alloys for VX versions.

Tail-light clusters have been redesigned with clear lens blocks inset with red accents. Once again, the Land Cruiser logo is neatly integrated within the lamp casing.

VX versions are available with an optional electrically operated sunroof.

Revised interior trims and ornamentation create a more elegant atmosphere for this seven-seater SUV with premium touches such as double stitching for better tactile appeal and even higher perceived quality.

Leather seat upholstery is standard on both TX and VX models but, in the case of the latter, the side door panels are also swathed in leather, plus you get the option of an ivory colour palette in addition to the standard black treatment. The front arm rests on both models now come with slide functionality.

A welcome new feature on both trim levels is the adoption of power-adjustable front seats with memory (eight-way adjustment for the driver and four-way for the passenger seat).

Top-level VX models get a Multi-Terrain Monitor which gives drivers additional guidance when negotiating off-road obstacles by relaying video imagery via four cameras located at the front, rear and sides of the vehicle.

Multi-Terrain Select is another VX standard. This feature automatically controls power outputs and braking inputs to provide the swiftest progress over a variety of surfaces. The main change is that this feature is now operated by a dial.

The driver can select the appropriate mode according to terrain. Multi-Terrain Select regulates wheel-spin, while Multi-Terrain ABS regulates lock-up to maximise traction in any off-road scenario. Multi-Terrain Select is an evolution of Toyota's A-TRAC (active traction control system) >>

and incorporates All-Terrain ABS, thereby offering a wider range of slip control.

Also, a fifth mode, to help negotiate a combination of rocks and dirt, has been added to the previous rock, loose rock, mud and sand, and moguls (*middelmannetjie*) modes.

This new dial offers simple, intuitive control of both the Multi-Terrain Select system and Crawl Control speed adjustment – the latter is standard on the VX models.

Land Cruiser Prado has the choice of two proven engines – a four-litre V6 petrol engine with dual VVT-i and a three-litre turbo-diesel engine.

The quad-cam V6 petrol delivers 202 kW of power at 5 600 rpm and 381 Nm of torque at 4 400 rpm. It is mated to a five-speed automatic transmission with sequential shifting.

Combined-cycle fuel economy is 11,5 litres per 100 km and the CO reading is 266 g/km.

Prado's 16-valve, DOHC 3,0-litre turbo-diesel pumping out 120 kW at 3 400 rpm and 400 Nm between 1 600 and 2 800 rpm is likewise matched to a five-speed sequential automatic transmission offering a combined-cycle fuel economy of 8,5 litres/100 km. CO readings are pegged at 224 g/km.

## Swift updated for 2014

Most of the improvements on Suzuki's popular Swift hatchback are focused on fresher aesthetics, but some of the standard specifications have also been enhanced, say the car's producers.

The 2014 Swift benefits from a smarter interior execution, with Bluetooth connectivity now added to the GLS model's list of standard features.

The system not only allows pairing with compatible devices such as mobile phones for wireless telephony, but also facilitates audio streaming from smartphones and Bluetooth-enabled audio devices.

Another welcome addition is cruise control, which has also been added to GLS models, and can be conveniently operated using switchgear located on the steering wheel.

The 2014 Swift range retains Suzuki's efficient, fuel-injected four-cylinder engine. The K14B unit has a rated maximum power output of 70 kW at 6 000 rpm, coupled to a 130 Nm torque peak at 4 000 rpm.

Fuel economy is a stand-out attribute across the Swift range, with the five-speed manual gearbox-equipped models achieving a combined-cycle consumption figure of just 5,5 litres/100 km, linked to CO emissions of 132 g/km.

The GLS Automatic, with its smooth-shifting four-speed auto transmission, posts a combined-cycle figure of 6,2 litres/100 km, with a commensurate CO emissions rating of 147 g/km.

The 2014 Suzuki Swift is available in two specification grades, namely the Swift GL and the more up-market GLS. The Swift Sport remains largely unchanged, retaining all the exterior and interior



features unique to this performance model.

As the athlete of the Swift range, the Sport employs a free-revving 1,6-litre fuel-injected engine producing 100 kW of maximum output at 6 900 rpm, linked to a torque peak of 160 Nm at 4 400 rpm.

