

THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

PUBLIC SECTOR MANAGER

PSM Public Sector Manager

Celebrating women

55 years of
struggle and
achievement

Minister Lindiwe Sisulu

A force to
be reckoned
with

Dr Nonhlanhla Mkhize Championing for the vulnerable

Protection of Information the State Security view

Lifestyle Gadgets, wheels, wine, love life

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THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

AUGUST 2011

PSM

August 2011

Get to know GEMS

The medical scheme
that is **always a
step ahead...**



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Sound corporate governance takes GEMS to a whole new level

As GEMS continues on its path of unprecedented growth, having increased its membership base by more than 27% in 2010 alone, it is clear that the rules of healthcare funding in South Africa are being rewritten. At present the Scheme covers well over 1.5 million beneficiaries, 3% of the entire South African population and 20% of the healthcare funding market - a growth pattern that has until now been unheard of in the history of medical schemes.

So, just what is the recipe for the many successes of GEMS? Mr Nkosinathi (Nathi) Theledi, GEMS Trustee and member of the Operations and Governance Committee of the Scheme, attributes the ongoing accomplishments of GEMS to three primary focus areas: operational and contractual efficiencies, sound corporate governance and exemplary stakeholder relations, all of which are interrelated.

“Our competitive GEMS specific tariffs secured directly with healthcare providers and our own low non-healthcare expenditure, have kept our costs well below the industry average. The successes achieved in these areas are underpinned by the single digit non-healthcare expenditure of the Scheme. At the end of the 2010 financial year the non-healthcare expenditure for GEMS was 6.82%, which although slightly higher than that of previous years, was half of the industry average, which stands at 12.7%.”

Theledi asserts that GEMS savings and cost containment benefits are always passed back to members. The benefits of efficient contracting and the rigorous preferred provider arrangements are of considerable importance in ensuring added value for members. It also aids the long-term sustainability of the Scheme.

According to Theledi medical schemes that are still underestimating the value of rigorous, yet fair, tariff negotiations do so at their peril. “Customised reimbursement models are well used by GEMS with benefits being applied across the board to members and their families. These business strategies complement the now firmly established operational infrastructure and culture of excellence that is fast positioning GEMS in a league of its own,” he says. “Another point of emphasis within the GEMS environment

is the active guidance that members are given when it comes to optimal benefit usage. While this might seem like a small detail to many, we see it as imperative to engage with members on the various tools and mechanisms to maximise their benefits,” he adds, citing an example of how the Scheme advises members who inadvertently claim for chronic medication from the acute benefits, which causes the rapid depletion of benefits. Intervention and guidance in this area does not only serve to assist members in managing their medical costs better but effectively shapes the future costs of member contributions.

Corporate governance has been a hot button at GEMS since inception, but with an annual objective board effectiveness assessment being performed, the Scheme has taken its corporate governance to new heights. The assessment measures the effectiveness of the Board in discharging its duties and exercising its powers under the provisions of the Medical Schemes Act, the Rules of the Scheme and progress towards the fulfilment of the corporate governance imperatives stipulated in the King III Report.

“GEMS is committed to sound corporate governance centered on transparency, fairness, due diligence and objectivity. This is why the Scheme devotes so much time and effort to ensuring that its corporate governance principles and practices are above reproach,” explains Theledi.

Sound ethics are entrenched in all aspects of the Scheme’s business. This is once again evident in the Chairperson’s Review published in the 2010 GEMS Annual Report. In his review, Prof Richard Levin, Chairperson of the Board of Trustees, highlights the adoption by the Scheme during 2010 of a formal GEMS ethics policy. According to Prof Levin, the policy is overarching and sets the tone for a number of additional policies, measures and mechanisms that have been put in place to ensure that employees, Trustees and service providers formally conform to the ethical expectations of the Scheme.

According to Theledi, an independent board is responsible to govern the affairs of the Scheme and to protect the interests of its members. The Board of Trustees decides on issues such as benefit structures, scheme rules and contribution rates in accordance with the Medical Schemes Act 131 of 1998. This ensures that the financial status of GEMS remains

healthy and that its service providers comply with strict rules while at all times maintaining high service levels.

The first permanent Board of Trustees of the Scheme assumed office in July 2007. The Board consists of 12 trustees of whom six were elected by the members of the Scheme from amongst their ranks and the remaining six were appointed by the Minister for Public Service and Administration. In addition to the Scheme’s Board of Trustees and Management Team, there are five committees of the Board that oversee the work done in various areas.

The GEMS Board of Trustees has a process in place by which it reviews the effectiveness and role of the Board and its Chairperson, as well as the effectiveness of the respective Board Committees on an annual basis. Assessing the functioning of the Committees includes a focus on its key competencies. The 2010 review by an independent auditing firm again rated the Board consistently good as has been the case since the inception of the Scheme. GEMS also received another unqualified external report for the period ended 31 December 2010 thereby maintaining its unblemished audit track record. A number of other audits were also successfully performed including the Scheme’s annual service level agreement audit.

“With so many checks and balances in place the members of GEMS can rest assured knowing that their medical scheme is in safe and capable hands. One tangible example of how this works to the advantage of Scheme members is the fact that benefit options are on average between 10 – 25% less costly, and are the same or better when compared to those offered by other schemes,” adds Theledi.

Apart from this, GEMS works to get members actively involved in the running of their scheme encouraging them to attend stakeholder meetings and AGMs, according to Theledi. This is important and helps to ensure that GEMS remains true to its roots - a scheme that is for its members and by its members.

“GEMS has cemented its reputation as an industry pioneer that is always ‘a step ahead’ of the market. It is this character trait that has set the Scheme apart while giving rise to its unprecedented growth. In the process the history of healthcare funding is being rewritten with the healthcare consumer emerging as the winner,” concludes Theledi.

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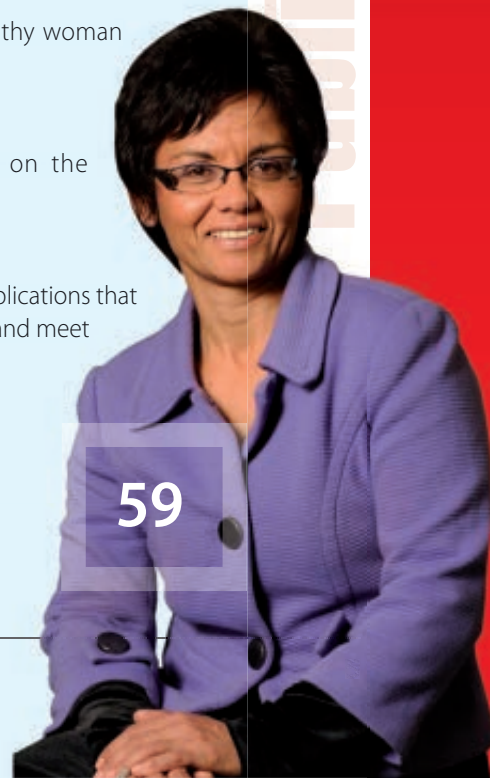
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Public Sector Manager



We once again publish another edition in the month of August, when we honour our women. This Women's Month, we take this opportunity to salute our battalion of heroines who fought tirelessly to achieve this freedom we enjoy today. 9 August is a historic day in the history of our country's liberation struggle and it will be befitting for all of us in the Public Service to honour and celebrate those women within the system who are making a difference in the delivery of services to our people.

I take this opportunity, in this month of August, to introduce to you our performance management system of individual departments developed by the Department of Performance Monitoring and Evaluation (DPME) and approved by Cabinet. This system is meant to ensure that we monitor and assist departments with concrete and scientific evidence of their departmental performance, which should allow them to take inputs and convert them into outputs. This will allow our nation to achieve the outcomes we set ourselves.

While the South African Government system is awash with monitoring systems and tools, there has not been an integrated high-level overview of departmental performance. This has resulted in uncoordinated and duplicated efforts that have led to frustration and limited improvements in management capability and service delivery.

International practice throughout the developed and the developing world shows that adequate management capability is a prerequisite to achieve effective societal outcomes. International experience indicates that changes in performance take hold when the accounting officers and executive authorities take accountability for their own performance.

The overwhelming focus has been on the achievement of results, i.e. service delivery, and not on what is required organisationally to deliver those results. Given the nature of the evolution of the South African State, it is critical that there is a focus on management capability at political level. This has given rise to the development of the Management Performance Assessment Tool (MPAT).

The MPAT is a Presidential initiative to improve government performance through highlighting a number of performance areas, predominantly management capability. It is intended to be one of the mechanisms for implementing outcomes 9 and 12, namely developing an efficient and effective local government and an efficient and effective public service.

Management performance will be assessed across a comprehensive range of management areas, from supply chain management to strategic planning. In each management area, performance will be assessed against the management standards established by the relevant transversal departments (e.g. National Treasury for supply chain management).

National Treasury, the Department of Public Service and Administration, the Office of the Public Service Commission and the Office of the Auditor-General (OAG) have existing tools and processes to assess specific areas of management. The management performance assessments will incorporate the information produced by these existing assessment processes, and duplication will be avoided.

Quantitative indicators and audit results will be used to assess whether a department is complying with legal requirements. However, more qualitative methods, such as questionnaires or assessment by a subject matter specialist, will be used to assess the degree to which management practices result in the efficient and effective translation of inputs into outputs. The latter aspect is the key differentiator between management performance assessments and the OAG's compliance audits. Management performance assessments will draw on information from the OAG's audit reports, but will provide a broader perspective of management performance.

The assessment results will be used to locate departments in terms of four progressive levels of management performance. A department which scores at level one overall has insufficient capability, is largely non-compliant and is performing poorly in terms of its management practices. In such cases, intense support is required. In contrast, a department which scores at level four overall has excellent capability, is fully compliant and is performing above expectations. In such cases, good practice case studies will be developed and disseminated through learning networks.

Different types of departments require different management capabilities. For example, a small department which only engages in small repeated procurements requires a basic level of transactional procurement capability, whereas a large department which spends billions on the procurement of complex goods or services requires a sophisticated level of strategic procurement capability. This is taken into account by weighting the indicators differently for different departments. Thus, compli-

ance indicators will be weighted higher for the department with the small and simple procurement budget, and qualitative indicators will be weighted higher for the department with the large and complex procurement budget.

The assessment process consists of The Presidency/Office of the Premier/provincial department responsible for local government and the department or municipality being assessed draws on the results of the most recent application of the existing assessment tools and processes to partially complete a report card. The remainder of the report card is completed using a standard questionnaire to collect information regarding aspects of management areas not covered by existing tools. In some instances, a further step of external assessment by a subject matter specialist may be required. Once the report card has been completed, there is an engagement between the assessors and the leadership of the department or municipality to discuss the results of the assessment. Finally, where necessary, the department or municipality must then put in place a plan to address areas of weakness. The DPME, the premiers' offices and provincial departments responsible for local government will monitor the implementation of the improvement plans.

The target is to carry out assessments of 20 national and 20 provincial departments in the current financial year, and to scale up the assessment of all national and provincial departments by the end of the next financial year. Assessments of municipalities by provinces will be piloted in the current financial year and then similarly taken to scale.

The DPME and premiers' offices will provide summaries of the assessment results to Cabinet and provincial executive councils. The system should be seen as yet another effort to assist departments to perform better and achieve better outputs.



Othman Gollins Chabane

Minister for Performance, Monitoring, Evaluation and Administration

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Celebrating Women's Month...

“We women of South Africa, wives and mothers, working women and housewives, African, Indians, European and Coloured, hereby declare our aim of striving for the removal of all laws, regulations, conventions and customs that discriminate against us as women, and that deprive us in any way of our inherent right to the advantages, responsibilities and opportunities that society offers to any one section of the population.”

As we celebrate Women's Month, this preamble of the Women's Charter, adopted by the Federation of South African Women in 1954, comes to mind. The adoption of the charter was a precursor to the 1956 march by women to the Union Buildings, protesting against the imposition of pass laws against women. The struggle for the emancipation of women in South Africa has, since then, come a long way.

Significantly, our Constitution, adopted in 1996, prohibits discrimination on the basis of any grounds, including gender. Various pieces of legislation have been passed to ensure gender mainstreaming. The latest strategic trajectory on this path was the establishment in 2009 of a ministry that specifically deals with, among others things, women's issues – the Ministry of Women, Children and People with Disabilities. The Ministry evolved from what used to be the Office on the Status of Women located in the President's office. This is all commendable.

However, as we make progress towards the full emancipation of women, we in the Public Service have to continuously pause and reflect whether we are doing enough, and at the requisite speed. Significant strides have been made as exemplified in the number of female directors-general and senior managers in general. Important as numeric targets may be, I submit that there is more to gender mainstreaming than just meeting equity targets. We need to do more to respond to the needs of women civil servants.

Gender and power relations in the Public Service need to be transformed to ensure that all sexes are equal participants in the workplace. Also, we need to create an enabling environment that ensures women's talents and potential are harnessed and their achievements celebrated. *Public Sector Manager* is particularly sensitive to the latter and that is why in every edition we have a feature focusing on women's achievements in the Public Service. This is over and above mainstreaming female middle and senior managers into the entire editorial content of the magazine.

One of the limiting factors in advancing gender mainstreaming in the Public Service is the lack of conceptual understanding of the issue – what it is, why we have to do it, how to do it and how to measure results. To address this challenge, we should consider making training on gender mainstreaming mandatory for all senior managers. It is when decision-makers are empowered with the right gender mainstreaming knowledge that they can see its strategic value and constitutional imperatives.

Fortunately, the Public Administration Leadership and Management Academy already offers a four-day accredited Gender Mainstreaming Training Programme for Managers in the Public Service. The programme equips managers with knowledge and an understanding of the application of gender mainstreaming strategies. If we are going to use the Public Service as one of the vehicles through which to achieve gender equality, then this programme must be compulsory. One sees no way in which a manager who is not equipped with knowledge in this area can advance the gender mainstreaming policies of government.

Jimmy Manyi
GCIS: CEO
Cabinet Spokesperson



We hear you!



The piece, "Whose Mandela is it anyway?" by Busani Ngcaweni (July 2011) elicited a number of responses. Aside from informing and inspiring, one of the major objectives of the magazine is to create and encourage debate. Below are two comments from readers, David Mmakola and Kojo Parris.

It's an interesting question Busani Ngcaweni raises in his article "Whose Mandela is it anyway?" I suppose the name "Mandela" means different things to different people. To some he is a radical freedom fighter. To others, he is a symbol of reconciliation and forgiveness. On the other hand, others see him as the leader who did not lay the foundation for sustained economic transformation.

I can see that, in Ngcaweni's view, Mandela represents a visionary leader who managed a delicate transition process. While I do not disagree, I think our efforts to acknowledge extraordinary individual effort can fall into the trap of an "ahistorical account" that fails to see the social dimension of change.

My view is that the period 1990 to 1994 represented a convergence of global, regional and domestic forces that contributed (at least politically) to the resolution of the South African question.

Apartheid South Africa belonged to a group of countries that were forced to introduce political reforms at the end of the Cold War. The US, UK, Germany and France and the World Bank and IMF, felt that due to the large presence of whites in the country, they needed to ensure that the political settlement in South Africa guaranteed white privileges. Before 1990, these countries tried to convince the South African Government that the only way to do this was through minority rights protection, strong provincial government and the Constitutional protection of property rights. I think this also explains why the National Party (NP) withdrew

from the GNU after the adoption of GEAR. They concluded that through GEAR, the ANC became the guardian of white privileges, without having to be policed by the NP.

I think when one talks about the role that Mandela played, one must be mindful of the broader forces that shaped such a role.

– David Mmakola, Gauteng



Thank you for a thoughtful and reflective piece by Busani Ngcaweni. Forgive me for an indulgent niggles from the piece

"Therein lies a challenge for public sector managers – to serve selflessly and with integrity". I wonder if the instinctively negative narrative around the public sector needs to be challenged? I'm bemused that the descriptors attributed to the sector – corrupt, lacking capacity and so on – bear a striking symmetry to pre-94 descriptors. I speak as a (former) investment banker who oft times cloisters with numerous South African business icons as schemes are routinely crafted to pillage, sans integrity, in the name of free enterprise. We all have a responsibility to push back against the growing tide that, seemingly, wishes to delegitimise the State, so, how about "Therein lies a challenge for patriotic South Africans – to perform selflessly and with integrity"?

– Kojo Parris, London

Get PSM out there!

I recently saw a copy of *Public Sector Manager* from a friend who works for government. I am impressed by the quality of the articles and the look of the magazine. It enhanced my understanding of the things you do in government. I wish you can extend the reach of the magazine to people who are in the private sector, especially those who do business with government. – Sizwe Khumalo, Durban

Editor's reply:
We are working on plans to make the magazine available through the retail chains and we will certainly open subscription to those outside of government.

Write and win

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Please continue to help us make each issue better than the last by writing to the Editor, Vusi Mona, e-mail: vusi@gcis.gov.za. Don't forget to include your name and the city or town where you live.



Writer: Ongezwa Manyathi

Counting on job creation

Government has declared 2011 a year of job creation through meaningful economic transformation and inclusive growth. Here are some highlights to date.

Expanding work opportunities

The Expanded Public Works Programme (EPWP) created 643 116 work opportunities in the 2010/11 financial year, proving that the programme is making a significant impact in contributing towards government's concerted efforts of reducing unemployment and poverty by 2014.

The EPWP is on target to meet the aim of 4,5 million work opportunities by March 2014.

Eastern Cape internships

The Eastern Cape Department of Transport is in a process of creating 177 employment opportunities through an internship programme. Forty-eight of these posts are funded vacant posts for the placement of exiting interns as an exit strategy of the Internship Programme. The other 129 posts will be filled in due course because the department is currently recruiting and selecting suitable candidates from the departmental and provincial database.

The aim of the Internship Programme is to expose young graduates to the work environment and provide them with the necessary work experience. The interns will receive a monthly stipend of R5 000.

Young entrepreneurs in the making

R64,429 million – funding facilitated by the National Youth Development Agency for young entrepreneurs.

R40 million – will be set aside to be accessed by youth-owned small and medium enterprises.

Over 18 000 – youth will be provided with various skills covering critical areas such as business management, life and job preparedness skills.

On the New Growth Path to employment

5 million – the number of jobs the New Growth Path aims to create over the next decade across key sectors of the economy. One million of these will be created in infrastructure development and housing.

Green Economy opens a Golden Gate

The Golden Gate Highlands National Park in the Free State received an upgrade of approximately R30 million and will be completed by December. Over 398 local people have benefited from the project.

Red-hot development at Coega

A R4,2-billion investment for the construction of a smelter plant in the Coega Industrial Development Zone will benefit the people of the Eastern Cape. Some 1 000 jobs will be created during the construction phase of the project and a further 400 permanent jobs are expected when operational.

R45 million – the amount that will be spent on filling 200 new positions at courts.

Youth jobs in the spotlight

National Treasury's R9-billion Jobs Fund, to be administered by the Development Bank of Southern Africa, aims to create 150 000 jobs over the next three years. The fund is targeted at established companies with a good track record which plan to expand existing programmes or pilot innovative approaches to employment creation, with a special focus on opportunities for young people.

The aim is to make available R2 billion in grants in this financial year to private-sector companies. Companies and non-governmental organisations with innovative job-creation projects are invited to apply.

For more information, contact the Jobs Fund on 086 100 3272 or visit www.jobsfund.org.za.

Sources: BuaNews, www.gov.za

On camera

The Forum of South African Directors-General (Fosad) Gala Dinner met at the Department of International Relations and Cooperation's OR Tambo Building, in Tshwane recently.



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1. DGs Vusi Madonsela and Tom Moyane sharing a light moment.
2. Dr Cassius Lubisi, Secretary of Cabinet and the Chairperson of Fosad.
3. Lungisa Fuzile, DG of National Treasury.
4. Lionel October, DG of the Department of Trade and Industry.
5. Mpumi Mpofu, Secretary of Defence chats to one of the attendees.
6. Professor Richard Levin, DG of Economic Development.



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Business vs Government Golf Challenge 2011

On 21 July 2011, the Local Government Business Network (LGBN) hosted the Business vs Government Golf Challenge 2011, under the theme "Building Today's African Leaders, for Tomorrow's African Success." The dinner that followed featured a charity auction as part of the 67 Minutes for Mandela initiatives. The dinner also introduced the *Public Sector Manager* magazine, published by Government Communications and Information System (GCIS) to potential readers and advertisers.



