

Public Sector

MANAGER

THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

PSM

MAY 2013

Labour relations

Minister Mildred Oliphant is changing the face of labour

One for the road

SANRAL CEO Nazir Alli on the country's first multi-lane free-flow toll system

Provincial Focus

Dube Trade Port is bearing fruit - KZN MEC Michael Mabuyakhulu

On the move

Dr Gloria Tshukudu – the Public Sector's first black female plastic surgeon

Lifestyle

Six ways to a beautiful skin
Aint no mountain high enough
Deena Naidoo talks all things
cullinary



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'To retire in comfort, start saving early'

writes Sinenhlanhla Nzama, Marketing Actuary at Old Mutual.

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

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

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

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

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

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

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

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



Three reasons why saving for retirement makes sense:

A comfortable retirement

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

Security of savings

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

Tax benefits

The tax benefits you enjoy on your retirement savings include:

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



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Accord turns youth into **assets for the country**

In his 2013 State of the Nation Address, President Jacob Zuma promised that an accord would be concluded and implemented by government and its social partners to boost youth empowerment by tangibly putting in place measures and targets to address youth unemployment.

The historic Youth Unemployment Accord was signed on 18 April 2013 at the Hector Peterson Memorial in Soweto – a site that will forever remind us of the powerful role that young people play in championing change in our society.

The accord affirms this realisation and aims to arm our young people with opportunities to grow their skills, improve their quality of life and ultimately, build a more functional society where more job opportunities exist and the quality of life of more South Africans is better.

In the accord, which is the culmination of months of deliberations and discussions at the National Economic Development and Labour Council (Nedlac) initiated by President Zuma, the social partners affirm the commitment they made to work with government to achieve five million new jobs by 2020.

This approach to youth employment is based on the common recognition by our social partners that more jobs need to be created to ensure that the total number of South Africans employed is significantly stepped up.

In this sense, it will ultimately lead to economic growth, the nurturing of a more dynamic workforce and a society where the values of democracy can prevail optimally.

A long-term perspective coupled with long-term commitments by all sectors of society is a prerequisite for long-term change and development in our country. The coming together of government and its social partners to effectively tackle one of our biggest challenges – youth unemployment – marks a stride that has never before been taken on this issue. It has elevated our response to this challenge to a new and more meaningful level.



We have taken collective action as our point of departure, as a government and as a nation, in espousing the National Development Plan – our blueprint for achieving a qualitatively better South Africa by 2030. More of these collaborations between government and the various sectors need to be brokered to overcome our country's challenges.

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this perspective is crucial for turning around the realities that face this significant sector of our society.

The six targets

This accord sets a number of targets for specific sectors or programmes. It is rooted in six commitments.

The first is on education and training. It commits to improve education and training opportunities for the gap grouping who are between school-leaving and first employment.

The second commitment is on work exposure and is aimed at connecting young people with employment opportunities through support for job placement schemes and work-readiness promotion programmes for young school leavers.

The third commitment is to strengthen measures that increase the number of young people employed in the Public Sector, through coordinating and scaling up existing programmes under a 'youth brigade' programme coordinated with the National Youth Service Programme of the National Youth Development Agency (NYDA).

The fourth commitment is to target set-asides in particular industries, particularly new industries where young people can be drawn in large numbers.

This includes clear targets for new jobs in areas such as infrastructure, the business process services sector and the green economy, particularly with regards to the manufacture, installation and maintenance of solar water heaters.

The fifth commitment is to boost youth entrepreneurship and youth cooperatives. Public agencies such as the Small Enterprise Finance Agency, Small Enterprise Development Agency and the Jobs Fund will be encouraged to develop and strengthen dedicated programmes of support for youth enterprises and cooperations.

The sixth commitment is to develop private sector measures to expand the intake of young people, with targeted youth support and incentives approved by all constituencies. It is important to improve private sector youth absorption given that most sustainable new jobs are expected to be created in the Private Sector.

Collective effort

The accord draws on all sectors of society, seeking to find a powerful, comprehensive and multi-sectoral approach to dealing with youth unemployment.

Organised labour, represented by COSATU, FEDUSA and NACTU, endorsed the accord and youth organisations and formations in the country were also actively engaged as part of the drafting of the accord.

From a governance perspective, the Ministry for Performance Monitoring and Evaluation will also implement a monitoring mechanism to ensure that the role of government is realised and the targets are met.

Going forward, we need to act collectively, decisively and forcefully to implement this accord as we have in defining it. Not only will our business partners have to fulfil the commitments they have made but also our labour partners, together with the youth structures and the NYDA, will remain vital in ensuring that the youth are mobilised to take up the various opportunities that will be created.

The signing of the accord has opened up a new dialogue on the issue of youth unemployment, a challenge we can no longer afford to ignore. In view of our wider economic and social imperatives, joblessness on the whole can no longer go untackled.

The Youth Unemployment Accord is a step in the right direction towards tangibly dealing with a long-standing problem that is deeply-rooted in our history and which has enormous impact on the lives of millions of South Africans.

In the spirit of Hector Peterson and other young icons who carved out the legacy of our youth, let us continue to work together to ensure that our success so far is sustained by action and that our youth have a deeper legacy to build.

Only collaboration and cooperation between the youth themselves, government, business and labour can address the challenges we face around joblessness.

I want to stress the urgency with which we need to carry out this task. We have agreed that a comprehensive strategy is necessary to achieve this.

Such a strategy will require that the structural challenges in the economy are addressed including poor skills, weak infrastructure, monopolies and cartels and lack of partnerships at workplace level. 🇿🇦



Othman Collins Chabane

Minister in The Presidency for Performance Monitoring, Evaluation and Administration



Mintek's effort to

rehabilitate and

fertilise the soil



Group of youth at the Lyttleton Dolomite Mine in Marble Hall, Limpopo Province

Biomin small scale farmers

Mintek's Small Scale Mining and Beneficiation Division (SSMB), has developed Biomin; a substance made from a combination of organic material and has the ability to rehabilitate and re-mineralise the soil.

Having realised that a productive and sustainable agricultural system is key to the wellbeing of a country, SSMB developed the Biomin product with the intention to achieve rapid mobilisation of the nutrients essential for plant growth, which are combined with other organic materials to enhance the properties of the soil.

This is as a result of the soil being over-exploited in most parts of sub-Saharan Africa, hence the restraints in agricultural production. Correspondingly, small-scale farmers in remote areas in South Africa cannot afford to buy fertilisers because of the high cost of transportation.

So far, the Biomin product has been applied to soil in several places in South Africa and already various farmers see an increase in yield over the control plants. Meanwhile, the fertilised soil is still flourishing because of Biomin's gentle release of nutrients.

More so, when applying Biomin to the soil, the added micro and macro nutrients lead to increased plant growth – which growth leads to decreased soil erosion, the organic matter that adds to the biological activity in the soil improves and the pH of the soil and its ability to retain water increases.

Apart from crop production, the product also has the ability to rehabilitate coal in mining areas and acid-damaged soil.

As a result, a Biomin pilot plant has been set up at the Lyttleton Dolomite Mine in Marble Hall in the Limpopo Province where it is run by young people in the area who supply the local small scale farmers.

Subsequently, SSMB supplies the required minimum training and technical support, as part of its mandate to create jobs and skills development in marginalised communities.

The Biomin programme is relevant in the context of the global food crisis, sustainable development and sustainable livelihoods.

For more information please contact:

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Head Technology
Development and Training
or

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Principal Technician

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robertm@mintek.co.za



Small Scale Mining and
Beneficiation Division

Nineteen years into the democratic dispensation, South Africa has become a significant player on the global stage. Our successful hosting of the 5th BRICS summit in March and the myriad business agreements that followed attest to the fact that we now walk the global stage alongside giants.

This edition of *Public Sector Manager* (PSM) magazine provides a narrative of South Africa's journey from being a parochial, paranoid nation of the apartheid era, to becoming a bold global player, eager to compete with the best. We have opened our borders, modernised our laws and unlocked our economy to take our position among nations of the world.

This role compels us to emulate best practice in our quest to be internationally competitive.

Science and Technology Minister Derek Hanekom writes for us, to argue that it is no longer enough for South Africa to pride itself with its natural endowments. To have impact, we must remain at the cutting edge of scientific discovery as we exploit opportunities opened up by our role as the cradle of humankind and our hosting of the Square Kilometre Array.

Our participation at the recently concluded Conference of Parties of the Convention on the International Trade in Endangered Species of Wild Fauna and Flora (Cites) bears further testimony to South Africa's growing international clout. We report on how South Africa campaigned for members to explore the ramifications of allowing legalised trade in rhino horn, the proper labelling of leopard trophies and flexibility in listing the hoodia plant and sandalwood. At the end of the conference, South Africa was appointed to host the next Cites in 2016.

This PSM edition also looks at how we fare in the area of registering new businesses in the context of a fast globalising world. We examine the implications of the World Bank's *Doing Business* report, which shows what we are up against in our quest to attract new business to boost our international competitiveness. We also look at the measures government has taken to cut red tape associated with business registration.



But even as we cast our vision wider, we still have to grapple with the more mundane issues of putting food on the table. In our latest installment on the National Development Plan, we look at what the plan proposes for tackling the perennial problem of food and water shortage. Here too, we think global but act local as we learn from Brazil about improving food production, and Namibia and Singapore about recycling wastewater. The Middle East, the Mediterranean and Australia give us lessons on how to desalinate sea water.

As we close the curtain on Freedom Month, Public Service and Administration Deputy Minister Ayanda Dlodlo reminds us that the role we play globally is underpinned by a democratic ethos which has opened up vistas of freedom in various facets of our lives. Deputy Minister Dlodlo analyses measures taken by South Africa to entrench a culture of democracy, as a signatory to the Open Government Partnership (OGP).

As public servants, the OGP action plan requires us to render Public Service efficiently, without fear of favour. The Department of Public Service and Administration is introducing a variety of measures to professionalise the Public Service and clamp down on corruption. We also examine the concerns raised by Auditor-General

Terrence Nombembe about government's financial management capacity and failure by officials to comply with existing control measures. These are important issues that we must address if we are to realise the vision of clean audits for all Public Sector entities. 🌐

Phumla Williams
GCIS: Acting Chief Executive Officer



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We hear you!

Dear Editor

I like *Public Sector Manager* magazine because it keeps us up to date with what is happening in other government departments and government entities. As a designer, I am impressed by the fresh designs every month. The cover of the magazine is always the best. The articles are well written and the pictures are of a high quality. As a public servant I am proud of the quality of the publication. The only area that needs improvement is distribution as we normally receive the magazine late.

– **Azwilitshei Mulibana, Pretoria.**

Dear Editor

I truly love the fact that the publication focuses both on hard and soft news. This gives the publication a well-rounded and balanced feel.

I would like to suggest a feature that may help inspire and motivate young government employees – a feature on young (between the ages of 23 and 35) civil servants who add value to the sector. The feature could focus on what these young people do, why they chose government, how they see the Public Sector progressing and what contribution they expect to make to that change.

In closing, the publication is truly a winner and gives factual insight into government and governance.

– **Terence Khala, Pretoria.**

Dear Editor

What a fantastic read you and your team have put together. I would like to comment on the article written by Helen Ueckermann - *Money matters made child's play* - that appeared in the January issue of PSM.



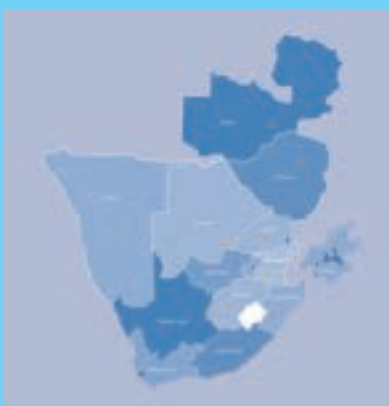
I agree with the writer - it's very important that we teach our children about money and saving from a young age. I have a seven-year-old son and I do not speak to him much on money issues. The article opened my eyes.

My mother did not teach me much about saving and using money wisely because she did not know a lot about it. It's something that I had to learn on my own.

I liked the idea of giving your child 12 envelopes for 12 months to encourage them to save money each month. The article highlighted the importance of saving and investing money - something I think every adult should have learnt from a young age.

Well done to the PSM team!

– **Nonduduzo Ngcongco, KwaZulu-Natal.**



ACTOM, the leading black empowered local electrical engineering group, is the largest manufacturer, repairer and distributor of electro-mechanical equipment and provider of turnkey solutions in Africa offering a winning and balanced combination of manufacturing, service, repairs, projects and distribution through its nationwide branches.

ACTOM has built up an extensive resource of manufacturing and repair/refurbishment plants consisting of 42 operating units, 43 production service and repair facilities and 36 distribution outlets, producing high quality and competitively priced products and services best suited to African conditions and a vast array of local expertise to match, while continuing to enjoy the benefit of access to world class technologies, products and expertise through its numerous technology, distribution and value added reseller agreements both locally and internationally.

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World Economic Forum on Africa comes to SA

8–10 May 2013

The 23rd World Economic Forum on Africa gets underway in Cape Town in May under the theme: *Delivering on Africa's Promise*. The theme provides a basis for deeper engagement on economic issues such as strengthening the continent's competitiveness, creating inclusive and sustainable growth, accelerating infrastructure development and economic diversification.

The forum brings together global and regional leaders in various sectors such as business, banking, government, civil society and academia, to reflect on issues that are important to the renewal of the continent.

Talks will also focus on a broad range of economic issues relating to Africa, particularly those of growth and development.

African leaders gather for AU summit

19–27 May 2013

The 21st Ordinary Session of the Summit of the African Union (AU) will take place under the theme: *Pan Africanism and African Renaissance* at the AU headquarters in Addis Ababa, Ethiopia.

Journalists vie for top awards

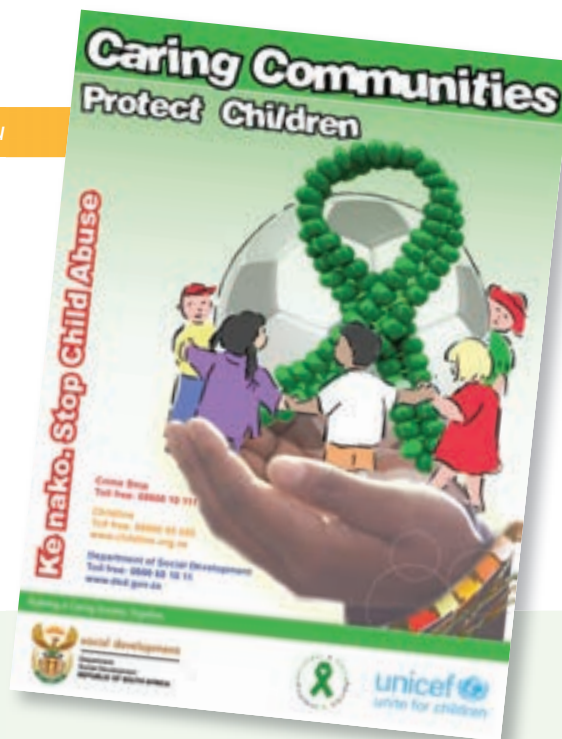
4 May 2013

The Media Development and Diversity Agency (MDDA) and Sanlam will jointly host the MDDA-Sanlam Local Media Awards for 2012/13 at a gala dinner in Johannesburg. More than 600 entries have been received for this year's awards.

The awards bring together more than 22 years of Sanlam Community Newspaper Awards and four years of SABC News/MDDA Community Media Awards into one big event. The inaugural joint awards were held in November 2010.

Celebrating Africa

Africans will gather across the continent to commemorate Africa Day on 25 May. Africa Day commemorates the founding of the Organisation of African Unity, the precursor to the African Union (AU).



Child Protection Week

26 May–2 June

Child Protection Week is a time for South Africans to unite against the scourge of child abuse and for communities to create a safe environment for children.

To coincide with Child Protection Week, the Department of Social Development will host a National Conference on Orphans, Children and Youth made vulnerable by HIV and AIDS at the International Convention Centre in Durban from 27 to 30 May.

Show your support for the protection of children by wearing a green ribbon, which symbolises life and growth associated with children.

The commemoration acknowledges the progress Africa has made and reflects on the challenges the continent faces in a global environment.

The AU is at the centre of the continent's renewal process, aimed at making a break with a past that was characterised by political instability, poverty and underdevelopment. For more information visit: <http://www.au.int/en/>

Who builds the best houses of them all?



6 June 2013

The Department of Human Settlements will host the Govan Mbeki Awards to identify and reward the province that builds the best houses. The awards celebrate excellence, best practices and healthy competition among the provinces.

The awards also aim to promote and instil a culture of excellence within the human settlement sector to deliver quality human settlements and dignity to South Africans.



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When Mildred Oliphant took over from Membathisi Mdladlana as Minister of Labour in 2010, the department was going through a period of instability with no permanent director-general (DG) and no deputy director-general (DDG) of corporate services.

Three years later, the department is now more stable, with a permanent DG and DDG of corporate services having been appointed. Although calm and steadiness have returned to the department, internal and external challenges still prevail.

One of the challenges Minister Oliphant has faced since taking over the hot seat is the frosty relationship with the Congress of South African Trade Unions (Cosatu). Recently, the union renewed its call for her to be fired.

Cosatu's North West Provincial Secretary Solly Phetoe said the union was unhappy with her "lacklustre attitude" in resolving complaints by the National Union of Mineworkers (NUM).

Public Sector Manager magazine sat down with Minister Oliphant to discuss this and a range of other issues involving her department.

"When I came into office, I was not sure whether I would be able to succeed," admits Minister Oliphant. According to her, the department has made some progress and although Cosatu is still calling for her dismissal, she is confident that her working relationship with the union will improve.

Behind the changing face of labour

Development Labour Council have been completed on the Basic Conditions of Employment Amendment Bill, Labour Relations Amendments Bill, Employment Equity Amendment Bill as well as the New Employment Services Bill," he said.

Calling all job seekers

In response to high levels of unemployment, the department launched an initiative called the Jobs Fair in June 2012. The initiative, under the department's Public Employment Services (PES) branch, is part of the department's contribution to government service delivery outcomes and job creation.

The Jobs Fair initiative is targeted at unemployed youth who have dropped out of school and those with school exit certificates, unemployed graduates, workers who are under-employed and those who have been retrenched.

The PES planned to register at least 600 000 job seekers on its electronic platform called the Employment Services of South Africa (Essa) by March 2013. The goal was to ensure that at least 450 000 job seekers were placed in opportunities or provided with other departmental services within 30 days of registration.

By the end of March, the department had registered 427 349 job seekers on Essa, including 207 950 who were profiled within 60 days. Of all registered job seekers, 278 998 were referred to various employers and institutions, while 10 429 were successfully placed in institutions across the country.

The Jobs Fair initiative was unveiled in East London in the Eastern Cape and travelled across the country, with the last event held in Gauteng. According to Minister Oliphant, the Jobs Fair was a successful initiative, especially in Gauteng and Limpopo.

During the exhibitions, employers met with job seekers who had applied and registered via Essa and some people were hired on the spot. "In Gauteng, 1 200 people were employed on the spot and also in Limpopo, >>

The progress the Minister refers to includes amending some of the laws over which organised labour has raised concerns. "I'm happy that when it comes to the issues that were raised by organised labour, we were able to look at some of them and amend some of the legislation. Some of those are before Parliament as we speak," she said.

Briefing the Select Committee on Labour and Public Enterprises in Parliament recently, the department's DDG for Public Employment Services, Sam Morotoba said the department had made great strides in completing amendments to various labour policies.

"Engagements with the National Economic and



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a farmer who was starting his harvest needed about 2 500 temporary workers for seasonal work.”

In the Eastern Cape, 800 job seekers were also hired on the spot. “When we had the Jobs Fair in the Eastern Cape, Mercedes-Benz said they needed 800 people. Some 600 of those were going to be permanent and 200 were going to be trained. These are just some of the examples of the positive impact the provincial Jobs Fair made,” she added.

The stagnation in implementing the Employment Equity Act worries Minister Oliphant. She said government had to act on the lack of cooperation from employers.

“I will say I’m partially satisfied but we are not there yet. There is still a bit of resistance in certain quarters and very slow progress. It is for that reason that we are planning an Employment Equity Summit where we want to share ideas as government, business and labour on how we can fast track this issue.”

She added that the department was waiting for Par-

liament to approve the amended Employment Equity Act, which is aimed at enforcing the implementation of the Act.

Striking by the rules

In recent times, the country has seen a wave of violent service delivery protests such as those at Marikana and De Doorns. To avoid a repeat of violent strikes, she said there should be an effort to educate workers about the country’s labour laws.

She said two valuable lessons came from the unfortunate incidents of Marikana and De Doorns. “We need to educate workers about our labour laws and workers’ rights. We also need to educate workers about how to handle negotiations.”

She said the department had also encouraged the business sector and employers to consider collective bargaining.

Although challenges still prevail in the department, Minister Oliphant is confident that it is moving in the right direction. ☺

Fast facts at your fingertips

BRICS at a glance

GDP spend on education

Among BRICS countries, South Africa spends the highest percentage of its gross domestic product (GDP) on education (6,8%), followed by Brazil at 4,3%.

Number of tourist arrivals

South Africa had the highest number of tourist arrivals among BRICS countries in 2011 – over 8,3 million, followed by India with 6,3 million arrivals.

Global trade and direct investment

BRICS countries accounted for approximately 11% of global annual foreign direct investment (FDI) flows in 2012 amounting to \$465 billion. The combined foreign reserves of BRICS countries are estimated at \$4 trillion. In addition, these countries have increased their share of global GDP threefold in the past 15 years. Furthermore, BRICS countries occupy 30% of the global territory and also account for 17% of world trade. Their joint contribution to global economic growth over the past decade has reached 50%, which makes them the leading powers in global economic development.

Female population in BRICS countries

South Africa has the second-highest percentage of women in the general population (51,5% in 2011), behind Russia (53,7% in 2012). Overall, BRICS countries are home to 45% of the world's population.

Infant mortality rate among BRICS countries

India has the highest infant mortality rate (47 per 1 000 people), followed by South Africa with 37,9 per 1 000 people. China's infant mortality rate of 12,1 per 1 000 people is the lowest.

GDP ranking among BRICS countries

According to 2011 figures, South Africa ranks third when it comes to GDP per capita – (\$7 790), behind Russia (\$14 015) and Brazil (\$11 463), and ahead of China (\$6 091) and India (\$1 440). ²⁸

BRICS in numbers

President Jacob Zuma, South Africa



Population: 51,7 million

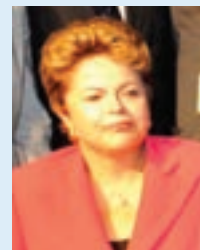
CPI inflation rate
5,9%

Current account to GDP
6,3%

Unemployment rate
24%



President Dilma Rousseff, Brazil



Population: 193 million

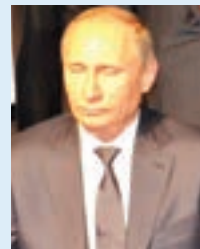
CPI inflation rate
5,4%

Current account to GDP
2,4%

Unemployment rate
5,6%



President Vladimir Putin, Russia



Population: 143 million

CPI inflation rate
7,3%

Current account to GDP
5,5%

Unemployment rate
5,8



President Xi Jinping, China



Population: 1,3 billion

CPI inflation rate
3,8%

Current account to GDP
5,4%

Unemployment rate
5,4%



Prime Minister Manmohan Singh, India



Population: 1,2 billion

CPI inflation rate
7,18%

Current account to GDP
4,1%

Unemployment rate
9,4%



Source: www.sanews.gov.za, City Press dated, 24 March 2012.