The Sport's standard electronic stability control optimises traction and safety, but can be switched off for those seeking an even racier driving experience. ☺





# CALABASH NETWORKS

## Calabash networks to reach the majority!



South Africa is home to a multitude of nations housing individual beliefs, religions, traditions and customs.

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**Amanda Laird  
Cherry Dress,**  
R699, Style 36



**Chunky  
Diamanté  
Necklace**  
R120, Woolworths



**Print Body  
Con Dress**  
R475, Studio W



**Avenida Bracelet,**  
R1 215, Tanamika



**G Couture  
Wrap Dress**  
R540, Style 36



**Chess Epoxi  
Bracelet,**  
R120, Woolworths



**Gold Gabe Heels,**  
R399, Zoom



**The Poppy Dress,**  
R149.99, Mr Price



**London Hub,  
Long - Sleeved  
Midi Dress,**  
R799, Style 36

# Dress for Success

The year is already in full swing and you should be too. Dressing for success should always be a top priority. No matter what your style, shape or size, you can add your personal flair to any dress you wear. Here are a few looks to help you rule and reign at the office.

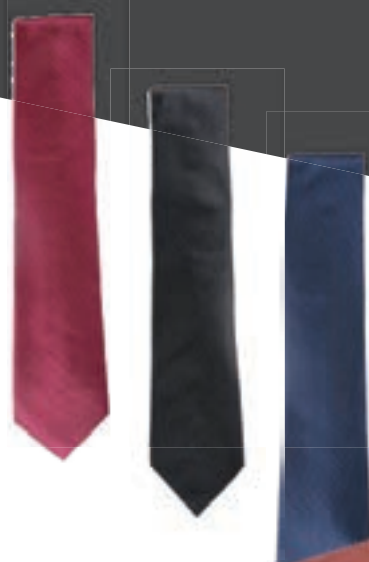
Paperwork may be drab, but your work wardrobe doesn't have to be. This year, add some pep to your step, with a pop of colour or these hottest trends. You will surely turn heads in these looks. e.



**Custom Wool Jacket,**  
R2 499.99, Trenerya



**Navy Suede Tassel Slipper,**  
R499, Markham



**Men's Silk Ties,**  
R199, W Collection



**Brown Leather Formal,** R450,  
Daniel Hechter



**Townsmen Multi-function Stainless Steel Watches,**  
R3999, Fossil



**Red Arc 3D Shirt,**  
R999, G-Star Raw



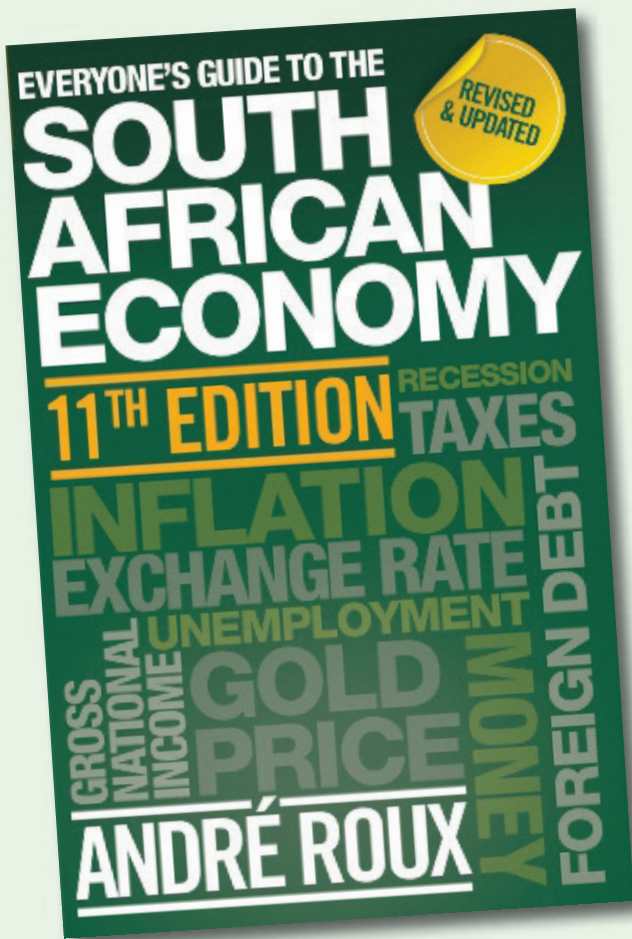
**Cobalt Blue Elbow Patch Blazer,**  
R899, Markham