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1. Minister Collins Chabane hands over a prize to one of the golf winners.
2. Vusi Mona, Deputy CEO of GCIS, giving a presentation on the *Public Sector Manager* magazine.
3. Minister Chabane monitors and evaluates a putt.
4. Lebo Gunguluza, Chairperson of the LGBN giving a vote of thanks.
5. Dali Mpofu and a guest peruse the magazine.
6. A dinner guest browses through *Public Sector Manager*.



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Writer: Xoliswa Zulu

Lindiwe Sisulu:

A force to be reckoned with

Those who have known her since the struggle years, love and admire her and her colleagues respect her work ethic. Some may even go as far as to call her ruthless when she lays down the law in her department and in Parliament, but that has only established her as a powerhouse and a force to be reckoned with. *Public Sector Manager* takes an insightful look into the life and mind of Lindiwe Sisulu, Minister of Defence and Military Veterans.

She was only two years old when 20 000 women marched to the Union Buildings on 9 August 1956 in protest of the pass laws that were inflicted on the black population. Their slogan *Wathint' Abafazi, Wathint' Imbokodo* (You Strike a Woman, You Strike a Rock) echoed down the streets of Pretoria.

While she was not a part of that group of women, they inspired Sisulu remarkably, because years later, she fought against the draconian laws imposed on black South African students in the late 1970s. She was even jailed in her efforts to fight against those inequalities.

But that only encouraged her to fight even harder for the ordinary men and women who did not have a voice during the struggle years. Today, she is inspiring and motivating many young women who aspire to follow in her footsteps.

Minister Sisulu defines confidence and passion; characteristics that many would attribute to her struggle hero parents, the late Walter and Albertina Sisulu, who inspired millions of people across the country and throughout the continent.

From exile, where she received military training; to teaching high-school pupils and lecturing university students; to being in the newspaper industry in Swaziland, Sisulu leaves an undeniable



mark wherever she goes.

Not many women can say they have held top positions in government, but Sisulu, who has been in the world of politics for many years, has held positions that many would be envious of.

She was appointed Deputy Minister of Home Affairs, then Minister of Intelligence Services, then Minister of Housing after the second national democratic elections, a position she held until her appointment as Minister of Defence and Military Veterans in 2009.

"I was privileged to be deployed in all these ministries," she says.

And the work she has done speaks volumes. In the intelligence community, she worked on legislation that ensured the conditions of service in the intelligence community were different to those in the Public Service. In housing, the adoption of the Breaking New Ground strategy and the many housing projects launched throughout the country are testimony of her strong leadership.

"Just seeing the lives of people change, from staying in an informal settlement to moving into a house; for me that was enough," she says. "In Defence and Military Veterans, we have been busy setting up systems and here again we have introduced a new dispensation.

This ensures that soldiers are treated differently from the

rest of the public servants," she explains.

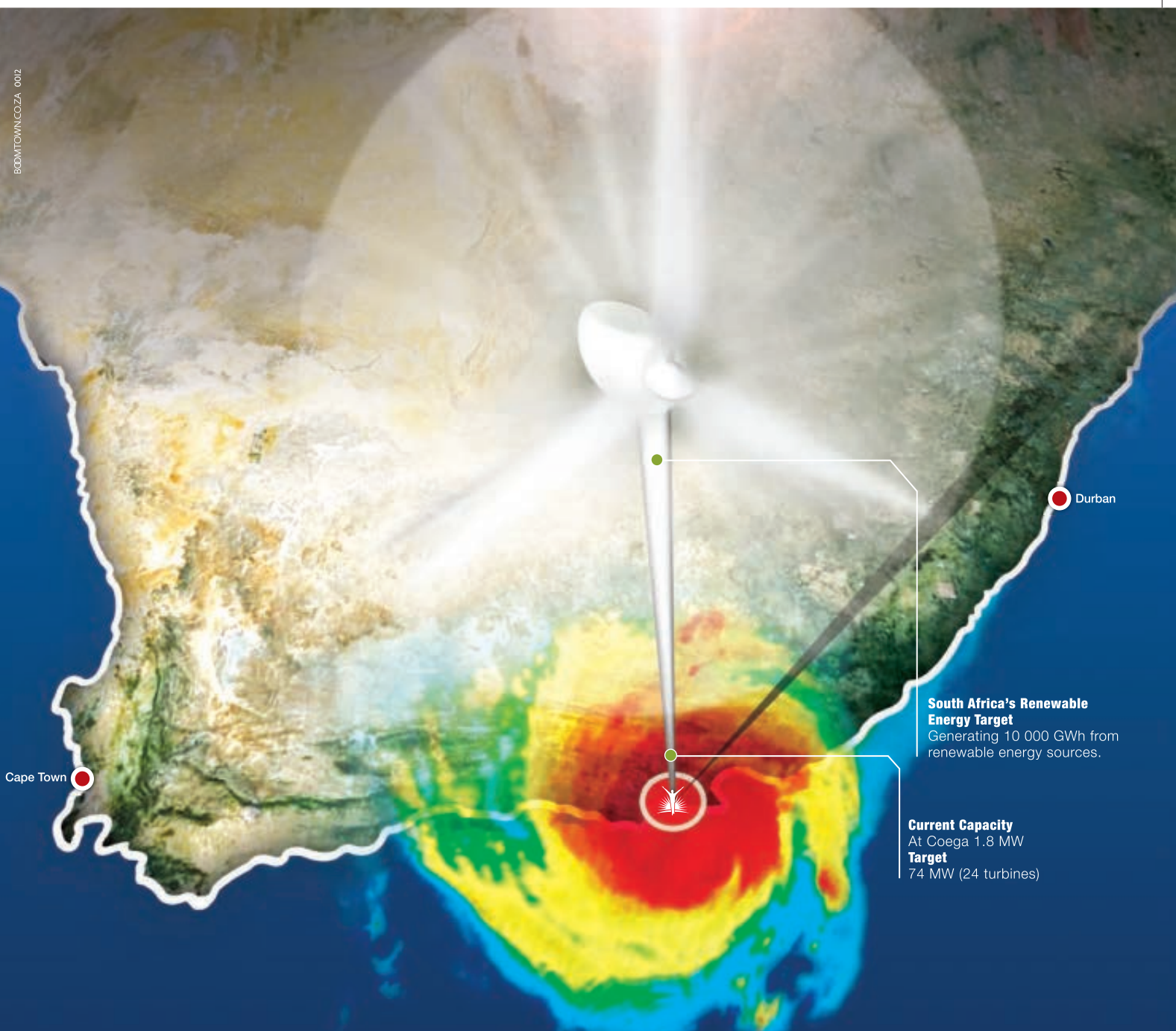
"The department," says Sisulu, "adjusted the salaries of soldiers and instituted a phased return of the South African National Defence Force (SANDF) to cover over 4 470 kms of land borders between South Africa and Botswana, Zimbabwe, Namibia, Mozambique and Lesotho.

Earlier this year, Sisulu announced that the department had introduced a grievance management policy and that the Military Ombudsman Bill was approved by Cabinet. The Defence Amendment Bill was signed into law. "Every day we work to improve the conditions of service of our soldiers. It is a team effort every day, it is not about a minister, it is about everybody in the team."

So, what has inspired Sisulu in a portfolio that not many women in Africa, and perhaps the world, hold? She explains that it is the commitment of President Jacob Zuma to improve the conditions of service of the country's soldiers and their families that keeps her going.

"In his (President Zuma's) commitment, I find inspiration. I'm also inspired by the sacrifices of the ordinary soldiers who sacrifice their families and at times their lives to protect our nation and to bring peace to our continent," she says.

President Zuma declared 2011 the year of job creation. More than 900 000 South Africans lost their jobs between 2008 and 2009 due to the global economic meltdown.



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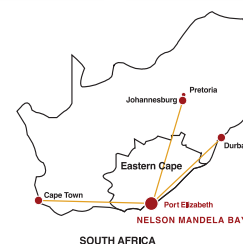
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Sisulu has heeded the call and has, through various avenues, started and completed several projects that will see thousands of unemployed youths get into the job market.

The department, along with the Department of Rural Development and Land Reform, completed the National Youth Service pilot project with over 500 youths from various corners of the country. Through the Military Skills Development System (MSDS), the department has also trained 27 000 young people, giving them the skills they need to contribute meaningfully to the job market.

"The MSDS and the National Youth Service are our contribution to addressing the skills shortage in the country and facilitating job creation," says Sisulu.

In the area of skills development, the department has addressed this issue through the University Reserve Training Programme and the Regional Defence Liaison. The University Reserve Training Programme focuses on developing the leadership potential of young people.

"We have to find creative solutions to our problems. South Africa needs all its people to work hard for us to achieve our growth rate in order to create jobs and fight poverty. We have to work hard," she stresses.

"The SANDF," she says, "is looking for young people to rejuvenate its force; these are highly skilled young people that we are looking for: engineers, pilots, doctors and air-traffic controllers.

"The competition is very aggressive, so they must work hard to compete for the limited space," she says.

While it may be difficult for women to progress in any sector, Sisulu believes that women are moving up the ladder, in both the public and private sectors.

Of the 490 members who were elected to the National Assembly and the Senate (now the National Council of Provinces) in April 1994, 117 were women – 109 in the National Assembly and eight in the Senate. This was a dramatic change from the previous apartheid State in which women constituted only 2,8% of parliamentary representatives.

Today, there is a vast improvement in the representation of women in all three spheres of government. Overall representation rose from 27,8% in 1994 to 43,3% in 2009.

Even the province that had the lowest representation in 1994, KwaZulu-Natal with 13,6% representation, stood at 37,5% in 2009.

In the 2009 elections, all provinces met the Southern African Development Community 1997 Gender and Development commitment of ensuring female representation in politics and decision-making stands at 30%.

"We are making progress in different sectors; in the Public Service we have many women in senior management positions and also in the private sector and in various structures of our society like the judiciary and Parliament," she explains.

"Progress is being made, we can do more but we must also celebrate that in democratic South Africa we had two female deputy presidents, that we have female judges and we had a female speaker of Parliament. We might be the only country in Africa with a female Minister of Defence and Military Veterans.

So, we are on the right track. Let us celebrate what we have achieved and aspire for more," she says.

And what message does she have for young women who are inspired by the work that she does? "They do not have to be like me," she advises, "but they can contribute from wherever they are in building this country of ours."





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national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA



Championing the vulnerable

Writer: Samona Murugan



The Department for Women, Children and People with Disabilities (DWCPD) was established to address the need for equity and access to development opportunities for vulnerable groups within the South African society. Created in May 2009, the DWCPD falls within The Presidency and draws on presidential authority to facilitate its work and the integration of gender, disability and children's rights into the work of all publicly funded agencies. Public Sector Manager caught up with Dr Nonhlanhla Mkhize, Director-General (DG) at the DWCPD.

What are your department's purpose and goals?

The purpose of the department is to drive government's equity, equality and empowerment agenda with regard to marginalised groups and historically disadvantaged communities in each of the three sectors. Our mission is to create an enabling environment that translates constitutional obligations, policies and legislative frameworks into the realisation of gender, disability and children's rights. The DWCPD also aims to assist publicly funded institutions, organs of civil society, state-owned enterprises and the private sector to achieve national and global goals for gender equality and the rights of children and persons with disabilities.

What do you consider to be the highlight of your position?

Through my department's portfolio, I have the opportunity to influence the direction of our country in terms of how it cares for its vulnerable groups. Various sectors of society champion their issues and they receive some level of public attention and usually that gets followed by policy development or implementation of relevant programmes. Because of the historical marginalisation of women, children and people with disabilities, you find that their issues do not get the adequate attention they deserve. For me to have an opportunity to contribute to reversing that situation is something that gives me honour and fulfilment.

Tell us about your career background and achievements

I have gained much experience in both the academic and public sector, focusing on issues of women, children and persons with disabilities. I worked as a lecturer and senior lecturer at the University of Zululand for 10 years from 1989 to 1999 and gained management experience while working at the national Department of Arts and Culture. I joined the Office of the Premier in KwaZulu-Natal in 2002 where I was responsible for the Status of Women and Disabled Persons, Rights of Children and Older Persons and Youth Affairs.

What has your background as a manager and

leader in government taught you about the working in the Public Service?

My previous position was eight years of training for the position I now hold. I dealt with the same issues at provincial level. KwaZulu-Natal is a combination of vast rural areas and major urban centres, so the issues affecting women, children and people with disabilities range from high poverty levels in rural and informal settlements to the challenges of crime or economic marginalisation in urban centres.

At the request of the Ministry, I was seconded to lead the strategic plan for the new department.

The post as DG in the DWCPD is quite intricate. How do you make sure that the department brings life to government's service-delivery plans?

With political guidance from Minister Lulu Xingwana, I have focused on building the capacity of the department to deliver on its mandate. I believe we have made much progress in addressing the issues of human-resource capacity and building operational systems over the past eight months.

We now have a Deputy DG (DDG) responsible for disability and children's rights and a DDG: Corporate Services. The DDG responsible for women empowerment and gender equality will start work soon and the department's top management structure will then be complete.

The 2011/12 financial year is the first full-year cycle that the department will be accounting to Parliament independent of The Presidency. We tabled our strategic plan in Parliament on 9 March and the plan clearly elaborates the focus of the department, which will be mainstreaming, monitoring and evaluation as well as capacity-building for the three sectors.

What do you think are the biggest challenges within your department and how will you contribute to resolving them?

We are committed to excellence in serving women, children and people with disabilities. However, the very limited and inadequate budget remains a major challenge for us to respond adequately to the vast and desperate needs of women, children and people with disabilities across the country. We try to balance our resources with the tasks we have to perform in line with our mandate. Focusing on monitoring and evaluation of the departments which deliver services that will change the lives of women, children and people with disabilities enables us to provide better service delivery.

What are some of government's policies and programmes on gender mainstreaming and women empowerment and advancement?

Our country is grappling with the challenge of unemployment and poverty and as a department we want to ensure that there is a clear acknowledgement that women constitute the majority of the unemployed and the rural poor. This is essential as it will ensure that government's response to these challenges focuses on the specific situation that women find themselves in.

A national Rural Women's Summit was held in Tzaneen, Limpopo,

in May 2011, which provided a platform for sharing information on how to access various programmes provided by departments involved in the development of the rural poor. We will be working with the departments of rural development and land reform as well as agriculture, forestry and fisheries to ensure that the aspirations of rural women are integrated into the Rural Development Strategy.

Women want opportunities to develop themselves. During the summit, we visited a number of development projects run by women in the area. With the support of government, these women are running successful farms as well as arts and crafts projects, employing a number of people and their products are sold in various parts of our country and to foreign markets.

We are also engaging with the New Growth Path to highlight the heavy impact of unemployment on women and people with disabilities. We are developing a barometer to measure the number of women who will benefit from the five million jobs that we seek to create over the next 10 years.

Government has made progress in increasing the number of women in the Public Service. Women are actually the majority in the lower ranks and we have to ensure that these women progress to the upper echelons of the Public Service. Even at that level, government has performed better than almost any other employment sector in appointing women to senior positions.

However, we still have severe underrepresentation of women in the workplace and in decision-making positions in the private sector. There is an urgent need for extra measures to be taken to hasten the process of transformation and the empowerment of women. In line with this directive, we are working on the Gender Equality Bill, which will provide the necessary legislative authority to hasten the empowerment of women and address issues of enforcement and compliance towards the attainment of our target of 50/50 gender parity. We are consulting with civil society and other stakeholders on the Bill and we expect to submit it to Cabinet for approval by March 2012.

What are some of the challenges your portfolio has encountered and how are you working on improving them?

People with disabilities face many challenges, which include lack of access to economic opportunities, transport, education and health services, including assistive devices. We still have cases of discrimination and violation of rights of people with disabilities. We are concerned about the continued failure of both the public and private sector to advance towards the target of 2% employment equity for people with disabilities with our country standing at 0,9% in 2010. The Employment Equity Commission indicates that government is trailing behind the private sector when it comes to the employment of persons with disabilities. People with disabilities constitute 0,6% of state employees while the private sector stands at 1%.

Measures are in place to ensure that each government department commits to clear milestones towards the attainment of 2% employment equity for people with disabilities. Each department will be held accountable for this target.

NATIONAL HOUSING FINANCE CORPORATION

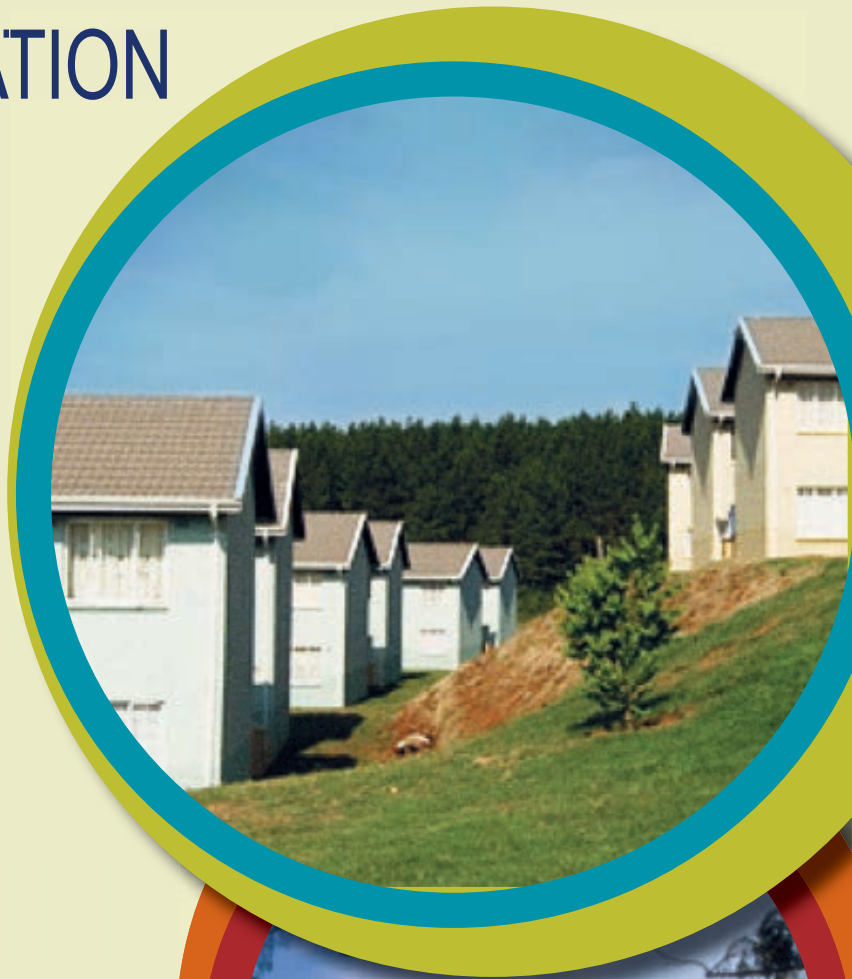
The National Housing Finance Corporation (NHFC) supports the Breaking New Ground (“BNG”) Strategy of the National Department of Human Settlements by facilitating and funding the development of sustainable human settlements and the eradication of informal settlements.

FUNDING

- Providing wholesale funding to intermediaries for small home improvement loans to households.
- Funding long-term project finance to social housing and private rental landlords.
- In partnership with others, providing bridging funding to the development of affordable homes, particularly integrated developments.
- Providing retail home loans to the lower end of the housing market through various channels.

FACILITATION

- Implementing risk enhancement mechanisms to encourage active participation in the low- to middle-income housing market.
- Promoting an enabling environment in the low- to middle-income housing market through advocacy and involvement in policy development.
- Improving access to housing finance for the low- to middle-income housing market to improve their living standards.



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What is your department doing to address violence against women and children?

Another main area is the challenge of violence against women and children. We receive reports daily of horrendous attacks on children and women, including the rape and murder of lesbian women.

We want to increase awareness of the serious implications of these crimes. Gender-based violence undermines the dignity, autonomy and security of the victims and the overall social and economic development of the entire society, thereby reinforcing gender inequalities.

Due to the numbers and the severity of violence in these cases, we need to take extra measures to reverse the tide of violence against women and children in our country. The Minister has called for the establishment of an Advisory Council on Violence against Women and Children. This will comprise key government departments, civil-society organisations and other relevant partners. It will coordinate the implementation of the 365 Days National Plan of Action to End Violence against Women and Children.

Tell us briefly about your background and family?

I was born and raised in the rural area of Umbumbulu, south of Durban in KwaZulu-Natal. I am married to Falithenjwa Mkhize and we are blessed with a son named Mkhululi.

Who do you consider to be your role model/s and why?

I consider my late mother Makhumalo Sabelo to be my greatest role model and I look up to all other rural women who have persevered and made it in life though faced with difficulties.

How do you spend your free time?

I enjoy reading and going to church religiously.