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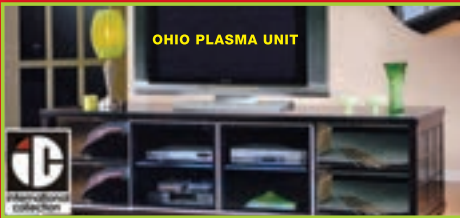


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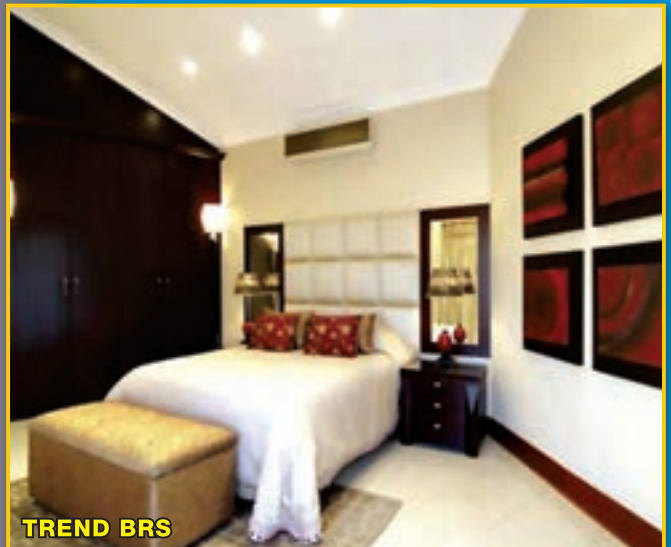
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SANRAL

gets the show on the road

Writer: Xoliswa Zulu

Photographer: Sbusisiwe Magwaza

After being at the South African National Roads Agency (SANRAL) for years, you would think that the passion and drive Nazir Alli has for what he does would have subsided. But when Alli, SANRAL Chief Executive Officer, talks about the agency he has led since 1998, he beams with pride.

PSM spoke to him about the controversial e-tolling system. The Gauteng e-road is the country's first multi-lane free-flow toll system using Electronic Toll Collection (ETC). Covering 185 km, the network now has wider freeways, with up to six lanes in each direction and 34 upgraded interchanges.

In 2012, there was a public outcry over the project, with some labelling it the most expensive toll collection system. The Opposition to Urban Tolling Alliance (Outa) then applied to have the e-tolling system overturned as they claimed there had not been a sufficient public participation process. Their application was later dismissed by the North Gauteng High Court.

End of the line

Recently, the agency announced that e-tolling would commence in June 2013. It said the cost to some 80% of road users would be less than R100 per month, and less than 1% of road users will pay the maximum of R550 per month.

"We have been monitoring the traffic on this network. We have 2,5 million vehicles that use the Gauteng Freeway Improvement Project (GFIP) network and we've shown that nearly 80% of the people would pay no more than a R100 a month. For more than 90% of motorists the cost will be below R200 -that's all.

"So the cap of R550 is only reached by a very small number of people – less than half a per cent. And because whenever we provide an improved road for which people



are paying, we have to make sure the benefits to the individual are greater than the cost. Otherwise you defeat the object of what we're doing."

If SANRAL didn't apply the principle of the user charge, it would not have been able to build the roads in the three years that it took, Alli explained.

"So the benefits that we're getting are much higher."

The lower charges were mainly achieved by the increase of the debt repayment period, as well as a R5,7 billion contribution by the National Treasury. "The assistance of National Treasury allowed us to meet our obligations and to reduce the tariffs," said Alli.

A two-year study by TomTom South Africa found that the average travel time on the N1 north from Buccleuch to the Old Johannesburg Road off ramp, has been reduced by 50% thanks to the GFIP project. What used to be an average travel time of 23 minutes throughout the day can now be done in just under 13 minutes.



SANRAL is currently working on other major projects, including the N2 Wild Coast Toll Road, the N17 Toll Road, the N2 Knysna Toll Highway and the N1/N2 Winelands Project.

It also supports the following:

- The chair in pavement engineering at the University of Stellenbosch
- The provision of courses for local and regional practitioners, in cooperation with the University of Pretoria, in the use of internationally acclaimed Highway Development and Management Tools 4 (HDM-4) software.
- Research in road-related matters at the CSIR.
- The provision of Transport Research Activity Centres (TRAC-PAC) software and related experiments to high-school learners.
- Road safety education – research into the role of women (and particularly rural women) in transport.

lective in our country about which laws we want to obey and which we don't want to obey. Breaking the law is not the way that we want to encourage the building of one nation in South Africa."

He is adamant that while widespread opposition to e-tolling surfaced in 2011, SANRAL started its information drive as early as 1999 to make the public aware of its plans.

"It's always difficult when we talk about building up support for this type of thing. And you don't just toll the road without first doing very comprehensively the various studies you need to do. Whether it's the economic impact study, the social impact study, the environment

TomTom also found that the 85th percentile evening peak commuter saves an average of 20 minutes daily from Buccleuch to the Old Johannesburg Road off ramp. Before the GFIP, the average driving speed ranged between 10 and 85 km/h but increased to between 65 and 110 km/h after completion of the initiative.

To date, there are approximately 600 000 e-tag registrations. Although there has been opposition to the project, Alli is optimistic that more people will register for their e-tags.

"We're a nation of last minuters. People will see it's the right thing to do. They will be benefiting from this and should not expect someone who will not be using the route at all to pay for it."

Rocky road

Alli admits it won't be easy to achieve universal compliance. "There will be others who won't want to pay. They will be breaking the law. We can't afford to be se-

impact study, you have to do this comprehensively to establish whether the use of this instrument – tolling – is viable and affordable."

He maintains that SANRAL embarked on a major drive to inform the community about the implications of e-tolls.

"[At the time] we took out newspaper adverts, we even broadcast this on radio. Ads were carried on television, especially when we launched the project in 2007."

"In 2007, the Minister of Transport, Jeff Radebe, announced the tariffs and that we were launching it. I'm always at pains to establish what else we could have done. The courts themselves found that we had done more than what was required in terms of the legislation."

In 2012, the Inter-Ministerial Committee on the GFIP, chaired by Deputy President Kgalema Motlanthe, was established.

One for the road

E-tolling will also be introduced to existing plazas throughout the country. The system is inter-operable, which means >>



motorists only need one account and will be able to use their tags anywhere in the country.

“When we introduce this throughout the country, whether you’re travelling from Cape Town to Durban or from Cape Town to Musina, you’ll be able to use one tag and have one account. That doesn’t mean there are going to be new toll roads. We’re just going to convert the existing manual collection system to an electronic collection system.”

Staff at existing toll plazas will be retrained in information and communications technology (ICT), reskilled and absorbed into the agency.

The GFIP also allowed SANRAL to introduce new technology into the country. The jobs that the project has created were not only in construction but also in the ICT industry.

“The technology we’ve attained for this particular project is cutting edge. It’s currently the only inter-operable system in the world as far as open-road tolling is concerned.

“And what do we mean by open-road tolling? In other words, they call it the multi-lane free-flow system. That means there are no booms and no impediment to the movement of traffic.

“So you drive through at normal highway operating speeds and the transaction takes place electronically, with a tag, – the readers and the receivers we have mounted on the gantries,” Alli explained.

One of the major advantages of e-tolling is the quality of jobs that have been created.

“And of course there’s no longer any danger of robberies at our booths. Unfortunately, we do have that. You’ll find our booths have bullet proof glass, but you can’t take the risk,” he explained.

South Africa has 606 000 km of road between the three spheres of government. Out of the 606 000 km, the national road network consists of 19 687 km, and



of the 606 000 km, only 3 120 km is tolled.

“If we don’t have a good national road network system it would have a negative effect on our economy.”

Alli said when SANRAL was established it only looked after 7 000 km of road.

“Now we’re looking after 19 687 km of the roads. Over the years, the technologies we’ve introduced, the research we’ve carried out with our partners in the universities and the Council for Scientific and Industrial Research (CSIR) have evolved, not only in terms of how we measure the quality and the conditions of our roads, but also how we design our roads to be able to reduce the overall costs.”

He said SANRAL spearheaded research into pavement engineering. It was found that South African pavements carry 25% more loading than those in the northern hemisphere.

“And of course, as an individual, one grows with the company. You grow as you go along and I’ve been blessed that I’ve had many mentors in my life. Our philosophy at SANRAL is personal growth because if you feel you’re growing personally in the agency, the spin-off is only a good one for the agency because you work with passion.”

Delivering better roads for a better South Africa

The South African National Roads Agency Limited (SANRAL) has been making headlines for a sustained period, largely because of its tolling projects. But outside tolling, which constitutes a small but admittedly significant portion of its mandate, who is SANRAL and what else does it do?

Roads, the world over, form the main mode of mobility and access. Without them, and critically their preservation and maintenance, the achievement of economic growth and social targets will be compromised.

At a basic level, a government can provide healthcare facilities but if citizens cannot access these because of lack of roads or their poor condition, the achievement of health targets may not be realized. A farmer can have a good harvest but if he or she cannot get the produce to the market because of lack of roads or their poor condition, his or her economic ambitions may never come to fruition. The importance of a road network can therefore not be overemphasized when it comes to economic and social activities. In South Africa there are three types of road networks: national, provincial and municipal. National roads are the responsibility of the national government's Department of Transport (DOT).

The DOT's implementing arm in this regard is the South African National Roads Agency Limited (SANRAL) SOC Limited, which was established by Act No. 7 of 1998 to plan, design, build, operate, manage, control, maintain and rehabilitate our national roads.

At the helm of SANRAL is its CEO Nazir Alli, directly accountable to the Minister of Transport Ben Martins, who has led the agency since its establishment in



SANRAL CEO Mr Nazir Alli

1998. "The Minister of Transport approves our annual business and financial plan and the agency enters into a performance agreement with him. The agreement sets key performance indicators to be met by us each year," says Alli.

The agency currently manages about 19 667 km of the national road network made up of both toll and non-toll roads. The non-toll roads in our country account for 84% of the national road network (financed from the fiscus) and the toll road network accounts for about 16% (3 120km).

"This shows that tolling is selectively used and access to national roads by the majority of citizens is a priority," says Alli.

"Even the involvement of the private



Minister of Transport, Mr Ben Martins

sector, which manages and finances about 1 288 km of the national road network, is an indication that South Africa is cautious, and rightly so, about how far it can go in concessioning its public goods and services."

But he is also unambiguous about the involvement of the private sector in road infrastructure financing.

"South Africa is contending with an infrastructure backlog with limited funding available directly from the fiscus. Tolling and private sector capital make it possible for us to use future revenue streams to build and maintain infrastructure today. We cannot shut out or snub private sector capital. We don't have that luxury," says Mr Alli.

As it is, SANRAL was the first to experiment with public-private partnerships when in November 1999 it entered into a 30-year concession contract with N3 Toll Concession (Pty) Ltd. Over this period, the latter is responsible for managing the design, construction, financing, operation and maintenance of the N3 between Heidelberg in Gauteng and Cedara in KwaZulu-Natal without any subsidy from government.

"Over and above ensuring a high quality road, improved road safety, reduced travelling distances and substantial savings on the running costs of vehicles, these kind of public-private partnerships do help in supplementing limited public sector capacities to meet the growing demand for infrastructure development. And, of course, there is value for money for the taxpayer through optimal risk transfer and risk management," says Alli.

But tolling and private sector involvement in infrastructure development can be very contentious especially within a highly politicised society like South Africa. This is where political cover becomes necessary for an agency like SANRAL. On tolling, SANRAL has the full backing of its shareholder Ministry and of Cabinet.

Addressing the National Assembly on the Transport Laws and Related Matters Amendment Bill early this year, Transport Minister Ben Martins said: "The financial reality for South Africa is that there is a growing budget deficit that, if allowed to increase, will be detrimental to the economy and growth prospects of South Africa. In terms of this reality, it is government policy to find additional sources of funding to assist the fiscus to meet the disparate demands made on it so that the social expenditure can be maintained, and implement these infrastructure projects. In order to meet these challenges, these infrastructure projects have to be funded through the selective use of a user charge."

And there lies the support for the user-pay principle or tolling in the case of roads. Also, following government's decision to appeal a High Court judgement last year that prevented SANRAL from going ahead with the Gauteng freeway project, Cabinet in December 2012 called on all government institutions to register their vehicles for e-tolling. Minister in the Presidency Collins Chabane told a media briefing at that time after Cabinet's fortnightly meeting.

Following requests by Parliament, SANRAL is expected to grow the roads it is responsible for to 35 000km. About a year ago, SANRAL took over some 2 000km of Eastern Cape roads. It is an added responsibility but one that affirms

SANRAL's capacity and sound business model. It all started at a May 2010 Road Summit where it was resolved that due to its success, the agency had to increase the extent of the road network for which it is responsible.

It is the same capacity and expertise that saw the North West provincial government appoint SANRAL to roll out road infrastructure in the province for the next five years.

The decision to appoint SANRAL was taken after a comparative analysis revealed that the province paid three to four times more than any other province for its road construction projects.

But it is not all about roads. Alli is also passionate about transformation and the development of small, medium and micro enterprises (SMMEs).

"In all projects we undertake, we strive to promote SMMEs. To exceed our benchmarks, we have appointed a service provider to survey SMMEs' perceptions of SANRAL as a project management organisation or client organisation. This will enable us to better understand the challenges faced by smaller companies so that SANRAL can improve its policies and

processes and enable an easier business environment for SMMEs," he says.

Being in the business of roads, Alli is also an ardent promoter of road safety. "We support the Decade of Action for Road Safety with a focus on safe road engineering, road-user behaviour and post-crash response."

He says the agency proactively and continuously evaluates the national road network against a set of standards and norms.

"Reactively, we identify and address high-incident areas. In many cases, solutions are not only infrastructure or engineering-based, but close partnerships with education and traffic law enforcement entities are required for a safer environment," says Alli.

In spite of all the news headlines SANRAL has made for the past two years or so, primarily because of e-tolling in Gauteng and the N1/N2 Winelands in the Western Cape, Alli is proud that the agency has never been found to be involved in nefarious activities.

"We remain committed to serving our country with excellence and integrity," he says.





Safety first for SANRAL

As the agent responsible for the upkeep of the country's roads one of the South African National Road Agency SOC Limited's (SANRAL) top priorities is the safety of our customers – the road user.

SANRAL has adopted a sophisticated approach to road safety management. The primary vision is to achieve a sustainable and safe national road network for all road users, primarily through engineering, but also through partnerships with education and enforcement authorities and stakeholders.

With this vision in mind, SANRAL has adopted a road safety management system that allows safety considerations to direct decisions on construction, maintenance, operation and management of the road network.

SANRAL supports an integrated approach known as the "three E's" of

road safety: engineering, education and enforcement.

A key aspect of the integrated Road Safety Management Programme is increasing pedestrian safety.

South Africa's pedestrian fatality rate is extremely high. There is often a genuine need for pedestrians to travel along or across our busy roads; the challenge is to ensure effective and appropriate measures to separate pedestrians and other forms of non-motorised transport from vehicular traffic.

In planning and design, SANRAL makes provision for interventions such as traffic calming, safe stopping areas for public transport, and pedestrian bridges. We also engage communities adjacent to national roads to find solutions to pedestrian needs.

SANRAL also offers a road safety education programme which fits with the CAPS policy of the Department of



Education. During workshops with teachers in the different educational districts the implementation and use of the educational material in the classroom are discussed. The workshops ensure that teachers receive information on the importance of road safety education, learning opportunities and the link with the national curriculum. The following learning opportunities are offered during implementation in the classroom.

PEDESTRIAN SAFETY

- Basic road signs
 - Crossing roads safely
 - Pedestrian crossings
 - Crossing at traffic lights
 - Crossing where no infrastructure is available
 - Safe routes to schools
- Passenger safety – using public transport

SAFE CYCLING

Crashes & Peer pressure & responsible choices

CHEK-ICOAST

SANRAL has also embarked on a youth education campaign known as Chek-iCoast.

The campaign is aimed at young South Africans with the primary target market being those between the ages of 18 and 25. The campaign also seeks to speak to youth under the age of 18 who will become future road users.

It encourages a greater awareness of road safety and drives responsible road safety habits among current and future road users in their formative years.

At tertiary institutions the messages are focused on encouraging youth to make the right choice with regards to drinking and walking and drinking and driving as well as vigilance and visibility.

A competition for learners from Grade R to Grade 12 which is to be launched in May 2013 is tailored to suit the age categories with specific messaging behind the competition. Go to the Chek-iCoast facebook page for more information www.facebook.com/chekicoast

Chek-iCoast was launched in April 2012.

ROAD SURVEY VEHICLE

Safety remains a driving force behind decisions to upgrade roads throughout our road network and with the help of state-of-the-art technology and what is referred to as the Road Survey Vehicle SANRAL continues to ensure the safety standard of roads.

The vehicle is equipped with cutting edge equipment used to measure the condition of the road surface. It travels along the national roads at 80km/h and scans the surface for smoothness. It does this with the use of a laser measurement system that is accurate to within 0.8mm.

This performs a linear or longitudinal scan of the road surface. In addition to that it has a laser scanner mounted on the rear of the trailer and this rotates to scan a complete 3D model of the road and the immediate environment.

Finally, it has a downward scanner that senses the deformation of the road surface under the trucks 9 ton axle load. The degree of deformation (or elasticity) in the road indicates the underlying condition of the road. All information is graphed, and so can be read in graphic format to provide indication of the condition or projected lifespan of the road.

This information is used to determine which sections of the road network are in need of maintenance and helps in part to ensure that the road surface remains safe to travel on.

OVERLOAD CONTROL

Although Sanral does not engage in law enforcement we have been able to contract with traffic law enforcement agencies at provincial and local level to obtain specific services.

Over the past several years, SANRAL has invested in seven traffic control centres (TCCs) in KwaZulu-Natal, the Free State, Gauteng, Mpumalanga and Limpopo. We have also employed new technology to combat overloading. In 2007, we launched the Donkerhoek TCC, housing technologically advanced equipment and a vehicle testing facility, to conduct basic roadworthiness checks on tyres, brakes and so on. This TCC has also introduced an electronic tagging system, which is the first of its kind in South Africa.

The tagging system allows for overloaded vehicles to be directed to the TCC without the physical presence of a traffic officer.

Weigh-in-motion technology measures the weight of heavy vehicles while moving and provides overload alerts. Such vehicles are diverted onto static scales at the TCCs. Currently 20 static scales and 12 satellite stations equipped with portable electronic equipment are available.

INCIDENT MANAGEMENT SYSTEMS

When it comes to managing the safety on our freeways SANRAL's incident management system, supported by central coordination centres, embraces interaction between emergency services and law enforcement agencies on all declared national routes.

SANRAL and the Transport Education Training Authority jointly developed a training module for incident management response that was recently approved by the South African Qualifications Authority. SANRAL has been working in close collaboration with emergency services

to enhance communication and accident response times according to specific regional requirements.

I-TRAFFIC

SANRAL has been engaged in a technology refresh and functionality expansion of its Intelligent Transport structure to deliver travel time savings, travel time reliability, and safety benefit to road users in the Gauteng, Western Cape, and KwaZulu-Natal regions.

A key element of these improvements has been the release of a new and improved website. The i-TRAFFIC website (www.itraffic.co.za) is a national traveller information service offered by SANRAL that provides regional specific traffic conditions information, road works, congestion and traffic alert information for the three regions. The website improvements include improved mapping, ability to personalize views and settings and improved incident report detail.

In addition to the i-TRAFFIC website, there has been a significant increase in the twitter following, with the i-TRAFFIC feeds boasting over 30 000 followers. Commuters in Cape Town can get traffic updates by following @CapeTownFreeway, in Gauteng @itrafficgp and KwaZulu-Natal commuters can follow @itrafficKZN.

FREEWAY MANAGEMENT SYSTEM

SANRAL also employs intelligent transportation systems (ITS) on the country's major highways as part of safety measures for the network. The aim of ITS is to reduce recurrent congestion, with its accompanying impact on the environment; to improve road safety; to keep motorists informed of travel conditions; and to respond rapidly to road incidents. ITS employs closed-circuit television (CCTV) cameras, enhanced communications, traffic detection and traffic information devices. The system is monitored continuously at a network management centre.

To communicate with the travelling public, variable message signs have been placed at strategic positions on the network to influence travel patterns and inform road users of real-time and projected traffic conditions due to accidents, scheduled road works, weather advisories and special events. In addition, electronic "tactical warning signs" have been strategically positioned to warn drivers of potential traffic hazards, improving safety and reducing the risk of incidents.

SANRAL is committed to helping make South Africa's roads safer for all who use them. Through continued awareness and improvements to the national road network and the continued support of our partners we hope to continue making strides towards meeting our safety goals.

Funding the country's roads



There is no public disagreement that South Africa has to maintain its present roads, upgrade many of them and build new ones. There is some public argument, though, about how to fund them.

There are four possible options: a fuel levy, general tax, tolls and public-private partnerships (PPPs).

A fuel levy is not a practical solution. The monies raised will not be ring-fenced but go into the general budget as is the rule in South Africa – and could then be allocated to the government priorities of health, education, crime, rural development and other programmes.

But even if the fuel levy were to be ring-fenced for roads, that part of the general budget that it currently fills would need to be replaced – so another form of tax will need to be found. Also, the fuel levy is blunt in the sense that all motorists pay irrespective of whether they are using a particular road or not.

In the case of the Gauteng Freeway Improvement Project, financing it through a fuel levy would mean a motorist in Mpumalanga who may never drive on these freeways will be paying for them and thus subsidizing Gauteng motorists who use and benefit from those roads.

The fuel levy will not cover the cost of road infrastructure. In the 2010/11 budget R28.6 billion was allocated to all road infrastructure but only R25 billion was collected from the existing fuel levy. The backlogs in road maintenance and the need to upgrade and grow the country's road infrastructure require even more resources.

The levy is also not sustainable as cars are becoming more fuel-efficient and therefore generating lesser and lesser fuel revenues. Internationally there is a move away from the levy for this very reason. The fuel levy is based on an old model of presumed high fuel consumption. But

as cars are becoming fuel efficient and consumers are cutting back, drastically higher fuel levies – or something else – will be needed soon to compensate for revenue losses.

SANRAL uses a combination of funding tools. The primary one is granting funding from the fiscus, tolls and public private partnerships.

When talking funding, it is necessary to do it in context. From the public reaction to the question of tolling, one can get the impression that all roads in South Africa are either being tolled or about to be.

Nothing can be further from the truth.

As Nazir Alli, CEO of the national road agency, explained at the Mail & Guardian Critical Thinking Forum at the end of April, South Africa has the tenth largest road network in the world, extending to 606 000 km, of which 153 000 is surfaced and of that only 3 128 km is tolled.

The fiscus funds new roads and maintenance for all but the just more than 3 000 km which are tolled. SANRAL is only responsible for national roads, a network of 19 667 km of which some 16 500 are NOT tolled. Provinces and local councils look after the rest.

The funding need is huge – Alli said in 2010 the backlog for maintenance alone was R149 billion. It is considerably more now. The total for maintaining and growing the road network is estimated at R340 billion.

So, why tolling?

Tolling is sustainable as it allows for a continuous revenue stream, which means funding for road maintenance will always be available. It is equitable as it is direct user charge – if you do not use the road you do not pay for the development and maintenance of that road. And it means that roads can be developed when required and there is no waiting until appropriate funds are available from the national budget. Funds can be raised in the capital markets

against a toll project, without tolling, projects cannot proceed.

Then there is private sector capital as a source of finance for road infrastructure. SANRAL is a pioneer in pursuing and sustaining successful PPPs, which have rendered substantial dividends over the years. The model involves the private sector assuming the risk by financing, building, operating and maintaining a road over a period of time in exchange for the right to collect toll fees. At the end of the concession period, the operator returns the road to SANRAL in a specified condition. So far, the approach has proven to be successful.