**Black Belt,**  
R499, G-Star Raw



**Neason Leather Boat Shoe**  
R899, Country Road



***Everyone's Guide to the South African Economy (11<sup>th</sup> Edition), by André Roux***

Recession, inflation, interest rates, income tax, exchange rates: we are bombarded with these terms every day – by newspapers, the radio, TV and the Internet – but what do they actually mean? And how do these things impact on you?

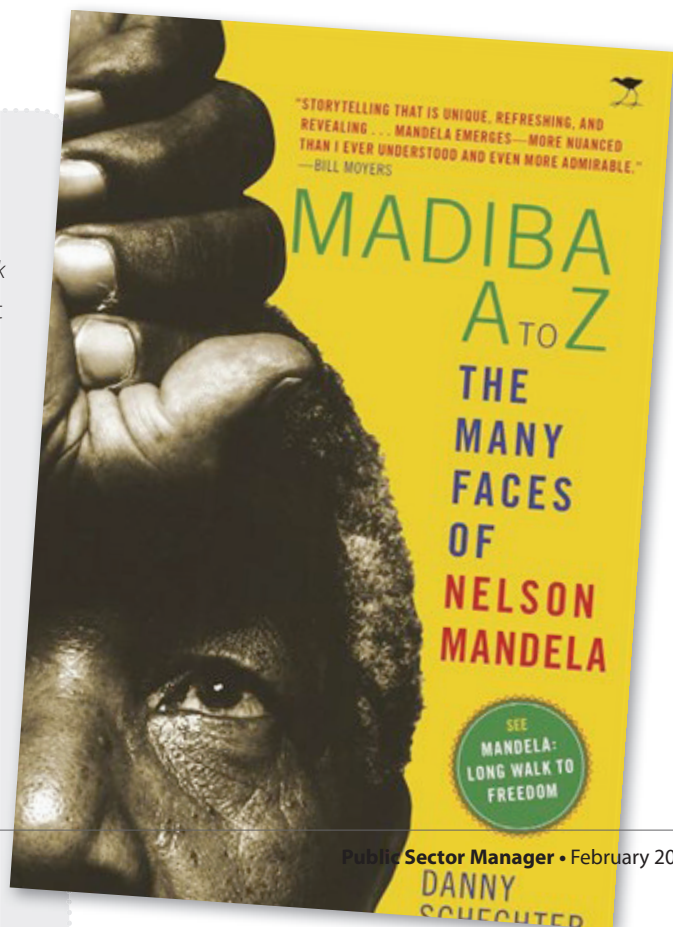
In this updated edition of *Everyone's Guide to the South African Economy*, all these issues – and more – are addressed. The book clearly explains and evaluates a wide range of economic occurrences from the Budget and the rand/dollar exchange rate to the balance of payments and the role of the South African Reserve Bank.

The book investigates the causes and consequences of the 2008/09 global financial and economic crisis, looks at the sub-Saharan African economy, and explores human development issues in South Africa and their implications for policy-making.

If you are baffled by the specialised jargon of economists and bankers and want to know more about the economic forces that subtly dictate your day-to-day existence, *Everyone's Guide to the South African Economy* will put you in the picture. This is essential reading for every South African consumer and taxpayer.

***TMadiba A to Z: The Many Faces of Nelson Mandela, by Danny Schechter***

Anant Singh spent 16 years working on the film *Long Walk to Freedom* and immersed himself in learning every aspect of Madiba's long life. Through extensive research, books and interviews he and his team would find a wealth of information. Inevitably, in the making of the film, characters had to be compressed, events left out and ways invented to tell a story and sustain interest. The movie alone would not be enough, there had to be more. And so *Madiba A to Z: The Many Faces of Nelson Mandela* was conceived. The book is a must-read for anyone who wants to appreciate what it took in the past and what it must take in the future for us all to be truly free.





# There's no price tag on Health and Safety

It's not something that you should ever take a gamble on. The health and safety of your workforce is critical to the future of your business and the growth of your company.