What would you like to achieve in the future (either professionally or personally)?

Empowerment, safety, dignity, equality and human rights protection for women, children and people with disabilities in our beautiful country, South Africa.

Who is “Nonhlanhla Mkhize” in one word?

A servant.

Trail

Women in the public sector continue to make strides in their respective fields and these young women are certainly no exception. Recognised for their contribution to and service excellence within their departments, the following young trailblazers were honoured recently on the *Mail & Guardian's* Top 200 Young South Africans 2011 list.

Compiled by: Samona Murugan



Avril Halstead
Chief Director: Sectoral Oversight,
National Treasury

Avril Halstead is a chief director at National Treasury where she is responsible for overseeing approximately 40 of the largest state-owned enterprises (SOEs). She is also a trustee of the National Empowerment Fund, a development finance institution with the mandate to promote and facilitate Broad-Based Black Economic Empowerment. Born in Zimbabwe, Halstead and her family relocated at the age of six to Howick in KwaZulu-Natal. Prior to joining National Treasury, she worked for McKinsey & Company, Old Mutual and Wipcapital, a subsidiary of Wiphold. She has also worked for a number of non-governmental organisations, notably the Nelson Mandela Foundation, the Family and Marriage Association of South Africa and Ikageng, an organisation responsible for caring for HIV and AIDS orphans. Halstead has a Master of Business Administration from the University of Cape Town and a Master of Arts in Organisational Consulting from the University of London. She was nominated as a Young Global Leader in 2011, was the South African track athletics champion in the 1 500 m in 1999 and represented the country in both athletics and cross-country. Halstead does not see government as a place where people come to take it easy, instead she goes the extra mile every day and considers her 11-hour workdays as necessary for providing better service.



Zeenat Adam
Director: Horn of Africa and Indian Island
Oceans, Department of International Relations
and Cooperation

Thirty-four-year-old Zeenat Adam is known for her insightful and analytical approach to diplomacy and has been acclaimed as a highly skilled negotiator.

Responsible for the facilitation of South Africa's relations with countries in this region and in providing policy direction on the political dynamics in Sudan, Somalia, Madagascar and other countries in East Africa, her passion remains the political analysis of the Middle East and Africa and exploring international political issues through dialogue with governmental and non-governmental actors and players in the international arena. After graduating with a Master's Degree from the University of the Witwatersrand, Adam filled various roles in media, research and civil-society movements in South Africa until joining the then Department of Foreign Affairs in 2002. She has a flair for creative writing, appreciates art and is inspired by cultural history and anthropology.

Some of the highlights of her career were observing the Palestinian presidential elections in 2005 and the historic South Sudan Referendum in 2011. She has also had the honour of meeting and interacting with numerous heads of state, dignitaries and a host of ministers and diplomats from various countries.

blazers



Liezil Cerf

Director: Parliamentary and Media Liaison, Government Communication and Information System (GCIS)

Liezil Cerf likes a good challenge. When she was 12 years old she was told she would never be on TV. Twenty years later, armed with a Journalism Diploma from Damelin College, she became an assistant producer at eTV. By 2008, she was a prime-time news anchor and parliamentary reporter for the broadcaster, as well as deputy news editor in Cape Town.

Today, this mother of two is a director at the GCIS, responsible for liaison between the media and Parliament and various state departments. She does not regret the crossover from the fourth estate to government, saying she had “capped the ceiling” in her journalism career and was ready for a new challenge. With the GCIS, she gets to see the inner workings of government and its systems and communicates its plans of action in the parliamentary setting.



Aalia Ismail

Deputy Director: Policy Analyst and Research, Ministry of Public Enterprises

From the National Planning Commission (NPC) in The Presidency to the Ministry of Public Enterprises, Aalia Ismail contributes to government’s cutting-edge policy formulation while keeping abreast of international trends.

A former member of the Secretariat of the NPC, 25-year-old Ismail is a researcher and policy analyst at the Ministry of Public Enterprises, where she serves as the research liaison between the Ministry and the department.

Her job demands that she stays on top of international benchmarking, by which South Africa’s SOE governance is checked against international best-practice and investigating tools for the most effective ways to balance commercial versus national interests within SOEs.

A Mandela Rhodes scholar, Ismail holds an Honours Degree in Public Policy, a Master’s in Political Science and is currently studying towards a Doctor of Philosophy in Political Science. It’s no surprise that she is often asked to address young audiences, especially women, to inspire them with her passion and professionalism.

Moving up



Rosey Sekese

Director-General (DG), Department of Communications

Rosey Sekese holds a Bachelor of Science with majors in Electrical Engineering and Telecommunications from the University of Cape Town. Her other qualifications include a Master's in Business Administration from the North West University's Potchefstroom Business School and a Diploma in Advanced Project Management from the University of South Africa (Unisa). She has also completed a Senior Executive Development Programme at the University of Pretoria. She began her career as an Engineer: National Telecommunications at Eskom in 1995 where she was responsible for investigating the problems experienced on the framework relay network. In 1998, she was appointed Senior Engineer: Technology Network Service at Eskom. She joined the Department of Communications in 2006 as Deputy Director-General (DDG): Information and Communications Technology Infrastructure Development. During this period, she was required to advise the Minister, Deputy Minister and DG on infrastructure developmental strategies and directions to be pursued for South Africa. In her new position as DG, she will provide strategic leadership and direction in delivering the department's mandate.



Fundi Tshazibana

Deputy Director-General: Economic Policy Analysis and Forecasting Division, National Treasury

Fundi Tshazibana holds a Bachelor of Commerce (B Com) Degree, B Com (Honours) and a Master of Commerce (Economics) from the University of Natal. She is currently studying towards a Master of Business Leadership Degree at Unisa. Tshazibana has held various senior positions over the years. In 2000, she was employed by the National Electricity Regulator (NER) as a Policy Analyst. In this position, she conducted policy research to inform the NER's policy decisions. In 2001, she was appointed Senior Policy Analyst within the NER, responsible for providing policy analysis support to the NER Board. She joined National Treasury as a Director: Microeconomic Policy Analysis and then became Chief Director: Microeconomic Impact Analysis for four years before being appointed DDG. She is responsible for, among other things, leadership and strategic direction and producing medium-term macroeconomic forecasts for the annual budget.



Nombuyiselo Nomvuyo Jeanette Mokoena

Deputy Director-General: Corporate Services, Department of Science and Technology

Nombuyiselo Mokoena has more than 20 years' senior management experience in the Public Service. She was employed by the Gauteng Department of Agriculture, Conservation and Environment as Director: Finance and Administration in 1998. In 2002, she was appointed Chief Director: Finance and Administration within the same department, responsible for procurement management. Mokoena holds a B Com Degree, majoring in Economics and Accounting, a Diploma in Education from Unisa and a Master of Science: Public Policy and Management from the University of London. In her role as DDG: Corporate Services, her job entails providing leadership and ensuring the successful implementation of the strategic goals, objectives, policies and functions of the department.

the ladder

Thandiwe Maimane

Chief Director: Communication and Knowledge Management,
Department of Energy

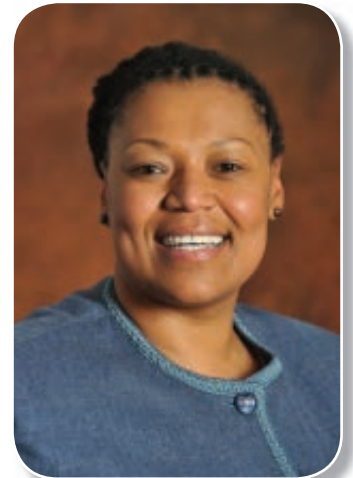
Thandiwe Maimane holds a Bachelor of Arts (BA) Degree in Social Science from Middlesex Polytechnic United Kingdom, and a BA (Honours) in Communication from the former University of Bophuthatswana (in the University of North West). Holding a Master of Business Administration from De Montfort University, Maimane was previously the Director: Public Information and Marketing at the former Department of Housing. In this position, she was responsible for developing and maintaining the department's corporate image. In her new position Maimane's duties entail, among other things, the overall management of the communication and knowledge management functions of the department.



Nontsikelelo Sisulu-Singapi

Chief Director: Institutional Support and Capacity-Building
for Children's Rights, Department for Women, Children and People
with Disabilities

Sisulu-Singapi holds a BA Degree in Psychology from Hope College and a Master's Degree in Clinical Psychology from Roosevelt University in the United States. Sisulu-Singapi was previously a Director at The Presidency where she was, among other things, responsible for supporting the spouse of the President in her work on issues pertaining to women empowerment, raising awareness on the plight of women, particularly the elderly, as well as poverty eradication and improving economic development geared towards the economic emancipation of women. As Chief Director: Institutional Support and Capacity-Building for Children's Rights, she will be responsible for promoting and protecting the rights and dignity of all children to enable them to reach their full potential in a free and safe society through capacity-building.



Sibongile Penelope Ntuli

Chief Director: Cluster Supervisor for Human Development,
Social Protection and Governance and Administration,
Government Communication and Information System

Sibongile Ntuli has occupied senior positions in both the private and the public sector. In May 2006, she joined Tiger Brands as Group Communication Manager and was responsible for providing strategic communication support to senior management and business heads. In 2010, she joined the Department of Labour as Director: Communication and Stakeholder Engagement, responsible for managing the formulation of a communication strategy and developing relevant governance frameworks with top management and other internal stakeholders. Her qualifications include a National Diploma, BTech Degree in Public Relations Management from the University of Johannesburg and a Master's in Public Relations and Communication Management from Tshwane University of Technology. In her current position, Ntuli is responsible for, among other things, analysing and writing strategic documents for Cabinet related to cluster and Cabinet communication.





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Compiled by: Ongezwa Manyathi

5th CPSI Public Sector Innovation Conference

24 to 25 August



The Centre for Public Service Innovation (CPSI), in line with its mandate of unlocking innovation in the public sector, hosts an annual conference as a platform that exposes the public servants and their strategic partners to innovation opportunities and strategies through the sharing of related knowledge and experiences. This year's conference will be hosted at the Sibaya Conference Centre in KwaZulu-Natal.

The conference targets innovation practitioners, service-delivery champions and decision-makers from all spheres of government as well as partners from the private sector and the academia, both local and international.

Registration is free. To register, visit www.cpsi.co.za.



Rugby World Cup

The seventh Rugby World Cup will be held from 4 September to 23 October 2011 in New Zealand. This will be one of the biggest events organised by New Zealand, which will see the world's 19 best teams and an estimated 85 000 rugby fans from more than 100 countries descend on the country. For more information, visit www.rugbyworldcup.com.

Women in Engineering, Science and Technology Conference (WESTC) 16 to 17 August

The WESTC pursues to remedy the problem of women marginalisation in the fields of engineering, science and technology by improving and increasing the present and future female community with various aspects such as highlighting how women can stand out and reach higher heights on the cooperate ladder, encouraging women to take up engineering, science and technology fields and campaigning for women in management positions.

The conference will encourage delegates to reflect and consider their circumstances and what they hope to achieve by revisiting their goals and aspirations.

For more information on the conference, contact Melrose Training on 011 455 5184 or e-mail: nathan@melrosetraining.co.za

Arbour Week 1 to 7 September



Arbour Week endeavours to help increase public awareness of just a few of the 2000 indigenous tree species in South Africa. Each year, the Arbour Week celebration highlights two specific trees, one common and one rare species. During this time, the South African public is reminded of the importance of trees and inspired to plant indigenous trees as a practical and symbolic gesture of sustainable environmental management.

EXPERIENCE ROBBEN ISLAND

The Museum opened its doors to the public in 1997. On 1 December 1999, in recognition of Robben Island's historic role in overcoming injustice, and the universal importance of its heritage, Robben Island was declared a World Heritage Site by UNESCO.



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In poll position

Remaining true to herself and leading by example has been her forte in the various leadership positions she has held in the public arena. These attributes embody the outstanding leadership traits of South Africa's Chief Electoral Officer (CEO), Advocate Pansy Tlakula, writes **Mbulelo Baloyi**.

With two general elections and two municipal elections under her belt, it almost seems as if organising a massive project like an election has become a stroll in the park for Tlakula.

Established as a permanent body by the Constitution, the Independent Electoral Commission (IEC) is responsible for managing free and fair elections at all levels of government. Although publicly funded and accountable to Parliament, the commission is independent of government.

"My next task is to prepare for the 2014 national and provincial elections now that the 2011 municipal elections have come and gone," says a calm and confident Tlakula.

"It is a huge project. We have to ensure that we train the more than 200 000 IEC staff who usually work at the voting stations during elections. This massive army of people has to be trained so that they are able to apply the law uniformly. With every election, there is a challenge that there could be new staff members and we have to make sure that they all understand the ethos of the organisation," says Tlakula.

In her capacity as CEO, she has led the team who managed the 2004 and 2009 national and provincial elections and the 2006 and 2011 local government elections. Together, they have assisted a number of countries on the African continent with the management of their elections.

In recognition of the sterling work that Tlakula and her team have achieved, the IEC was awarded the United Nations Public Service Award for Preventing and Combating Corruption in the Public Service during a ceremony held in Tanzania in June this year.

The IEC also received an award from the Centre for Public Sector Innovation in November 2010 for its "innovative use of information and communications technology for effective service delivery." In May 2011, the IEC was the first runner-up in the All Africa Public Sector Innovation Awards in Kenya in the category "Innovative Service Delivery Improvements".

Advocate Tlakula attributes the electoral commission's success in holding elections to a few factors. "We take our constitutional responsibilities of performing our functions independently,



impartially, without fear or favour or prejudice seriously. We also ensure that the entire electoral process is transparent."

To achieve this, according to Tlakula, the IEC ensures that it plans carefully and adheres to strict time frames.

"We also make sure that we do things by the book and according to the law." Tlakula's career in the public sector goes back to 1995 when she was appointed as a commissioner in the newly-established South African Human Rights Commission (SAHRC), which was then chaired by Professor Barney Pitso. She served as the co-convenor of South Africa's first National Conference on Racism in 2000. In 2001, she represented the SAHRC at the World Conference on Racism, Racial Discrimination, Xenophobia and Related Intolerance in Durban.

Together with Professor Pitso, she served as the co-convenor of South Africa's first National Conference on Racism in 2000. In 2001, she represented the SAHRC at the World Conference on Racism, Racial Discrimination, Xenophobia and Related Intolerance in Durban.



Before joining the SAHRC, Tlakula served as the National Director of the Black Lawyers Association. In 2005, she was appointed a member of the African Commission on Human and Peoples' Rights.

"Human rights have always been my passion. I guess growing up in apartheid South Africa one could not escape the indignity, the constant violation of rights to many people. I think that is what spurred me on to be very passionate about human rights. I am happy that I have had the privilege to serve on the African Union's organ on human rights," says Tlakula.

"I am responsible for the promotion of freedom of information and expression. My tenure in the African Commission ends in November."

For a woman to be a successful leader in the public sector, according to Tlakula, she must possess emotional intelligence. "It all has to do with the style of leadership. You have to lead by example. While you might be operating at a strategic level, you have to understand the business of the organisation you lead, including the technical aspects," says Tlakula.

She adds that remaining true to one's self by not trying to be what you are not and having humility goes a long way to be a successful leader in the public sector.

The IEC CEO bemoans the fact that women's contributions in the public sector are not documented sustainably.

"We as women do not document our challenges and suc-

cesses. We have to start and others will follow. There a lot of unsung heroines and many women who have specialised skills and knowledge. They are not recognised, they work in the background. There is this concentration on women leaders whereas there are many other women with skills, especially at a technical level, that go unnoticed."

Asked to list her greatest achievement in the public sector thus far, the ever modest IEC chief says she is humbled to have been given an opportunity to lead a team of highly talented South Africans.

"For me, it is a privilege and honour to work with people who have taken the IEC to greater heights. We are told that the IEC is held in high esteem in other parts of the world."

In between heading the IEC, Tlakula also serves on various boards. These include the National Credit Regulator, Bidvest Group Ltd and the Constitutional Court Trust. Last year, she was appointed Chancellor of the Vaal University of Technology.

"I always have my hands full. I enjoy different challenges. I have to make time for family. I am married with two daughters. I am also very much involved in community activities in Evaton in the Vaal where I grew up. You have to be present at family events, be it a funeral service, weddings and other traditional ceremonies. I make time to go and help with all chores that African women are expected to perform during such events," she says.

She holds the portfolio of Special Rapporteur on Freedom of Expression and Access to Information in Africa. She is also responsible for the promotion of human rights in Lesotho, Namibia, Swaziland, The Gambia and Zambia.

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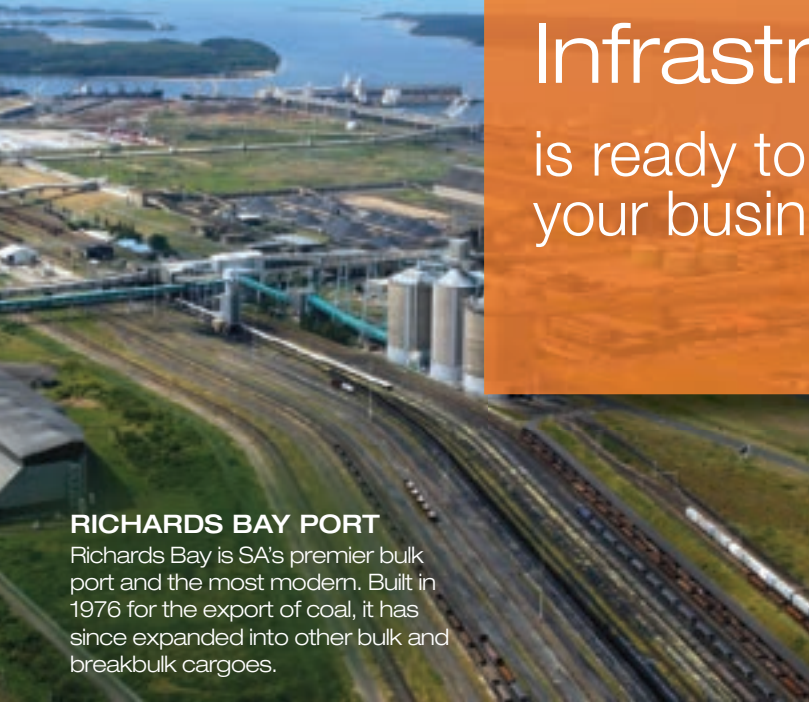


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Say goodbye to sleepless nights!

Writer: Helen Ueckermann

If you are one of those people who get all stressed out when you have to open your monthly envelope from the bank, if you are out of pocket money halfway through the month and struggle to fulfil your commitments, it may be time for some repairs to your financials.

Say goodbye to sleepless nights with this one initial step to put you on the road to financial success.

Budgeting

It is a word we all know, but don't really like all that much. It means extra work in our already overloaded schedules. But give it a thought or two.

To budget means to plan. It means you know where you are going with your money. It means you know how much you get in and how much you spend. Knowing that, you can start making a plan to make life easier.

So, how do you get started?

Get yourself an exercise book. On the left-hand side pages, you will note the month and the year (for instance, "June 2011"). Beneath that, make two neat columns citing your salary and any other income you receive in the left-hand column and the amount in the right-hand column. Be sure to include everything, such as child maintenance, pay-outs from medical aids, loans that were paid back to you and rental money you get in. Add up all the amounts.

On the right-hand page, make a similar list, jotting down your expenses, like your home loan payments or rent, food, municipal bills, any clothing or pharmacy accounts, spending money, policies, transport cost, car payments, petrol, school fees, amounts that you put away every month to save, and so on. Add up this column too.

Compare the amounts. The ideal is that your income always exceeds your expenses. If it does, start saving that extra money for your future.

If your expenses are more than your income, you are in trouble. It means you are living above your means and that your stress levels are getting the better of you.

There is a way out of your dilemma: spend less or earn more. Have a good look at your expenses, and chances are that there are some unnecessary items there. Do you really need that magazine subscription, are you still visiting that gym that you pay for every month, do you really need a clothing account or are you overspending with your credit card? Don't be afraid to cut down where you can.

Still spending more than you earn? Try to earn some extra money to make ends meet until you have paid off those accounts and other debts you may have.

Budget every month, without exception. It will feel like second nature in no time, with the big bonus that you will feel less stressed, because you know exactly where you stand with your rands and what you can do about it. Goodbye sleepless nights.



Home-grown ERP solution helps achieve billing efficiency at municipalities

Softline Pastel's ERP solution, Evolution, has a Municipal Billing Module that makes it easier than ever for smaller municipalities to stabilise their revenue streams through efficient accounting and billing. Ashley Pillay, divisional director for Pastel Evolution tells us why ordinary accounting systems aren't suitable for municipal use.