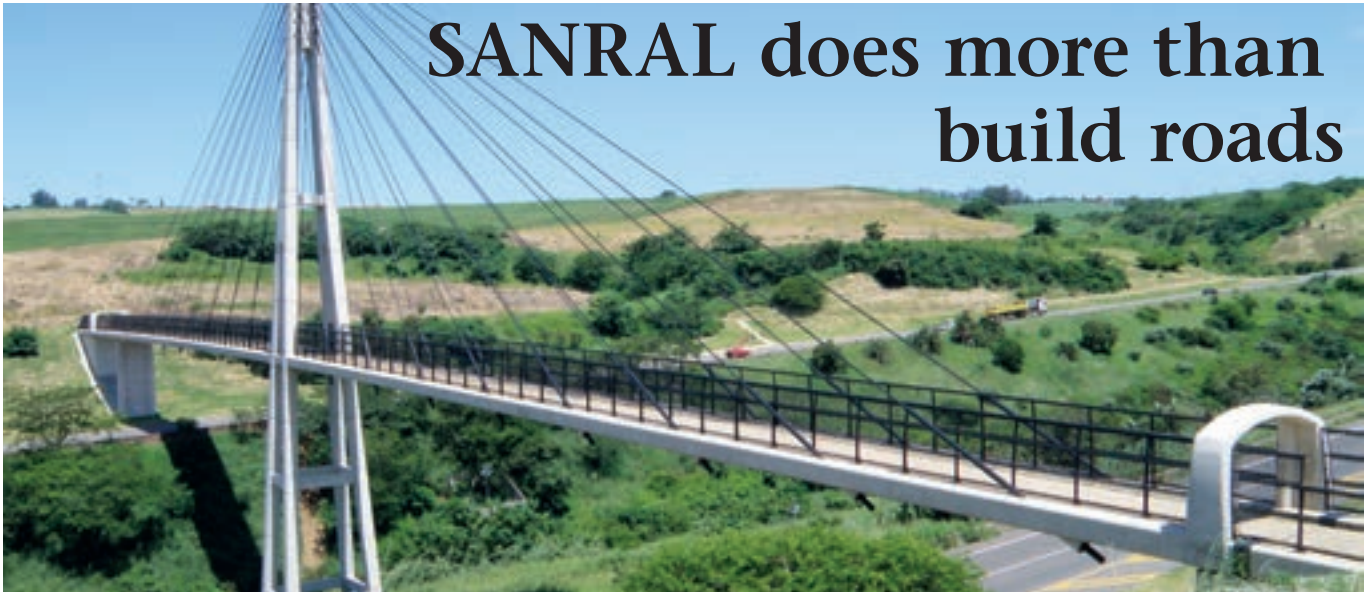
There are three PPPs at present – the N3 Toll Concession from Johannesburg to Durban, the N1/N4 Bakwena Platinum Concession Consortium from Pretoria via Rustenburg to the Botswana border and the N4 Trans African Concessions from Pretoria across the Mozambican border to Maputo.

These PPPs enabled SANRAL to reduce the cost of transport, provide good, safe and reliable roads plus grow the economy – also of a neighbouring country.

It is important to recognise that huge outlays for infrastructure cannot be paid for upfront. Funding has to be multi-generational or it would not be possible to grow the country's infrastructure – or that of any country, for that matter. It simply means that this generation and the next ones are all responsible for paying for the roads they are using – another reason why tolling is so necessary in relieving the strain on the fiscus while helping to grow the infrastructure.

It is equally important to consider the needs of those who don't have access to proper roads. Said Alli at the M&G forum: "How will we fund improving the approximately 120 000 km of dirt tracks in informal settlements if the country does not have money. Tolling is one option we have."

SANRAL does more than build roads



Vusi Mona, General Manager: Communications

The national roads agency (SANRAL) builds, upgrades and maintains roads. “True, but we do so much more”, says Vusi Mona, General Manager: Communications. “Unknown to most, we are actively involved in the communities along our roads, mostly in the field of education.

“We help with further education through bursaries, we do skills transfers, boost local employment and work on community upliftment projects. True, we build roads and toll some of them but we are really proud of the work we do with and for communities wherever we are involved,” says Mona.

An example of community assistance is the 8.5 km of gravel road which SANRAL upgraded at the request of the Lusikisiki municipality to make access to the Bambisana hospital easier for inhabitants of the nearby Mphophomeni Village.

How the upgrade was done, is a showcase of how SANRAL works with communities and then leaves a very practical legacy. On this project, some 148 local people were employed full-time, of which three-quarters were under 35. They were trained in a variety of skills, from construction supervision to bricklaying, carpentry to office practices.

SANRAL left a road behind, and a set of skilled people.

At the other end of its commitment to communities, SANRAL is a partner with Wits University in its Targeting Talent Programme (TTP). This entails increasing the academic, social and psychological preparation of 200 academically talented learners from socio-economically disadvantaged backgrounds for admission at university.

Part of this programme had 550 grade 11 learners from schools across the country construct a model and design a presentation on their road safety awareness. Winning schools were given R50 000 each – but the programme does not end there.

The learners went back to do research on how to improve traffic flows, and are sensitised to become good road users, whether as a cyclist, pedestrian or driver – and be an example to other members of their home community.

SANRAL is also involved in a similar programme in partnership with the University of the Free State. There were targeted interventions in some schools in the Northern and Eastern Cape to help with the teaching of maths.

Communities are also helped in other ways. On the national road near Ladysmith a pedestrian bridge and walkways were constructed to connect the northern commercial centre to the residential areas in the Model Kloof area. A safety fence was also erected to ensure that pedestrians use the safe way SANRAL has provided.

SANRAL's concessionaires are also active in the communities alongside the roads they manage on behalf of the agency.

The Chaneng Business Centre along the Bakwena Platinum toll road is supported by the concessionaire – managing the Section 21 company and overseeing projects. These businesses were operating from their backyards and have been given the opportunity to move to formal premises. Most of them have flourished.

Bakwena is also helping the local municipality with the regeneration of Swartruggens - constructing sidewalks along the N4, upgrading the storm water system, investing in the business centre and re-designing the street parking – local businesses have been boosted and jobs created.

The N3 Toll Concession was involved in 43 community-based projects along its route, directly touching some 72 000 lives, created 359 jobs and used 260 volunteers. These projects included education, the environment, tourism, road safety, child welfare and heritage.

It is also involved in a number of road safety projects.

The Trans Africa concessionaire partnered with TSB Sugar to develop and build a shelter for informal traders at the Malelane Kruger entrance, worked with Wits University toward improving primary health care services in Belfast, Machadodorp and Waterval Boven and a number of projects to enhance the level of education in schools.

But SANRAL goes beyond looking after communities along its roads to taking care of the environment. The upgrading of the N7 between Melkbos Road and Philadelphia Road included an alternative alignment of the road, despite the cost involved, so that indigenous fynbos would not be harmed.

“Yes,” says Mona, “we do much more than build roads.”

SANRAL builds roads – and people



Heidi Harper, corporate services executive for SANRAL

It is just plain wrong, but understandable, that people think the South African National Road Agency (SANRAL) just builds roads. “We build people too,” says Heidi Harper, Corporate Services Executive for the agency.

“And we do this over a wide range of activities – employment equity and transformation, talent management, training and development, bursaries, scholarships, internships, preparing learners for university studies and supporting two chairs at universities,” Harper explains.

The road agency strives to achieve a diverse workforce that is broadly representative of the population and contributes to maximising the human resource potential through mentorship and training. It has a staff complement of 238.

Its employment equity targets are monitored quarterly and adjustments made. While moving toward these targets SANRAL wants to ensure that the best staff are employed possessing the required skill and experience for the positions in which they have been placed. As at 31 March 2013 SANRAL has 101 African staff, 81 white, 30 Coloured and 26 Indian.

Skills transfer at every level is paramount – skilled and experienced specialists are assigned mentorship and

coaching roles, guiding candidate engineers through professional development. Training and development is targeted at advancing the professionalism of the workforce.

Says Harper: “Talent management and succession planning is an integral part of the retention and attraction of talented human capital. So, we look for and train people with the intention of transferring existing skills and keeping staff.”

Yet SANRAL not only strives to harness technical skills but also its professional capabilities which contribute to the attainment of its business objectives. To achieve these, employees have not only participated in engineering programmes but also in finance, people management, administration, occupational health and safety.

Nineteen employees were awarded bursaries in the last financial year, amounting to almost half-a-million rand. The agency’s external bursary scheme was implemented in 2007. It aims at sponsoring students in studying towards civil engineering and related studies in the built environment. Seventy bursaries were granted, to the tune of almost R6 million.

All SANRAL bursary students are offered vacation jobs to expose them to the work environment of the company while still studying.

The road agency’s educational reach goes further – it has had a scholarship programme since 2008 which seeks to develop core mathematics and science talent with an eye to drawing the learners toward an engineering future.

At present there are 179 learners across the country benefitting from the programme. It not only underpins and builds knowledge in these two scarce sciences; it also helps at a human level. This can be seen from sentiments expressed in some of the many thank-you-notes:

“I have become a different person. I am more focused and passionate.”

And this one:

“This scholarship has filled me with so much hope for a bright and successful future.”

SANRAL also provides internships to engineering students to facilitate the attainment of their degrees and to provide them with work experience. It will also continue to sponsor the Chair in



Pavement Engineering at the University of Stellenbosch and the Chair of Transport Planning at the University of Cape Town.

The agency also co-operates with the University of the Witwatersrand in supporting some 200 academically talented learners from socio-economically disadvantaged backgrounds. It aims to increase their academic, social and psychological preparation for admission to and success at local universities.

SANRAL is also involved in a programme at the University of the Free State to enable and encourage more learners and students to enter into science-related studies.

“True, SANRAL build roads – but people are top of our priorities,” Harper says.

WE

connect the dots

And everything in between

SANRAL brings together South Africa's towns and cities through it's National road network, getting business, people and goods to where they need to be.

Our expertise also brings together some other important elements, like engineering excellence, construction, financial management, safety, and the needs of communities and the environment.

It makes our National roads so much more than a simple means of conveyance, but an integral part of social and economic growth.

And that makes your city, more than just a dot on the map.



Creating Wealth Through Infrastructure

www.SANRAL.co.za



Dr Gloria Tshukudu.

Reconstructing the face of medicine in the Public Sector

A loud wailing siren pierces through the calm mid-morning of Ga-Rankuwa township, just outside Pretoria. The sun is shining brightly as patients walk about holding their intravenous drips. The injured and frail are pushed in wheelchairs and stretchers towards the reception of the George Mukhari Academic Hospital.

The *Public Sector Manager* (PSM) magazine is visiting the second-largest hospital in the country to meet with the first black female plastic and reconstructive surgeon in the Public Service, Dr Gloria Tshukudu from Mabopane. According to the Health Professions Council of South Africa, there are only 198 registered plastic and reconstructive surgeons in South Africa, including four who work in the Public Sector.

The council says 129 of the surgeons are white (14 females and 115 males), eight are Indian, (one female and seven males), five are black (one female and four males) and one is coloured (male). Fifty-five surgeons have not disclosed their race.

Plastic surgeons are specialist doctors who reconstruct and repair the body. This includes reshaping a person's nose or doing a tummy tuck. The cases they handle range from improving a person's looks to treating patients suffering trauma such as burn damage or a congenital skin problem.

Plastic surgeons also treat various forms of cancer by removing malignant tumours. They work with several other medical professionals, including dermatologists, psychologists and general practitioners. Dr Tshukudu, who qualified in 2013, says in the past few years, interest in plastic surgery has grown, especially among black people. "This is a field on the rise. Our own black brothers and sisters are becoming aware of it because of media exposure and access to the Internet."

On being the first

She says in the beginning, being the first black female surgeon was not a big deal to her. "Initially it didn't matter but now it feels good that I have achieved my goal of becoming a plastic surgeon."

Making a difference in the lives of patients is what attracted her to the field. "I want to give back to the community and to thank those who allow us as doctors to learn from their ailments." As a child of a nursing sister and a priest, Dr Tshukudu says her mother played a big role in shaping her career choice. Her father also played a significant role but it was her mother's medical background that raised her interest in this field.

She comes from a family that values education. One of her younger sisters is also >>



Dr Patience Mthunzi - a winner in every way.

a medical doctor with a Medical Pharmacology degree, while the other is an accountant with a Bachelor of Commerce (Economics).

“My mother believes education is a weapon and a gateway to a better life.”

Dr Tshukudu holds a Bachelor of Science (BSc) from the University of the Western Cape and a Bachelor of Surgery (MBChB) from the former Medical University of Southern Africa, now the University of Limpopo.

She did her internship in 1997 at the Rustenburg Provincial Hospital, which has since been renamed Job Shimankana Hospital.

Reshaping lives

Now Dr Tshukudu spends her time in surgery at the George Mukhari Academic Hospital reshaping the faces and figures of her patients, a job she says needs meticulous planning.

Her day starts at 8am on Monday, which is clinic day. During clinic days, she meets patients to discuss and explain their procedures. “During these consultations I can determine the extent of their problem and how I can help them.”

The first consultation is the most important because that’s when the decision is made whether the patient will have reconstructive surgery. After the consultation, the patient signs a consent form giving the surgeon permission to operate.

Before each procedure, Dr Tshukudu prepares herself mentally. “You have to prepare yourself for that procedure, it’s important. You can prepare by reading or just refreshing your memory.”

In between reconstructing faces, she is also a mother of two teenage girls.

“I enjoy sitting at home with my children, playing with them, listening to their stories, watching TV and going to the movies with my sisters and their children.”

One of the challenges of her job is convincing patients that even after reconstructive surgery, they will never look the same.

“Sometimes patients have unrealistic expectations and think that by restoring a certain



part, for example an ear, it is going to look exactly the same, but it is a reconstructed ear and it will never be the same as the original.”

In some cases she has to refer patients to a psychologist to undergo counselling before and after the procedure.

One of the many challenges surgeons deal with is patients who do not stick to their follow-up routines. Educating patients on the importance of these follow-ups could help to address the challenge, she adds.

The best part of her job, she says, is improving a patient’s quality of life. The worst is when complications arise during or after the operation.

Dr Tshukudu has only worked in the Public Sector and admits that at times it is frustrating, especially in places where there is insufficient medical supplies and equipment.

She says government has made progress in making healthcare accessible but a lot still needs to be done, especially in human resources and ensuring that proper equipment is available.

Her message to young, aspiring plastic surgeons is to be willing to work hard and make sacrifices.

“Hard work will see you through. When you specialise, you have to sacrifice a lot. You have to stay focused and never lose sight of your goals, no matter how difficult it is. Always invite God in your studies,” she concludes. 🙏



A pioneer for female auditors in the public sector

When I meet Tsakani Maluleke the first time she has me under her spell. She is smart, beautiful, humble and has an infectious laugh.

Maluleke is the National Leader: Audit Services in the office of the Auditor-General of South Africa (AGSA), a role anyone would find rather daunting. But with her can-do attitude, nothing stands in Maluleke's way.

"I don't ever walk around feeling this is my sole responsibility. We are blessed with experienced individuals who have the passion and drive to ensure we fulfil all our promises.

"The job itself can sometimes be daunting because things can move quickly, but support from my colleagues makes things easier," she says.

A chartered accountant (CA) by profession, 37-year-old Maluleke joined the profession more or less by chance.

"My dad was a lawyer for many years and my admiration for him inspired me to join the legal profession. So, when I finished high school and enrolled at university he said I shouldn't do a Bachelor of Arts (BA) or Bachelor of Law (LLB), but rather a Bachelor of Commerce (BCom) instead, and that's what I did."

She was still focused on doing her LLB after graduating.

As a student at the University of Cape Town, one of her lecturers suggested she work at an accounting firm during holidays. Maluleke says two different firms gave her holiday work. Later, one of them gave her a bursary on condition that she

studied to become a CA.

"The turning point for me was when somebody told me there were very few black CAs."

Nonkululeko Gobodo was the only African woman in the country who was a CA. "So I asked: 'Why are black people not qualifying as CAs?' My colleague suggested that it was perhaps too hard. I then thought I could do this and so I did," she says.

Early in her career she was forced to become more resilient because she faced an environment that wasn't ready for young black trainee accountants. "I was fairly young and had to face challenges and levels of discrimination I had not expected. That experience has stood me in good stead because I'm able to survive many things," she says.

She has had quite an impressive career and has worked both in the private and public sectors, which has given her a great deal of experience, she says.

Gathering experience

Maluleke has worked in the field of economic development, where she facilitated the start-up and then expansion of small businesses into large ones.



"I'm very proud of that achievement. I still drive down to Port Elizabeth and see some of the things with which I was able to help people."

She and her partners also ran an investment company for six and half years and invested in different businesses. "We built a pretty impressive portfolio of different investments – something I'm also very proud of," she smiles. >>

One of her proudest moments, she says, was turning around a sector education and training authority (SETA) to which she was appointed as administrator.

"I was given six months within which to shift a SETA that was given a disclaimer of audit opinion. I had to improve its governance structures and make it more effective for the benefit of skills development in the sector.

"It had been struggling for about 10 years but within six months I was able to shift its audit opinion from a disclaimer of opinion to an unqualified audit. Although it wasn't a clean audit I was extremely pleased to get it to that point when I handed over to a new board."

Later on, Maluleke became chair of the SETA for Finance, Accounting, Management Consulting and other Financial Services. "I managed to lead a new board in transforming how the SETA was governed and aligned it with the National Skills Development Strategy and priorities of the country.

"I've had many different challenges but was able to learn a few things from the things that didn't go so well and this has enabled me to continue to grow," she explains.

Crunching the numbers

In her current role as National Leader: Audit Services, Maluleke works with close to 3 000 people throughout the country. The audit portfolio covers all three spheres of government and all the legislatures, as well as a number of public entities.

"I have the overall responsibility of the activities of auditing in the public sector and enjoy the blessing of colleagues who've been in the organisation for a long time and who form the core of my team who get the work done," she explains.

This Soshanguve-born executive is now the chairperson of the CA Charter

Council, which has the primary objective to grow the number of black people in the CA profession to reflect the country's population demographics. It also focuses on skills development in order to increase the pipeline of black CAs in an economy that is desperately in need of more CAs.

The council is making notable progress in addressing the challenges in the profession. "If you look at the different targets, elements and the scorecard we have for our profession, the progress is a marked improvement.

"The shortage is within the African group. So when we talk about transformation in our profession, our focus is on ensuring access for African people.

"I'd say we're making huge progress. We're analysing the scorecard for the year ended 2012 and we should be able to report on it by the middle of this year. That will give us a sense of where we are."

Maluleke says the number of women in the profession has also been growing over the past decade.

"The AGSA itself has a large number of women throughout the organisation who have built phenomenal careers," she says. "In line with other large organisations throughout the country and probably the world, we still have fewer women in top leadership positions but as an organisation, we are making significant inroads in this regard.

"In fact, I'm pleased to see the number of women executives, sometimes very



young women, rising into the executive realm of this organisation."

So what inspires Maluleke? "I'm inspired by people who do things for the greater good; people who are selfless and make a positive contribution to the world around them. I was raised by parents who instilled that value in me and have led by example."

Maluleke says she is guided at a very deep level by a need to serve. "I think I have always found it difficult to be excited about a role where I wasn't able to see the straight line between what I do every day and how it affects society.

"This organisation, because of its place in the context of our maturing democracy, is aligned with the things that are important to me, so it's quite easy to wake up and keep doing what I do," she says.

And while she has done and seen it all in her career, there's no sign that she's going to slow down any time soon. ☺



palama

Public Administration Leadership
and Management Academy
REPUBLIC OF SOUTH AFRICA

Towards the National School of Government

The Public Administration Leadership and Management Academy is a mandated training institute of Government and is responsible for providing training needs for the public service.

As the Minister for Public Service and Administration, Minister Lindiwe Sisulu once quoted:

“Professionalisation of our Public Service is an important part of establishing a capable and competent public administration. Institutionalising professionalism within the Public Service is thus innately one of our key priorities”

In her call to professionalise the public service and building an empowered and skilled cadre of public servants, Minister Sisulu announced that through PALAMA, there will be an establishment of a School of Government which would address challenges within public administration.

The goal is to have the School of Government as a centre from which public sector training is coordinated, curriculum and training standards directed, and a hub for training and development opportunities to professionalise the organs of State and develop required competencies, in support of service delivery that is driving sustainable growth and other development goals.

The launch of the National School of Government will be in October this year, and the Public Service will train and develop new recruits and re-orientate and educate all currently employed public servants. In order to achieve this goal, the School will be different from the current PALAMA by:

- Being a pro-active and corrective vehicle to provide solutions to address the systemic and perennial challenges of public service delivery
- Ensuring that State institutions are functioning with skilled public servants who are committed to the public good and capable of consistently delivering high quality services – fostering a sense of professional common purpose.
- Tapping from the experience of those that have served in different levels in the hierarchy of government to enrich training and development interventions
- Building a professional service ethos and competence across all levels – thus responding to where the next generation of public servants comes from.

A team of seven Advisory Body members has been established by Minister Lindiwe Sisulu and the Body will be responsible for the development of curriculum for the new school amongst other things.

For further monthly updates on the School of Government visit PALAMA website.

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Dining With Deena Part II

MasterChef South Africa winner, Deena Naidoo is no stranger to us. He is the IT specialist who loves to cook and proved to viewers that if you put your heart into what you feel passionate about, you can succeed.

Since winning the demanding and prestigious first MasterChef South Africa competition, Naidoo has launched his own restaurant, Aarya, at Tsogo Sun hospitality group's Montecasino in Johannesburg.

Naidoo has loved to cook for as long as he can remember. He made his first meal at the tender age of seven and it was his late mother who encouraged him to develop his love of food.

Born and raised in Chatsworth, Durban, Naidoo matriculated from Protea High School in Bayview and achieved a Diploma in Electrical Engineering. He became a certified SAP technical specialist.

He is now a SAP technical specialist at one of the nation's leading banks and thrives on the challenges this specialised IT field presents.

Naidoo he has spent years learning from others by experiencing and indulging his passion for all things culinary.

His two role models are Michel Roux, a two Michelin star chef who runs world famous La Gavroche restaurant in London, United Kingdom; and Jackie Cameron, executive chef at Hartford House in the KwaZulu-Natal Midlands.

“Through the MasterChef South Africa experience, I learnt so much about South Africa and our multicultural country.”

“I admire their skills, wide knowledge and understanding of their craft, passion for cooking and humility. To me, this is a vital ingredient in every meal you prepare,” says Naidoo. He also acknowledges that he is a role model for up-and-coming local chefs following of his recent achievement.

“I learnt a lot from my role models and believe that it’s imperative to always encourage a culture of learning within yourself. I would encourage young chefs to do the same – to always see themselves as students – because there is so much to learn out there in the wonderful world of food.”

Naidoo’s own approach to food and cooking is to keep it as simple as possible and focus equally on taste and presentation. He clearly has a range of favourite meals, including his now famous award-winning butter chicken in a cashew and almond sauce, featured in the previous issue of *PSM*.

Naidoo is family-centred man, coping with the vast changes in his life with humility, appreciation, professionalism and aplomb.

He owes the inspiration for his creative dishes to his wife Kathy’s favourite Thai food, his daughter Arya’s love for spud with spinach and cheese sauce and other family members’ love for a traditional braai.

As far as choosing a meal in a restaurant is concerned, Naidoo says he enjoys any meal that is better prepared than he could have done so himself – no easy task for practically any chef in the country.

This led to the unique, specially designed multicultural South African menu at his restaurant, which he says was created to delight South African palates of all age groups and cultures.

“Through the MasterChef South Africa experience, I learnt so much about our multi-cultural country. It was an amazing education and I am striving to reflect my experiences in my menu.”

As Naidoo embraces his new life as a restaurateur in Johannesburg, while living in Durban and staying on

at his full-time job, he admits that there are challenges he will face, not least of which is commuting between the two cities and leaving his family behind in Durban. But, he says, his job at Arya has been made much easier with the support of Tsogo Sun.

At Arya, Naidoo is involved in the ongoing training of the restaurant staff to make sure that they continue to prepare his dishes according to his preferences. The next two years will hold many more exciting experiences and challenges in the culinary world for this deserving winner.

“Always plan and be prepared. There is no end to your preparation for this competition. You need to be tolerant of any situation that face. Read, read and read some more. This acquired knowledge will be your saving grace when you need it most.”

To book your table at Arya and experience the menu that has kept the restaurant filled to capacity since its launch in November 2012, call 011 557 7007. 





Deputy Minister Ayanda Dlodlo.

A better government through **Openness**

As a signatory to the Open Government Partnership (OGP), the South African government has opened itself up to public scrutiny to strengthen its accountability.

The OGP is a voluntary effort to improve government performance, encourage civil participation and enhance the responsiveness of governments to people.

Launched in September 2011, it is designed to secure commitments from governments to promote transparency, empower citizens, fight corruption and harness new technologies to strengthen governance.

South Africa currently serves on the steering committee that oversees the OGP, which has a membership of 58 states, representing over 25% of the world's population.

In addition, the country serves on the OGP Learning and Peer Support Sub-Committee, which seeks to promote knowledge sharing on

open governance matters among not only OGP participating countries, but also non-participating countries.

On launch day in September 2011, President Jacob Zuma endorsed a non-binding declaration of principles on open government. At the event, South Africa developed and submitted the country's action plan on open government.

The action plan was developed through a consultative process with civil society organisations including the South African NGO Coalition, the South African National Civic Organisation, the Centre for Economic Governance and AIDS in Africa and the Open Democracy Advice Centre, which all made substantive inputs to the action plan.