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Our commitment to the South African economy is entrenched in our commitment to local production. Our 8810, 8820 and 8710 respirators now bear the Proudly South African logo, and are manufactured in South Africa to the Quality Standards set by the SABS. Meeting these quality standards allows 3M to display the SABS mark of approval on the 8810, 8820 and 8710 respirators. So breathe a little easier, knowing that you have the ability to provide your workforce with the best in Health and Safety solutions.

**Now available and manufactured locally**



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Look out for our Proudly South African packs



**FREE samples of the 8810 available on request!**

# Walk your way to good health!



**Y**ou really can walk your way to a fitter, slimmer and healthier you. Of all available physical activities, walking is probably one of the most accessible because it is free, easy and ideal for all ages.

By simply taking a short 30-minute walk each day, you will see and experience the health benefits. Start slowly and try to build your walking regime gradually.

Benefits of walking include:

- reducing the risk of coronary heart disease
- improving your blood pressure and blood-sugar levels
- lifting your mood
- improving your balance and coordination

- helping you maintain body weight and lowering the risk of obesity
- reducing the risk of osteoporosis
- reducing the risk of breast and colon cancer
- reducing the risk of non-insulin dependent (type 2) diabetes.

Source: *startwalkingnow*.



## Walking to keep fit

Turning your normal walk into a fitness stride requires good posture and purposeful movements. Ideally, here's how you'll look when you're walking:

- Your head is up. You're looking forward, not at the ground.
- Your neck, shoulders and back are relaxed, not stiffly upright.
- You're swinging your arms freely with a slight bend in your elbows. Try a little pumping with your arms as well.
- Your stomach muscles are slightly tightened and your back is straight, not arched forward or backward.



### Plan your routine

As you start your walking routine, remember to:

- Get the right gear: Wear shoes with proper arch support, a firm heel and thick flexible soles to cushion your feet and absorb shock. If you walk outdoors when it's dark, wear bright colours or reflective tape for visibility.
- Choose your course carefully: If you'll be walking outdoors, avoid paths with cracked sidewalks, potholes, low-hanging limbs or uneven turf.
- Warm up: Walk slowly for five to 10 minutes to warm up your muscles and prepare your body for exercise.
- Cool down: At the end of your walk, walk slowly for five to 10 minutes to help your muscles cool down.
- Remember to stretch: After you cool down, gently stretch your muscles.

### Make walking a habit

Here are some suggestions on how you can include walking in your daily routine:

- Walk to work if you live nearby
- Walk to the shops during your lunch break
- Use the stairs instead of the lift
- Leave the car behind for short journeys
- Do a regular walk with a friend
- Go for a stroll with family or friends after a meal.

Start today! 📅

Source: [mayoclinic.org](http://mayoclinic.org)

**GIVEN ENOUGH ROPE**

More and more abseilers are using their hobby as a vocation in an ever-growing field of industrial abseiling. Instead of using tradesmen who rely on conventional access methods such as scaffolding and mobile access platforms, abseilers offer cleaning and painting services. Very often abseilers are able to access areas that other work systems cannot reach.



© Courtesy Wild 5 Adventures

Once you have decided to do abseiling, make contact with a mountain or outdoor adventure club in your vicinity. There are clubs or operators spread across the country over some 14 geographic sections where qualified instructors or guides are available to usher you into the amazing experience of the thrill of abseiling down the face of a sheer cliff with stunning views in picturesque surroundings.

Instructors will also work with you at various sites in the same vicinity so that you learn how to be equipped for varying conditions.

Even before you and the instructor wander outdoors, you will have to learn a thing or two about ropes, cords, tapes, various types of knots, hitches and braking devices. You will also learn how to use and maintain the equipment.

There will also be sessions to point out the potential dangers posed by varying descents.

Ideally, you need to start the process of sliding down a rope under controlled conditions, and under the watchful eye of an instructor.

Abseiling is usually enjoyed in warm and sunny weather, hence light, easy clothes will suffice. There is, however, basic gear that needs to be at hand before setting off. These include a helmet to protect your head from bumps and falling rocks. Gloves will protect hands from the rope and from hits to the wall. You need to wear boots with good grips, rather than smooth under footing. Knee-pads and elbow-pads are worn to protect joints during crawls or hits against rock or other hard surfaces. Finally, you need to fit a harness around the waist to secure your attachment to the ropes.