Why do municipalities need a specialised billing system?

Municipalities have a vast range of clients, all charged differently and with different billing frequencies. To overcome these complications, exception calculations are often done manually by the municipality's accounting staff. This is inefficient, often leads to errors and in the long-term, can negatively affect the municipality's cash flow.

So, what can Pastel Evolution offer local municipalities?

The Pastel Evolution accounting suite has a billing module designed specifically for municipalities.

The South African-developed solution includes billing functionality for rates, refuse and consumption, all of which interface and update directly into Pastel Evolution's financial system. The program can easily be modified to manage various billing frequencies and a range of customer categories and is flexible enough to handle tariff structures for both fixed and consumption services.

Combined, Pastel Evolution enables municipalities to improve the accuracy and timeliness of billing. The end result is substantially improved revenue collection and, of course, happy customers.

But running an efficient municipality is about more than just billing.

Correct. That is why Pastel Evolution also has the functionality to track municipal fixed and moveable assets, whilst the Procurement Module allows municipalities to manage purchase orders and keep control of expenses.

Isn't a solution like this too expensive for smaller municipalities?

No, the Pastel Evolution Municipal Billing solution is affordable for municipalities whose budgets and resources are limited in relation to those of the larger metropolitans. We currently have more than 30 municipal clients of varying sizes which is testament to that fact.

The cost: benefit ratio is good news too. Because the system drives such a significant improvement in collections capability, its purchase price is offset by the financial benefits it delivers for a municipality over an extremely short period of time.

Is Pastel Evolution aligned to local legislation?

Pastel is a South African company and we pride ourselves on the

fact that all of our programs are aligned to local legislation. The municipal billing solution is geared toward the Municipal Finance Management Act (MFMA) and Generally Recognised Accounting Principles (GRAP).

In less than 25 words, describe the benefits of deploying Evolution's Municipal Billing Solution...

Pastel Evolution's Municipal Billing solution will provide any size municipality with solid systems for strong financial management and reporting, resulting in municipal transparency and accountability.

 **The Pastel Evolution Municipal Billing solution is affordable for municipalities whose budgets and resources are limited in relation to those of the larger metropolitans.** 

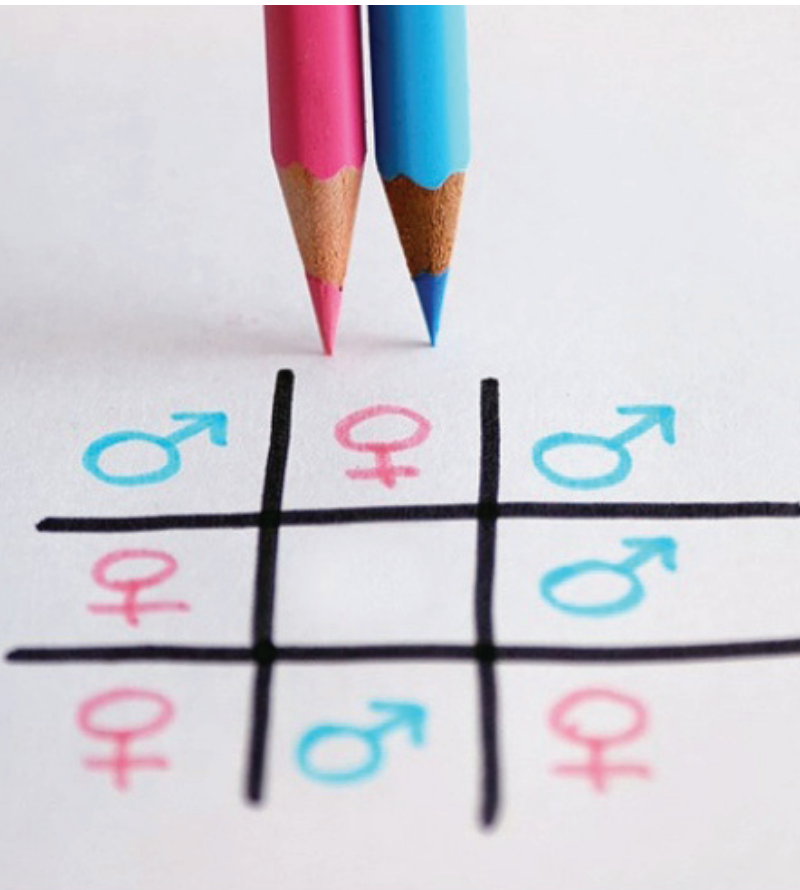


Ashley Pillay
Divisional Director for
Pastel Evolution

For more information
contact Pastel Evolution on
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evolutionsales@pastel.co.za

or visit
www.pastevolution.co.za

Gender mainstreaming in the public sector is everyone's responsibility



What do you understand about the concepts “gender equality” and “gender-based discrimination”? Can you contribute to discussions on gender? Do you know the difference between sex and gender? If your answers are “no”, then it is time for you to be introduced to the “gender language”, laws, strategies and practice for the mainstreaming of gender. The Public Administration Leadership and Management Academy (Palama) has developed an accredited four-day Gender Mainstreaming course to equip public service officials to gain the necessary knowledge, skills and attitudes to play an active role in attaining the constitutional vision of a non-sexist society.

However, before we go any further, let’s look at the fact and figures to see what the global trends are in terms of gender inequality.

Here are the facts and figures adapted from Women’s Learning Partnership and United Nations evaluation reports:

- The informal slogan of the United Nations (UN) Decade of Women was “Women do **66%** of the World’s Work (most of which is unpaid), Produce **50%** of the World’s Food, Receive **10%** of the World’s income and Own **1%** of the World’s Land.”
- Women make up the majority of the world’s poor, owing to unequal access to resources and opportunities, discriminatory land and inheritance laws, and unequal distribution of household resources. The UN World Food Programme reports that **seven out of 10** of the world’s hungry are women and girls.
- Girls represent nearly **60%** of children not in school.
- **75%** of the world’s 876 million illiterate adults are women.
- Women head **83%** of single-parent families.
- Eight out of 10 fatalities of war are women and children.
- About **75%** of the refugees and internally displaced in the world are women who have lost their families and their homes.
- Gender-based violence kills one in **three** women across the world and is the biggest cause of injury and death to women worldwide, causing more deaths and disability among women aged 15 to 44 than cancer, malaria, traffic accidents and war.
- The average distance to the moon is 394 400 km. In total, South African women in rural areas walk the equivalent of a trip to the moon and back **16 times a day** to supply their households with water, according to a 2006 UN Development Programme report.

South Africa has committed itself to social transformation through the removal of racism and sexism in all legislation, business, employment practices, service

delivery and interpersonal relations, in all institutions of society and in all spheres of government. The constitutional and legislative frameworks set the scene for the transformation of human rights – and achieving gender equality is a fundamental tenet under the Bill of Rights in the Constitution. Furthermore, South Africa has made several international, regional and subregional commitments to eliminate all forms of discrimination against women.

We are now 17 years into our democracy and despite progress being made to ensure redress of historical imbalances in South Africa, gender equality is not advancing at the pace that had initially been envisaged. Women and girls, especially in rural areas, continue to bear the brunt of sexist oppression in households and communities. The high incidence of gender-based violence, including rape and domestic violence, continues to undermine women's human rights. The *2009 UN Evaluation Report on Gender* refers to the long way we still have to go to achieve equality in areas of employment, access to services, natural resources and income.

The Palama Gender Mainstreaming Programme (GMP) has been designed to help government departments promote gender equality within their departments as well as in terms of service delivery. All of the constitutional and legislative frameworks shaped the development of the programme. Palama's approach to the programme therefore espouses the values in the Constitution and adopts a human rights-based approach.

At the conception of the Palama GMP, mainstreaming gender in government departments was found to be hindered by various challenges. Literature, including the *Gender Mainstreaming Initiative in the Public Service* report of the Public Service Commission of 2006, revealed that mainstreaming was not happening in government departments. The main reasons cited were as follows:

- Lack of knowledge and understanding of the concepts of gender equality and mainstreaming by managers.
- Lack of analytical skills to operationalise gender mainstreaming. Managers could not translate policy into practice with regard to the mainstreaming of gender.
- Lack of clearly defined accountability mechanisms and institutional frameworks or structures necessary to facilitate mainstreaming within departments.
- The mainstreaming of gender is not incorporated into departmental planning, monitoring and budgeting pro-

cesses, apart from implementing departmental employment equity plans.

- Lack of senior management support for gender mainstreaming.

Palama has made great strides in implementing the programme and the achievements to date are as follows:

- A total of 2 154 officials have been trained in all three spheres of government.
- The implementation of the programme has been extended to other countries with 67 trainers from Southern Sudan, Rwanda and Burundi being trained.
- The course speaks strongly to women and men.
- 25% of the programme's participants have been men.
- It is a practical "how to" training course with many toolkits. It includes the Department of Public Service and Administration's eight-point plan as well as all the protocols and conventions that South Africa is signatory to (Beijing Platform of Action, Convention for the Elimination of Discrimination against Women and the Southern African Development Community Protocol on Gender and Development).
- It is an accredited course (10 credits on National Qualifications Framework Level 5).
- The course looks at gender mainstreaming in programmes and projects as well as within institutions. By the end of training, the participants are able to engender policies and programmes as well as develop an integrated gender mainstreaming action plan for their departments.
- It adopts a human rights-based and inclusive approach to mainstreaming and includes the mainstreaming of, among other things, HIV/AIDS, disability and sexual orientation.
- The course contains a well-integrated awareness component and is interactive and action-oriented.
- The course is supported by a virtual discussion forum that facilitates dialogue and debate around gender issues.

Palama is seizing the opportunity to infuse gender mainstreaming across the Public Service. Real transformation in institutionalising gender mainstreaming is a long-term process which requires sustained effort beyond compliance.

Information about the programme is available on

www.palama.gov.za

Tales of triumph

Walter and Albertina

Sisulu: In Our Lifetime by Elinor Sisulu

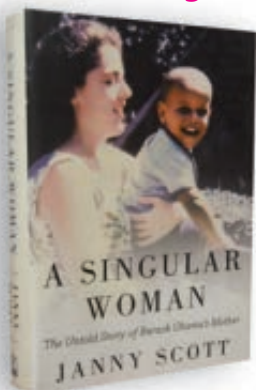


Born only miles apart in the Eastern Cape hinterland, Walter Sisulu and Albertina Thethiwe went from humble beginnings to become two of South Africa's most respected and beloved figures. For over five decades, they were at the forefront of the struggle against apartheid and the injustices it wrought on black South Africans. In this new book, Elinor

Sisulu, daughter-in-law of the Sisulus, who has had unrivalled access to her subjects and to personal and family letters, as well as previously classified documents from the security police and prison files, gives a definitive biography and moving story of an inspirational couple.

In the foreword of the book, written by Nelson Mandela, he makes a moving comment on the Sisulus and, inadvertently, on the story behind their lives: "There can be no greater and more inspiring example in the history of our organisation, and hence of our country, than Walter and Albertina Sisulu: a couple whose every deed speaks of leadership that made the kind of difference that brought us to where we are today as a country and as a people ... It is time that this story of our nation be told."

A Singular Woman: The Untold Story of Barack Obama's Mother by Janny Scott



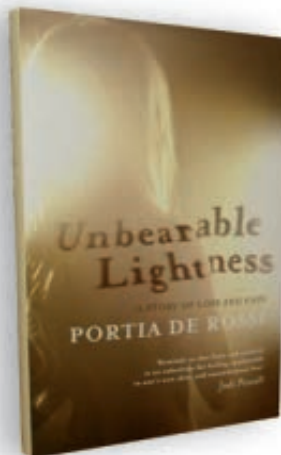
This book offers an unprecedented look into the life of the woman who most singularly shaped Barack Obama – his mother. Little is known about Stanley Ann Dunham, the fiercely independent woman who raised Obama and the person

he credits for what he says "is best in me".

Award-winning reporter Janny Scott interviewed nearly 200 of Dunham's friends, colleagues and relatives, including her children, and combed through boxes of personal and professional papers, letters to friends and photo albums to uncover the full breadth of this woman's inspiring and untraditional life.

It is a poignant look at how character is passed from parent to child and offers insight into how Obama's destiny was created early by his mother's extraordinary faith in his gifts and by her unconventional mothering.

Unbearable Lightness: A Story of Loss and Gain by Portia de Rossi



"I didn't decide to become anorexic. It snuck up on me disguised as a healthy diet, a professional attitude. Being as thin as possible was a way to make the job of being an actress easier." Portia de Rossi weighed only 82 pounds when she collapsed on the set of a Hollywood film.

On the outside, she was thin and blond, glamorous and successful. On the inside, she was literally dying. In this book, De Rossi captures the complex emotional truth of what it is like when food, weight and body image take priority over every other human impulse or action. She reveals the heartache and fear that accompany a life lived in the closet, a sense of isolation that was only magnified by her unrelenting desire to be even thinner. From her lowest point, De Rossi began the painful climb back to a life of health and honesty, falling in love with and eventually marrying Ellen DeGeneres, and emerging as an outspoken and articulate advocate for gay rights and women's health issues. *Unbearable Lightness* is a story that inspires hope and nourishes the spirit.

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Save seriously ... and achieve your dreams



Old Mutual offers the following advice to improve your saving habits:

- **Live economically.** Don't buy things you don't need and don't try to keep up with friends and neighbours. Everybody's needs are different. Live according to yours.
- **Teach your children to save from an early age.** They need to know about the household budget. Set them to work for their pocket money. Help them learn that making a financial decision is about weighing up the value of one thing against another and choosing which one to forgo.
- **Don't make excuses about why you don't save.** Saying "I am too young" or "I'll save next month" or "Only rich people can save" won't get you anywhere.
- **Start early for retirement.** Start saving consistently and seriously for your retirement years from the day you get your first job. Learn the magic of compound interest. Put aside at least 15 percent of your income each month in a safe investment.
- **Use credit sparingly and carefully.** It's cheaper and more rewarding to wait until you have saved the funds yourself. It's better to spend money you have earned than spend money you still have to make.
- **If you are in debt, pay it off as fast as you can.** Handle your credit cards and store cards very carefully. And remember, cuts in the interest rate should be used to settle debt first, not to take on more debt.

Your five-step saving plan

You can follow five easy steps to plan and save for a specific goal:

- 1. Clearly state your dream.** Think about the future and what you want for you and your family.
- 2. Write down your short, medium and long-term goals.** Set yourself a time frame to achieve them.
- 3. Develop a saving plan.** Decide how much money you'll need to put aside every week or month to reach your goals and where you'll save or invest it to get the best returns on your money. You may need to use different products to help you meet your different goals.
- 4. Draw up a household budget together with your family.** Know where every cent of your income goes and where you can cut back on consumption to help you meet the commitments of your savings plan. Revise your budget regularly to keep your eye on the future.
- 5. Stick to your plan.** Make saving a habit. Tell people close to you about your dream. Talking about your dream makes you commit to it. Do not let challenges deter you from pursuing your dream. Remember that your savings plan is your path to financial freedom. By focusing on that long-term goal, you can ward off unnecessary spending and progress towards achieving your dream.

To speak to an Old Mutual Financial Adviser or affiliated Broker to help you to compile a savings plan, contact 0860 WISDOM (947366). Visit www.oldmutual.co.za/savingsmonitor for more advice on saving. The site also has useful financial calculators and a budgeting tool you can download.

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Writer: Samona Murugan

Africa makes strides towards peace

The declaration of South Sudan as an independent state on 9 July was a historic moment for the entire African continent. The day will go down in history when the world witnessed the closure of one of the most painful chapters in the lives of the Sudanese people. It also marked a new beginning filled with hope and expectation as South Sudan became a new independent sovereign state.

To mark this special occasion, President Jacob Zuma visited the Republic of Sudan. "Africans, from Cape to Cairo, are today walking tall celebrating this historic moment, and acknowledging the commitment of the people of both the North and South to peace and progress. As South Africa, we are truly humbled to have contributed to ensuring sustainable peace in the Sudan. We have always aspired to witness the dawn of peace, security and stability prevailing in the whole of the Sudan. That dream is coming to fruition," he said.

During the visit, he held discussions with his Sudanese counterpart, President Omar Hassan Al-Bashir. President Zuma confirmed that South Africa remained the chair of the African Union (AU) Post-Conflict Reconstruction and Development Committee for Sudan and would continue to show its support to the country.

President Zuma lauded the efforts of the Government of Sudan in fulfilling its commitments to the Comprehensive Peace Agreement (CPA), thus giving the Southern Sudanese communities the key to their own destiny. Highlights of the meeting between President Zuma and his counterpart included:

- strengthening political and economic relations between Khartoum and Pretoria
- signing the Agreement on Cooperation in the Field of Agriculture,

which will allow South Africa and Sudan to exchange scientific and technical information, specialists and researchers, including the transfer of technology and enhancing food security

- commending President Al-Bashir for the role he has played in ensuring the Sudan stays committed to the (CPA).

The India-Brazil-South Africa Forum will mobilise its resources to support development projects in North and South Sudan.

President Zuma commended the parties on the signing of the Temporary Security Arrangements on Abyei and the framework agreement on the Political Partnership between the NCP and SPLMN over political and security arrangements for the Blue Nile and Southern Kordofan states and stressed the importance of their speedy implementation.

South Africa has confidence that the AU High-Level Implementation Panel, led by former President Thabo Mbeki, will reap more positive results in the negotiations between the parties to the CPA over the outstanding post-referendum issues. South Africa will continue to support efforts aimed at ensuring a peaceful and stable environment in South Sudan that will create conditions for the entrenchment of democracy and the development of government institutions for the betterment of the people of South Sudan.

President Zuma said an African solution had been delivered to an African problem. "We congratulate the people of Sudan. They now need to be afforded support and the space to heal from the experience of war and move forward towards a better life for its citizens. Furthermore, it is South Africa's wish to see Sudan solidifying its democracy and to take its rightful place in peace-building on the African continent...we have shown the world yet again what we are capable of as Africans".



University of Fort Hare
Together in Excellence

2011
95th Jubilee



1916 - 2011

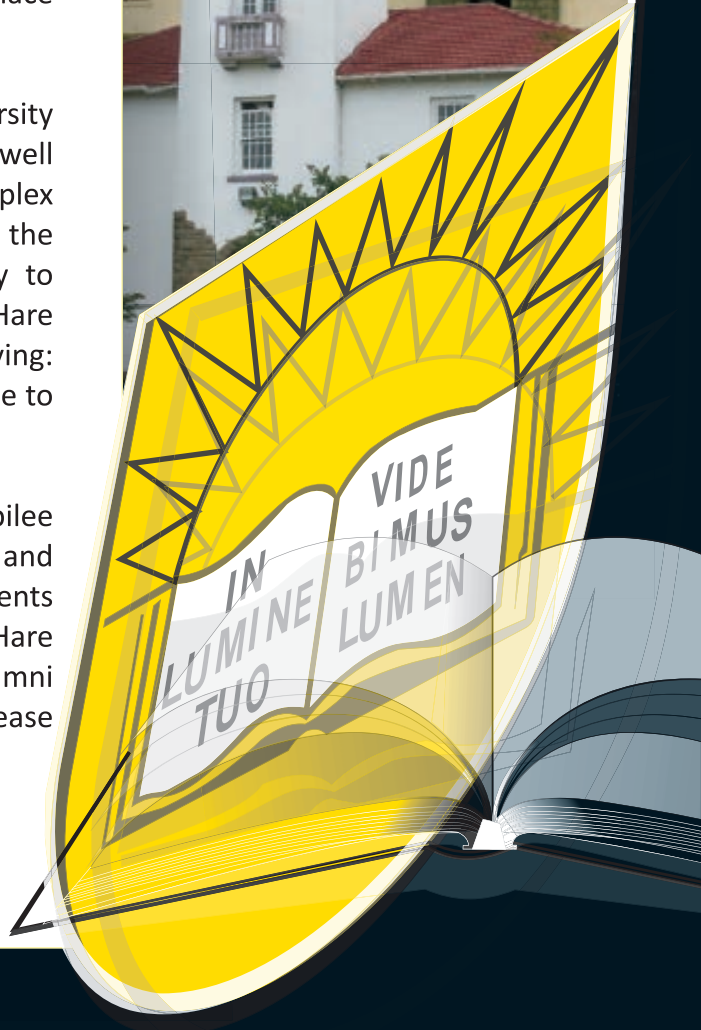
From humble beginnings in the early 20th century, in the Eastern Cape town of Alice, the University of Fort Hare emerged as one of Africa's most distinguished and iconic institutions of Higher Education. Fort Hare occupies a crucial place in the emergence and preservation of the intellectual heritage of Africa. Furthermore, Fort Hare has emerged in the 21st Century as a vibrant intellectual centre, already a major contributor to economic, political, social and civic development in South Africa. Like the famed baobab tree it has withstood all turmoil, hazards and elements (natural and human) to remain a feature in the history of South Africa. A rhetorical question posed by Govan Mbeki, one of our exemplary alumni, sums it up: "Can you separate the history of South Africa from what took place around Fort Hare?"