South Africa has pledged to serve as an international model of the OGP. To achieve this, the country has made seven commitments from government and civil society. These are:

1. Developing citizen participation guidelines for government departments .
2. Establishing service delivery improvement forums.
3. Implementing the "Know Your Service Rights and Responsibilities" campaign.
4. Capacitating anticorruption officials.
5. Enhancing the involvement of civil society at every stage of budgetary processes.
6. Developing guidelines on sanctions for corruption-related cases.
7. Developing a portal for environmental management information.

South Africa has opened itself to scrutiny and the verification of progress by the OGP's Independent Reporting Mechanism, headed by Graca Machel (South Africa), Mo Ibrahim (United Kingdom), Mary Robinson (Ireland) and supported by a team of technical experts.

The OGP is already bearing fruit and will serve as a consolidating factor within countries and among different countries through international cooperation. This is expected to lead to a more secure and productive environment to the benefit of all humanity. The OGP is trailblazing a way for governments and civil society to work together as partners towards a clear, shared objective: better government through openness. >>

Chris Hani District Municipality hosts the

...creating a unique opportunity to be part of transforming the liberation legacy to improve the socio-economic conditions of the South African people. In the pursuit of 'accelerating sustainable growth and development through partnerships', The Chris Hani District Municipality (CHDM) will host an international Investment Summit for showcasing and presentation of catalytic priority projects for funding by both the public and private sector.

The Summit will attract local and international investors to consider major agriculture, agro-processing, mining and renewable energy projects that will be implemented to drive the realization of the District Development Agenda for economic development, job and wealth creation.

The District Developmental Agenda has a key focus on primary beneficiation on Bio-fuels, Irrigation Schemes, Crop Production, Live Stock Improvement, Mining, Forestry, and secondary and tertiary beneficiation for the Industrialization of the district economic hub.



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For further information on the Investment Summit and related aspects please do not hesitate to contact Ntsikelelo Klaas at 045-838 2195 or ntsikelelo@chda.org.za



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Progress report highlights

The implementation of the South African OGP Action Plan is well underway and a first draft report was made available to civil society organisations in September 2012 for input and comment. Further consultation was held on 28 November 2012 to solicit further inputs on the implementation progress of the South African OGP Action Plan.

In 2012, all nine provinces were consulted on the establishment of Service Delivery Improvement Forums (SDIF) at local level. These will provide timely citizen report cards on service delivery at community level, especially in relation to primary healthcare, water, sanitation, environmental management and housing. In 2013, the SDIFs will be strengthened to provide for adequate community representation. In 2012, the Department of Public Service and Administration (DPSA) developed a guide to mobilise government departments to participate more actively in the *Know Your Service Rights and Responsibilities* (KYSR&R) campaign to educate citizens about their service rights, responsibilities and legal mechanisms available to hold government accountable.

The DPSA has launched the KYSR&R campaign in schools in Limpopo and the Eastern Cape where 36 700 *Know Your Service Rights and Responsibilities* booklets were disseminated to community development worker coordinators for distribution to schools. This will also be done in other provinces soon.

This year, the DPSA will also intensify the implementation of the KYSR&R campaign through community radio, community newspapers and partnerships with rights-based civil society organisations.

The DPSA is implementing the Public Sector Anticorruption Capacity Building Programme focusing on capacitating three categories of public service officials:

1. Anticorruption practitioners (487 officials capacitated).
2. Law enforcement officials including investigators, prosecutors and presiding officers.
3. General public servants (1 531 officials in category 2 and 3 capacitated) to enhance national integrity through institutional capacity-building of the National Anticorruption Forum (NACF) and strengthening the Anticorruption Hotline advocacy and investigation functions.

The DPSA has developed a generic guideline on discipline in the public service. The DPSA will work with nine national departments (three per quarter) to facilitate public participation in these departments.

The DPSA, in collaboration with the Public Administration Leadership and Management Academy, will provide training for officials in all departments to build internal capacity successfully for implementing and sustaining public participation in their respective departments.

Reaching out to communities

Following the 2013 State of the Nation Address, government hosted a national conference on community development workers (CDWs) to boost their capacity in terms of government priorities, the national budget and its implications for citizens. CDWs have been tasked to share this information with citizens through their door-to-door visits. The purpose of this is to educate citizens about holding government accountable for expenditure in relation to priorities and to enhance the involvement of civil society at every stage of the budgetary process. This will enhance their realisation of socio-economic rights and enable citizens to track public spending.

These initiatives resonate with South Africa's democratic ethos, which is deeply embedded in the country's recent history.

The date 27 April 1994 remains etched in the minds of millions of South Africans as the day they witnessed the dawn of democracy for the first time.

Not only did the day officially mark the end of centuries of gallant struggle for liberation, a cause for which countless lives were lost, but it also ushered in the elusive right for the country's majority to cast a vote for the first time in their motherland.

Nineteen years on, our government looks back and prides itself on having made and continuing to make significant progress in improving the lives of all its citizens.

South Africa is recognised the world over as a vibrant participatory democracy led by a government that is accountable to its people.

This recognition is manifested in South Africa's leading role as a global ally and signatory to countless progressive socio-economic and political forums. SM

***Ayanda Dlodlo is the Deputy Minister for Public Service and Administration.**

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**2ND
ANNUAL**

WOMEN IN ROAD SAFETY CONFERENCE

Date: 1 & 2 August 2013 Venue: GOLD REEF CITY



GOVERNMENT COMPLIANCE CONFERENCE

Date: 4 & 5 September 2013



**4TH
ANNUAL**

HR IN GOVERNMENT CONFERENCE

Date: 14 & 15 September 2013 Venue: GALLAGHER ESTATE



**2ND
ANNUAL**

ENVIRONMENTAL CRIMES CONFERENCE

Date: 17 & 18 September 2013



**4TH
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PERFORMANCE MONITORING & EVALUATION - IN GOVERNMENT & SOE'S CONFERENCE

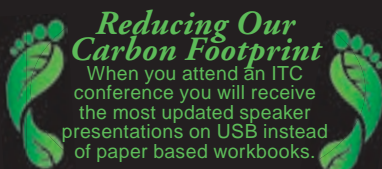
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Parliamentarians go back to school

The recent graduation of Members of Parliament from the University of Witwatersrand (Wits) marks a significant milestone in the quest to increase the capacity of Members of Parliament and legislatures.

Two hundred and twenty-six Members of Parliament and provincial legislatures were awarded certificates in Advanced Governance and Public Administration, accredited by Wits, on 18 January after completing the course.

This group represents a success rate of 94% out of the total enrolled for the programme.

The first group graduated in November 2011 after completing a Certificate Course in Governance and Leadership, accredited by the University of South Africa (Unisa).

In 2009, the Speakers' Forum took a decision to boost the capacity of Members of Parliament and legislatures. The Public Administration Leadership and Management Academy (PALAMA) was asked to develop and deliver a programme tailored to meet the needs and responsibilities of Members of Parliament and provincial legislatures. The programme, which became known as the Legislatures Capacity Building Programme (LCBP), was developed in a phased approach by PALAMA in collaboration with the South

African Legislative Sector and sponsored by the European Union. The purpose of the LCBP is to enhance the professional, legislative and oversight capabilities of Members of Parliament and provincial legislatures and to further contribute to life-long learning.

The class of 2012 that graduated at Wits completed a programme that seeks to enhance the strategic and ethical role of public leaders in representing the people and ensuring that government and state institutions meet their developmental mandates and advance the professional capabilities of public leaders. Participants successfully completed the four modules and associated integrated projects covering:

- Managing delivery, programmes and projects (12 credits).
- Oversight, monitoring and evaluation (12 credits).
- Financial oversight and accountability (12 credits). Policy, politics and power (12 credits).

Professor Thomas Mogale, the head of the Graduate School of Public and Development Management at Wits, congratulated graduates on their achievement and encouraged them to use skills acquired to change the lives of South Africans through effective leadership and oversight. He called on graduates to use appropriate oversight strategies and tools to monitor and evaluate the implementation of government's priorities and apply appropriate oversight measures to ensure financial prudence and accountability in government institutions.

Amongst the distinguished guests who honoured the occasion were Speaker of National Parliament and Chairperson of the Speaker's Forum Max Sisulu, Chairperson of the National Council of Provinces Mzinwa Mahlangu, new Vice-Chancellor of Wits Professor Adam Habib, Director-General of PALAMA Professor Lekoa Mollo, Advi-



A graduate is congratulated by Professor Lekoa Mollo, Director-General of PALAMA.



Some of the graduates with Max Sisulu in his capacity as Chairperson of the Speaker's Forum and Mninwa Mahlangu Chairperson of the National Council of Provinces.

sor to the Minister of Public Service and Administration Professor Siphso Seepe and, Acting Speaker of the Free State Provincial Legislature Ouma Tsopo.

Professor Seepe commended the efforts of the legislative sector in ensuring that service delivery remains a key priority of government. He added that this programme resonated with Minister Lindiwe Sisulu's vision of "Leading the Public Service into Higher Productivity" through the establishment of the National School of Government. The school is expected to be both a corrective instrument and proactive entity and will address the shortcomings, weaknesses, and incapacities seen in the government of today.

The LCBP programme will be incorporated into the envisaged School of Government, where it will continue to be of benefit to the Public Service.

In his congratulatory address, Speaker Sisulu said that in view of persistent challenges of poverty and increased inequality, legislators have been particularly introspective about their contribution to the transformation agenda of our country. He added that legislators were expected to make decisions on behalf of the entire nation, which is arguably the most influential role in society. The South

African legislative sector is proudly setting the benchmark for Parliaments around the world. He referred to a study conducted by the Inter Parliamentary Union in 2010 on informal capacity building programmes, which found that South Africa and India were the only countries that supported their members to undertake formal tertiary studies. This was something that the South African government should be very proud of, he added.

The last two phases of the programme will consist of the following:

Phase 3: Postgraduate Diploma in Management and Leadership, accredited by Wits. This programme will commence after the orientation session scheduled for May, followed by delivery of modules in block-release approach.

Phase 4: The Masters of Management, specialising in Governance and Public Leadership, will be delivered in 2014.

"We envisage this programme will grow even further and that this partnership will grow from strength to strength. An educated, skilled, and informed cadre of parliamentarians is an asset to good governance and democracy," said Speaker Sisulu. 🌐

Centre for SUBSTATION AUTOMATION and Energy Management Systems

(CSAEMS) PROVIDES SKILLS FOR NATIONAL ENERGY SECTOR

One of the biggest problems in the world today is Energy Security and the role of new knowledge-based and standard-based monitoring, protection and control technologies in achieving it. Energy is one of the areas with the highest socioeconomic returns and the highest need for know-how and properly qualified and knowledgeable personnel. In this connection the socio-economic questions are: First – how to introduce these new technologies to the South African Power Industry, and Second – how to prepare the needed scarce skill engineers and technicians to develop and implement these technologies.

The answer to these questions is through development of Application-based research which remains also responsive to Societal imperatives as it was implemented

in the new Center for Substation Automation and Energy Management Systems (CSAEMS) funded by DST/NRF SRIP programme and officially opened by the acting Deputy Director-General for Socio Economic Partnerships in the DST, Mr. Imraam Patel on 27 September 2011 at the Department of Electrical Engineering, Cape Peninsula University of Technology (CPUT), Bellville campus, Cape Town.

The establishment of the Centre has arisen under the leadership of Prof. Raynitchka Tzoneva – with support from the eminent researcher and contributor to the IEC 61850 standard – Prof. Alexander Apostolov; departmental colleagues Prof. Petyu Petev, Mr. Shaheen Behardien and Mr. Carl Kriger; and Industrial Partners Mr. Alexander Dierks of Alectrix (Pty) Ltd. And Mr. Ncedo

Mkondweni from MBSA cc. The Centre receives wide technical support and donation of equipment by the various vendors of Substation Automation equipment.

The research and human resource development objectives of the CSAEMS are:

- Investigation and Design of modern standard-based Substation Automation and Energy Management Systems (SAEMS)
- Research, Experimentation, and Application development of innovative standard-based solutions for SAEMS and their joint application for coordination of functions of data acquisition, data distribution, monitoring, protection and control in the frameworks of the Smart grid



The official guest at the opening of the CSAEMS, from the left: the CPUT DVC for Research Dr. C. Nhlapo, the Dean of Faculty of Engineering Dr. N. Mahomed, the CPUT VC Prof. V. Tanga, the acting DG of DST Mr. I. Patel, and the leader of the CSAEMS Prof. R. Tzoneva



Demonstration of the Substation Automation expert Mr. P. Diamandis at a seminar on IEC61850 standard

- Education and Training through the development of research capacity and postgraduate students at the University, implementation and integration of the research acquired knowledge for development of training, workshops, seminars and other supportive structures for personnel working with Substation Automation Systems, and creation of a “train-the-trainer” facility for skills transfer into industry

By creating of a unique multi-disciplinary and multi-vendor environment, the CSAEMS is unique locally and internationally. It seeks to contribute to addressing the need in South Africa for research infrastructure development that supports human capital development, research, innovation, and knowledge transfer in the field of metering, monitoring, protection, automation and control of power systems. Particular attention is paid to standardisation of the control structure and communication protocols by utilisation of standards such as the International Electrotechnical Commission (IEC) – IEC 61850 standard for “Communication Networks and Systems in Substations”, and IEC 61970 standard for “Energy management system application program interface”. These standards are used as a framework within which to develop coursework and explore experimentation and research questions, for the purposes of undergraduate and postgraduate student education, technician and engineer training as well as retraining, and

undertaking of joint projects with the electric power industry. The available equipment allows the number and scope of research projects to be broadened and deepened, and has the possibility of supporting projects and training requiring combinations of: real-time simulation, Hardware-In-Loop testing, testing of individual relays, testing of protection schemes, studies on networking topology and redundancy, integration of SCADA systems, use of parallel computation solutions for optimisation problems, and Computational Intelligence methodologies to enable knowledge-based decision making. A number of postgraduate students are enrolled in the CSAEMS to study and do research work in one of the above fields.

The CSAEMS organises every year training on the equipment, and twice per year national and international seminars presented by Prof. Apostolov, where different aspects of the IEC61850 standard are considered, discussed and demonstrated by leading experts in South Africa. In August 2013 the Centre is organising the first Protection, Automation and Control Conference PAC World Africa at CPUT. The conference will take place every second year. The above events made the Centre a forum for dialogue between universities, vendors, municipalities, and the National Power Provider to work together in building knowledge transfer systems to enable broad-based development of critical expertise to meet industrial needs.

Establishment of the CSAEMS is an Innovative development in South

Africa and Internationally. It is aligned to, and is in support of the DST Ten year Innovation Plan under the Grand Challenge for Energy Security and Frontiers of R&D, Programme 2: Research, Development and Innovation - which facilitates knowledge generation and exploitation through research and development in key priority areas, namely: space science, bio-economy, and energy.

The aims and objectives of the research work, the structure of the centre, and the selection and identification of the research work have enabled the CSAEMS to have a Competitive advantage in the field of education, research and training. The benefits that will be obtained by the joint work in the CSAEMS will assist all participants as Industrial partners, Eskom and Municipality, Vendors of equipment, Universities, Researchers and postgraduate students, and collaborating African and other countries, to create and sustain competitive advantage in the field of power system monitoring, protection, optimisation and control.

Future developments of the CSAEMS are based on consolidation and sustained growth, and furthering the linkages, collaboration and engagement with academic and industrial partners. Given the required support, the CSAEMS will continue to execute its mandate to educate, and generate throughput of innovative solutions and appropriately skilled personnel for the power systems.



Doctor students A Adewole works on Hardware-in-the Loop simulation using the Real-Time Digital Simulator



Prof. A. Apostolov, Prof. R. Tzoneva, and Mr. A. Dierks at the opening of the CSAEMS

Prof. R. Tzoneva

Leader of the Centre for Substation Automation and Energy management Systems
Department of Electrical Engineering
Cape Peninsula University of Technology, Bellville campus, Symphony way, Bellville 7535
Tel: 021 959 6459 Email: tzonevar@cput.ac.za

Putting KZN on the road to economic growth



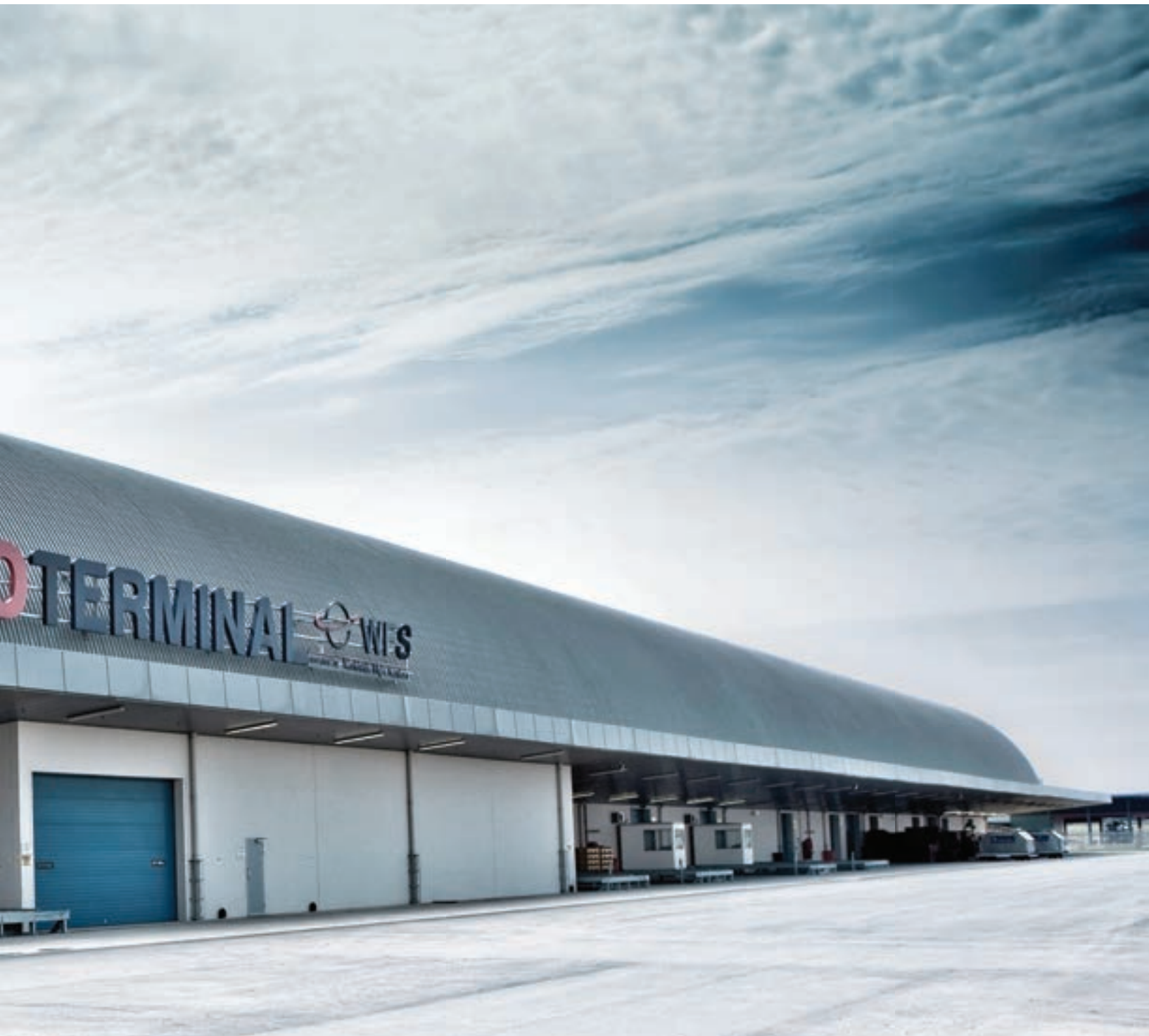
KwaZulu-Natal is a major tourist attraction. According to South African Tourism's domestic indicators for October to December 2012, KwaZulu-Natal recorded the highest number of visitors of all provinces. During this period, the provinces most visited by domestic tourists were KwaZulu-Natal (31%) followed by Gauteng (16%) and Limpopo (16%).

According to the 2011 Census results, KwaZulu-Natal has experienced a negative net migration. This means more people migrated out of the province compared to those who settled in it. "KwaZulu-Natal is now the second-largest province. It has recorded lower growth, and similarly, Limpopo, Eastern Cape, Free State and Northern Cape recorded

lower paces of population growth," said President Jacob Zuma during the release of the 2011 Census results.

In 2012, the KwaZulu-Natal provincial government took a giant leap in realising its dream of turning the province into a catalyst for doing business with Africa and the world by officially opening the Dube Trade Port. The port includes a trade zone, cargo terminal, an agri-zone, the Dube City and a communication hub.

During the construction phase of the port, 58 972 jobs were created, including 13 880 which resulted directly from on-site construction activities. The rest came from indirect and induced impacts associated with the construction.



Of the 58 972 jobs created nationally during construction, 48 295 were in KwaZulu-Natal, of which 34 157 were in eThekweni. Of these, 4 199 were skilled, 18 240 were semi-skilled and 11 718 were unskilled jobs.

Dube Trade Port has had a significant impact on construction-sector employment in eThekweni. Job creation also spread beyond the construction sector to reach sectors such as trade, finance, business services and community services.

According to the province's MEC for Economic Development and Tourism, Michael Mabuyakhulu, the establishment of the port is a strategic investment by national government and the KwaZulu-Natal provincial

government. "There will be significant achievements in the medium to long term. The project has a 60-year master plan," he says.

For the project to succeed the private sector must also play a role. According to MEC Mabuyakhulu, the department has successfully secured private investment. During the recent BRICS Summit in Durban, the Dube Trade Port Corporation signed a business agreement with an Indian conglomerate, Action Group, for the development of a R2 billion industrial park. The park will be located on a 240 hectare site adjacent to the Dube Trade Port and will form part of the aerotropolis – or airport city – that is expected to surround the King Shaka International Airport.

Another business agreement has been signed with South African Express that will see the airline flying into various capitals across >>



MEC Michael Mabuyakhulu.

Africa. “We have already started flying into Harare and Lusaka and we are negotiating with other cities.”

Council gets partners marching in step

MEC Mabuyakhulu says his department is addressing the triple challenge of poverty, unemployment and inequality.

The department set up a multi-sectoral KwaZulu-Natal Economic Council in 2011 to enable economic role players in the province to share ideas and influence the province’s strategies and policies. The council promotes exports by stimulating various sectors of the economy and helps create business and job opportunities.

“This is a body that brings together social partners, organised business, organised labour, communities, church groupings, provincial government and other organs of state.

“This is a first of its kind and is dependent on us coming up with a social accord, where we commit to develop the economy of the province and respond to the challenge of poverty, inequality and unemployment. However, we require a collective responsibility and I believe we can all make a difference in our community,” MEC Mabuyakhulu adds.

Stimulating SMMEs

MEC Mabuyakhulu says one of the challenges his department faces is the support for small, medium and micro enterprises (SMMEs). He

is confident though that this problem will be resolved by establishing an agency that will be solely responsible for running the affairs of SMMEs.

“There has been a gap in a systematic approach to supporting SMMEs in the country and KZN is no exception. We have noted it and are doing something about it.

“We have started establishing a KZN SMME agency that will not duplicate what is currently done by other agencies.”

It will be the hub for coordinating all facets of assistance and support for SMMEs, including mentorship, providing access to funding and establishing a relationship between agencies and new SMMEs, linking the SMMEs to existing markets.

“It will also help people with drafting business plans – something many new entrepreneurs are battling with. We want to develop a capacity that would ensure SMMEs contribute to the economic growth of the province,” he says.

MEC Mabuyakhulu adds that the agency will be operating by the end of July this year and his department plans to introduce an SMME master plan before the end of the year. ☺

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BRICS open for business with Africa

South Africa is pinning its hopes on a Brazil, Russia, India, China and South Africa (BRICS) development bank to help industrialise Africa by financing new factories, infrastructure and power projects.

Beginning formal negotiations to set up a development bank was one of the key achievements reached at the BRICS summit held in March this year.

However, agreement still has to be reached on the financial contributions member states would make and many commentators point out that it could be years before the development bank is set up.

A report back on the development bank by member countries and arrangements for setting up a R900 billion contingent reserve among BRICS countries are expected to be made at the next meeting in September. Many hope that the BRICS development bank will help fund infrastructure in Africa. Four in five people in sub-Saharan Africa are still without access to electricity, according to the African Development Bank (AfDB), while President Jacob Zuma last year reported that the continent's infrastructure backlog over the next decade is forecast at R432 billion.