The rope is usually a low-stretch variety, which has a 2% stretch when under the load of a typical body weight.

This type of rope also reduces bouncing. The rest of the kit will include rock climbing equipment, such as nuts, hexes and spring-loaded camming devices.

Abseiling offers a great personal challenge and takes participants out of their comfort zone, building confidence. The rewards are expanded self-belief, esteem, trust and self-awareness. It is one of the best forms of exercise, and you get the additional benefit of fresh air and adventure.

Nowadays, people with disabilities are also being catered for with artificial climbing walls. People in wheelchairs are raised from the ground on a special platform which is powered to the top of the wall. The height of the artificial climbing walls is around eight metres. At the top people are harnessed and are assisted by an instructor, depending on the extent of their disability with sliding down a rope.

Having a disability does not mean your abseiling dreams must vanish into thin air.

Given South Africa's varied landscape, there are abseiling opportunities around the country wherever there are mountains, valleys and gorges.

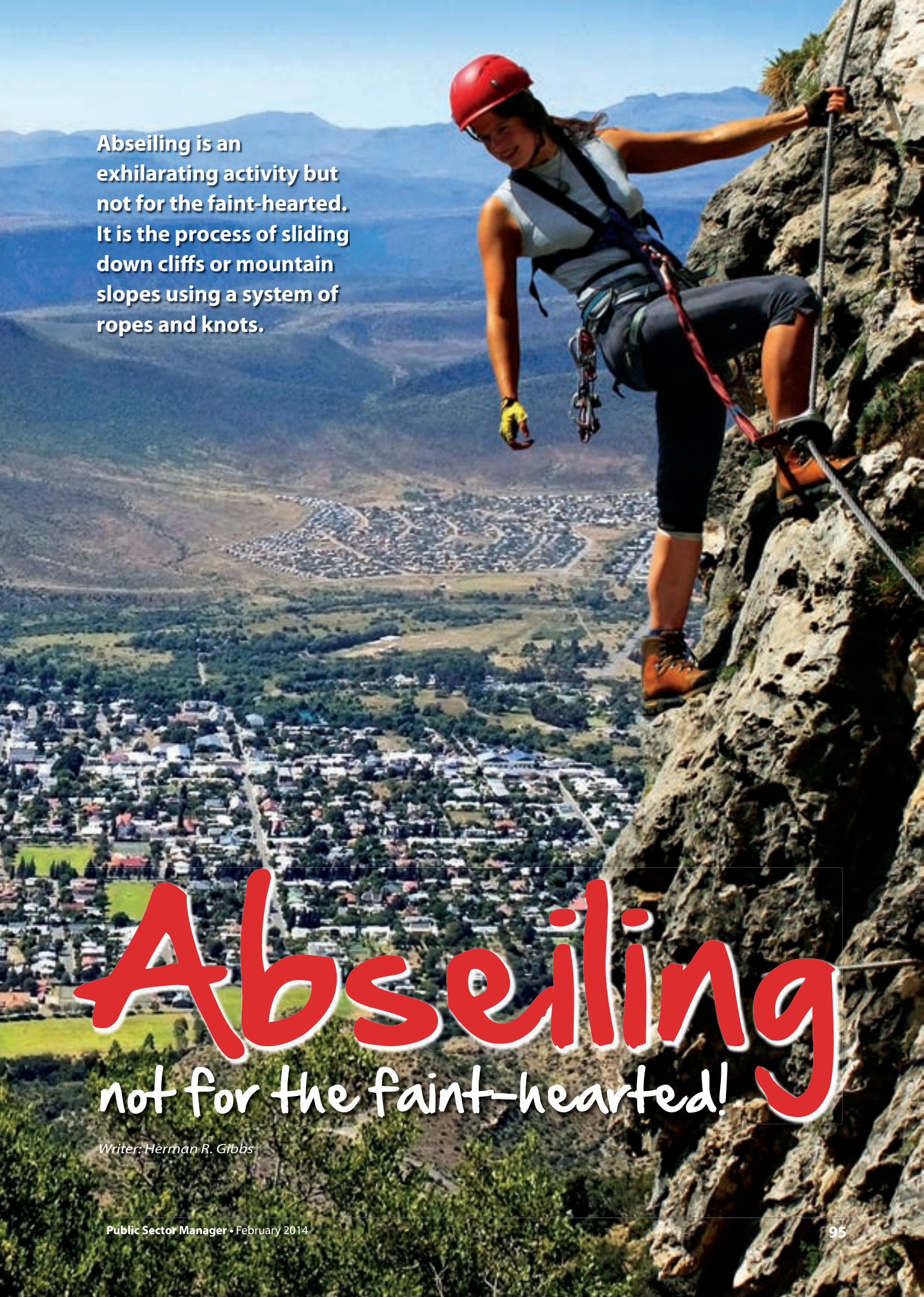
In the Mother City, Table Mountain is the favourite venue. There are also numerous places along the Garden Route, in the most pristine surroundings.