As it approaches its centenary year, 2016, the University continues to be a relevant skills and knowledge producer, as well as a thought leader. The rapidly changing and complex knowledge society in which it operates requires that the University continually builds its organisational capability to remain responsive and relevant in the global village. Fort Hare alumnus Nelson Mandela notes this significance in saying: "Education is the most powerful weapon which you can use to change the world."

The year 2011 sees Fort Hare celebrating our 95th Jubilee Anniversary with a targeted in-take of some 10,500 national and international students. We invite all our treasured past students to visit our new alumni database via the University of Fort Hare website www.ufh.ac.za and connect through to the new Alumni page. New functionality includes an online database, please visit the site to update your alumni record.

The University of Fort Hare – Together in Excellence.

www.ufh.ac.za



Transforming the public mindset on women leadership



*Writers: Bafana Khumalo and Mbuyiselo Botha**

The United Nations Development Programme (UNDP) defines gender mainstreaming as: "Taking account of gender equity concerns in all policy, programme, administrative and financial activities, and in organisational procedures, thereby contributing to a profound organisational transformation."

The UNDP explains this as follows:

"Women and men have different positions, roles and responsibilities, but also different asset bases and opportunities at home and in society. Gender analysis brings to light many of the gaps and challenges, as well as the strategies for possible action. Even the achievement of a single target, 'girls education', depends on access to water and fuel, transport and sanitation facilities, income, legal rights and traditions. 'Girls education' is hampered by many competing priorities. And yet, investing in poor women is the right thing to do and also the smart thing to do because educated girls and empowered women are untapped resources for economic growth and key change agents for poverty reduction."

Gender mainstreaming involves internal transformation (where women and men are located, and in what roles within institutions) as well as the integration of gender considerations

into key governance tools: laws, policies and service delivery. At implementation level, gender mainstreaming involves taking gender into account in design, training and capacity-building, monitoring and evaluation as well as resource allocations for programmes and projects.

Are women represented in traditional leadership structures?

According to the *White Paper on Traditional Leadership and Governance*, Notice 2336 of 2003, of the Department of Co-operative Governance and Traditional Affairs: "these (traditional) councils must also allow for the representation and participation of women in their own right. At the least, one third of the members should be women", and "each provincial house must ensure that at least one third of its membership is drawn from women."

While this is an encouraging trend, certain traditional councils are opposed to women as traditional leaders and thus women are often assigned positions on the Traditional Council in the capacity of a community member or family member of a traditional leader, or they are assigned an acting position, rather than fully fledged membership. There are no channels to prevent this or penalise this type of action.

We are the 30th driest country in the world, so every drop of water we have counts. Collectively we need to use our water resources effectively and conservatively, protect them and ensure that they are not contaminated

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The South African Constitution espouses important values that affirm women's rights as human rights. Non-sexism and equality are, among other things, key values that seek to advance the course of gender transformation. South Africa's report card for the first 17 years is favourable in terms of the gender transformation agenda but more work still needs to be done. Rwanda, for instance, has a better record with regard to representivity, at least in the public space.

Women in South Africa are in the majority according to Statistics South Africa and yet they remain underrepresented in the public and private spaces. The situation has improved significantly since 1994 in terms of female representation in Parliament and the South African body politic generally. The numbers have been steadily increasing in the National Assembly mainly due to the commitment of the ruling party on the 50/50 representation. In Cabinet, the figures are even more impressive with over 40% female representation. But when one looks at the Public Service generally and especially at key strategic positions, we still have a long way to go in achieving equal representation.

In the private sector, the situation is even gloomier. The Commission for Gender Equality has just released a report reviewing female representation in the boardroom and leadership of organisations and the picture is worrying. More advocacy is required to change the situation for the better.

In order for the public mindset to be changed regarding women in leadership, it requires us to work towards a transformation of attitude at a societal level and to confront sexism and patriarchy. This is critical for the holistic development of our society. In this competitive global economic environment, we need to deploy all available resources to strengthen our economy. Rethabile Mohloli, of Development Peace for Education, sums it up like this:

"Women's representation in the various levels of governance is crucial for development, particularly in the least developed countries where, outside of legal provisions, culture and socialisation put women at the periphery of decision-making yet at the centre of the real work and development." (2006)

The following institutions require commitment to the transformation agenda so that they can contribute to the development of female leadership:

Traditional leadership

There is a need to change the ways in which men and boys are socialised to believe certain things about women and their leadership, especially the sayings and idioms in various languages that teach boys

and men that women should not be leaders. For example: in Setswana there's a saying, "Ya etellwa ke e tshohadi, ya wela lengopeng", that if loosely translated says: "if any society is led by a woman it is a sign of a bad omen or luck". It suggests that the community is cursed. Similarly, such socialisation also teaches girls and women that they should not be leaders, but instead be subservient to men. It implies that women are not adequately capacitated to lead.

In the 17 years of our democracy, this myth has been disproved. We have seen a steady rise of female leaders who are performing exceptionally and setting a good example for younger generations.

The religious sector

Many religions are premised on how girls and women should be subservient to men's leadership. Women are seen as created to serve men in all forms. Women cannot be ordained as priests in many religious denominations or as bishops – what message does this send? This is strange since the majority of followers are women and yet they are conspicuous by their absence in the echelons of leadership.

Educational institutions

We need to review what it is that we teach young boys and girls about women and leadership. What does the structure of many educational institutions, especially universities, demonstrate to society about women and leadership?

How does the curriculum challenge gender norms to deconstruct our ideas about women and leadership? How are women portrayed and represented in the curriculum? This review is critical to help change the mindset of learners and educators.

Political parties

The Independent Electoral Commission reports that the majority of voters on the roll are women. Research also indicates that more women than men participate in the electoral process. But strangely, the number of women who are candidates is far less. Political parties' manifestos should reflect a women's leadership imperative and focus on issues that affect women's lives.

Clearly, with targeted interventions, our society can be transformed sufficiently to reflect the values in our Constitution. It is possible. All that is required is leadership at various levels to champion the cause for gender equality and we will see positive results.

***Bafana Khumalo is a Director at EngenderHealth and Mbuyiselo Botha is a Media and Government Relations Manager at Sonke Gender Justice Network.**

Feisty Soty

u fights for safety

Writer: Xoliswa Zulu

It is a chilly Wednesday afternoon and I am in the office of the Deputy Minister of Police, Maggie Soty. A dark blue carpet, with shades of yellow, lines her office, reminding one of the uniforms worn by South Africa's policemen and women.

When I finally sit down with the petite Soty, one understands why she has been described as gutsy, fearless and independent. The saying that "dynamite comes in small packages" definitely rings true in her case. She's passionate, ambitious and oozes confidence – characteristics a woman in her position definitely needs.

She was appointed last November and in her nine months on the job, she has more than illustrated that women can do whatever they put their minds to.

The world of politics was the obvious choice for the feisty Soty and while her family was not exactly pleased with her choice of career, she has left an indelible mark.

"I got into politics over 30 years ago," she reminisces. "It was an obvious choice because of the imbalances that we received as black people from the previous Government."

"I came from a very poor family – a Christian family – who believed that if you were a girl, you needed to be educated, and once you were educated, you got married and had children. I didn't believe in that. I wanted to get into politics," she smiles.

That is exactly what she did. Years later, she chaired both the Safety and Security Portfolio Committee and the Peace and Stability Cluster in Parliament and was later appointed chairperson of the Water and Environmental Affairs Committee and the Social Transformation Cluster.

"I was the first woman to chair the male-dominated Safety and Security Committee," she says. "I was very passionate about issues of safety and security. There was a lot that I gained while in that position that I am able to use now as Deputy Minister of Police.

"Some of the Acts that we have now went through myself as chair such as the Firearms Control Act, the Domestic Violence Act, the South African Police Service



Act and many others. I am proud to have made a contribution to those pieces of legislation.

"But after five or six years of being chair of the Safety and Security Committee, I was taken into another field. To go from safety and security to water and environmental affairs was quite interesting, but I must say that I gained a lot from that experience."

Being a woman in the security sector has never been easy, but Soty has taken it in her stride.



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"When the President appointed me in this position, he looked at what I had been doing in Parliament. He knew that I was more than capable of doing the job," she says. "Minister (Nathi) Mthethwa and General (Bheki) Cele acknowledge the fact that I've been in the security sector for years. I'm working with people who understand and know me; my strengths and weaknesses. I must say that I am comfortable with what I'm doing because of the working relationship that we have," she explains.

The safety and security sector has always been seen as a male-dominated profession, but for Soty, it's all about how hard one works. For women to be recognised in any industry, she believes that all it takes is hard work and determination.

"We must empower women," she says. "Within the police there is a lot that has been done. Women are occupying senior positions. But I believe that when a woman is promoted to a senior position, she must make sure that she also creates leaders out of other women," she adds.

"When I was taken from the Safety and Security Committee to the Water and Environmental Affairs Committee, I came across something very new. When you're a woman and you are given a challenge, you want to prove beyond doubt that you can do anything. Don't sit around and wait for someone to tell you what to do.

"You must stand up; you must read; you must research and you must do everything in your power to equip yourself to do exactly what is expected of you. Know your country; know your continent and you'll never be wrong. You must empower yourself because nobody else is going to empower you," she encourages.

While she has also experienced her fair share of discrimination on the job, she has never let that stop her from fulfilling her duties.

"I've been to various countries where I felt I was undermined because I am a woman. But before I left those countries, they believed in me, they believed in the country that sent me. I made sure that whatever a male person did, I exceeded that," she smiles.

As women all over the country celebrate Women's Day and the milestones they have achieved on 9 August, the Ministry of Police will be honouring the life of Constable Francis Rasuge who was killed in 2004 by her partner, William Nkuna. Nkuna was convicted in 2005 of murdering Rasuge even though her remains were never found.

"We lack the words to explain what happened to Constable Rasuge. She was based at the Temba Police Station before her disappearance. So, we have taken a decision, in consultation with her family, to rename the police station where she was based, the Constable Francis Rasuge Police Station.

"We want to use her rank so that even the younger generation is curious about who Constable Francis Rasuge was," she explains.

The police will use the month of August to raise awareness about policemen and women who have been killed on and off duty.

The Ministry of Police also has an organisation called the Women's Network, which looks at issues affecting women within the organisation.

While her schedule has kept her busy and on her toes over the years, she has managed to complete an Advanced Diploma in Economics through the University of the Western Cape – one of her proudest achievements.

How does this single mother of two juggle motherhood and her hectic work schedule? "Free time does not exist in my vocabulary ... but I always make time for my family. I live for my daughters and grandchildren. Home, where my kids are, is where my life is," she smiles broadly.

The hope that she has for the women of South Africa leaves one with a warm feeling for the future: "We need to be united as women and we need to support each other as women. We must be united because if we are united, we can do anything."

They have **what it takes**



Lt. Laura Ilunga

In what can be described as an exception to the norm, a group of young women are making a name for themselves in the South African Air Force (SAAF), writes **Mbulelo Baloyi**.

Respected worldwide as one of the oldest air forces in the world, the SAAF is widely acclaimed for the rescue missions it conducted during the massive flooding in neighbouring Mozambique in 2000.

At its Durban 15 Squadron Air Force Base, there is an all-female helicopter crew of three pilots and a flight engineer – the only female flight engineer in the SAAF.

Between the four, they have been involved in search-and-rescue missions as well as other day-to-day duties.

Some of these duties include flying members of the Executive, including the President and Deputy President.

Among the three female pilots who operate the Oryx utility medium-transport helicopter is 26-year-old Lieutenant Laura Ilunga, originally from Waterkloof in Pretoria.



From Left to Right
Lt. Laura Ilunga, Lt. Zanele Shabangu,
Lt. Olwetu Soga.

“I have always wanted to be a pilot, not necessarily an air force pilot specifically, but a career in aviation. I heard that the Air Force provides training for free and that is how I got to become an air force pilot. The whole (helicopter training) programme is free but you pay it back with your years of service,” says Ilunga.

She adds that the Air Force offers the best training, hence many Air Force pilots are hired easily in the private or commercial sector.

According to Ilunga, it takes about three years to be a pilot in the SAAF. Trainee pilots have to undergo basic military training followed by a four-month officer course within the Air Force since one has to be an officer before qualifying as a pilot.

This is followed by a one-year course in Aeronautical Science at the Defence Force’s Military Academy. This certificate course is accredited by the University of Stellenbosch. Thereafter, trainee pilots have to do a one-year flying course at the SAAF’s School of Flying in the Western Cape.

She says on completion of the one-year course at the School of Flying, the trainee pilots follow their career paths in terms of wanting to pursue a career as a combat fighter-jet pilot, a fixed-wing plane pilot or a helicopter pilot.

Those who want to be helicopter pilots then do a three-month training programme at flight schools approved by the Air Force before doing the rest of their practical training at the SAAF 87 Helicopter Flying School in Bloemfontein.

Ilunga says being a woman in the Air Force requires females to work twice as hard as their male counterparts.

“As a woman, you have to prove yourself since this is a male-dominated sector. We do acknowledge that we will never be one of the guys but yet we have to put in more work as women to

show the men that we can do it. We know

as women that physically we are not as strong as men. You have to put in much more work, as men expect more from you,” says Ilunga assertively.

Although she expects to complete her contract in the

SAAF, Ilunga sees herself

in future working in the commercial aviation sector piloting long-haul commercial aircraft such as the Airbus.

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CONSTITUTION HILL

Flying high

She boasts the enviable title of being the only female flight engineer in the South African Air Force (SAAF), yet Olwetu Soga's lifelong dream is to become the first non-pilot chief of the SAAF, writes **Mbulelo Baloyi**.



Lt. Olwetu Soga

As a flight engineer, the 27-year-old Lieutenant Olwetu Soga is an important cog in the flight team that makes up the four crew members of the Oryx helicopter. She is the eyes and the ears of the pilot and the co-pilot during search-and-rescue missions or when they have to land the massive Oryx medium-transport helicopter in unfamiliar territory.

"I do the monitoring of engines, systems and instruments, depending on the nature of the flight. When making a landing in built-up areas, I am the one who guides the pilots as to which direction they must steer the helicopter to avoid hitting overhead power lines or any other obstacles," says Soga.

During search-and-rescue missions, she operates the hoist to lower the stretcher and secure the rescued person.

"In addition to this, I do pre- and post-flight inspections, providing feedback on whatever we might have picked up during the flight."

Soga's brush with the world of aviation happened by chance while doing her first-year Mechanical Engineering course at East London Technikon in the Eastern Cape.

Soga, who is originally from Butterworth in the Eastern Cape, had to quit the course after doing just one semester.

"The Defence Force recruitment personnel came to our institution to tell us about career opportunities in the Defence Force through the Military Skills Development System. I applied and got admitted to a Mechanical Engineering course in the Air Force," says Soga.

It was while doing this course that Soga switched courses and pursued a career in flight engineering.

Soga says being a female in the SAAF requires a person who is clear on his/her goals.

"You have to be emotionally, spiritually and mentally prepared. The environment can also be very harsh and if you are not mentally prepared, you won't finish the course".

"The challenges you face as a woman are far greater than any other challenges any man can face," remarks Soga.

She says growth is important in everybody's life and career growth in the Air Force depends on one's inputs. Soga says a lot remains to be done in terms of attracting more women to the Air Force.

"We don't have the numbers, the 15 Squadron only has four uniformed officers – I am the only female flight engineer in the whole of the SAAF. One thing that I want to accomplish during my lifetime in the Air Force is to become the first non-pilot Air Force Chief coming from the ranks of flight engineers. All the Air Force chiefs have been former pilots in general and fighter-jet pilots in particular."

Living her dream

Her first love has always been to save lives as a medical doctor but now Zanele Shabangu is doing just that during search-and-rescue missions in an Oryx helicopter, writes **Mbulelo Baloyi**.

Being an Air Force pilot was a second choice for Lieutenant Zanele Shabangu. While in high school, she enquired at South African Airways about its pilot training programme.

"It was out of sheer interest and I went there on my own to get information on how one went about to become a commercial pilot. I did not even know about the Air Force then," says the 26-year-old who grew up in Temba township in Hammanskraal, north of Pretoria.

On completion of her high-school education, Shabangu joined the Department of Defence's Youth Foundation Programme to pursue a career in medicine within the South African Military Health Service arm of the Defence Force.

"There were a lot of us and they told some of us to go for our second choice and that is when I went for piloting."

Shabangu says she initially found the Air Force environment tough, particularly as a woman. She said there was tremendous pressure on her as a woman to work harder as there was anticipation that she would wither away but she persevered. She sees herself being a flight commander at senior level. "One thing that I would like to accomplish while I am still in the Air Force is to add to the number of female commanders of helicopter pilots. Presently, there is one female commander based in Pretoria and a colleague of ours here at the base is undergoing training to become a commander."

During a helicopter flight, there is a pilot, co-pilot and a flight engineer. Shabangu says a flight commander is in charge of the entire flight in terms of decisions that are being made. The final decision during the flight, she adds, rests with the commander.

"Usually a commander would be someone who has more experience among the three crew members. You could be at the same rank but because of experience in terms of helicopter flying, that pilot would be the automatic choice of being a commander."

While the Air Force does have prospects for growth, Shabangu believes that the nature of the environment is proving challenging for female pilots to advance their careers without having to make sacrifices.

"Here, I am talking about things like starting a family. When I think about having a baby, I have to think about my career as well. I have to weigh the option of having a baby and my career because I have to go away for a few months. By the time I come back from maternity leave, I would be behind in terms of flying hours required of pilots."

"To survive one has to be tough. Sometimes, you inadvertently take that toughness home and your partner has to remind you to calm down. You must have a very understanding partner," remarks Shabangu.

However, Shabangu admits that by virtue of being in the armed forces she knows that it all comes with the territory.



Lt. Zanele Shabangu



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Centre : Major Cathrine Labuschagne
Photo: S Sgt Lebogang Tlhaole

Writer: Corporal Itumeleng Makhubela

Siren - a world first

Determination, bravery and dedication are just some of the words that describe Major Catherine Labuschagne, the world's only female pilot of frontline fighter aircraft.

The South African Air Force (SAAF) can boast having produced the first female Gripen fighter jet pilot in the world in Labuschagne.

With over 12 years of service in the SAAF, Labuschagne has approximately 1 900 flying hours to her credit of which 1 000 are in military jets.

Labuschagne, code-named Siren, previously flew an Impala and the Hawk lead-in fighter in preparation for the transition to South Africa's frontline fighter.

She admits the training was "tough", but worth all the effort. "It was quite a big thing for me because it made history. It was also rewarding because I have been in the frontline since 2003. It's been a long road."

Flying a Gripen requires a high level of mental and physical fitness because of the speed at which the aircraft travels, a maximum of Mach 2 – twice the speed of sound, or about 2 400 km/h.

Pilots are also required to accumulate about 430 hours on the Hawk and pass several courses before they are allowed even to sit behind the controls of a Gripen.

"This is fantastic for me; and I am excited," remarks Labuschagne. "It's amazing what you can do with the aircraft, but you need to be persistent and work hard."

In 2004, after joining 85 Combat Flying School in Hoedspruit, the 31-year old Labuschagne had an opportunity to become the first female fighter pilot in the world to fly in the back seat of the Swedish-built Gripen fighter jet at the opening of the African Aerospace and Defence Exhibition.

In 2010, she did her first solo flight in a Gripen. Together with

Labuschagne, three male Gripen fighter pilots qualified at Air Force Base (AFB) Makhado. The four of them completed their Operational Conversion Course after which the four pilots flew solo in Gripens in October 2010.

Labuschagne, Major Lance Mathebula, Lieutenant Kevin Chetty and Lieutenant Colonel Gys van der Walt will form a pool of fighter pilots. They have paved the way for up-and-coming talents.

The Operations Officer of 2 Squadron, Lieutenant Colonel Musa Mbhokota, indicated during a briefing that their objective was to define excellence in multirole air-combat operations by the way they conducted themselves. The squadron has proved its capability, judging by its performance during World War II in Europe and Africa, and later in Korea.

Gripen training comprises an integrated training system that includes classroom attendance, computer training systems and actual flying.