The AfDB's president Donald Kaberuka backs the setting up of a BRICS development bank, pointing out that the R162 billion a year available for infrastructure projects – after mobilising additional resources – is but “a drop in the ocean”.

Historical links

Funding from BRICS countries – which are already heavily involved in Africa – may help close the funding gap, particularly with the strong relations they have with the continent.

The last decade has seen dramatic growth in trade and investment between BRICS nations and Africa, with much of it driven by a growing demand by emerging giants China, India and Brazil for mineral resources and oil to supply their fast-growing economies.

While South Africa is responsible for 11% of BRICS-Africa trade, China dominates trade with the continent, accounting for almost 60% of total BRICS trade with Africa, according to a Standard Bank report on BRICS trade in Africa released in February. India, Brazil and Russia account for the remaining 29%, with India making up the bulk of the trade.

A report released in March by the UN Conference on Trade and Development (Unctad) revealed that in 2011, South Africa led BRICS countries in investments in Africa, with the fifth highest foreign direct investment (FDI) stock with R162 billion invested in the continent, followed by China (R144 billion) and India (R126 billion). France had the most FDI stock in Africa, at just under R540 billion.

Fuelling growth in Africa

South Africa's Reserve Bank has approved over 1 000 large investments into 36 African countries over the last five years, according to National Treasury, which three years ago introduced its international headquarter company rules to encourage international companies to invest in Africa, using South Africa as a base.





Minister of Finance Pravin Gordhan with his counterparts (from left to right) Minister Chidambaram Palaniappan - India, Minister Xiaochuan Zhou - China, Minister Guido Mantega - Brazil and Minister Anto Siluanov - Russia on the sidelines of the 5th BRICS summit held at Inkosi Albert Luthuli International Conference Centre in Durban.

These reforms include the relaxation of cross-border financial regulations, tax requirements on companies and making it easier for banks and other financial institutions to invest and operate in other countries.

Together with these reforms, the agreement by African heads of state in 2008 to set up a tripartite free-trade area (FTA) between the Common Market for Eastern and Southern Africa (Comesa), East African Community (EAC) and the Southern African Development Community (SADC), could boost BRICS involvement in Africa.

Once concluded, it will bring together 26 countries with a combined population of nearly 600 million people. A total gross domestic product (GDP) of approximately R9 trillion will be united in a single free trade area. The talks started in 2011 and the South African government hopes to conclude them by next year.

South Africa is also helping to fund several development projects in the region, with the Development Bank of South Africa (DBSA) accelerating investment into neighbouring countries particularly in the field of electricity generation and transmission, and road infrastructure.

Added to this, the Industrial Development Corporation (IDC) last year funded 41 projects in 17 African countries to the amount of R6,2 billion. Most of these projects were in industrial infrastructure, agro-processing and tourism. Eskom is now considering investing in several regional generation and transmission projects.

At the Durban BRICS Summit, President Jacob Zuma said BRICS could play a critical role in bringing projects to bankability by providing technical expertise and funding for project preparation.

BRICS could also help fund regional projects. President Zuma pointed out that a key constraint to funding infrastructure in Africa has been that development banks are often more geared to funding projects in single countries, rather than those spread across a number of countries.

Trade, training support

President Zuma said that BRICS countries had agreed to support African growth through infrastructure development, knowledge exchange and support, increased access to technology and investment in human capital.

China has invested billions of dollars in roads, rail and building projects. In 2010, China accounted for just under a fifth or R81 billion of the R450 billion in Africa's infrastructure investments, according to an African Development Bank report. >>





At the summit, China's President Xi Jinping said BRICS countries should all support Africa's effort to grow economically by encouraging investments in infrastructure.

BRICS members are also offering technical and training assistance to African countries.

At the summit, India's Minister of Commerce, Industry and Textiles Anand Sharma reported that India, through the Pan African e-Network Project, is using tele-education and tele-medicine technologies to link key universities and doctors in 47 African countries with those in India, while the Indian Technical and Economic Cooperation Programme (Itec) had offered scholarships to tens of thousands of African students to help them study in India.

Sharma said India would now help set up 70 higher education institutions in Africa, in areas such as agricultural training and information technology.

Russia funds more than 8 000 students from Africa to study at Russian higher education institutions and more than half of them study free of charge. Brazil and China offer similar scholarships to African students.

Brazil is also assisting various African countries by building skills training centres, helping to start biofuel projects, improving agricultural development and agribusiness and partnering with African institutions on tropical disease research.

While China accounts for by far the biggest share of BRICS trade with Africa, India's trade with the continent is growing fast. A Standard Chartered report on Africa-India trade published in August last year said an increase in trade and investment and more recent waves of skilled Indian labour migration to Africa may further advance Indian interests in Africa, acting as a link between Indian communities that identify themselves more closely as African, and new Indian investors.

Trade between India and Africa reached R513 billion in 2011, making the country Africa's fourth-largest trading partner behind the European Union, China and the US.

In 2011, India accounted for 5,2% of Africa's global trade – compared with China's 16,9% – up from only a 2,9% share in 2000.

Petroleum products dominate Africa-India trade, with the continent supplying about 20% of India's fuel imports. BRICS countries are

also offering finance to their respective companies that enter Africa. For example, over half of import-export finance from India's Exim Bank was awarded to projects linked to Africa, according to the Standard Chartered report.

Brazilian companies, also heavily backed by loans and grants from its development bank BNDES, are also moving rapidly into Africa. After China, Brazil has seen the second-highest increase in trade with Africa over the last decade, according to German researcher Christina Stolte, in a November 2012 briefing for Chatham House.

Stolte pointed out that while African countries accounted for 6,6% of Brazil's total imports in 2009, Brazil represents only 3,4% of total African imports. Oil and other natural resources account for 90% of Brazil's imports from the continent. But Stolte believes Brazil's economic dependence on Africa is likely to be reduced in the next decade following the discovery of large oil fields off Brazil in 2008.

Russia's share in BRICS trade with Africa could, however, grow. According to Russian news site *Pravda.ru*, Africa accounts for just 1,5% of all of Russia's investments in foreign countries.

During the BRICS summit, Russia and South Africa agreed to create a coordinated trading bloc for platinum. The two countries hold about 80% of the world's platinum reserves.

Russian President Vladimir Putin and President Zuma also signed a joint declaration on strategic partnership, cooperation in communications and joint construction of nuclear power plants, with Russia ready to help fund nuclear power plants in South Africa using Russian experts.

Writing in a special edition for the BRICS summit of the magazine *Russia and India*, the Vice President of the Russian Chamber of Commerce and Industry, Georg Petrov, pointed out that there were many Russian companies already in South Africa in areas such as mining and hydrocarbons. "I would say Russian business is returning to Africa. South Africa is becoming a gateway to the rest of Africa for Russian people," said Petrov.

As the continent continues to clock impressive economic growth – with the IMF forecasting that seven of the 10 fastest-growing countries in the world over the next five years will be in Africa – a BRICS development bank could play a key role in the story of African growth. ⁽⁵⁾



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NDP puts food on the table



<http://forevernaturesremedies.blogspot.com//Image>

For years, South Africa has enjoyed sufficient access to food and water, but climate change, ageing water pipelines, uncertainty over land reform and increasing concern over the management of water resources could change all this in the near future.

Food and water security forms an important focus of the National Development Plan (NDP), which was approved by Cabinet in September 2012. The plan makes several proposals to ensure food and water security, pointing out that although there is no immediate threat to South Africa's food and water supply, there is no certainty that this will remain the case in the coming decades.

To address uncertainty over land reform, the plan proposes that commercial farmers convene district land committees to identify agricultural land for land reform and assist black farmers during the transfer of land. Since the release of the plan last year, Agri SA has set up a technical committee, made up of role players in the farming sector, to develop the idea further. To address climate change, the plan proposes that the Agricultural Research Council establishes a research committee focusing on climate change and food security.

In terms of the plan, poor households can be assisted in coping with food price increases by using and expanding existing public works programmes for rural infrastructure development and ensuring that all eligible households have access to social grants.

Food for thought

South Africa performs at just above average when it comes to food security. In 2012, the Global Food Security Index, published by the Intelligence Unit of the London-based *The Economist* newspaper, ranked South Africa 40th out of 105 when it comes to food security. The United States was ranked first.

There has been sufficient food in most years, with the NDP noting that South Africa had also produced enough of maize for all but three of the past 50 years – exceptions being the droughts of 1984, 1992 and 2007.

The NDP suggests that the agricultural sector adopts innovative measures, such as buying from more small-scale farmers to create local buffer stocks and community-owned emergency services. The Department of Agriculture, Forestry and Fisheries is looking to establish a significant number of smallholder producers by helping land reform beneficiaries through its Comprehensive Agricultural Support Programme.

The department, along with the Departments of trade and industry, social development and rural development, is also running a public-private programme based on Brazil's highly successful Zero Hunger programme to help households and farmers improve food production.

The department's Deputy Director-General for Food

Security and Agrarian Reform Sizwe Mkhize say the programme is targeting 23 highly deprived district municipalities across the country.

Mkhize estimates that over 235 000 hectares of land have been under production since November last year yielding mostly maize, but also dry beans and potatoes – using state support.

He says over 15 000 smallholder and subsistence farmers were receiving support in the form of tractors being made available to let, fertiliser and agricultural tools, as well as training and market linkage support.

Keeping our heads above water

The country may have some of the best drinking water in the world but it remains one of the most water-stressed countries globally.

In 2012, South Africa ranked 128th out of 132 countries in Yale University's Environmental Performance Index. The NDP attributes this, in part, to the poor state of water ecosystems.

In addition, South Africa ranks 148th out of 180 countries in terms of water availability per capita, according to the 2012 World Water Development Report.

Last year Minister of Water and Environmental Affairs, Edna Molewa said South Africa continued to experience significant water quality challenges with increasing urbanisation. In addition, mining, industry and agriculture were also putting pressure on clean water supplies. Furthermore, 60% of the country's 223 river ecosystems are under threat and 25% are critically endangered.

But National Planning Commissioner Professor Mike Muller said South Africa had enough water to meet all its immediate needs. The country's greatest risk, he said, was that of managing its water resources effectively.

Muller, who is also visiting Vice-Professor at Wits University's Graduate School of Public and Development Management, pointed out that the real problem with water security was the availability of enough pipelines and dams. "South Africa only uses about 30% of its available water. The problem is that 98% of its present water capacity in dams and pipelines has already been allocated," he said.

Rebuilding water infrastructure

The NDP notes that after 1994, government initiated a major infrastructure expansion programme to address

the long history of underinvestment. This saw improved access to potable water. But there are still backlogs in rural areas, exacerbated by a rapidly shrinking pool of experienced water engineers and scientists and continued administrative failure.

To address the skills shortage, the Department of Water Affairs set up a learning academy while providing some 100 bursaries to students studying in this field.

In October last year, the Rand Water Academy opened its doors to 130 young graduates in engineering and other fields associated with water delivery.

To improve the funding and roll-out of water pipelines and dams, the NDP proposes the establishment of a national water-resources infrastructure agency to undertake large investments in regional water systems.

The NDP says the agency could build on the foundation provided by the Trans-Caledon Tunnel Authority (TCTA), which already supports the implementation of several large projects and is helping resolve the organisational challenges faced by the department's Water Trading Entity.

Muller said the water sector needed its own utility – just as the transport sector had Transnet and the electricity sector had Eskom – to oversee the raising of funds for water projects and collection of revenue once these projects were off the ground.

To address the financial and technical capacity challenges that many small and rural municipalities face in managing water services adequately, the plan recommends that municipalities use these regional utilities in a form of franchise arrangements – where municipalities retain their role as the political authority responsible for service oversight.

Muller pointed out that the arrangement could work in a similar way to Eskom's model of providing electricity directly to some >>



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The NDP proposes the establishment of a national water resources infrastructure agency.

municipalities, rather than via a regional power utility. Rand Water and Umgeni Water were both examples of regional water utilities already doing this, he said.

Looking to the sea and sewage for water

The NDP also calls for the recycling and desalination (removal of salt) of more water, with an emphasis on scaling up the more affordable option of recycling water. It says research into water recycling, desalination and the skills to operate such technology should be developed, perhaps under the auspices of a national water-resource infrastructure agency or the Water Research Commission.

Muller noted that wastewater recycling was already taking place, adding that most of Johannesburg's wastewater was treated and then discharged into the Crocodile River, while the Waterberg Coalfields depended on recycled water for mining.

Both Windhoek and Singapore have been using recycled wastewater for a long time. After being filtered and cleansed, the wastewater is fed back into streams and dams. Beaufort West in the Western Cape has also had a water-recycling scheme since 2011. Desalination, which is used in the Middle East, the Mediterranean and Australia, is another option.

In 2011, South Africa's biggest seawater desalination plant opened in Mossel Bay. The project was fast-tracked after areas experienced a severe drought. In November 2012, Umgeni Water revealed

that it was hoping to build one or two large seawater desalination plants on the Durban coastline, near Tongaat in the north and Illovo in the south. Some Durban residents are against the idea and in October 2012, they handed a petition with 5 000 signatures over to the municipality, rejecting the idea.

Muller said desalination has been under way in South Africa for a long time, with Kenton-on-Sea in the Eastern Cape having been dependent on its desalination plant for 30 years now. He said Australia – which had a surplus of desalination plants – showed that authorities needed to consider desalination as a way to complement existing water supplies, rather than a quick-fix implemented because of poor planning.

The NDP also calls for a dedicated national water conservation and demand programme to reduce water usage. Muller said such a programme could help induce greater discipline in saving water and cutting down leakages, which are estimated to be about 15% of available water supply.

This, he says, will require good administration at local government level, adding that municipalities should be required to put in place measures to save water. In August 2012, the Department of Water Affairs released its second draft of the National Water Resource Strategy, which sets out the strategic direction for water resource management for the period 2013–2017. The strategy is currently being debated in Parliament.

The NDP makes it clear that South Africans cannot continue to take the availability of food and water for granted. Most importantly, departments and public bodies need to bolster planning and research efforts and stay on top of monitoring and administering the precious resources of food and water. 🌍

Awards put female scientists on a pedestal

You have until 17 May to nominate distinguished female scientists for the prestigious South African Women in Science Awards (WISA). The awards will be hosted by the Department of Science and Technology on 16 August as part of the department's celebration of National Women's Month.

The award categories are as follows:

1. Distinguished women:

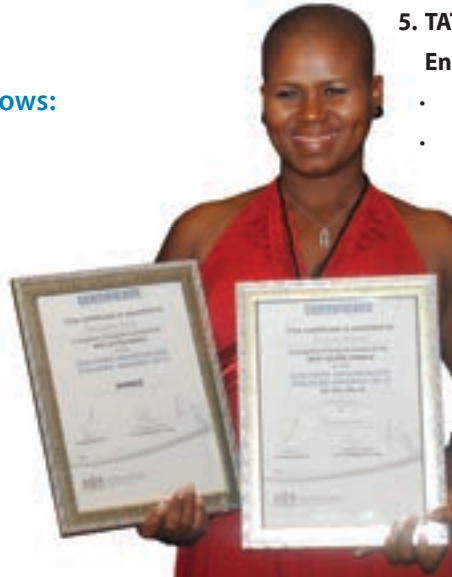
- Life Sciences
- Social Sciences and Humanities
- Indigenous Knowledge Systems

2. Distinguished young women:

- Life Sciences
- Social Sciences and Humanities

3. The role of science and research against violence towards women:

- Distinguished researcher



- Emerging researcher
- Postdoctoral researcher

4. Fellowships:

- Master's students (x3)
- Doctoral students (x3)

5. TATA Africa Scholarships for Women in Science, Engineering and Technology:

- Master's students (X3)
- Doctoral students (X3)

For more information visit www.dst.gov.za or email: WISAwards@dst.gov.za. Alternatively, contact Bessie Mchunu on 012 843 6464, email: Bessie.mchunu@dst.gov.za, or Fadila Lagadien on 012 843 6411 or email: Fadila.lagadien@dst.gov.za.

Entries can be posted to the Project Coordinator, Women in Science Awards, Department of Science and Technology, Private Bag X894, Pretoria, 0001.



Cape Town has Africa's best airport

Cape Town International Airport was named the best airport in Africa at the Airports Council International (ACI) 2012 Airport Service Quality Awards. This is the third year in a row that Cape Town International Airport has received this honour. The awards are the airline industry's most prestigious accolades.

It recognises airports that have achieved the highest passenger satisfaction ratings in the airport service quality survey, the world's benchmark of airport excellence. According to the ACI, Durban, Johannesburg, Cairo and Mauritius were rated "top performers" in the Africa category.

Western Cape Minister of Finance, Economic Development and Tourism Alan Winde said. The award bears testament to consistent dedication to service delivery excellence by the management of the airport."

Award recognises Makeba's humanitarian work

The late Grammy Award winner and anti-apartheid activist Miriam Makeba was honoured with the Ubuntu Award at the Makeba Centre in Midrand.

The music icon founded the home in 2003 for abused, destitute girls aged 11 to 18. It was Makeba's dream to set up these centres for boys and girls in every province. The home is a sanctuary for girls who have been removed from their families by the legal system. It provides physical, emotional and financial support while they continue school, giving them hope and life skills.

"Ubuntu advisors selected Miriam Makeba for the award, because she remains an embodiment of the values of Ubuntu in terms of the broad definition. She epitomises the virtues of compassion, generosity, love, caring, peace, unity, forgiveness, tolerance, selflessness, respect and inspiration, and had the ability to inculcate, unearth and harness Ubuntu values in others," said Public Relations Co-ordinator Anita van den Berg.

Previous recipients include former President Nelson Mandela, Kenneth Kaunda and Fidel Castro. >>

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Black business pays homage to Dr Nkosazana Dlamini-Zuma

The Black Business Executive Circle (BBEC) has bestowed on Dr Nkosazana Dlamini-Zuma, the first woman chairperson of the African Union (AU) Commission, an award honouring her for excellence in leadership. As part of the tradition that started in 2009, the BBEC hosted the third Annual Chairman's Awards to honour distinguished African leaders in the public and the private sectors.

The organisation is at the forefront of informing policy develop-

ment and implementation, and throughout the years it has recognised the contribution of African leaders who are committed to economic transformation and social justice in the country. The BBEC Chairman's Awards were established to honour and celebrate the African leaders who are esteemed captains of industry and have excelled in their respective roles in building the economy of the country.

"Her legacy of efficiency and pragmatism in government in response to being sensitive to the needs of those she was serving has earned her reverence among her peers and the nations of Africa," said Hlengani Mathebula, the Chairman of the Black Business Executive Circle.

Mathebula added that Dlamini-Zuma was honoured "for carrying the torch and shining the light with her exemplary leadership, consistently demonstrating excellence in her work."

"She has served as an inspiration to upcoming leaders in tackling challenges that are facing our country and she continues to do so through her work in the continent," he said.

Awarding excellence

Panyaza Lesufi, spokesperson for the Department of Basic Education, has been named Media Liaison Officer of the Year for 2012. The award was presented by the National Press Club (NPC) recently.

The club, made up of role players across the communication fields of journalists, news photographers and communication practitioners - recognises excellence within the media arena and annually hands out awards for Journalist, Photographer, Editor and Media Liaison Officer of the Year.

NPC chairperson Antoinette Slabbert said that the winners had done exceptional work in their area of specialisation. Over the past year Lesufi has among other issues, managed to steer the Department of Basic Education out of the textbook saga of 2012.

"I am truly humbled by this award and I could not have done it on my own, it's a team effort and I thank everyone at the department for the hard work and support," said Lesufi.

He added that the award would further motivate him and his team to work even harder to serve the country with pride and commitment. 🌐



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Cutting red tape in business registration

Amid continued criticism that it is difficult to do business in South Africa, figures from the World Bank reveal that the country has, in fact, made it easier to start a business in the past eight years, by halving the time it takes to register a business.

The World Bank's *Doing Business* report reveals that the time it takes to start a business in South Africa fell from 38 days in 2004 to 19 days in 2012.

It may be easier to start a business in South Africa than in Nigeria, Indonesia, India or even Brazil – in the latter it takes an average of 119 days – but this is still a far cry from other emerging nations and far from the single day it takes to open a business in New Zealand.

During the same period, Colombia trimmed business registration time from 43 to 13 days, Malaysia from 30 days to just six days and Rwanda cut it from 21 days to just two days.

Chile too has made great inroads, moving from 28 days to just six. Now the South American country hopes to join New Zealand soon after passing the Business in a Day Bill in January this year.

South Africa can, however, boast to be one of the most affordable countries in which to register a business. Company registration fees, (R175) as a percentage of income per capita, put South Africa as the fourth-cheapest country in which to start a business. Slovenia, where starting a business is free, tops the list, followed by Denmark and Ireland.

In its 2013 *Doing Business* report, the World Bank states that studies had shown that instituting reforms to the business registration process leads to a five to 17% increase in the number of newly registered businesses.

Companies and Intellectual Property Commission (CIPC) Commissioner, Astrid Ludin says South Africa "is not behind the kerb" when it comes to company registrations and believes the CIPC's

turnaround times are comparable with those of other countries.

The commission takes between five and seven days to process a notice of incorporation as well as a memorandum of incorporation, while, for example, the Companies Commission of Malaysia takes two to three days to do so.

Ludin says forms can be processed within a day if the information supplied is accurate.

She also points out that comparisons are often drawn between South Africa and other emerging nations but that most of these have smaller populations. Rwanda for example deals only with about 600 new company registrations a year, versus the 60 000 close corporations (CCs) registered by the CIPC in 2011.

She believes there's an unnecessary obsession by many with the time it takes to register a business. "It is all good and well moving towards a system where all registrations are done online but what is far more important is the quality of the back-end offered by company registration offices."

She is frank in saying that this is something the CIPC needs to improve on – with 30% of calls to its call centre going unanswered. She says the CIPC has been waiting since January for an application to the Department of Trade and Industry, for 100 more licences for telephone operators to staff its call centre. Presently, the call centre has 24 operators.

Ludin says to speed up the registration process, the CIPC is also pressing for more online registrations. Currently, 60% of lodgements are electronic. In 2012, the commission began offering an online registration op-



Minister of Trade and Industry, Dr Rob Davies.

At SARS, the process is drawn out in that one has to register separately for each tax. SARS plans to address this by introducing a single-form tax registration form, which SARS spokesman Adrian Lackay confirmed would come into effect in the 2013/14 financial year.

tion for companies. Before, this option was only open to CCs, when one could still register CCs.

However, those registering a company or co-operative still need to deliver the signed physical documents for verification.

In February this year, the CIPC introduced a fax-to-email service to allow customers to submit certain applications such as name reservations and extensions, new company applications and CC-to-company conversions.

But there have been no further moves to integrate the entire system online and Ludin concedes that, ideally, entrepreneurs should be able to go to one place when registering a business. She adds that while New Zealand and Rwanda might offer such a service, only about three states in the United States (US) have one-stop company registration offices.

Currently, one has to register at the CIPC and then separately approach the South African Revenue Service (SARS) to register for income tax, VAT and PAYE after which you need to approach the Department of Labour to register for Unemployment Insurance and Workmen's Compensation.

Calls to make registrations simple

Business regulations and red tape have come under the spotlight as South Africa attempts to meet the targets set in the New Growth Path - to create five million jobs by 2020.

In the latest SME Growth Index published by the Small Business Project (SBP), released in February, slightly more than half of business owners surveyed reported an increase in the burden.

Much of the concern is over pending labour legislation that will regulate taking on temporary employees. A SBP report last year concurred that, if implemented, with a 2010 Regulatory Impact Assessment (RIA), the legislation could result in the shedding of several hundred thousand jobs.

In March this year, the Free Market Foundation filed a case with the Gauteng North High Court against the Ministers of Labour, Justice and Constitutional Development and 13 bargaining councils over the right to extend bargaining council agreements.

Stellenbosch University Economics Professor Neil Rankin says there is causal evidence that the sectors where bargaining councils operate result in 7% to 16% fewer employees in small firms and 7% to 15% fewer entrepreneurs in those sectors. >>

Also in March this year, Minister of Trade and Industry Dr Rob Davies said government had taken several steps to reduce the red tape small businesses face. This includes reducing the number of times a year small businesses have to submit VAT forms, the introduction of turnover tax in 2009, simplifying the registration process for small companies and continuous improvements made at the CIPC on business registration.