Further north the best known abseiling spots are near Hartbeespoort Dam and around the Crocodile River.

In KwaZulu-Natal, abseiling is popular at spots near the Shongweni Dam and Game Reserve, which is just 30 minutes from Durban in the direction of Pietermaritzburg.

In the Northern Cape there are at least two known abseiling venues close to Kimberley, and for the initiated it does not include the iconic 'Big Hole'. 📍





Abseiling is an exhilarating activity but not for the faint-hearted. It is the process of sliding down cliffs or mountain slopes using a system of ropes and knots.

# Abseiling

not for the faint-hearted!

*Writer: Herman R. Gibbs*

# Cover it up...in style

**F**rom laptops, wallets and mobile covers, to tablets and iPads, these tech gadgets are our daily life savers. They keep us in contact with the office, home and abroad with the click of a button, however they should be kept safe and intact. Now you can not only keep your money and mobile safe, and your devices scratch-free, but you can be a trend while doing so. From designer brands to colourful variations, tech accessories are the latest must-have items around. *Public Sector Manager* magazine showcases some of the trendiest tech accessories around. Not only are these finds practical, they are fashionable as well. We help you find the perfect tech fit for your gadgets.

## iPad covers



**Men's Leather iPad Cover, R999, Polo**



**Genuine Leather iPad Cover, R990**

iPads are the must-have accessory of the office. No longer do you have to carry that heavy-duty laptop in and out of meetings. iPads are the new hand-device that makes minute-taking and presentations as easy as slide one, two, three. Due to its sensitive touch screen abilities, choosing a case for your conventional iPad is not as simple as choosing a laptop bag. Make sure that your iPad cover has protective fabric on the inside that will form a layer to cushion the screen. For added benefit purchase a protection screen cloth, similar to lens wipes, and keep it on hand.

## Tablet sleeves

Similar to iPad cases tablet cases are called sleeves. These enable you to slot your device easily into its cover with hardly any effort at all. They come in all shapes, sizes and suit just about every tablet model available. From patterned, to quilted, there is a tablet sleeve to suit every trend. Quilted Sleeves are in this season, and available in a variety of different colours to match your handbag, or wallet.

**Ladies Patent Quilted Tablet Sleeve, R199, Woolworths**



**Unisex Leather Quilted Sleeve, R150, Woolworths**



**Ladies Laptop Briefcase, R1 795, Polo**

## Laptop Bags and Cases

Laptops do not come cheap, and most upmarket and state-of-the-art models can cost you an arm or a leg. This is why it is important to choose a cover that is not only trendy but practical as well. Opt for a laptop bag or case that is adequate in size and will not damage the exterior when removing its contents. Also go for a laptop bag with an additional pouch that makes storing battery cords and mobile USB chargers a breeze. From designer brands to on-point fabrics to keep you trendy, choose genuine leather that is easy to clean and maintain.



**Men's Slimline Laptop Briefcase, R4 295, Polo**



## You never know who the next Madiba will be.

In Sub-Saharan Africa, there is an estimated 125 deaths for every 1000 children under the age of 5. With only four children's hospitals in Africa, these are not enough to care for the health needs of our children. But with your compassion and spirit of giving, we can build the Nelson Mandela Children's Hospital and improve our children's wellbeing so that they too can lead a nation.



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