The unit has built a Gripen simulation training centre that allows the students to have a virtual experience of a flight. Gripen courses include the Flight Leader Course, Operational Conversion Course and the Flight-Attack Course.

The Officer Commanding of AFB Makhado, Brigadier General Chris Delpont, says the unit is responsible for managing fighter aircraft. The fleet of 15 Gripens (nine with dual seats and six with single seats) are used for specialised combat operations and exercises.

Brig Gen Delpont points out that Labuschagne being a Gripen pilot is a major achievement.

***Corporal Itumeleng Makhubela is a journalist at the SA Soldier and the article was first published in the SA Soldier November 2010 edition and Mail & Guardian's Top 200 Young South Africans in June 2011.**



NELSON MANDELA MUSEUM: *10 years of delivering a memorable cultural experience*



There are few places to beat the Eastern Cape as a heritage destination. Its rolling hills and magnificent natural environment is where one of its most famous sons, Nelson Mandela, was born.

Ten years to the day after his release on 11 February 1990, the Nelson Mandela Museum opened its doors. Nelson Mandela insisted it was not just to be a static collection but a living memorial to his values and vision. It was to inspire and enrich all who visit it, serve as a catalyst for development and should share the heritage resources linked to him.

Located in Qunu (Nelson Mandela Youth & Heritage Centre) and in Mthatha (in the Bhunga Building) - both conveniently situated on the N2 - the museum currently houses two exhibitions: *The Meaning of Mandela* and *Mandela and Luthuli in Conversation*. Some of the gifts that were given to Nelson Mandela from the South African and international communities are incorporated within both exhibitions. At Qunu the Museum experience is a dynamic one, with

various indoor and outdoor spaces for temporary exhibitions. Presently on show is a comic exhibition about the life and times of Nelson Mandela, and art and craft exhibitions by local emerging artists. Beautiful products created by local youth on site are available for sale.

In Qunu, village tours are arranged on request and visitors can follow Madiba's footprints to his original home, the family graveyard where his parents and children are buried, his primary school where he was named Nelson on his first day of attendance, the church where he was christened and his favourite sliding stone.

The museum in Qunu has upmarket accommodation suitable for leisure and business travellers, as well as fully fitted state-of-the-art conference facilities.

The Nelson Mandela Museum offers a memorable cultural experience that gives insights into the life of Nelson Mandela, with guided tours and a heritage trail that follows his footprints.



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in the footprints ...

The sky is no limit



Captain Refilwe Ledwaba

Writers: Xoliswa Zulu and Mbulelo Baloyi

When South African Police Service (SAPS) Air Wing helicopter pilot, Captain Refilwe Ledwaba, boarded her first British Airways/Comair flight to Cape Town in 1996 to pursue a Bachelor of Science Degree in Biochemistry and Microbiology, her love for flying took off.

"I heard on the public address system that one of the pilots was female. And that ignited my initial interest in aviation," says Ledwaba, who is based at the KwaZulu-Natal Air Wing division. Like most young girls growing up in Lenyenye township outside Tzaneen in Limpopo in the late 1980s, Ledwaba believed her career options were somewhat limited. "Teachers, nurses or doctors were all we were really exposed to," she says. Aviation was certainly way off the radar and hence she went for a more traditional approach when choosing a career.

She never thought that one day she would be charting new territory in aviation and become a pilot. Today, she provides air support for law-enforcement missions, which include, among other things, crime prevention, investigation operations, rapid response to crime call-outs, anti-narcotic operations, border patrols and search-and-rescue operations.

"When I completed my science degree and did not have enough money to go to medical school as per the wish of my parents, I saw that as an opportunity to explore my interest in aviation. I joined Comair and later SAA as a cabin attendant and used the money to kick-start my flying career. I was also fortunate to be selected as the first group of the SAPS' cadets to be trained as pilots," she says.

Being in a male-dominated industry has never been easy, but Ledwaba has taken it in her stride. Her motto, "Let my flying speak for me", has helped her tackle various obstacles that she has been faced with. "When I initially joined the SAPS, it was challenging due to gender stereotyping," she says.

"However, there were positive people to pull me through. I also learned early in my career that it is a waste of time to try and change people's minds about my abilities," she says.

In 2009, after attending a few international aviation conferences and being invited as one of the panelists in the International Women Fly Programme in the United States of America, Ledwaba (together with a dynamic team of aviators, professionals and aviation enthusiasts) founded a non-profit organisation, Southern African Women in Aviation and Aerospace Industry (SAWIA).

SAWIA is dedicated to the empowerment of women in the aviation and aerospace industry in the Southern African Development Community region and the rest of Africa. Its vision is "to make aviation a viable and accessible career choice for women".

Through the organisation, some scholarships have been established. SAWIA also initiated the Girl Fly Programme in Africa – an educational and information programme for school students who have an interest in aviation and aerospace industries.

The programme is designed to expose young women to a world of opportunities while highlighting the achievement of women in aviation. The programme also focuses on community outreach programmes, skills development, Mathematics and Science support programmes, career guidance in aviation and aerospace and mentorship.

Ledwaba has also completed a post-graduate degree in Business Administration at the University of Cape Town's Graduate School of Business and is currently busy with her Master's in Development Management and Public Policy at Wits University's Graduate School of Public and Development Management.

Ledwaba hopes that the skills she is learning will assist her and her team in establishing a firm foundation for SAWIA, to become an organisation that makes a valuable contribution to the transformation of aviation in Africa.

For Ledwaba, being a pilot is not just a career, but a lifestyle. She stresses that if women want to get into the industry, they need to be passionate about it. "Flying helicopters for the police is the best flying you can ever find. It is varied and wearing a helmet and flying suit is cool," she laughs.

Having the title of being the first African person to fly helicopters in the SAPS and the first black female to pilot and command helicopters in the police service would be daunting for many, but for Ledwaba, the sky's the limit.

"Working in the SAPS, I am able to do what I love most: my passion for flying and serving the community," she says. "I am not able to articulate the feeling one gets when a suspect is arrested or when we recover a vehicle or rescue people in some remote area. The feeling is priceless. It is truly an amazing job and I feel privileged and proud to belong to the family of men and women in blue."

Top office needs more top women

Writer: Mbulelo Baloyi

Despite some strides having been made to populate the nerve centre of government with more women within its top management echelons, more work needs to be done to realise the full potential of female leaders within The Presidency, according to Doreen Kosi, Chief Director: Strategy and Special Projects in the Office of the Deputy President.

She has served no less than four deputy presidents in different capacities. Two were female, so Kosi knows what informs her opinion about the advancement of women in the highest office in the land.

Having joined The Presidency in 1999 and working mostly in the Private Office, Kosi is a walking repository on some of the functions located in the Private Office of the Deputy President.

It has been a long road from the day when she joined The Presidency 12 years ago as a private secretary at Deputy Director level.

"I find The Presidency to be one of the most dynamic institutions of learning. The Presidency is a skills hub in nature, and it provides great exposure. This is evidenced by the amount of information The Presidency interacts with on a daily basis and that which it is able to generate under very dynamic conditions, some of which are conducive while others are not so desirable," says Kosi.

**Strategy and Special Projects Head
Doreen Kosi**

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Between 1999 and 2002, Kosi attended many training and bursary courses. Among those courses were Public Relations, Community Relations, Labour Relations and a Management Advancement Programme, to mention a few.

Coupled with hard work, focus and attention to detail, given the sensitive nature of the office she worked in, Kosi did not relent in executing the tasks at hand with the dedication that it required.

This saw her being promoted to Director in 2002, in charge of Personnel Support Services and Administration. Two years later, she became Chief Director in the same unit.

Kosi says she and other women managers in The Presidency have always been encouraged by the amount of responsibility and trust that the various principals place in them.

"The way they believe that we will enable them to do what they are entrusted to do, I am sure I represent most of my colleagues when I say that by being part of The Presidency, we feel we contribute, in a small way, to striving towards the ideal of a better life for all in this country."

In 2009, when the present administration took office, Kosi took up her present position of heading the Strategy and Special Projects Unit in the Office of the Deputy President.

"This is the unit that serves as an engine or nerve centre of the Deputy President's Office. We coordinate and facilitate his delegated responsibilities," says Kosi.

Currently, Deputy President Kgalema Motlanthe is the Official Leader of Government Business as well as convener of the South African National AIDS Council.

In addition to this, the Deputy President also champions, together with the Minister of Arts and Culture, the Moral Regeneration Movement and oversees the War on Poverty Programme in collaboration with the Department of Rural Development and Land Reform.

Through financial assistance and support from the Office of the Deputy President, Kosi today boasts a Master's Degree and she remains eternally grateful to The Presidency.

"I would have not done this without the support from colleagues in The Presidency. This is an illustration of the exposure and opportunities that I am talking about," says Kosi.

Despite her personal achievement with the apt assistance and support from The Presidency, Kosi is of the firm belief that particular attention needs to be paid to the promotion of gender transformation and the increase of women representation at senior management level within The Presidency.

At the recent launch of The Presidency's Inaugural Gender Dialogue at the Presidential Guest House in Pretoria, Kosi said: "The Presidency has to be a catalyst for women emancipation and gen-

der balance in this country. We need to do better and this will take all of us rolling up our sleeves and working hard to make it happen." Among those who attended the Inaugural Gender Dialogue were Deputy President Motlanthe, the Minister for Women, Children and People with Disabilities, Ms Lulu Xingwana, and Director-General in The Presidency and Cabinet Secretary, Dr Cassius Lubisi.

Kosi hopes that the Gender Dialogue will help to speed up the process of transformation and empowerment of more women at senior management level in The Presidency.

"The Departmental Draft Employment Equity Plan has identified gender transformation in The Presidency as lagging behind. Affirmative action measures have been developed to identify suitable black women with potential and skills and to formulate relevant training programmes, among others," says Kosi.

She adds that an Eight Principle Action Plan has been developed in The Presidency to deal with the promotion of female empowerment and gender equality.

She says that there are many highly qualified and skilled colleagues within The Presidency who become demoralised because they spend years in the same positions, whereas there is sometimes scope for growth within the organisation.

"We need to strive to become the "employer of choice", not just within the Public Service, but in the country as a whole. This is the highest office in the land. Therefore, it must exude that authority and stature, not just by having the "best brains" in the country, but by creating the best work culture and work ethic in the country. We need to, indeed, create an enabling and caring environment, especially towards women."

In addition to this, Kosi believes that here needs to be some recognition of longevity of service. She says this will not just ensure that The Presidency preserves institutional memory and retains staff, but will also enhance loyalty to this institution.

"It is true that we work in a highly political environment, and therefore, the environment demands a lot of maturity from all of us. Personally, I have worked for four deputy presidents since 1999, and I can assure you, it has not been a walk in the park."

Not losing sight of the fact that work has brought her to The Presidency, Kosi says this has helped her to remain focused as she continues to work hard and remain the dedicated public servant that she is.

"Let me indicate though that I would not have achieved this without the political maturity and emotional intelligence of the leadership in The Presidency, both political and administrative. This indeed is true most of the women in The Presidency."



Bridging the gap between science and society

Beverley Damonse

Writer: Ongezwa Manyathi

For a long time, science has been perceived as a domain for the privileged few. It is a subject that many feel intimidated by. Science is not topical; there are very few public engagements and debates around the subject. The general approach is to let the scientists talk about science among themselves, with the public usually only entering this dialogue when there is a crisis. But imagine if complicated scientific data could be simplified into plain language that the public could understand and feel comfortable talking about? Not only would this stimulate more knowledge, but more importantly, it could create generations of young people who pursue careers in this field and become active contributors to the development of the country as a whole.

The role of the South African Agency for Science and Technology Advancement's (Saasta), a division within the National Research Foundation (NRF), is to change public perception and education on science, technology and engineering. At the helm of this agency is a dynamic and passionate woman, Beverley Damonse. As Executive Director, she has seen the eight-year-old agency through the teething phases to where it is now – able to stand on its own two feet, fully functional as a public engagement agency.

"Saasta is about public communication of science engagement, but we are also playing a big role in science education and outreach," says Damonse. The NRF, as part of its outreach capacity, is trying to increase the number of doctoral students in South Africa in an effort to boost the country's developmental capacity. This is not achiev-

Procedures to be followed when importing plants and plant products into South Africa



Before importing into South Africa, an importer should:

1. Find out the phytosanitary import conditions that apply to the commodity to be imported by consulting the Agricultural Pests Act, 1983 (Act No. 36 of 1983) or the National Plant Protection Organisation of South Africa (NPPOZA) within the Department of Agriculture, Forestry and Fisheries (DAFF).
2. Apply for an import permit from the DAFF if the commodity to be imported is not exempted from an import permit in terms of the Act referred to above. If the commodity to be imported is exempted from an import permit, ensure compliance with phytosanitary measures for such exemption.
3. When applying for an import permit, submit the completed application form together with proof of payment. The tariff information with regard to the issuance of import permits and the application form are available on the departmental website (www.daff.gov.za » Divisions » Plant health » Importing into South Africa).
4. Forward a copy of the import permit to the exporter or supplier in the exporting country to ensure that the consignment to be exported meets the phytosanitary import requirements of South Africa.
5. Ensure that the exporter or supplier presents the commodity to be imported to the National Plant Protection Organisation (NPPO) of the exporting country for phytosanitary inspection and certification where necessary in terms of the permit and/or exemption requirements.
6. Inform the exporter or supplier to send the original phytosanitary certificate with the consignment to South Africa (if a phytosanitary certificate is required).

Procedures to be followed when imported commodities arrive at the port of entry in South Africa:

1. South African Revenue Services (SARS) will detain the commodities for inspection.
2. DAFF inspector/s from NPPOZA will inspect the consignment together with the accompanying documents.
3. The following may happen following inspection of the imported commodities.
 - (a) If the consignment meets the import requirements, it will be released by the DAFF inspector/s.
 - (b) If the consignment does not meet the import requirements, risk management measures will be recommended whereafter a consignment may either be treated and released, sent back to the country of origin or destroyed. Once the consignment has been released by the DAFF inspector/s, the importer or his/ her agent must take the import documents to SARS for final release.

Postal address: National Plant Protection Organisation of South Africa (NPPOZA) * Department of Agriculture, Forestry and Fisheries * Directorate: Plant Health * Import Permit Office * Private Bag X14 * Gezina * 0031

Contact numbers: Tel +27 12 319 6102/ 6396/ 6130/ 6383 * Fax +27 12 319 6370 * E-mail JeremiahMA@daff.gov.za or AnitaSN@daff.gov.za or ShashikaM@daff.gov.za or BenJK@daff.gov.za

Physical address: 542 or 543 Harvest House * 30 Hamilton Street * Arcadia * Pretoria



agriculture,
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Department:
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REPUBLIC OF SOUTH AFRICA



I truly believe that the real problems of the world can be solved by the generation that is in school right now.

able without the sustainable development of human capital. "We need young blood coming into the system – youth that are thinking about science, that are exposed to good role models in science and thinking technologically about solutions to the problems that we face as a country," she points out.

This emphasises the important role played by Saasta in changing the relationship between science and society. One way, is through its work with the youth and educators by exposing them to science and providing them with educational support. For instance, the National Science Olympiad is a 45-year-old national science competition managed by Saasta for Grade 10 to 12 learners across the country. Through the competition, annually some 120 learners are exposed to different cultures, science, technology and professionals in science who are able to give them career advice. This is something the learners would not get in a classroom.

The agency also runs the Saasta Schools Debate. High-school learners debate in teams of four on issues such as technology, biotechnology, energy and so on. "These are very topical subjects and that's the kind of science we're trying to bring into the youth environment. It's about opening young people's minds to possibilities that are out there," she says. The debate forces learners to go out and do the research with the help of their educators and then get together in an informed dialogue on these topics. The finals will be held this month.

The participation of girls in science from an early age is necessary if the country wants to increase the number of female scientists. As it stands, at university level there are more women participating in science-related fields but it is in the levels after university where women are lacking. There aren't enough top women researchers or women heading up science institutions. "Girls need to be exposed to role models – female scientists from their communities. If girls see successful people from their environment, they will start believing that it is possible," says Damonse. "I truly believe that the real problems of

the world can be solved by the generation that is in school right now." She adds that it is important for South Africa to develop the thinking that says we have our own scientists here in the country, so we must stop waiting for the rest of the world to solve problems.

Damonse did not end up in science by mistake. She grew up in KwaDukuza, in KwaZulu-Natal. She says her father, whom she counts as an important mentor and male figure in her life, made her believe that she could do anything. "It was through him that I was exposed to science from a very early age. My father worked at a sugar mill and although he did not have the formal title of an engineer because of education, he did complicated work. He introduced me to concepts which I now understand to be engineering concepts." She believes that it's important to instil self-belief in young professionals today – particularly women. "They need to know that they can do anything as long as they are strong in understanding who they are and stand firm in their principles."

Damonse, who holds a Bachelor of Science in Microbiology and Plant Pathology, and an Honours and Master's Degree in Education from the University of Natal, is due to hand in her Doctor of Philosophy thesis this year through the University of Pretoria. She is constantly developing and growing herself as a person and as a leader. "My own growth has been interesting. As a leader, you keep growing and developing and you keep discovering your growth and different aspects of your leadership style," she adds.

To remain grounded, Damonse spends time with her two young adult daughters. She recently participated in the Two Oceans Marathon with one of her daughters, something they both enjoyed. She doesn't only challenge herself in the work environment but also participates in fun-challenging activities in her free time. In 2009, she summited Mount Kilimanjaro, something she describes as an amazing experience. In 2010, she bungee jumped off the Bloukrans Bridge. "I enjoyed the experience, it was a good learning curve for me but I wouldn't do it again," she adds with an infectious laugh.

Going forward, the goal is to have many more youth exposed to conversations with scientists, and to visit corporate industries. "We have Women's Day and Take a Girl Child to Work Day once a year and then it's gone. We need to find a more sustainable way of getting the message out that the future of our country is in our youth's hands."

Damonse says that her vision for Saasta into the future is that it becomes an agency that coordinates science advancement for the country and that it becomes a driver of a national conversation about science in the public.

"I'd like to continue to see us making a difference. My staff and I have a motto that drives us, which says: 'we make a difference in lives'. We are driven by the small changes that we make in young people's lives."



LUTHULI MUSEUM

Let the spirit of Luthuli speak to all

FACILITIES

The Luthuli Museum consists of the original 1927 home of Chief Albert Luthuli, a modern Interpretative Centre, a site for temporary exhibitions, events and workshops.

A guided tour is available to visitors and tour groups. Admission is free.

OPENING TIMES

Monday to Saturday 08h30 to 16h00.
Sunday and Public Holidays 11h00 to 15h00.
The Luthuli Museum is closed on Good Friday, Christmas Day and New Year's Day.

CONTACT

Tel: +27 (0) 32 559 6822/4
Fax: +27 (0) 32 559 6806
Website: www.luthulimuseum.org.za
Email: luthulimuseum@luthulimuseum.org.za

Chief Albert Luthuli

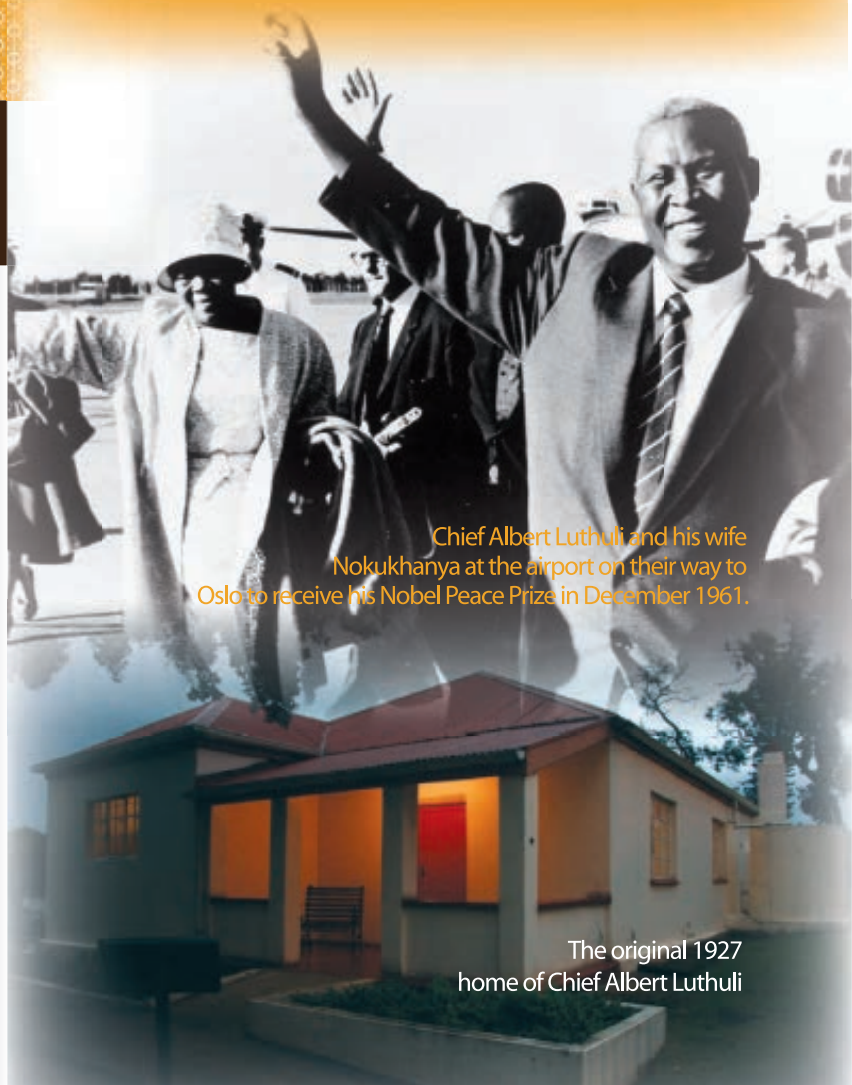
(ANC President - General from 1952 - 1967)

was awarded the Nobel Peace Prize in 1960 and received it in Oslo, Norway on 11 December 1961. The award was in recognition of his role and contribution to human rights and the liberation struggle against apartheid South Africa.