Added to this, Transnet announced a new ports tariff structure in March that was expected to introduce a 40% cut in the tariff on exported containers, while the National Electricity Regulator of South Africa recommended lower multi-year electricity price rises in February, granting Eskom an 8% increase per year over the next five years – down from the 16% per year it had requested.

Transnet's new tariff structure follows the introduction last year of a R1 billion ports rebate. By March, R796 million had been claimed.

About 40 countries have formed regulatory reform committees, that report directly to the presidents of these countries. These committees use the *Doing Business indicators* as one input to inform their programmes for improving the business environment.

The countries include leading regulation reformers Georgia and Rwanda as well as several African nations and South Africa's emerging economy peers such as Colombia, India, Korea, Malaysia, China and Chile.

But Minister Davies says his department doesn't have any team looking at improving the country's standing on the *Doing Business* report. Since 2003, governments have reported more than 350 regulatory reforms that have been informed by the *Doing Business* report.

The top five economies with the most business-friendly regulation are Singapore, Hong Kong, China, New Zealand and the US.

Towards a friendlier regulatory environment

In the rush to make South Africa a better place, government officials and Members of Parliament have developed a number of new regulations to curb abuse or wrongful practices.

But all too often, many of these regulations, however well-intentioned they may be, wrap businesses up in unnecessary red tape and do little to stimulate job creation in the private sector.

But a process in government with which to weigh up the pros and cons of introducing new legislation – by carrying out Regulatory Impact Assessments (RIA) – is gaining momentum.

RIAs were first introduced in the 1990s in a number of Organisation for Economic Co-operation and Development (OECD) countries. As of 2010 over 45 countries were making use of them.

RIAs have several benefits. In Australia's Victoria State, between 2005 and 2010, the RIA process achieved estimated gross savings of \$902 million (R8.3 billion) since the inception of the regulations 10 years ago.

The South African Government began introducing RIAs after a 2005 presidential task team was set up under former President Thabo Mbeki to look into the impact of labour and other regulations on small businesses.

Today, Deputy President Kgalema Motlanthe oversees the promotion of the assessments by government departments. The Presidency is now helping departments to identify what new legislation should undergo RIAs. Sizwe Sidloyi, the Presidency's Chief Director of Cabinet Operations, says at the Presidency departments have been requested to send the bills they plan to introduce to Cabinet this year to the Presidency.

A draft discussion document released by the Presidency in 2011, titled "*Framework on the Implementation of Regulatory Impact Assessment*" suggested that RIAs commence at the earliest possible stage of policy making, to identify whether regulation was the best tool to deal with the problem. The discussion document



Deputy President Kgalema Motlanthe oversees the promotion of the RIAs.



also recommended the establishment of a Central RIA Unit in the Presidency to provide oversight of RIA units based within respective government departments.

It was recommended that the Deputy President champion the RIA in the Cabinet and to the public, and provide guidance to the steering and implementation committees.

National departments are responsible for conducting RIAs as part of the policy formulation and legislative process.

Departments have the choice of establishing technical RIAs units or having a dedicated person for RIAs while the policy development unit incorporates RIAs within the policy development process.

Sidloyi says ideally every new piece of proposed legislation would need to undergo a RIA but because the process was still fairly new in South Africa the Presidency decided to focus on bills where the risk to society and businesses of over-regulation was the greatest.

He said departments had identified 25 bills to focus

on, from a list of 145 that departments planned to introduce to Parliament in 2013 or those that would be under consideration in Parliament this year.

Sidloyi says one challenge is to get departments to move away from a silo-mentality when drafting legislation. He says a process has already started under the guidance of the Department of Economic Development's Deputy Director-General for Policy Neva Makgetla to get the various departments involved in economic policy to work together on conducting RIAs.

Sidloyi, who drew up the terms of reference for the RIA that the Presidency conducted in 2010 on the proposed amendments to the labour legislation, said another challenge was that departments did not always agree with RIA findings.

The director of the University of Cape Town's Graduate School of Development Policy and Practice Alan Hirsch, says civil society, the media and Parliament must also play a role in pressuring government to ensure that legislation undergoes the RIA process. 

AG calls for responsible leaders

On a scale of one to 10, Auditor-General (AG) Terence Nombembe rates government's financial management capacity at four, signalling a worrying trend of regression in financial management for government departments.

To address this, Nombembe has urged senior government leaders to deal decisively with corrupt individuals in the public service by implementing internal control measures, hiring competent staff, and improving information technology capacity. These measures, Nombembe says, will go a long way towards creating a clean administration.

With the Minister of Public Service and Administration Lindiwe Sisulu and Minister in the Presidency for Performance Monitoring, Evaluation and Administration Collins Chabane at his side during a recent media briefing, Nombembe expressed appreciation that government was taking the war against corruption seriously.

Minister Sisulu said her department would push for the amendment of the Public Service Act to ensure that people were held accountable for their transgressions.

She added that the first people to be targeted would be public servants doing business with government. She added that this led to a conflict of interest, with people acting as players and referees at the same time. "It creates a cloudy area where the people who are supposed to lay down the specifications of a tender and adjudicate it also participate in the tender process."

Releasing a consolidated audit report on the performance of national and provincial audit outcomes, Nombembe said there was stagnation and slow progress towards a totally clean administration.

Of the 536 audited entities, only 22% received clean audits. A clean audit means the auditor does not have significant reservations about the contents of the financial statements.

According to the AG, 297 audited entities received financially unqualified audit opinions with findings compared to 279 the previous year.

Seventy-four received qualified opinions, while 17 received an adverse opinion or disclaimer. Thirty-one audits were outstanding owing to non-submission of financial statements.

A qualified audit opinion means the financial statements submitted contain incorrect information or information was omitted from financial statements.

An adverse audit opinion means the financial statements contain mis-

statements not confined to specific amounts, and pervasive errors. A disclaimer is when the auditee has provided insufficient documentation on which to base an audit opinion.

To address these challenges, Nombembe said government leadership should make a concerted effort to implement audit recommendations, paying special attention to the quality of financial statements and human resource challenges.

He added that internal control systems needed improvement and the information technology capacity should be beefed up.

Putting the right people in charge

The apparent lack of commitment to implementing audit recommendations is one of the issues giving Nombembe a headache. According to the AG's assessment, there has been a lack of progress and even regression, mostly where leadership did not set the right tone in their respective portfolios.

"Leaders must lead by example and must say what they mean and do what they say. Leaders must be ethical in all respects."

Although there was encouraging commitment from the executive and legislative arms of government, more needed to be done as "many government leaders did not own and drive these commitments, leaving implementation of these undertakings to flounder until the next audit".

Government needs to address the quality of the financial statements submitted for audit and weaknesses in supply chain and human resource management. He said there had been minimal to no improvement in these critical areas.

"A concerted effort is required to address government's long-standing human resource capacity and productivity challenges. Vacancies in key positions and instability in leadership positions affect the pace of sustainable audit improvements. Ineffective performance management is evident at some auditees, which means officials who perform poorly are not dealt with decisively. >>





Auditor-General Terence Nombembe

"In our direct interactions with executive and legislative leadership (at national and provincial level) there's always a rightful and understandable call for officials to be held accountable and for consequences where poor performance, misappropriation of state resources and fraud occur."

Nombembe added that his office had published a booklet to guide people tasked with applying the law when transgressions were uncovered.

"My office has produced a handy booklet that directs those tasked with governance to a range of legislation at their disposal that will enable them to take the necessary action where there has been transgression. My assessment is that the full might of the law is yet to be used in dealing with transgressions highlighted in our audit reports and in those of other state watchdog agencies.

"Highlighting the legal remedies at government's disposal is a starting point for responsible leaders, respective legislatures and departments to take the necessary action. I would like to believe that government, when it starts implementing its new measures, will also factor in our recommendations."

Strengthening internal controls

Internal control measures should be in place to ensure non-compliance is dealt with, he added. "The state of key internal controls to prevent, detect and correct non-compliance with legislation and errors in the financial and performance reports has regressed because auditees have not designed and implemented such controls in a sustainable way.

"The checks and balances for all key processes, monthly reporting and validation processes to ensure the credibility of all management information are basic controls skilled professionals should be able to implement."


The AG also called on government to be monitored in a collaborative manner and said departments should not wait for his office to "come knocking on their door".

"Departments should not wait for my office to pick up internal control lapses during audits on issues that could have been detected by and during internal assurance processes. The treasuries, offices of the premier, public service administration and other coordinating and monitoring institutions should fulfil their legislative role to guide, support, coordinate and monitor government," he explained.

He said the National Assembly and their provincial counterparts at the legislatures should play a more active role.

"At the moment, not all of these roleplayers are playing their part in providing the level of assurance required to improve audit results and assure citizens that public administration is able to operate and monitor itself without waiting for external supervision."

Towards a clean administration

The AG reiterated his office's commitment to assisting auditees. "Following the launch of government's Operation Clean Audit in July 2009, I have introduced regular engagements with municipal, provincial and national political leaders to share the office's assessment of key controls in the areas mentioned above and identify threats to clean audits. These engagements helped to create greater awareness of matters that require urgent attention to realise clean administration in all spheres of government," he concluded. 



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Understanding the origin of life on earth

South Africa's prolific evidence of the origins of life on earth has shed significant new light on how life on our planet has evolved over millions of years. Through our increasing mastery of the two disciplines of palaeontology and astronomy, we are fast becoming world leaders in unveiling the mysteries of the past – how the universe came to be, what made us what we are today and what significance this knowledge may have for our decisions about our future.

We made our mark in the field of palaeontology when one of our eminent scholars from the University of Witwatersrand, Prof Lee Berger, and his team made the remarkable discovery of what is referred to as "the most significant palaeontological find in nearly a century" – two fossil skeletons of a previously unknown hominid species at the Cradle of Humankind, now known as *Australopithecus sediba*. These early ancestors of ours lived in the area some two million years ago. The painstaking research undertaken to ensure the success of this project speaks volumes about the calibre and dedication of our scientists. Recently, Prof Berger and

his team had another six articles published in *Science*, one of the world's most prestigious journals, coinciding with the launch of the Palaeosciences Centre of Excellence.

Last year on Africa Day, South Africa was named as the host country for the lion's share of the Square Kilometre Array (SKA) radio telescope – one of the great science projects of the 21st century. This project is of such magnitude that the SKA central computer will have the processing power of about 100 million personal computers and the dishes of the SKA will produce 10 times the data of the current global internet traffic. It will serve as a giant magnet for science in South Africa. The SKA will be far more sensitive than any telescope anywhere in the world today. It will enable scientists to address fundamental unanswered questions about our universe, including the formation and evolution of stars, galaxies and quasars, the nature of gravity and dark matter, and may even answer the perennial question: is there intelligent life out there?



Scientific journey to the distant past

While astronomy explores the universe and the very distant past, the discipline of palaeoscience aims to reveal the history of life on earth – our small part of this universe – over a period extending from deep time to our recent past, but over a period long before there was written history. The answers to these questions cannot be retrieved from written records

but have to be interpreted from rocks and sediments.

The palaeo- and evolutionary sciences are the only disciplines able to provide reliable information on past biodiversity. They are therefore the key to understanding not only the development and history of life on earth, but are also becoming increasingly important in improving our understanding of the effects of climatic changes and catastrophes on the biodiversity of our planet. This is particularly relevant as the world grapples with the current biodiversity crisis in the light of what has been labelled the sixth extinction, where more than 50 000 species are going extinct every year, and the causes and mechanisms that drive biodiversity change. The long-ranging and rich fossil and archaeological record in our country makes us one of the few regions in the world that can offer tangible and comprehensive records of the past and therefore the possibility of understanding past and present changes in biodiversity. Indeed, at least three of the recognised five major global extinctions that have occurred over the past 500 million years are represented in the rock record of our country.

Harvesting history etched in biodiversity

Because of the antiquity of the rock record of our country and the fact that South Africa has fossil-bearing rocks of all different ages – from the oldest evidence of life on earth more than 3,5 billion years ago, right to the relatively recent emergence of modern humans and culture – we have a huge competitive advantage relative to any other country in the world when it comes to unravelling the history of life on earth. In fact, this unique antiquity of our rock record makes South Africa



the only country in the world that can boast all of the following:

- The oldest evidence of life on earth.
- The oldest multi-cellular animals.
- The most primitive land-living plants.
- The most distant ancestors of dinosaurs.
- The most complete record of the more than 80 million year ancestry of mammals.
- A remarkable record of the origins of humans and their earliest technological achievements over the last four million years.

This uniquely rich and time extensive fossil heritage of South Africa, coupled with the internationally competitive palaeontological, palaeoanthropological and archaeological research undertaken in this country, means that the story we have to tell on the development of life is of great international significance. In fact, it is not possible to write a comprehensive text on the development of life on earth without referring extensively to the South African fossil record.

Informed by the recently launched South African Palaeosciences Strategy, we have established a Palaeosciences Centre of Excellence (CoE), which is hosted by the University of Witwatersrand along with its partners, the University of Cape Town, Iziko Museums in Cape Town, Albany Museum and Rhodes University in Grahamstown, the National Museum in Bloemfontein and Ditsong Museum in Pretoria. I firmly believe that it will be a hub of ground-breaking multi-disciplinary research, with programmes that map the history of life on earth through the fossil record.

Leveraging science

It will simultaneously explore the driving mechanisms of biodiversity changes through time. Because of the public's >>



Minister of Science and Technology Derek Hanekom

fascination with ancient history, and the importance of understanding the mechanisms for biodiversity change through time, the CoE will run an extensive public outreach programme, helping provide a context for understanding the present biodiversity crisis. The outreach programme will create the storyline for palaeotourism initiatives in an effort to provide much-needed employment opportunities.

Palaeoscience is a relatively new discipline – there is still a lot to learn and discover. Recently, we learnt of new ground-breaking and internationally significant fossil discoveries and there are more in the pipeline.

The six studies by Prof Berger and his multi-disciplinary team of over 100 scientists, academics, professionals and technicians from South Africa and around the globe, describe how *Australopithecus sediba* (Au. Sediba) walked, chewed and moved. The research indicates that Au. Sediba appears to be mosaic in its anatomy and presents a suite of functional complexes that are both different from that predicted for other australopiths, as well as that for early *Homo sapiens*. This study will have implications for interpreting the evolutionary processes that affected the mode and tempo of hominin evolution and the interpretation of the anatomy of less well preserved spe-

cies. Research on several individuals from the Malapa site in the Cradle of Humankind continues with more than 300 early human ancestor remains discovered in recent months, amidst the remains of hundreds of fossilised flora and fauna, truly making South Africa a hub for palaeosciences research in the world.

In the famous words of the late Prof Phillip Tobias, “Africa gave the world humanity, and that is no small thing,” but the spread of humanity around the world and burgeoning global population growth has had a profound impact on our natural resources, and presents us with the greatest of all challenges: what do we need to do to ensure a sustainable future for humanity. As the SKA seeks to understand the ancient origins of the universe, the CoE in palaeosciences will expand on this theme and answer fundamental questions on the origin of life on earth, the development of ecosystems, understanding mass extinctions and their causes. SM

****Derek Hanekom is the Minister of Science and Technology.***

DITSONG: MUSEUMS OF SOUTH AFRICA

(An amalgamation of three national museums and five heritage sites)

VISIT DITSONG: MUSEUMS OF SOUTH AFRICA

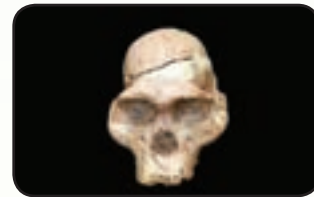
TO EXPERIENCE THE RICHNESS OF SOUTH AFRICA'S CULTURAL HERITAGE



DITSONG: National Museum of Natural History

The DITSONG: National Museum of Natural History is one of the most recognisable and prominent features in Tshwane today. The main building was completed in 1912 and the two wings were added later as the collections grew. The DITSONG: National Museum of Natural History curates a fossil skull that has been given the nickname "Mrs Ples". Its scientific name is *Australopithecus africanus* and it represents a distant relative of all humankind. The fossil was discovered in the Cradle of Humankind and is about 2.1 million years old. Dr Robert Broom a palaeontologist discovered it in 1947.

Contact: Tel: +27 (012) 000 0040, Fax: +27 (012) 322 7939, Email: info@mitsong.org.za, bona@mitsong.org.za



DITSONG: National Museum of Military History

The Museum provides a home for the national military heritage of southern Africa. The Museum began its existence in 1942 as part of the Union Defence Forces, when a few far-sighted individuals decided to collect material evidence of our country's contribution to the Second World War. In 1940, Capt J Agar-Hamilton was appointed official historian to the Union Defence Forces. He formed an Historical Research Committee to ensure the preservation of documents and materials of military interest, laying a foundation for the establishment of the Museum.

Contact: Tel: +27 (010) 001 3515, Fax: +27 (011) 646 5256, Email: milmus@mitsong.org.za



DITSONG: National Museum of Cultural History

Limpopo Province sculptor Noria Mabasa's work in celebration of the anniversary in August of the Women's March against the apartheid dompas-system is exceptional. The wooden sculpture standing more than three metres tall and over two metres wide, carved from a single piece of wood is a must-see. The work depicts women in protest with the slogan Wathint' abafazi wathint'imbokodo, a traditional Zulu saying that translates to 'you strike a woman, you strike a rock'.

Contact: Tel: +27 (012) 000 0030, Fax: +27 (012) 328 5173, Email: dnmch@mitsong.org.za



DITSONG: Kruger Museum

The Kruger Museum and its contents tell the story of President Paul Kruger and his struggle for the independence of the old Zuid-Afrikaansche Republiek (ZAR). The Museum consists of the original house, in which S.J.P. Kruger and his family lived during the last years of the 19th century, as well as two display halls and President Kruger's state railway coach.

Contact: Tel: +27 (012) 000 0010, Email: krugerm@mitsong.org.za



DITSONG: Pioneer Museum

Built between 1848 and 1853, the Pioneer dwelling is the principal feature on this historic site. It is one of the oldest and best preserved dwellings erected by a European settler in the old Transvaal. The house is furnished according to the lifestyle of a Pioneer settler of the 19th century.

Contact: Tel: +27 (012) 000 0031 / +27 (012) 813 8006, Email: pioneerm@mitsong.org.za



DITSONG: Sammy Marks Museum

The DITSONG: Sammy Marks Museum was built in 1885 by Jewish businessman and entrepreneur, Samuel Marks (1844-1920). The house consists of 40 odd rooms and features a Burmese teakwood staircase and billiard room with a beautifully painted ceiling.

Contact: Tel: +27 (012) 755 9541, +27 (083) 280 3797, Email: marks@mitsong.org.za



DITSONG: Tswaing Meteorite Crater

Tswaing means "Place of Salt" in Setswana. About 220 000 years ago a blazing meteorite entered earth's atmosphere and slammed onto the earth's crust incinerating everything within a 10 km radius. The impact formed a huge crater, 1.13 km in diameter and 200 m deep. Tswaing is one of the best preserved terrestrial meteorite impact craters anywhere in the world and one of a few with its own saline crater lake.

Contact: Tel: +27 (012) 000 0041 / +27 (076) 945 5911, Email: tswaing@mitsong.org.za



DITSONG: Willem Prinsloo Agricultural Museum

The Museum is in possession of a 1913 J&H McLaren steam tractor from Leeds, England. It is still in a good working condition. It was donated to the Museum in 1978 and was restored by the SA Transport Services. Nowadays this old steam giant is maintained and driven during festivals at the Museum – an impressive experience! The annual Farm Festival in September attracts historical engine and tractor enthusiasts.

Contact: Tel: +27 (012) 000 0033 / +27 (012) 736 2035, Fax: +27 (0)12 736 2037, Email: prinsloo@mitsong.org.za



DITSONG: Museums of South Africa

Tel: +27 (012) 000 0010, Fax: +27 (012) 323 6598, Email: info@mitsong.org.za

Physical Address: Gamohle Building, 60 WF Nkomo (Church Street), Pretoria, 0002

Postal Address: PO Box 4197, Pretoria, 0001

www.ditsong.org.za



SA uses Cites to lobby for flexibility in the hunt for poachers

South Africa used the recently concluded Conference of Parties (COP) of the Convention on the International Trade in Endangered Species of Wild Fauna and Flora (Cites) to lobby for a more adaptable approach in international efforts to conserve biodiversity.

The country campaigned for members to explore the ramifications of allowing legalised trade in rhino horn, the proper labelling of leopard trophies and flexibility in listing the hoodia plant and sandalwood.

Cites is a voluntary international agreement between governments to prevent the extinction of wild animals and plants as a result of international trade.

South Africa will host the Cites COP17 in 2016.

The offer to host Cites COP17 was made by Water and Environmental Affairs Minister Edna Molewa in a special video presentation aired at the closing ceremony of the two-week long conference.

"The hosting of the next Cites wildlife trade conference on South African soil will mark the country's unwavering commitment to the sustainable use of resources and as a preferred destination to determine future conservation regimes," said Minister Molewa.

This was evident from South Africa's successful hosting of the 17th Conference of Parties of the United Nations Framework Convention on Climate Change in Durban in December 2011, World Summit on Sustainable Development in 2002, and 2010 FIFA World Cup™.

"As the third most mega-biodiverse country in the world, South Africa is always ready to take any leadership role in the conservation of biodiversity at all levels by working with different partners at national, regional and global levels.

"This is one of the reasons why, at this crucial time when the convention is faced with complex trade, livelihoods and conservation issues, South Africa is ready to host the meeting in 2016," explained Minister Molewa.

The 30-strong South African delegation to Cites included representatives of the Department of Environmental Affairs, Department of International Relations and Cooperation, the South African National Biodiversity Institute, South African National Parks, provincial environmental authorities, as well as oceans and coastal management scientists.

This year's Cites meeting marked the 40th anniversary of the founding of the International Wildlife Trade Organisation and saw representatives of governments, non-governmental organisations and civil society robustly debating and deliberating on matters relating to the effective implementation of the convention. These included the amendment of the appendices regulating trade in hundreds of plant and animal species with



Water and Environmental Affairs Minister Edna Molewa addresses an international media conference at the Cites COP16 on South Africa's position regarding rhino conservation, safety and security and trade. South Africa's Ambassador to Thailand Ruby Marks, looks on.

the aim of conserving and protecting them for future generations.

Defending the rhino

South Africa garnered a fair share of attention by hosting a series of side events directed at starting an international debate about whether rhino horn should be traded legally under strictly controlled Cites conditions. The parties took a number of decisions on species directly affecting South Africa.

Regarding the rhino debate, delegates learnt about what was being done in South Africa to protect rhino, such as safety and security and the pros and cons of trading legally in rhino horn as a means of addressing the black market demand for the horns. These events attracted rigorous debate and inputs from a wide range of interested parties that will be taken into account when government decides whether to apply to Cites for the legal trade in stockpiled rhino horn.

"I have emphasised several times that South Africa has not decided to trade in rhino horn. The South African delegation went to Cites with the aim of starting a discussion that would lead to government making a final decision about rhino horn trade that would have no negative impact on our rhino population, already being threatened by poaching. If such a decision is made, it would only be the result of effective international debate and would have to happen under strictly controlled Cites conditions," said Minister Molewa.



Accommodating regional differentiation in protecting species

Cites was not just about the rhino. Decisions were also taken about leopard, sandalwood, hoodia and elephant, as well as the workings of Cites.

The unanimous adoption of a proposal relating to the management of "harvest for export quotas" of leopard will result in proper labelling of leopard trophies hunted in South Africa and exported to the United States.

Clarity was also obtained on the listing of hoodia, the indigenous southern African plant widely used in weight loss and appetite suppressant products. Hoodia

was listed in Cites Appendix II in 2004 with an unusual annotation that was designed to promote sustainable use by local communities and value addition in Namibia, South Africa and Botswana. The original wording was ambiguous and the proposal adopted in March means that the rewording of future labels will clarify bio-prospecting rights agreements that benefit local communities.

South Africa will participate in a review of the status and trade of sandalwood to ensure that its population is not adversely affected by the adoption of a proposal from Kenya and Tanzania to list East African sandalwood in Cites Appendix II. This species occurs more widely in Africa, including South Africa, where they are not yet threatened by overharvesting. The proposal was amended to include only the populations in East Africa, which means sandalwood occurring in this region will be subject to regulation through Cites in future.