This year marks 50 years of this historic award to Chief Albert Luthuli and celebrates his life and legacy.

1960 - 2010

50 years Africa's First Nobel Peace Laureate



Chief Albert Luthuli and his wife Nokukhanya at the airport on their way to Oslo to receive his Nobel Peace Prize in December 1961.

The original 1927 home of Chief Albert Luthuli



Writer: Xoliswa Zulu

You've got to have Faith

She's established a victim empowerment centre, assisted in the capture of a serial rapist and played a significant role in stopping taxi violence and xenophobic attacks. These may sound like intimidating tasks, but it's "all in a day's work" for feisty 35-year-old police constable Faith Ntuli.

Ntuli was last year's overall winner at the 2010 Prestige Awards for Women in the South African Police Service (SAPS) – she won the award for going beyond the call of duty to uplift her community. "I never thought that constables could win such awards," she smiles broadly. "That inspired me a lot because I realised that management does appreciate the work that I do and acknowledges what I'm doing for my community. I also realised that nothing is impossible," she says.

She is stationed at the Brakpan Police Station's Social Crime Prevention Unit on the East Rand.

It is a position she holds close to her heart, because as she puts it, she "gets to play the role of social worker, teacher and parent". While she did not receive any formal training in any of these fields, she has learnt a great deal from interacting with her community.

"I have a love for people and while it's challenging to do what I do, it's my community that comes first," she says.

Her journey into the police service was an unusual one. Her siblings would always tease her about her height.

"When I was growing up, my brothers and sisters would always tease me about how tall I was and because I was so tall, they would always say that when I grow up, I should either be a police officer or a soldier, which I thought was strange at the time," she explains.

"When I worked at African Bank, there were four burglaries at my home – four in one year. It was then that I told myself that I needed to do something for my community. Not only to arrest criminals, but also to help those who have difficulties and are underprivileged," she says.

Ntuli has more than paid her dues. Seven years later, she has established a victim empowerment centre, started vegetable gardens for the poor in various informal settlements and talks to teens about the dangers of abusing drugs, theft, domestic abuse and other social ills that affect the youth of today.

"When I joined the police service, I worked at the Client Service Centre and we received lots of complaints, such as abuse and

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Mpekweni Beach Resort

Discover Amathole!

Straddling the Wild Coast to the north-east and the Sunshine Coast to the south-west, lies Amathole, a place of heritage, beauty and adventure. The region boasts undulating grasslands, pristine estuaries, beautiful beaches, montane forests, waterfalls, malaria-free game reserves and of course, the Amathole mountain range. A haven for the adventurous, Amathole offers rock climbing, mountain biking, hiking, hunting, bird watching, 4x4 trails, malaria-free game/nature reserves, watersports, including some of the best surfing spots in the world.

Steeped in history, the area will enthral visitors with its legends of Xhosa kings and stories of early settlers. Explore the San paintings and see the world famous African art collection at Fort Hare University. Experience African traditions at the village of Mgwali and the artistic community of Hogsback, a place which is said to have inspired JRR Tolkien and his book, *The Hobbit*.

Four new heritage routes have been established named after Xhosa kings and heroes. These are the Makana, Sandile, Maqoma and Phalo Routes. Over 350 heritage sites have been identified within the district which is dotted with remnants of forts, mission stations, places of historical significance and burial sites of Xhosa kings and struggle heroes.

Amathole includes:

- Amahlathi (Stutterheim, Cathcart and Keiskammahoek)
- Buffalo City (East London, King William's Town and Bhisho)
- Great Kei (Komga, Kei Mouth, Hagga-Hagga, Morgan's Bay and Chintsa)
- Mbhashe (Dutywa, Willowvale, Elliotdale)
- Mquma (Butterworth, Nqamakwe, Centane)
- Ngqushwa (Peddie, Hamburg)
- Nkonkobe (Seymour, Fort Beaufort, Alice, Middledrift)
- Nxuba (Bedford, Adelaide)



AMATHOLE DISTRICT MUNICIPALITY, PO Box 320, East London, South Africa 5200

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Place of opportunities...



rape; some people didn't even have places to stay, some were hungry. It was a challenging environment," she muses.

"That's when I decided to establish the victim empowerment centre. I felt a sense of sadness for victims of sexual assault, domestic violence, abuse and all sorts of crimes. They were interviewed about their ordeal in front of everyone at the police station and did not have any privacy to get the necessary counselling," she says.

"My mother used to tell me that no-one is an island, we all need each other. If you help someone, one day that person will help you, one way or the other, and if you want something good you have to do it yourself."

Ntuli also visits schools to counsel pupils. "The child is stealing, smoking dagga, going through difficulties at home or with friends; I feel that I have to be there to help, no matter what. I have to be at schools because I want to help the community."

All her hard work has paid off. She was also recently recognised at the fourth Annual Leadership for Women in Law Enforcement Conference for the role she has played in her community.

"I also started a community garden for an informal settlement – the community is unemployed and most people did not do anything during the day. The garden is there to keep them busy and to help them produce vegetables. I'm trying to do my best

and I'm still prepared to work hard," she smiles.

The police service has always been seen as a male-dominated profession, but for Ntuli, it's all about how hard one works.

For women to be recognised, she believes, all it takes is hard work, perseverance and determination.

"If you want to do something, do it," she advises. "More needs to be done to ensure that women are at senior levels in the police force, but while that's still happening, senior female officers, who are already up there, must mentor younger officers, improve their morale and help them to work hard.

"Nothing is impossible. Women must join the SAPS. We need more women. Government also wants to recognise women, they just need to prove the point that they can do it and go for it. Nothing can stop them," she encourages.

And what does the future hold for this ambitious woman from Nquthu in KwaZulu-Natal? "I see myself being a Captain in five years' time. And I'm still prepared to work harder than before.

"I would also want to mentor junior members, especially female officers, as we know that if you develop a woman, you develop a nation," she says.

But balance is also important to Ntuli. Her life is completely consumed by her other roles as mother to her four-year-old daughter, sister to nine siblings and a daughter herself. But those roles, she says, are fairly easy compared to her daily duties.



CITY OF EKURHULENI THE PREFERRED SPORTING DESTINATION

For a long time the Ekurhuleni region has been synonymous with manufacturing earning it the nickname 'Africa's manufacturing hub'— and it still is, but this is certainly not all that the area has to offer. This has become more apparent thanks to the 2010 world cup.

With the City of Ekurhuleni not being a host during the soccer spectacle, the municipality had to take advantage of its centrality as the main gateway into the rest of South Africa and Africa and the fact that it is home to the biggest airport in Africa, the O.R Tambo International Airport and be the welcoming city.

A flagship 2010 legacy park, Dries Niemandt Welcome Village, in Kempton Park was built to give tourists and soccer fans a unique experience while enjoying soccer on big screens.

Shortly after the world cup, the City of Ekurhuleni which had proven what they can do as a welcome city, played host to the 7th CAF African Women Championship – a prime continental soccer tournament that pits the best women national teams against each other.

With its two refurbished stadiums Sinaba in Daveyton (New Zealand training venue) and Makhulong in Tembisa (warm-up match between Nigeria and North Korea) having played a crucial role in the 2010 FIFA World Cup the City was more than ready to host the continental showpiece. For Ekurhuleni the tournament was an opportunity to showcase what the City has to offer in the sporting front and to promote it as a major tourism and destination point domestically and internationally. After all, the City boasts world-class executive hotels and tourism products ranging from eco-tourism, gaming and entertainment, shopping, soccer and family entertainment, tourism routes and cultural and township experience.

Days before the starting of the world cup the City of Ekurhuleni again demonstrated why it is fast becoming an alternative sporting destination when it hosted the week-long COPA Coca-Cola Football Stars Inter-Africa Tournament at the newly built state of the art Kattlehong Stadium – another 2010 legacy project

The City's hosting of major sporting events is not limited to soccer only; major boxing tournaments are regularly hosted at the two major casinos in the region while Willowmore Park home of the Easterns Cricket in Benoni is one of the new international venues on the South African cricketing calendar.



a partnership that works



City of
Ekurhuleni



Striking a Rock

riter ngezwa Manyathi

Some 55 years ago, women from all walks of life came together to speak in one voice against what they felt was an unjust pass law. The issuing of permits began in the Western Cape, which the Government had designated a 'coloured preference area'. Within the boundaries established by the Government, no African workers could be hired unless the Department of Labour determined that coloured workers were not available. Soon after permits were issued to women in the Western Cape, local officials began to enforce the regulations throughout the Union. Reaction to the new system was swift and hostile.

On 9 August 1956, some 20 000 women from all races – many of them dressed in colourful traditional attire, many with babies on their backs, and some who were domestic workers who brought their white employers' children along with them

– took part in a march organised by the Federation of South African Women (FEDSAW). The successful march was recorded as one of the largest demonstrations staged in South Africa's history. This day is today celebrated as a reminder of the contribution made by women to society, the achievements that have been made for women's rights and to acknowledge the difficulties and prejudices many women still face.

Women from all over South Africa descended on Pretoria and made their way to the Union Buildings in a determined yet orderly manner. The thousands of women filled the entire Amphitheatre of the graceful Herbert Baker building. It was reported that the women remained composed and displayed discipline and dignity throughout the demonstration. Unfortunately for the women, the leaders they had hoped to see in the form of the Prime Minister (or his senior staff) were not there.

We, the women of South Africa, have come here today. We represent and we speak on behalf of hundreds of thousands of women who could not be with us. But all over the country, at this moment, women are watching and thinking of us. Their hearts are with us. We are women from every part of South Africa. We are women of every race—we come from the cities and the towns, from the reserves and the villages. We come as women united in our purpose to save the African women from the degradation of passes.

Taken from the Petition presented to Prime Minister Strijdom, Pretoria, 9 August 1956



This did not deter the women – they sent a public message that women would not be intimidated nor would they be silenced by unjust laws. The Prime Minister’s secretary received the petitions as the women sang: *Within’ abase*. The phrase *Wathint’Abafazi, Wathint’Imbokodo!!* ou Strike a Woman, you Strike a Rock! has since become synonymous with a woman’s courage and strength, for it was on that day that women bravely fought for their freedom.

The petitions were removed without Prime Minister Strijdom seeing them. Lillian Ngoyi, who helped launch the FEDSAW, suggested the crowd stand in absolute silence for a full half hour. Before leaving the Union Buildings, the women sang *Nkosi Sikelel’ iAfrika*. It was widely reported that the women who participated in the march, described it as a moving and emotional experience.

The significance of the march of 9 August 1956 displayed the power of a woman. It showed that women had a lot more to offer the world. Part of the reason why the FEDSAW organised the strike was to challenge the notion that a women’s place was in the kitchen. They declared that a women’s place was in fact everywhere.

Women have since become champions in their different fields. This edition of *Public Sector Manager* has profiled only a few of the women who have and are making a name for themselves.

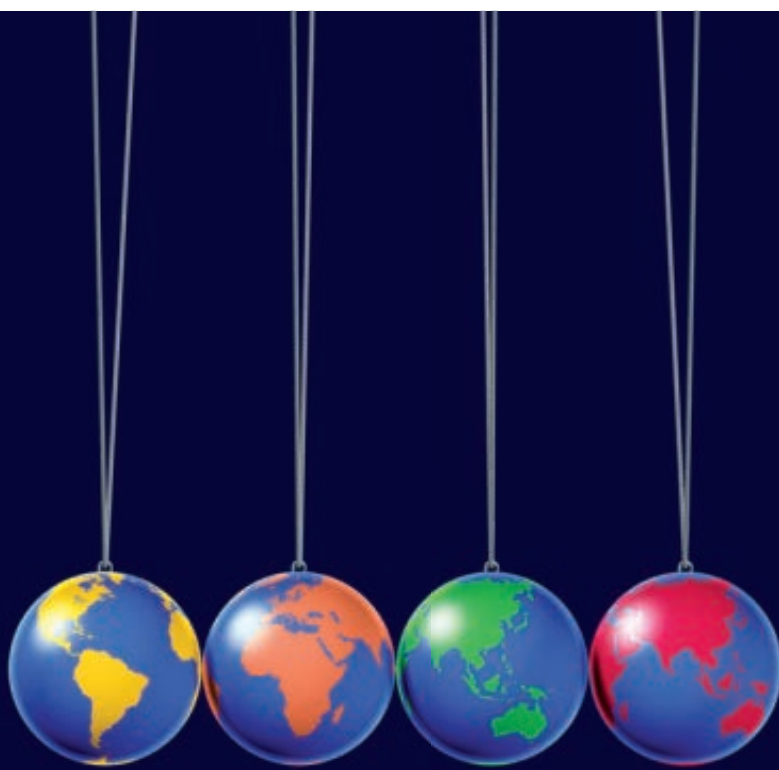
Of course, women are still not fully represented in key leadership positions, but a lot more is being done for women today than 55

years ago. The resilience showed by these and many other women prove that women can do anything.

Did you know

South Africa celebrated its first Women’s Day on 9 August 1995 after the advent of democracy. This occurred 39 years after 20 000 women across the colour line marched to the Union Buildings, Pretoria, to hand a petition against the pass laws to Prime Minister JG Strijdom. It was declared a public holiday in 1991. The month of August has since been declared National Women’s Month.

The theme for Women’s Month this year is: *Working together to Enhance Women’s Opportunities to Economic Empowerment*. The day will be commemorated with a special event at Peter Mokaba Stadium in Polokwane, Limpopo, on 9 August 2011. President Jacob Zuma is expected to address the nation on this day, following speeches by the Minister for Women, Children and People with Disabilities and the Premier of Limpopo.



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THIS MONTH IN HISTORY

United we stand

Fifty-five years ago, on 9 August 1956, a multicultural group of 20 000 women from different parts of South Africa marched to the Union Buildings in Pretoria. Four brave women, Helen Joseph, Rahima Moosa, Sophie Williams and Lilian Ngoyi, led the march to petition against the pass laws that would restrict their movements. The leaders delivered petitions to Prime Minister JG Strijdom's office which had names from women across South Africa who voiced their anger and frustration at having their freedom restricted. 9 August will always be remembered as the day when women showed phenomenal courage and strength.





Shifting SA from secrecy to openness



Dennis Dlomo

Writer: Bathandwa Mbola

Politicians, including former Cabinet ministers, business leaders, media owners, editors, journalists and ordinary South Africans have banded together in an effort to have their voices heard against the proposed Protection of Information Bill.

A lot has been said about the "Secrecy Bill", with some groups calling on government to scrap and stop attempts to amend current legislation.

They have labelled the Bill as "unconstitutional" and fear that potential whistle-blowers will be silenced, the megaphone of the media crippled and the public at large will suffer because a blanket of secrecy looms, underpinned by harsh sanctions.

Proponents of the Bill have posed what they regard as fundamental dichotomies with some citing personal dignity versus the unfettered flow of information and the broad national interest versus the right to know, as enshrined in the Constitution.

State secrecy is a highly sensitive matter worldwide, precisely because of its susceptibility to abuse.

In South Africa, with its past history and recent experiences of the abuse of state institutions for political ends, it's even more sensitive and concerns raised deserve respectful and deliberate attention.

Public Sector Manager sat down with Dennis Dlomo, special adviser to the Minister of State Security, Siyabonga Cwele, and the man close to the legislation process, to discuss the criticism

that has been raised about the Bill.

But firstly, what is this Protection of Information Bill and why is government determined to forge ahead with it – despite such criticism? Dlomo is clear: the Bill will repeal the Protection of Information Act, 1982, which is the draconian apartheid-era secrecy legislation that has remained on the statute books, which he says is constitutionally unsound, too broad and covers areas that under normal circumstances would not be covered by security law and which would be in conformity with our Constitution.

He explains that the proposed Bill is primarily aimed at:

- regulating the Government's powers to classify certain information
- determining the manner in which classified information must be dealt with
- creating certain offences in relation to classified information.

The Bill sets out a classification regime in terms of which information can be classified as either, "confidential", "secret" or "top secret".

It also sets out principles and procedures that guide classification decisions, declassification and the manner in which classified information must be dealt with by the courts.

"In principle," says Dlomo, "there is a need for a law of this

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nature because it seeks to introduce proper regulation into the Government's classification regime, which is currently based on the Minimum Information Security Standards, a Cabinet policy that in several respects is even more problematic than the Bill.

He explains that a number of departments and organs of state are not keeping information of South Africans authentic and that this Bill seeks to ensure that the information kept is valuable.

But some have proclaimed the Protection of Information Bill "unconstitutional". What then is unconstitutional about a proposal to regulate the flow of selected information?

Lobby groups and political parties argue the Bill is vague, irrational, overbroad, opens the path to inconsistency, opens a wide opportunity to classify material that could be politically embarrassing to the Government of the day and even to classify that which is false and, ultimately, to withhold facts from the public which it is entitled to have access to.

Those opposing the bill argue that people could be found guilty by a court for disclosing classified information and sent to prison for many years based on a classification which is not in accordance with the basic values on which our Constitution is based – the rule of law, transparency and equal justice.

Dlomo is adamant that the Bill won't interfere with the people's right to know.

He says government is committed to doing everything in keeping with the provisions of the Constitution, driven by the spirit of unity. He also assures that government has not moved from the premise that information is the life and blood of democracy.

But, he argues that the information must be authentic - it may not have been altered. For example, leaked documents could be false, and without the proper checks, incorrect information would have filtered through to the public. Therefore, the correct channels should be used to acquire authentic documents.

"Classification does not mean that the information must not be used, it simply means that it must be used in a secure manner and must not be disclosed to parties

that do not have a need for that information.

"But for those who need to use the information - it must flow and it must inform decision-making, it must inform planning, it must inform service delivery," elaborates Dlomo.

On statements that the Bill is unconstitutional, Dlomo stands by his defence – that the Bill was certified to be constitutionally sound by state law advisers before it was even tabled in Parliament.

He says opinions are being sought from a range of legal experts to ensure that the final Bill will be constitutionally sound.

Since the Bill has been tabled, several changes, including the seven legitimate demands raised by the Right to Know Campaign, have been attended to.

The campaign, among other things, demands that the Bill should apply only to core state bodies in the security sector such as the police, defence and intelligence agencies.

It also demands that the Bill's powers be limited to strictly-defined national security matters and no more, saying officials must give reasons for making information secret.

It demands that government does not apply penalties for unauthorised disclosure to society at large, not to criminalise whistle-blowers and journalists and that an independent body appointed by Parliament, and not the Minister of State Security, should be able to review decisions about what may be made secret.

But how much of the public recommendations are incorporated into the new version?

Dlomo says all the concerns raised by the Right to Know Campaign and the general public have been attended to.

He says they are considering a number of possibilities, such as an independent classification review panel to respond to the classification status of information and a system in which things can be reviewed.

For example, with the handling of appeals, a retired judge can be appointed to review the appeals that come from members of the public.

Although the details have not been finalised, Dlomo says the head of an organ of state will have the power to classify and declassify information.



So, if there is information that is being questioned, it can then be reviewed by the independent review panel whose decisions would then be taken on appeal to the judge.

Should someone be unhappy with the outcome of the appeal to the judge, they can then take those decisions to court for a final review.