An important decision was the withdrawal of a proposal by Kenya to place a zero export quota on hunting trophies from South Africa and Swaziland until COP18. The proposal was withdrawn following a series of deliberations on the margins of Cites. It was pointed out that concerns related to increased enforcement, compliance monitoring, reporting and the restriction of re-export of hunting trophies were addressed through provisions in other documents discussed at the meeting, including the exclusion of rhino horn from the exemption provisions applicable to personal and household effects. This means a person will not be able to move rhino horn as part of his/her personal belongings between countries without a permit.

Rhino also became the focus of a security report of the Secretariat on Rhino, which had specifically focused on the use of rhino products in Asian countries. Cites 16 also resolved to strengthen enforcement and enhance rhino safety, emphasising the roles of enforcement, demand reduction, as well as strengthening and harmonising legislation. It also placed a responsibility on consumer states to develop and implement demand reduction strategies aimed at decreasing the need for rhino products. It is this demand that is the driver of the illegal killing of rhinos.

"South Africa as a range state is hoping to see more commitment from both consumer and transit states by developing programmes to create awareness, law enforcement, technology development, information exchange on stopping rhino poaching," said Minister Molewa.

The decision would continue to serve as a guide in improving relations through planned Memoranda of Understanding (MoU) with countries such as Thailand, Laos and Cambodia. Following the signing of an MoU with Vietnam in December, two MoUs >>



South Africa's delegation to Cites included representatives from DEA, DIRCO and SANBI. On the final morning of the two-week meeting with South Africa's Ambassador to Thailand Ruby Marks.

were signed with China that would improve cooperation in the fields of wetland and desert ecosystems and wildlife conservation, as well as the protection of species found in the oceans off South Africa. Progress was also made at Cites regarding the finalisation of an MoU between South Africa and Kenya on biodiversity issues, which is expected to be signed later this year.

In another development during the Cites COP, Togo, Mali, Burkina Faso and Kenya withdrew their proposal to amend the annotation to the Appendix II listing of African elephant populations of Botswana, Namibia, South Africa and Zimbabwe to include all range states in the restrictions applicable to the four countries relating to ivory trade. The parties wanted to ensure the restrictions applying to southern African states apply to all African elephant range states.

As part of a compromise position reached at COP14 in 2007, Botswana, Namibia, South Africa and Zimbabwe had agreed to a nine-year moratorium on the sale of ivory (that took effect from the date of the once-off ivory sales) provided a decision-making mechanism for trade in ivory was developed and adopted at COP16. Unfortunately, this decision-making mechanism could not be finalised in time, but an action plan with clear timeframes was adopted to ensure it would be ready for consideration by COP17 in South Africa.

In addition, various decisions were taken to address matters emanating from the reports presented on Monitoring of Illegal Killing of Elephants programmes as well as the Elephant Trade Information System.

Among these were that the Cites Secretariat would, subject to external funding, convene a Cites Ivory Enforcement Task Force, in cooperation with the International Consortium on Combating

Wildlife Crime (ICCWC) to, among others, review existing strategies and develop new approaches to combat the illegal trade in ivory and find long-term solutions to the problem. This included developing an anti-money laundering and asset recovery manual, with a specific focus on wildlife crime that could be used for the training of investigators, prosecutors and judges.

South Africa had chaired the working group on rules of procedure that had resulted in the adoption of proposals such as the instrumental decision that the rules could only be amended through a two-thirds majority vote in future. It is worth noting that it was as a result of this decision that the motion, brought to amend the procedure for voting by secret ballot, especially on controversial issues, failed.

South Africa, which has a proud conservation record based on the principles of adaptive management and sustainable utilisation, welcomed the adoption of a resolution on livelihoods. This would provide guidance by creating a benchmark by which importing and exporting nations could assess the effects of their actions on poor rural communities and the species used.

"South Africa's work at Cites underpinned the Constitutional mandate that we have to look after our environmental for the benefit of present and future generations," said Minister Molewa.*

***Eleanor Momberg is a Rhino Communications Manager at the Department of Environmental Affairs.**



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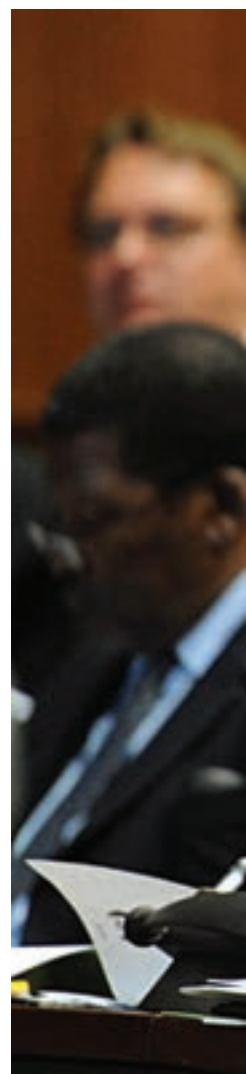
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Deputy President Kgalema Motlanthe during the interactive platform with delegates at the Government Leadership Summit at the CSIR.



Professionalising the civil service

Government leaders recently gathered in Pretoria to exchange ideas on how to improve the running of government.

The 2013 Government Leadership Summit, convened by the Ministry of Public Service and Administration, brought together ministers, directors-general (DGs), mayors, heads of departments and leaders from Chapter Nine institutions to discuss how to improve the administration of government.

One of the key issues was the loss of skills resulting from the relatively high turnover of senior civil servants (DGs) who left the public service because they didn't get along with their ministers.

The general consensus was that measures must be put in place to prevent the continued loss of DGs from the civil service. Minister of Public Service and Administration, Lindiwe Sisulu said the summit was convened to outline the important role senior civil servants play in government's mission of rendering services to the poor.

"We have created this environment to talk directly to those who need to hear what we have to say, to share our concerns, our frustrations, and our views on how we can do it differently and better."

Retaining senior public servants

In his keynote address Deputy President Kgalema Motlanthe said government needed to take steps to preserve the institutional memory that sits with DGs by retaining them in their positions and clearly defining their role to avoid conflicts.

He was speaking against the backdrop of the departure of DGs as a result of the acrimony that often occurs between the political head (minister) and the administrative head (DG).

"The nature of the relationship between the political authority and the administrative arm of the state must always be clearly defined to preclude confusion of roles," he said.

Deputy President Motlanthe said in the past 18 years of democratic governance, conflict had often resulted from this area of inter-connection between the administrative and the political authority. "In many cases, the ensuing strained relations between ministers and DGs invariably see the latter leave both the department and government."



He added that the departure often puts strain on the running of the department. "It is not hard to imagine the scale of institutional memory loss for government as an upshot of continued resignations of senior officials.

"Instability occasioned by such high turnover of senior managers inevitably leads to ineptitude during transition periods as replacements are sought."

"This, then, is another point to ponder for this summit. We should, accordingly, seek ways to obviate situations in which new appointments result in paralysis of departments during the said transitions," he said.

Minister in the Presidency responsible for the National Planning Commission Trevor Manuel said the average department had about four DGs in 10 years.

"This figure is even higher at provincial level. No private company, academic institution or even a village football club can thrive with that sort of turnover," he said.

Minister Manuel also called for bold steps when an official does not do his or her job properly. "When people perform poorly, it is sometimes necessary to dismiss or shift people.

"But more often, it is necessary to keep people in their positions so that they can learn from their mistakes, gain some experience and make steady progress in performance. Many of the best performing departments have had much more stable leadership."

He said that the time for blame games was over and civil servants needed to roll up their sleeves and render services to the public.

"Nineteen years into democracy, our government has run out of excuses. We cannot plead ignorance or inexperience. For almost two decades, the public has been patient in the face of mediocre services. The time for change, for a ruthless focus on implementation has come."

As part of the measures to professionalise the Public Service, government is setting up a school of governance and has appointed a DG to set up the Office of Compliance and Standards. According to Minister Sisulu, this office will "monitor the adherence to standards, the Public Service Act and the new Public Administration Act." ³⁰

Nuclear energy and hydraulic fracking: twin evils or new vistas of opportunity?



Concerns over the nuclear build programme and hydraulic fracking has turned public discourse about these new developments into a neo-religious, zero-sum debate characterising nuclear energy and hydraulic fracking as either good or evil.

Such discourse may appear illuminating at first but we should guard against the ease with which we allow ourselves to be swept along by a tide of polarisation and idealism that ignores the complexity of public policy choices countries have to make to advance innovation, inclusive growth, sustainability and prosperity.

Let's start with hydraulic fracking, where the Treasure the Karoo campaign, government and oil companies are the main protagonists.

On the one side the Treasure the Karoo campaign portrays fracking as evil. The anti-fracking documentary, *Gasland*, presents a loud claim of how fracking contaminates ground water.

A scene of water catching fire in a kitchen is an image that captivates a viewer's attention. However, the film doesn't disclaim that the scene was shot miles away from any fracking activity and that, in fact, water in the filming area had contained natural methane for a century. Many experts believe that scenes of 'burning water' are old party tricks that cannot be scientifically linked to fracking.

On the other side, the oil and gas companies see shale gas as a silver bullet to the world's energy security concerns. The pro-fracking documentary, *Truthland*, sets out to debunk the myths in *Gasland* and overwhelms viewers with the 'good of science'.

Both sides have 'evangelical' scientists who preach the dangers or praise the benefits of shale gas. They both conveniently line up countries that either allow fracking or have banned it.

International trends

Fracking has begun in the United Kingdom, Australia, China and the United States (US). France and Bulgaria have banned fracking. Even where it is allowed, it is heavily restricted and regulated, and kept away from residential areas.

Regarding nuclear energy, a leading energy scientist and National Planning Commission member, Anton Eberhardt, warned in a recent *Business Day* article that South Africa needs a plan B if nuclear energy were to take a while to come online productively.

We need to be able to rely on other resources to meet our growing energy needs. Even if it is shale gas, its development is too far down the line to make a difference to what we need now, Eberhardt cautioned.

If South Africa stayed away from research to expand energy capacity, it would need to start building up the gas industry and that means a greater role for offshore and shale gas exploration. Shale gas is a fossil fuel, regarded by some in Europe and North America as a "transitional" fossil fuel. Yet the European Union now regards it as green fuel, perhaps a clear signal of public policy favouring fracking. The US recently announced that beyond 2030, through shale gas exploration, it will not only be fuel sufficient but will also be a major gas exporter.

How rich is the Karoo?

How much shale gas is there in the Karoo? We don't know. Leading geologist Maarten de Wit suggested some time ago that we need to look before jumping to conclusions.

He also suggested something else that has been lost in the crossfire between the forces of good and evil - the reason we don't know how much shale gas there is in the Karoo is because we don't have enough scientists locally who know about shale gas exploration. "Add to that the fact that our academic and research institutions do no work at the cutting edge of this rapidly evolving science and technology ... This requires a new phase of science and technology investment," De Witt wrote. After all, this is a new phenomenon in South Africa.

Yet we have world-renowned nuclear capacity. What De Witt means is that we need to invest in shale gas research and development capacity, with the state leading the way, lest we become dependent on monopolistic multinationals.

There is a tried and tested way to achieve a target of capacity-building in science, that is to set goals or even a grand challenge!

Meeting the grand challenge

A grand challenge is a call for a specific scientific or technological innovation that will remove a critical barrier to solving a problem or achieving a goal. The Americans set a grand challenge to reach the moon within 10 years. They achieved it. They also set a grand challenge to map the human genome within 10 years. Achieved it! The Chinese went further with even bigger goals that include innovation, industrialisation and poverty reduction. They too met their national aspirations!

A grand challenge is a dominant narrative in government's science and technology policy. Its 10-year plan names five areas in which to set grand challenges; one being space science and astronomy.

Earlier this year, the South African government met its grandest challenge by winning a global bid to build the Square Kilometre Array (SKA) radio telescope in the Northern Cape.

The SKA bid was not won overnight. It took more than a decade to put the bid together and it will take another decade for the actual telescope array to be fully functional.

In the 10-year bidding process, the country had to build research and development capacity almost from scratch. Shortcomings in radio astronomy capacity were overcome, through goal setting and collective effort. Indications are that the SKA project is destined for overwhelming success - all the way from innovation to building a piece of mega-science infrastructure.

Crucially, setting and winning the SKA challenge meant increasing and developing new capacity in the field of radio astronomy, just as our universities have been consistently graduating world-class nuclear technology engineers.

Perhaps, even if it means adopting neo-religious zeal, South Africa has to flex the same SKA and nuclear energy muscle to rapidly develop offshore and shale gas exploration capacity.

Leveraging South Africa's nuclear power

Again on nuclear energy, government has already begun work towards the realisation of the goal of an additional 9 600MW of nuclear energy by 2023.

This policy consideration is based on the realisation that the country needs a diversified energy mix to meet current and future energy needs as stated in the Integrated Resource Plan 2010–2030. With a proven record in the nuclear field for over 60 years, South Africa can confidently claim the capability >>



FREE STATE NBG



HANTAM NBG



HAROLD PORTER NBG



KAROO DESERT NBG



KIRSTENBOSCH NBG



KWAZULU-NATAL NBG



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PRETORIA NBG



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to safely and cost-effectively manage the installation, operation and maintenance of new nuclear power stations.

While the thought of nuclear power may raise heightened emotional responses from some civil society actors, the fact is that the benefits of the benign form of nuclear technology applied in South Africa are many, varied and scientifically based.

Among these is the fact that the nuclear power industry is one of the most advanced and technologically beneficial industries, comparable with space exploration technology. Nuclear power has the dual advantage of providing electricity in conjunction with technological development in other applications including health, agriculture, mining, poverty alleviation and security of water supply.

Since the late 1980s, when South Africa voluntarily began to decommission its nuclear weapons programme, the country has operated a nuclear programme that aims to excel on the economic and industrial front.

Nuclear energy's contributions to the economy and international standing within the scientific community is readily demonstrated by the outputs of the Nuclear Energy Corporation of South Africa (Necsa) that operates the SAFARI1 nuclear reactor at Pelindaba in Pretoria.

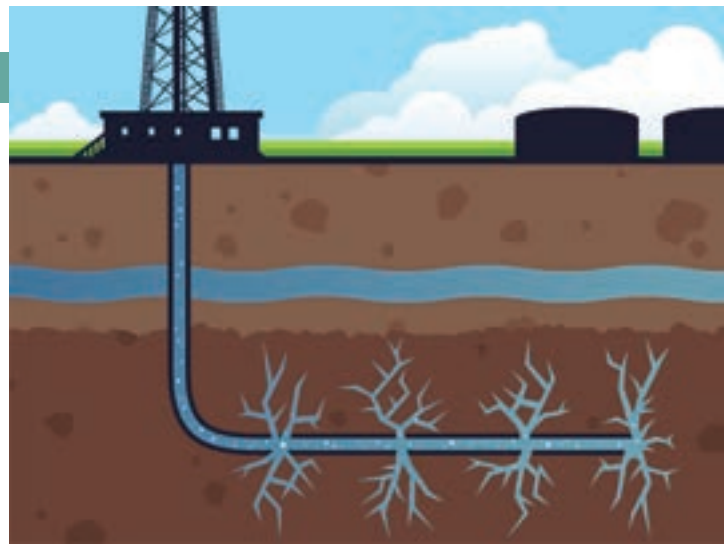
Necsa is globally recognised for its role in advanced training of experts specialising in medical, industrial and operational nuclear processes.

In addition, Necsa's Nuclear Technology Products subsidiary is one of the top producers of medical isotopes in the world, exporting to 60 countries. These isotopes are used in a variety of medical applications; and every two seconds a person is injected with South African nuclear medicine, and every three hours a life is saved, somewhere in the world. These isotopes earn the country nearly R1 billion a year in much needed foreign revenue.

Koeberg nuclear power station, on the other hand, serves to stabilise and ensure electricity security for millions of South Africans living along the West Coast. Without Koeberg, the country will struggle to meet its ever-growing energy demands.

Compared to renewable energy technologies, which make up 42% of the Integrated Resource Plan's projected energy mix, while actually providing on average an estimated 25% to 30% of their rated capacity, nuclear energy's availability can be predicted at 80% throughout the year, maintaining the base load required for our energy intensive economy.

Renewables such as solar and wind, which are a significant contributor towards satisfying household and industrial energy needs, cannot solely be relied upon since they are generally weather-dependent. This is not a statement against renewables, to which government has already committed funds and identified potential implementers, but



Technorati.com/Image

rather a call for a nuanced approach especially among anti-nuclear zealots. Certainly, evidence proves that a balanced approach to increasing the country's energy security, while reducing reliance on fossil fuels, has nuclear power right inside the mix, side by side with solar, wind and hydro!

Again, public policy calling for a balanced approach and setting a grand challenge of energy mix opens new vistas of technological innovation, inclusive growth and prosperity.

As with space technology, South Africa should intensify its regulatory, monitoring, public participation and accountability mechanisms for shale gas exploration and nuclear energy expansion.

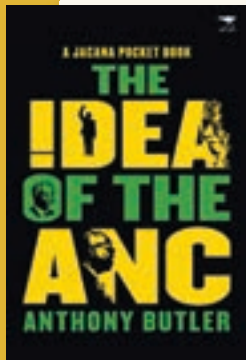
As the country enters a new era of technological advancement, industrialisation and competitiveness, the prospects of job creation and poverty reduction are expanding. A decade from now, South Africans will look back and affirm the grand goals set today!

Officialdom ought to harness and gain leverage from the hyper-activity of anti-fracking and anti-nuclear activists, thus setting the safety bar even higher.

Equally, these activists should appreciate the South African political economy and recognise the scope and limits of public policy, together with the medium and long-term outcomes of the decisions made today.

In short, a new partnership, building on the letter and spirit of the National Development Plan, is required between state and non-state actors in order to make South Africa an energy-secure country taking full advantage of its natural and human resources. [®]

*** Busani Ngcaweni is a public servant writing in his personal capacity. He blogs @ www.kunjalo.co.za**



The Idea of the ANC by Anthony Butler

2012 was an historical year in the African National Congress' (ANC) organisational, political and ideological development and growth. It marked 100 years of the party's existence; a milestone that prompted partisans to celebrate a century of achievement in the struggle against colonialism and racial discrimination.

Critics, however, have painted a less flattering portrait of the ANC as a communist puppet, a moribund dinosaur or an elitist political parasite. For such sceptics, the ANC has betrayed South Africans rather than liberate them. South Africans endure deep inequality and unemployment, violent community protests, murders of foreign residents, major policy blunders, an HIV and AIDS crisis, and deepening corruption. Inside the ANC there is open rebellion against the leadership, conflicts over the character of a post-liberation movement, and debilitating battles for succession to the movement's presidency.

The Idea of the ANC explores how ANC intellectuals and leaders interpret the historical project of their movement. It investigates three interlocked ideas: a conception of power, a responsibility for promoting unity, and a commitment to human liberation. It explores how these notions have shaped South African politics in the past and how they will inform political responses to the challenges of the future.

Anthony Butler is Professor of Political Studies at the University of Cape Town. He has been a Fellow of Emmanuel College, Cambridge; Director of the Politics and Administration Programme at Birkbeck College, University of London; and Chair in Political Studies at the University of the Witwatersrand. Butler is the author of four books and a weekly column for Johannesburg's *Business Day* newspaper.

South Africa at War, 1939 – 1945 by Bill Nasson

Bill Nasson's *South Africa at War, 1939–1945* is the first account of South Africa's involvement in World War II to appear in a very long time. Nasson is one of South Africa's leading historians and specialises in writing about the history of war. With characteristic vivacity, erudition and good humour, he tells an illustrated story of South Africa at war against Nazi Germany, its unprepared-



ness at the start, its surprising rise to the challenge, and the huge impact the war had on South African society and on expectations of change. It explores the impact, both immediate and in a wider historical context, of the 1939–1945 crisis on the Union. Touching on a broad range of experiences and events – military, political, economic and social – it gives an evocative portrayal of a largely neglected episode in South Africa's modern history.


Bill Nasson is a professor in the Department of History at the University of Stellenbosch and is one of South Africa's leading historians. In 2011, he won the Recht Malan Prize for Best Non-Fiction for *The War for South Africa: The Anglo-Boer War 1899–1902*, which was also shortlisted for the Alan Paton Award. He specialises in the history of war in modern South African society. His works have been translated into Dutch, German, French and Italian.

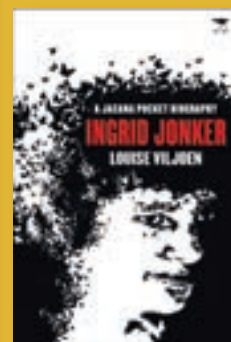
Ingrid Jonker by Louise Viljoen

Dubbed the South African Sylvia Plath owing to the intensity of her work and her tragic, turbulent life, Ingrid Jonker is an iconic figure in Afrikaans literature. Posthumously awarded the Order of Ikhamanga for "her excellent contribution to literature and a commitment to the struggle for human rights and democracy in South Africa", the advanced ideas inherent in Jonker's poetry have made her a recognised literary figure internationally, with her works published in many languages.

In 1994, former President Nelson Mandela described her as follows: "She was both a poet and a South African. She was both an Afrikaner and an African. She was both an artist and a human being. In the midst of despair, she celebrated hope. Confronted by death, she asserted the beauty of life."

During the night of 19 July 1965, Jonker went to the beach at Three Anchor Bay in Cape Town, where she walked into the sea and committed suicide by drowning. Her sensitive, humane and forward-looking perspectives have made her a literary icon of a whole new generation of Afrikaners and South Africans who have re-discovered her relevance in a free and democratic South Africa.

Author Louise Viljoen teaches in the Department of Afrikaans and Dutch at the University of Stellenbosch. She is well known as a literary critic and book reviewer. 





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Ronald Swartz**Head of Department (HOD): Gauteng Department of Roads and Transport**

Ronald Swartz holds a Bachelor of Arts (BA) degree from the University of the Western Cape, a BA Honours in History from the University of South Africa and a Master's in Education Policy from the University of Witwatersrand.

Swartz has a wealth of experience as an administrator and a strategic leader. He worked for the Gauteng Department of Education for a number of years before joining the Western Cape Department of Education as Head of Department in 2002, a position he held until 2009. In 2011, he joined a consulting company, Education Management Interventions, as Chief Executive Officer.

In his new position, Swartz will be responsible for providing overall leadership and strategic management to the department.

This entails ensuring that the strategies and structures of the SOC are aligned with government's economic growth objectives, and that the SOCs remain competitive and financially sustainable and deliver an optimum service to the economy.

**Nina Bhaktawar****Chief Director: Public Education and Communication, Department of Justice and Constitutional Development**

Nina Bhaktawar obtained her Bachelor of Arts (BA) degree at the University of the Witwatersrand in 1995. In 2002, she obtained a Master's degree in Media and Journalism at the same university.

Bhaktawar started her career in communications at Armscor in 1996 in the Research and Planning Unit and the same year moved to Corporate Communications where she found her niche in writing for publications, producing communication products and speechwriting.

She joined the Gauteng Premier's Office in 1997 as Assistant Director: Communications, responsible primarily for producing internal and external publications. In 2002, she joined the South African Agency for Science and Technology Advancement, a business unit of the National Research Foundation and was responsible for the promotion of public understanding of science and technology.

In 2005 she took up the position of Director: Content Development at the Government Communication and Information System (GCIS) where her duties included managing the production of GCIS publications such

as the *South Africa Yearbook*, developing communication products for various government communication campaigns including the State of the Nation Address and managing the units responsible for content development, editing, proofreading and translation services in GCIS and to client government departments.

In her new position, she will head up the communications programme at the Department of Justice and Constitutional Development.

Mziwonke Dlabantu

Director-General (DG): Department of Public Works

Mziwonke Dlabantu started his career in Bhisho, Eastern Cape, as an article clerk at the accounting firm Coopers & Lybrand, (which is now part of PWC), in 1988.

He holds a Bachelor of Commerce (B.Com) degree from the University of Fort Hare and Articles of Clerkship certificate from the accountants and auditors firm Wiehann Meyernel, which later became part of PWC.

He joined the Department of State Expenditure, now known as National Treasury, as Director: Fiscal Affairs Transport and Communication before moving to the Department of Housing, (now the Department of Human Settlements) – as Chief Financial Officer (CFO) at Chief Director level from 2000 to 2005. In February 2003, he was appointed Acting Deputy Director-General: Strategic Support, at the same department. From 2005 to 2010, he occupied the post of CFO at Deputy Director-General level. Prior to joining the Department of Public Works as Director-General, he was CFO at Deputy Director-General level at the Department of Defence from 2010 to 2012.

At Public Works, Dlabantu will be responsible for providing leadership and strategic management to the department.



Zwelinjani Momeka

Chief Financial Officer (CFO): Government Communication and Information System

Zwelinjani Momeka has a solid background in the field of financial management, specialising in management accounting and financial accounting.

He holds a National Diploma in Cost and Management Accounting from the Tshwane University of Technology and a Bachelor of Technology (BTech) degree in Corporate Administration from the University of South Africa.

Momeka joined the Public Sector as a Deputy Director in the Gauteng Department of Agriculture, Conservation and Environment in 2001, where he was responsible for compiling cash projections and monitoring cash requisitions paid to the provincial treasury.

He then moved to the Northern Cape Provincial Treasury where he held various positions, first as the Head of Corporate Support Services in 2003, as Budget Analyst in 2005, as Senior Budget Analyst in 2006 and Senior Manager: Fiscal Policy from 2008 to 2010. In July 2010, he was appointed Chief Financial Officer (CFO) for the Department of

Economic Development, a position he held until his recent appointment.

As the CFO, Momeka is responsible for the overall management and control of the Chief Directorate: Finance, Supply Chain Management and Auxiliary Services and to provide strategic advice to the department in respect of financial management.

Tips for selling your home



kowalskicompany.com/Image

Buying your first house is an exhilarating experience. Yet, as is often the case, your family grows and before you know it you are looking for something larger, with more space to accommodate everyone. If you were conscientious and hard-working, you can now make your first home work for you in all the right ways.

If you are starting your next property venture but have no idea how to go about selling your first house, Chris Cilliers of Lew Geffen Sotheby's International Realty provides some pointers.

Value your property correctly

You need to price your home correctly to make sure it does not stay on the market for too long. Cilliers suggests that you get a number of agents to value your home, and then look at what properties similar to yours in the area are selling for. This will help you decide on the best price for your home.

Choose an agent you can trust

If you are not up for selling your property on your own, an agent can relieve the burden of dealing with potential buyers and handling administrative issues. As such,

this is someone who will be involved in your life for some period of time, so find an agent you get along with and trust.

Remember to enquire about the commission that you will be required to pay if the agent successfully sells your property. In South Africa, there is no fixed commission rate.

Be prepared

Before putting your house on sale, make sure you have all the necessary documents ready. This includes paperwork such as utility bills, repair work that took place while you owned the house, property tax bills and any other relevant documentation you may need. Having these in order ahead of time will make the process more efficient.

If you have an existing bond on the property, remember that the obligatory notice period to your bank for cancellation of the bond is 90 days. Failure to provide notice to your bank that the bond will be cancelled could result in penalties.

Some handiwork will go a long way

Cilliers suggests you fix up your home a bit before putting it on show. "You do not need to spend a lot of money but do try and repair any noticeable damage like cracks or squeaky doors. It will make your property a lot more appealing to potential buyers." View your property from the perspective of a potential buyer and ask yourself whether the house represents value for money.

Make your house as attractive as possible

"A fresh coat of paint on the walls is a great way to spruce up the house. Also, make sure the house is always clean, as potential buyers may want to view the property at any time," says Cilliers. 🏠

For more information on selling your home, visit: www.sothebysrealty.co.za



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The IDC has established the Gro-e-Scheme to facilitate the creation of sustainable employment by start-up and existing businesses.

Who qualifies

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- BBBEE certification from an accredited verification agency
- Businesses operating or expanding in South Africa

How it works

- Funding of R1 million to R1 billion per project
- **Interest at prime less 3%**
- Funding available over 5 years or until the scheme is exhausted

- First drawdown must be within one year of approval
- The funding period can be structured to meet cash flow needs
- Capital and interest payment holidays can be applied according to need
- Start-up funding can be used for buildings, machinery and working capital

Other support

- Where necessary, businesses are encouraged to use IDC Business Support Services

Honouring great leadership

The 20th anniversary of the assassination of Chris Hani, one of South Africa's legendary freedom fighters, was commemorated on 10 April 2013. The event was held at the Thomas Nkobi Cemetery in Elspark, where President Jacob Zuma delivered the keynote address.



1. Address by President Zuma on the occasion of commemorating the 20th anniversary of Chris Hani's death.
2. President Zuma, Dimpho and Lindiwe Hani (wife and daughter of the late Chris Hani) and Ekurhuleni Municipality Mayor Councillor Mondli Gungubele.
3. ANC Secretary-General Gwede Mantashe, President Jacob Zuma, Dimpho and Lindiwe Hani.

Wenza Kahle Mayoral breakfast



The eThekweni Municipality honoured 20 of its citizens who have won national and international acclaim. The prestigious occasion, held at Durban's Moses Mabhida Stadium, recognised, among others, Chad le Clos - 2012 Olympic gold medallist and Sports Star of the Year 2012, Idols winner and Metro FM Best Newcomer Khaya Mthethwa and Leigh Schubert, who designed the kit worn by the South African team at the Olympic Games in London 2012.

1. Some of eThekweni Municipality's better known residents line up after being honoured for their various achievements.
2. Programming Manager at East Coast Radio Naveen Singh, Programmes Manager at Ukhozi FM Zandile Tembe and Programmes Manager at Gagasi FM Vukile Zondi.
3. Deputy Head of Parks, Recreation and Culture Guy Redman, Head of Parks, Recreation and Culture Thembinkosi Ngcobo, Programmes Manager Ukhozi FM Zandile Tembe, Tap Tap Makhanini and Deputy City Manager, Community and Emergency Services Cluster Musa Gumede.
4. Ukhozi FM Station Manager Bonga Mpanza and Miss eThekweni Zama Xulu.



6 ESSENTIAL SKINCARE TIPS

For women

Every woman knows that the secret to looking younger is having glowing, healthy skin. Taking care of your skin doesn't have to take hours. Simply follow these easy steps every morning and evening to get a flawless, fresh-looking face.



1



2

3



4



5



What is your skin type?

To take the best care of your skin, you need to choose products that are specifically designed for your skin type. You may have oily, sensitive skin or a combination of these. Choose products that are designed to improve your skin's condition.

Getting that fresh face

To start your day, use facial foam or cleansing wash. Gently massage the face wash into your skin with lukewarm water for a fresh, clear face.

Exfoliation is your best friend

Use a mild facial exfoliating scrub at least once a week to get rid of dead skin, blackheads and impurities that may build up and block your pores. Choose a pH-neutral scrub, as these are perfect for smoothing and purifying the skin while respecting its natural balance.

Sensitive skin woes

Make-up may hide your flaws but it can also clog your pores with impurities. The secret behind healthy-looking skin is to never go to bed still wearing your make-up. Use wipes to clean your face, taking care around sensitive areas like your eyes, lips and nose.

Moisturising is essential

Hydrating and keeping your skin well moisturised is essential. Choose a daily moisturising skincare product that balances the level of moisture within the skin. You can add to your beauty regimen by using a moisturising mask regularly. A good night cream will help rejuvenate and rehydrate your skin while you enjoy your beauty sleep.

Sun protection

Whatever the season, protecting your skin against harmful UV rays is essential. Choose a moisturiser or facial product that reduces the harmful effects of the sun, as it accelerates skin ageing. Stick to products with a built-in SPF factor.

1. Molton Brown Kalahari Melon Cleansing Fluid
2. Garnier Pure 3-in-1 Face Wash Scrub Mask
3. TLC Facial & Eye Daily Cleansing Make-Up Remover Wipes
4. Nivea Visage Q10 Plus Anti-Wrinkle Night Care
5. Nivea Visage Q10 Plus Anti-Wrinkle Day Care SPF 15

For men

Men also need to take care of their skin. Skincare for the male face is much more complicated – but that doesn't mean that men can't have healthy skin that looks and feels great.



Cleanse your face

Choose products that suit your skin type. Using face wash and aftershave that suits your skin's needs will make your skin look healthier.

Face it

The big mistake men usually make is to use deodorant soap on their face. This irritates the skin, rather choose a non-deodorised or non-scented mild soap and save the deodorant for your underarms.

Scrub, scrub, scrub

Try using a facial scrub once a week. It will smooth your skin and get rid of the dead skin, blackheads and impurities that can block your pores.

Moisturising is essential

After shaving, always apply a moisturiser with UVA/UVB protection or an aftershave to soothe your face. Men who shave and run out the door without applying a moisturiser or aftershave risk having faces that look dry, rough, aged and unhealthy.

Alcohol-free, please

Try sticking to alcohol-free facial products, especially after shaving. If a product stings, don't use it. Such products will dry out your skin and make you look old and tired. Opt for a soothing balm or moisturiser, and leave alcohol for drinks with your friends, not the bathroom cabinet.

Avoid premature ageing

Extended times in the sun and the subsequent rugged tan may feel good and look nice, but your skin pays the price. Sun exposure results in lines, wrinkles and brown spots on your skin. Always use a moisturiser with UVA/UVB protection after shaving, even if you work indoors.

1. Molton Brown Ultra Light Baiji Hydrator
2. Crabtree & Evelyn Nomad Moisturising Soap
3. L'Oréal Men Expert Hydra Sensitive After-Shave Multi-Action Balm
4. Neutrogena Face Scrub
5. Lab Series Power Protector SPF 50



Beauties and beasts at the Geneva *motor show*

PSM's motoring correspondent Ashref Ismail recently attended the International Motor Show in Geneva, Switzerland. Between munching on his favourite indulgence, Swiss chocolates, he was able to bring us the following mouth-watering pictures of the stunning cars on show, some

of which may come to our shores. Of course there were also those he prays he does not have to see again...!

****Ashref Ismail is a member of the South African Guild of Motoring Journalists and presenter of Bumper to Bumper.***



The Geneva International Motor Show draws thousands of visitors from around the world.



Is this the double cab of the future? Mitsubishi seems to think so.



Opel's baby, Adam, is bound to ruffle a few feathers if, and when, it arrives in South Africa.



A Porsche for those who enjoy the limelight; clearly a case of more money does not necessarily mean better taste.



This is a special edition of the Polo. It boasts more power and a super image.

CAR REVIEW



Chevrolet's Corvette still represents the iconic muscle car: big, bold and so American. Quality issues, we are told, have been vastly improved.



A young admirer could not take his eyes off the powerful Audi RS6, resplendent in red. One that is also earmarked for South Africa, so keep your cheque book ready!



This entry-level VW UP! may not make it to our shores.



What is a show without Bentley and this is the new Flying Spur, a four-door, luxurious lounge on very powerful wheels.



Lamborghini's concept supercar was the most photographed car on show! The bold, futuristic and angular style explains why.



Meet the world's fastest production car. The Bugatti Veyron 16,4 Grand Vitesse claimed to cover 0 to 100 km/h within four seconds, reaching a top speed of... What top speed? This thing feels as if it can keep accelerating with no end in sight.



Hyundai's Veloster Turbo, with its quirky design, is definitely headed for our shores – and you thought Hyundai was boring.



This is a rather fancy looking one-seater, ideal for low consumption and city travelling, courtesy of Renault.



Almost every major manufacturer had at least one alternative fuel model on its stand. Nissan's Leaf could well make it to South Africa if conditions are favourable.



No comments! No comments!



A real beauty from an otherwise staid manufacturer. Honda showcased a concept Tourer that is bound to make it to showrooms with very few changes.



Would you believe that this is a 5-series? Thankfully, it's only available as an aftermarket kit by a company called Hamman.



The Brabus 800 V12 based on Mercedes Benz's G-Wagon.



Even TATA had a go at the show with this all-wheel-drive SUV, called the Safari Storme – yes, with the "e" at the end.



Toyota showed this baby cross-over called the Urban Cruiser. Not sure if it will come to South Africa though. While cute, it looks a little like a muscular Yaris.



The pictures don't do it justice. This delectable Alfa Romeo 8C is absolutely gorgeous and could well be the poor man's Ferrari when it is launched around the end of the year.





DISCOVER
YOUR SOUL



Tsitsikamma

Photos Courtesy South African Tourism

The Tsitsikamma Forest symbolises the link between the Khoisan word Tsitsikamma and the Buddhist term karma. Once you have passed through the forest you will find yourself physically, emotionally, mentally and spiritually awakened.

Writer: Herman R Gibbs

Tsitsikamma, the place of abundant or sparkling water, lies at the heart of the Storms River village on the outskirts of the Nelson Mandela Bay region.

This natural paradise is a mere stone's throw away from the national road that winds through the Garden Route toward the Eastern Cape – an area better known as a prime bungee jumping site. A short drive takes you into the Tsitsikamma Forest, where the hidden treasures of this panoramic indigenous forest are soon revealed.

The Tsitsikamma National Park offers a variety of accommodation options – furnished chalets, cottages, forest cabins and caravan and tent sites – nestled in nature's unspoilt surroundings. Early in the morning, after a restful night's sleep, set off on a hike through the lush forests, alongside ragged kloofs, waterfalls or along the shoreline offering sweeping views of the Indian Ocean.

>>

Choose your wheels

For those who prefer to cover the forest on wheels, drop in at Tsitsikamma Forest Segway Tours. Here you will be given basic training in the use of the two-wheeled, self-balancing, battery-powered electric segway vehicle before embarking on a guided tour of the forest. The friendly instructors, in their bright green and black outfits, allow you ample time to become acquainted with the Segway on various terrains, be it grass, gravel or a road surface, and gain confidence before the tour starts. Then it is off on the “road less travelled – rugged, tough and designed to take you places” as their advert claims. Equipped with a safety helmet, you simply follow the instructions of the experienced official Segway trainer: “You just lean forward and you will feel that the two-wheel personal transporter is moving in response to your movements and what you tell it to do.”

It really does react to your body movement and it’s loads of fun. Lean forward to go forward, lean back to go backward and turn by using a “lead steer” handlebar.

You can choose one of two packages – Hour Segway Experience (R285 a person) or Hour Segway Experience (R400 a person). Pre-booking is essential. Tours start at 8am, are offered every two hours and are not weather dependent as the tour company provides rain gear.

Roger Sedres/ImageSA



A dramatic combination of sea, shore and land

The Storms River Rest Camp in the eastern part of the Tsitsikamma National Park (Africa’s oldest and largest marine reserve) is flanked by craggy shoreline, spectacular sea and impressive landscapes. Fabulous forest walks and thrilling marine and river expeditions are close by. Visitors can use the open beach or swimming pool. Accommodation options include tent and caravan sites, self-catering chalets and forest huts of varying sizes, all offering comfort and functionality in ambient surroundings.

Should you prefer the more traditional, old-fashioned bicycle, there are mountain bikes and helmets for hire, in all sizes to suit both adults and children. Get on your bike and zip around the forest on a route of your choice or join the guided 22 kilometre route through the Old Storms River Pass to the viewpoint of the Tsitsikamma National Park and back. Alternatively, you can take the 12 kilometre route to the low water bridge and back. The mountain bike hire rates are R160 for an adult’s bike (up to four hours) and R100 for a child’s (up to four hours).

Village living

In Storms River, situated close to the river mouth, you will find the unique village-in-a-village accommodation offered by the Tsitsikamma Village Inn. The cottages – built in 1996 and clustered around their own village square – have different architectural designs, reflecting the building styles that were prevalent in the region many years ago. From Cape Dutch and Victorian to Tuscan, each cottage is individually decorated and has its own garden, landscaped to match its specific architecture style.

It’s a wonderful place, full of old-world charm in unspoilt luxuriant surroundings, to take in the fresh air, delicately tinged with the scent of fynbos from the hotel’s tea garden.

Next to the Inn is the Tsitsikamma Canopy Tour office. This tour offers an adventure through the magnificent indigenous rainforest. Once you’ve been expertly harnessed and given a detailed safety briefing, the canopy tour allows you to slide, in breathtaking fashion, from one platform (on giant Outeniqua Yellowwood trees) to another, along a steel cable suspended up to 30 metres above the forest.

The scenery and bird life is spectacular and professional guides provide interesting facts about the forest ecology during the two to three – hour adventure. This is nature’s way of allowing people to enter and experience a previously inaccessible natural environment. 🌿



Must-have gadgets for 2013



Samsung Galaxy S4

Samsung has promised that the Samsung S4, dubbed life companion, will make your life richer, simpler and more fun.

The device brings a huge full HD screen, an improved camera and faster innards, and fits it all in a chassis the same size as the Galaxy S3. New features include remote technology which allows users to control functions without touching the screen. Users can pause a video by looking away from the screen and scroll through emails without touching the screen – because of the S4 detecting the movements of the eyes and wrist.

The estimated price for the device is **R8 499**.

Sony PlayStation 4

The PS4 is expected to provide a new boost for gaming. The controller has replaced some buttons with touch-screen technology, and the console now has a share function which lets you record, edit and upload gaming footage and share it online with friends. The streaming technology will allow users to try games out before buying them and will be able to beam gameplay to the PS Vita, meaning it will be possible to continue playing if somebody else wants to use the television.



Google Glass

The much-anticipated Google Glass offers technology that will allow wearers to have a hands-free technological experience. While you wear the lightweight glasses you can use your voice to com-

mand them to take pictures, record video, send messages, find directions and translate your speech without obstructing your view.

The glasses connect to the internet and use Google's services to create a hands-free smartphone. You'll have to wait another year before you can get your hands on these though. The glasses will be released in 2014 as they are still being tested.

Sony 4K OLED TV

If you thought your HDTV was the best, think again. Sony has introduced a TV that offers even higher defini-



tion – the world's first Ultra High Definition TV that uses Organic Light Emitting Diode (OLED) technology

with a native 3,840 x 2,160 OLED panel. OLEDs Diodes are thinner, lighter and more energy efficient than existing LEDs.

Pebble Watch

Pebble is the first watch built for the 21st century. It's infinitely customisable, with beautiful downloadable watch faces and useful internet-connected apps. Pebble connects to iPhone and Android smartphones using Bluetooth, alerting you with a silent vibration to incoming calls, emails and messages.



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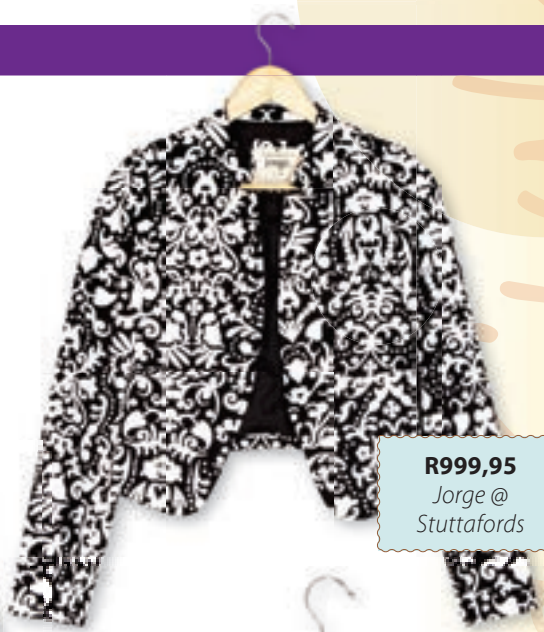
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Ain't no MOUNTAIN HIGH enough

Writer: Hermann R Gibbs

Once you've given some thought to pursuing a pastime like mountaineering, it might be a good idea to remember the words of Hervey Voge, a highly experienced mountaineer and author. His famous quote goes: "The mountains will always be there, the trick is to make sure you are too."

With that in mind, mountaineering has to be safe, enjoyable and rewarding.

Children usually have their first taste of mountaineering on a school excursion or a family outing. It's usually not serious climbing but rather backpacking over hilly terrain, perhaps at the foot of a mountain. Older people accompanying the children are aware of the dangers and the outing is much like hiking.

Another pastime that could be valuable as you prepare to condition for mountaineering is camping, where the sites are usually surrounded by rocky, sandy or undulating terrain.

Backpacking and hiking helps to tone your legs and develops good posture.

It is also a suitable way to start out for older people who have designs on mountaineering. It will at least serve as an indication of how much more strenuous exercise they can expose themselves to.

But before you set out on your mountaineering challenge,

make sure that you are in fine medical condition. You should be aware of 'altitude sickness', which is a medical condition that often occurs at high altitudes.

People with a fear of heights, heart problems, high blood pressure, shortness of breath and muscle tension will be advised to steer clear of mountaineering.

Nowadays, more people with an interest in conservation are turning to mountaineering so that they can pursue the matter of conserving mountain environments.

Step in the right direction

The Mountain Club of South Africa is the country's parent body for mountaineering. It has offices across the country and engages in training for mountaineering activities, such as rescuing, searching and conservation.

There you will also find maps, guidelines and information regarding outings for groups of people of all ages, as well as meetings. Mountaineers share a common love of the great outdoors, adventure and the environment. The officials are mindful that they need to be as inclusive as possible by offering hiking at all levels.

There is also room for people with disabilities and although they are not able to do actual climbing, they have been known to do sterling work in supporting, developing and promoting mountaineering instructors and guides.

Mountaineering is a pastime that promises an exhilarating experience for people of all ages. Once you've experienced its joys, the more you will push yourself, over and over again.

In that way they also enjoy their daily intake of fresh air in often pristine natural surroundings, as they help instructors to ensure that hikers are adequately equipped before setting out.

Step up a gear

The beginner will arrive for his debut excursion wearing comfortable boots, which are usually available from a local sports shop. Shop assistants are usually knowledgeable and will recommend basic gear that will also include a lightweight rucksack, provisions such as water and snacks, as well as clothing suitable for the climate in your area. First-timers will go out under the supervision of instructors equipped with first-aid kits.

Although not highly essential, it's worth thinking about taking a camera, cellphone, sunglasses, hat and sunblock along.

The list of essentials will grow significantly once you graduate to the stage where you will overnight on a mountain.

Step on the gas

Mountaineering is tremendous for the cardiovascular system. As you step out, you will build strength in the arms, shoulders and legs, while at the same time increasing your fitness levels.

There is no limit to the benefits of mountaineering. As environmentalist John Muir once pointed out: "In every walk with nature one receives far more than he seeks". ☺



Anti-social media

There's nothing social about social media, especially when it means people are losing the ability to interact with each other.



Social media is going to be the downfall of social interaction as we know it. In fact, the decline has already begun.

For a long time, I felt like a bit of a loser because I have less than 200 Facebook friends. Yes, these days your worth is determined by the number of Facebook friends and Twitter followers you have.

I looked at applying for a job once. Never mind my degree, many years of experience in the field and awards, those people wanted me to have a minimum of 350 Facebook friends and at least 500 followers on Twitter. If I could string a 140-character sentence together, that would be great too. So, with my inadequate number of friends and followers, I tossed the advert aside.

As fun as social media can be, there is a downside. When giving all and sundry this kind of platform, they post anything they find interesting. Quite frankly, I prefer the good old days when the only way you'd get published was if you had a really interesting story to tell ... and it was well written.

Somehow, I don't see the big newspaper or magazine titles publishing stories like: *Just had the most awesome breakfast in bed. Have the best hubby.* Pictures of food were restricted to the fancy recipe pages. Your five-year-old's rendition of scrambled eggs and toast may be cute to you, but it would never crack the nod for an actual photo shoot. Understandably, checking in at your local supermarket would not make the gossip pages, unless you were doing so with Johnny Depp and Brangelina was spotted waiting in your car. And they were making out with the Queen. Yet, this is the type of drivel people post.

I've ended up deleting the boring sods from my friends list, keeping only people I know in real life. Well, most of them anyway. The other reason I felt like a loser is the fact that when I scroll through the hours worth of posts, my life seems utterly dull compared to what my "friends" are getting up to.

You'd swear they don't have jobs because they are always checking in at health spas, going for long drives along the wine route, watching the latest shows and eating at new restaurants.

Well, I used to feel like a loser until I realised that they were doing most of these things all by their lonesome selves. The pictures they were posting to go along with their fabulous itinerary were all self-portraits. Yes, you can angle that phone camera as much as you want but I can tell you took that picture yourself. The arm always gets in the way.

That bit of information cheered me up immensely. At least on the few occasions when I do go out, I know I have a loyal troop that will join me - in real-time, in real life. I don't have to rely on virtual strangers to share my moment, nor do I seek their validation by way of that "like". When I tell a funny story, my friends are capable of relaying it, without having to retweet.

When in company, most people don't know what to say without the back-up of their phones. In fact, they're incapable of holding a conversation for longer than five minutes before being sucked back into their phones.

So when I think about it, my life is not all that bad. As for the rest of humanity, I can only hope they relearn how to interact with people, and wean themselves off the proverbial social media teat. ☹️





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