Dlomo says this can work because it creates a system of checks and balances in that no individual structure will have the final say on access to information without the right to review.

The Bill also makes way for provisions to criminalise heads of departments who wrongly classify documents and may have ulterior motives.

"This," he says, "will be the job of the classification review panel." "Like the Auditor-General, the panel will take samples of classified material, check if it has been classified correctly and use that as the basis for determining whether there is abuse of the levels of classification that are created by the Bill," he says, adding that there is a pyramid of penalties.

"The idea is to change the culture of secrecy to a culture of openness, accountability and responsibility.

"Before you get to the punitive stage, there are a lot of things to be done. There is training that people will be subjected to in order for them to be able to classify and declassify.

"Secondly, there will be regulations, policies, procedures and manuals that will help guide the people who have to do the classification. And once all of these steps have been taken – and followed – obviously there might be a minor violation, there might be a warning, internal discipline, before it goes to criminal sanctions."

This sounds clear but why is there still such opposition to the Bill?

"The Bill was wrongly perceived as primarily an attack on media freedom," admits Dlomo, "when in fact the authors' motivation was to expand the power of the Security Cluster

in government to manage information that belongs to all government departments."

"The Bill is not about the media," he says, adding that if one reads it, there is no single reference to the media perse, because this is not a media Bill.

He adds that the Bill is also not about government abusing classification to hide corruption, because the abuse of classification is a crime and information which relates to corruption, serious misconduct and maladministration in terms of the Bill can be disclosed without anybody who is disclosing that information being seen to be violating the law.

"Anybody who exposes corruption will be protected in terms of this Bill. So, it is not about hiding corruption, hiding incompetence or hiding embarrassing information by the Government. It is not about the hiding of serious misconduct in government. It's about the contrary," says Dlomo.

Over and above this, the Bill provides that the Promotion of Access to Information Act, 2000, which creates the basis for public interest, only overrides it if somebody has information in the public interest. They can follow those procedures to make that information available and action could be taken against those individuals who try to hide corruption and other unlawful activities.

Really? Can the media and the public take government's word that they will be protected?

Dlomo says they have already agreed in the Ad Hoc Committee that is processing the information that the Bill will be applied with provision of the Protected Disclosures Act, 2000, which protects whistle-blowers. It will also be harmonised with the Companies Act, 2008, which

was amended specifically to protect whistle-blowers.

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The Ad Hoc Committee was set to meet between 25 and 30 July to further engage on the Bill, before the extended deadline to complete the processing of the Bill, which is 23 September.



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REPUBLIC OF SOUTH AFRICA

Doing business with the UIF

Doing business with the UIF at a click of a button

uFiling can be utilised by all Employers SARS Paying and Non- SARS paying

The Unemployment Insurance Contributions Act, 2002 requires every employer to contribute 2 percent remuneration in respect of each employee. This means that a worker should contribute 1% of his/her monthly remuneration. In addition to the 1% that is paid by the worker, the employer also contributes 1% in respect of each worker in his/her employment. The total contribution that is paid to the Fund is therefore 2%.

Employers are compelled to ensure that all employees are registered with the Unemployment Insurance Fund.

The Unemployment Insurance Fund (UIF) has introduced an online system called uFiling.

uFiling is a convenient and easy way for employers to declare and pay contributions online.

uFiling facilitates a secured online service for:

- Declarations
- Amendments to declarations
- Contributions
- Activating a receipt for payment of contributions.

The benefits of uFiling to employers/agents are the following:

- Improved service delivery
- A secure and convenient online service
- Instant update and access to uFiling data
- Reduced data errors

NB: An employer needs to be registered with the UIF and have a valid UIF reference number prior to activating their profile on uFiling.

How to use uFiling

Go to: www.ufiling.co.za

Activation as a uFiler:

Your existing UIF reference number is the key to your Activation on uFiling. www.ufiling.co.za

Click on Activate my uFiling account and select your applicable activation option. The system will guide you through the activation process.

Once activation is completed, you will receive a summary page confirming your login name.

The activation process is immediate and confirmation will be sent to you by email.

Declaration:

Go to www.ufiling.co.za and click on Login. Enter your Login name and password. The system will take you to your home page where you must click on the declaration option

If you are activated as an agent and are acting on behalf of other individuals, select the applicable option from the drop down list on the right hand side of the screen next to the Logoff, then click on the Declaration option.

at a click of a button

Add/Amend an Employee's details:

Login to the uFiling system using your unique login name and password.

To add an Employee:

Go to Declarations (UI19) and capture all the relevant details of the employee.

To amend an employee:

Go to View/Amend Employee Declaration and select the relevant employee from the list then continue.

How to set up banking details:

Login into the uFiling system and go to the Employer menu

Select Banking details under your relevant user and capture your banking details.

Once you have entered your banking details, click on Save.

Payments:

Payment can be made once you are activated on uFiling and submitted a Declaration.

Your banking details also need to be updated.

To submit your payment, go to UIF returns (UI7). Your return and status will appear as submitted. Click Pay my return. Follow the prompts until the payment is confirmed.

Print the payment confirmation and retain as proof of payment.

The Unemployment Insurance Fund provides five types of benefits:

- Unemployment benefits
- Illness benefits
- Maternity benefits
- Adoption benefits
- Dependants benefits

Employers' obligations

All employers, who employ any person for 24 hours per month or more and in return, provide them with remuneration in either cash or in kind, must register with the Fund as soon as they commence activities as an employer,

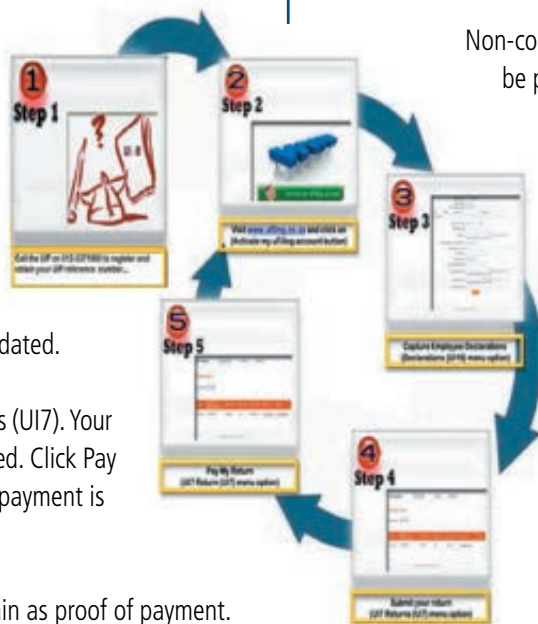
It is the responsibility of the employer to register the business with the UIF and make the necessary deductions from the remuneration of the workers. Late payments attract penalties and interest.

Non-compliance constitutes an offence which may be punishable by a fine or imprisonment or both.

For assistance on using uFiling contact the uFiling call centre on (012) 337-1680 (Select option 3) or 0860345 464

Alternatively Send an email to: ufilesupport@uif.gov.za

For any other UIF related queries, please contact the UIF call centre on (012) 337-1680 Or visit: www.labour.gov.za



Lexus IS250

Cruising in the lap of luxury



Writer: Smoking Rubber

When Japanese manufacturer Toyota decided to take on the Germans in the luxury car market, they launched a new nameplate – Lexus.

Have they got it right? Many skeptics will say not really. The Lexus is not a bad car but it doesn't carry the same bragging rights in bar conversations as a BMW, Mercedes or Audi, for example.

The Japanese, in their quest for zero-defect, have lost the soul of what makes a car when they produced the Lexus. It is just too perfect and shies away from being out there a – tad boring for most motoring enthusiasts.

The Lexus IS250 is a fantastic car, ticking all the right boxes in terms of motoring nirvana but it doesn't really dent German car sales. It offers all the luxuries and technical gadgets at very competitive pricing but sales figures in sunny South Africa don't flatter.

Renowned for its silent interiors, "magic carpet" ride and 5-star safety, the Lexus should be a viable alternative to the big three (BMW, Mercedes and Audi), but it is not.

The IS250 offers superior standard specs, larger interior space, a good clean engine and reliability, synonymous with the mother brand. It comes with one engine derivative only, the 2.5 V6 petrol engine that Lexus dubs the ideal power train to match the L-finesse design of the IS250.

PRICING

| Model | Price |
|----------------|----------|
| IS 250 S | R429 900 |
| IS 250 EX | R467 100 |
| IS 250 F-Sport | R510 500 |
| IS 250 SE | R518 500 |
| IS 250C | R578 500 |

The engine has Dual Variable Valve Timing with intelligence (VVT-i), which adjusts the engine to suit driving conditions.

The Lexus is available in three specification levels, all of them only available with a six-speed automatic transmission. Some of the interior niceties include automatic climate control, which adjusts airflow to individual passengers to cater for a drop or rise in temperature.

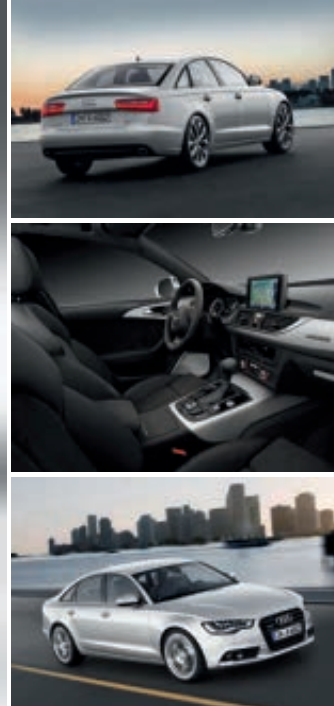
The variable compressor even eliminates pollen and unpleasant odours. The comfort of each passenger is individually catered for with heated and ventilated front seats and an electronically controlled rear sunshade for the backseats.

The 21st century motorist will not feel ancient in a Lexus with gadgets like a DVD navigation system and Bluetooth technology. The DVD navigation system is displayed on a 7-inch liquid crystal display.

The Bluetooth allows the driver to make a call via voice activation, which recognises up to 300 commands. To keep your teenager happy when you're cruising in your Lexus, there is a bang-bang Mark Levinson sound system.

Designed by the world-renowned audiophile manufacturer, the 14-speaker in-dash 6-CD changer system is both WMA and MP3 compatible. The system also bears an AUX audio terminal for external music.

The Lexus is a great option for motoring excellence but lacks the flair to appeal to the broader spectrum.



New A6 makes sense even when you can't

The Audi brand has been one of the few that has shown constant growth over the past decade or so, with the German car-maker taking the other two titans, Mercedes and BMW, head-on.

Motoring scribes never fall short of describing Audi's build quality as class-leading and pointing out that the cars have every possible new technology at one's disposal.

However, brand loyalty, especially on the South African market, has seen Audi play second fiddle to the other two German big boys – Mercedes and BMW.

The recently launched third-generation A6 hopes to woo some of those E-class and 5-series loyalists, but Audi will have a mammoth task doing this against such accomplished giants.

The A6 seems to have suffered the understatement stigma that the rest of the brand has, but this does not stop Audis from being excellent cars to drive.

To attest to its technological add-ons, the new A6 is being described in true car-geek jargon: with references to Bluetooth, active lane assist, night vision assist, adaptive cruise control, Internet connectivity, satellite navigation and so on. With Quattro all-wheel drive for the more powerful derivatives, Audis are reputed for their solid road handling that makes even the most novice driver feel like a F1 superstar.

The A6 also has five modes of suspension settings: efficiency, comfort, dynamic, auto and individual. The latter enables the driver to decide which of the vehicle components covered by the system should respond in which way. This makes the A6 one clever piece of machinery.

The new Audi A6 saloon features not only a wide range of technical innovations, but also the option of something very special: a kind of "sixth sense" as the car-maker puts it – Audi pre-sense.

Driving situations are categorised by the various different systems in the vehicle, and if necessary, triggering preventive protection measures for the occupants or intervening to mitigate the consequences of collisions.

This means that your A6 can predict an accident situation, prepare the car for it or just tell the driver to change his or her style of driving to prevent it.

As usual, the A6 comes with both petrol and diesel efficient engine derivatives mated to only auto gearboxes. Drivers who prefer manual gearboxes can opt for the S-tronic double clutch gearbox that gives you the feeling of driving a stick without the added headache of pressing a clutch paddle in traffic.

As the car giants fight out the space to outdo one another, drivers have the luxury of watching absolutely terrific technology come to life from behind the steering wheel.

PRICING

| Model | Price |
|------------------------------------|----------|
| A6 3.0 TDI 150kW Multitronic | R520 500 |
| A6 3.0 TDI 180kW Quattro S-tronic | R645 000 |
| A6 3.0T FSI 220kW Quattro S-tronic | R655 000 |



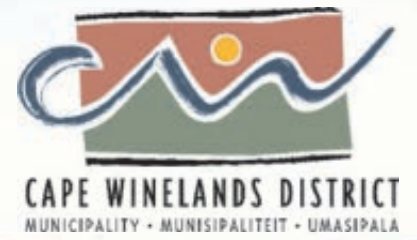
Discovering the gems of the Cape Winelands



Nestled in one of South Africa's most historically colourful provinces, the Cape Winelands District comprises 5 sub-regions, each with its unique offerings that contribute handsomely to the region's touristic whole. From its Gateway historic town of Stellenbosch through the Drakenstein, Langeberg, the Breede Valley and Witzenberg, the Cape Winelands offer an array of experiences, activities and sights to behold; all catering to many tastes in all seasons, all year round. From several centuries ago

when the first settlers arrived from Europe and others followed from the Middle-East and other parts of the world, the region has been enriched through a cultural metissage that continues to manifest itself in culinary marvels touching on and reminiscent of all corners of the world. Combined with the cultural treasure trove that already existed locally, this world mix has made of the Cape Winelands an obligatory “*at least once-in-a-lifetime*” stop for many discerning travelers the world over. Furthermore, the region's viticulture goes back to the early arrival of, amongst others, French Huguenots who came to South Africa after fleeing religious persecution in their own country, bringing their widely celebrated wine-making *savoir faire* to our shores. Over the decades, South African wine has grown a character of its own, introducing locally bred cultivars such as the much sought-after *pinot noir* that came to compete with the best in the wine producing world, both in what is referred to as the old world and in the world. Today, the Cape Winelands boast many award-winning wines and vineyards that can be visited along the Bredekloof Wine Route, Route 62, the Paarl Vintners Wine Route, and the Franschoek Wine Route, each of them with dozens of its own viticultural experiences to behold. Visitors to the Cape Winelands come to the region for many reasons;





the most obvious of these is to try the region's renowned **Food & Wine** experience first-hand. The first visit is often a positive trigger for word-of-mouth recommendations and subsequent visits to the region. Other visits can be packaged thematically for lovers and enthusiasts of **Adventure, Culture & Heritage, Events, Health & Wellness, Adventure and Ecotourism** stays in the region. Increasingly, the Cape Winelands also offer an ideal setting for doing **Business and Events** in a variety of modern facilities with a backdrop of amazing mountains and other natural wonders that *mother-nature* has bestowed on the people of this part of South Africa. Nature lovers and those interested in the conservation of our natural human heritage through responsible management practices and responsible tourism can also experience this first-hand in the Cape Winelands *Biosphere Reserve*, rich with unique geological and topographic features, as well as hundreds of records of human activity dating back to the Early Stone Age.

Most recent South African history was also given a Cape Winelands stamp when former President Nelson Mandela took his first steps to freedom from the erstwhile Victor Verster Prison (now called the Drakenstein Correctional Services) from where he was released in 1990. The whole world, through local and international media contingents, as well as hundreds of thousands of other people interested in the evolving political environment in South Africa, descended on the region to have a first-hand experience and to be able to say "I was also there when it all happened". It all happened in the Cape Winelands' Drakenstein sub-region.

The Cape Winelands, a place where there are ***a thousand things to do, then some wine...***



Choose IT. We

A good fragrance is an instant confidence booster. We've found some of the most amazing fragrances for men

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Alien Sunessence
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by Queen Latifah
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R495

Mirror Mirror
50ml
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by Dunhill
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Eau Savage
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THE FOOD-SOURCING POINT THAT FIRES UP JOHANNESBURG ECONOMY

Johannesburg, known colloquially as Joburg or Jozi, is the economic capital of South Africa and Africa's most powerful economy. As the continent's economic hub, it's the place where business starts, and with food the main source of sustaining life, Joburg Market is what keeps Johannesburg going.

The Joburg Market can be described as South Africa's eminent stock exchange for fresh produce. The widest variety of fruit and vegetables ever imaginable, is delivered daily at the Market direct from farms guaranteeing optimum freshness of produce on offer at any given time, creating the largest and most active one-stop-shop that attracts buyers from across SADC and beyond, comprising of retailers, wholesalers, exporters, processors, informal traders and those buying for household consumption.

The award-winning Joburg Market is the largest of its type in Africa. Over 1 000 000 ton of fresh produce is traded annually at the Market, making it the largest in the world by volume. It is not only the largest market globally but also plays a pivotal role as a price barometer for fruit and vegetables in South Africa. It also contributes to stabilising supply and demand, as well as ensuring price transparency.

Buying at Joburg Market is a breeze with sales fully computerised. What's more, you'll be buying quality produce where most established household retailers shop. Whether you want fruit or vegetables, you'll find best priced quality and infinite variety at Joburg Market because of the sheer number of producers and buyers that it attracts.

Always conscious of providing the best products to customers, the Market has introduced a "Quality Mark" to ensure that buyers can buy with peace of mind knowing that the produce has gone through rigorous testing and is safe for consumption.

This remarkable market is located in City Deep, only 5 km south of Johannesburg's central business district and 26 km from OR Tambo International Airport.

The Market is open to all people from Monday to Saturday and on certain public holidays. Trading starts very early in the morning from 5 am to 11 am.



Address: PO Box 86007, Heidelberg Road, City Deep, Johannesburg, 2049

Tel: +27 (0)11 992 8000 | Fax: +27 (0)11 613 5346

e-mail: info@joburgmarket.co.za

Web Address: www.joburgmarket.co.za





Jozi Beet

At the Joburg Market, you'll find more than just fresh beetroot. You'll find the freshest fruit and vegetables and the best quality at the lowest prices. And because we're the largest fresh produce market in the world, you can change to healthy eating habits daily without breaking the bank. Get the best and much more right here in Jozi.

TAKE A FRESH LOOK AT THE MARKET

www.joburgmarket.co.za



a world class African city





Hearty and **decadent**

Writer: Samona Murugan

Dessert specialist Juanita van der Merwe is making waves in Pretoria. After starting up the kitchen as Head Chef at More Restaurant in Centurion, she opened her own catering company called Off the Menu. Juanita completed her studies at the Institute of Culinary Arts in Stellenbosch before venturing off to study the art of food abroad. As the only woman in her male-dominated class, she soon realised that despite women dominating kitchens at home, professionally it was still seen as a male domain. With a thirst to prove that women too can stand their ground in the professional culinary world, Juanita soon became infamous for her decadent desserts. She shares one of her delicious menus for a hearty winter supper.

Roast tomato, red pepper and ginger soup with olive bread

Soup (Serves 4)

8 large tomatoes
1 medium onion
1 large red pepper
10 g ginger powder
10 g brown sugar
salt and black pepper
10 ml olive oil
100 to 200 ml fresh cream

Preheat the oven to 200°C. Roughly chop the tomato, onion and peppers and place in a roasting dish. Sprinkle with olive oil and the rest of the seasoning. Roast for about 90 minutes or until all the vegetables are soft.

Purée veggies in a blender or with a hand blender. Add the fresh cream to get the consistency that you prefer.

Olive bread

340 g flour
½ teaspoon salt
5 g yeast
5 g dried thyme
200 ml warm water
45 ml olive oil
10 olives, stoned and roughly chopped
6 sundried tomatoes, roughly chopped

Preheat oven to 190°C. Mix the flour, salt, yeast and thyme. Add the water and 30 ml olive oil and mix to a smooth dough. Leave the dough in a warm place for about 15 minutes to settle. Flatten the dough by hand and sprinkle the olives and sun-dried tomatoes on it. Fold over and knead thoroughly until it is well distributed throughout the dough. Shape the dough and leave to rise for another 15 minutes. Brush with the remaining olive oil and bake for 35 to 40 minutes.



Spanish chicken hot pot

(Serves 4)

- 1 medium onion, finely chopped
- 1 large garlic clove, finely chopped
- 4 large chicken breasts, cut in strips
- 4 country sausages, sliced in chunks
- 10 g paprika
- 3 medium potatoes, sliced in small chunks
- 1 litre chicken stock
- 1 large yellow pepper, chopped
- 50 g olives
- salt and black pepper
- 100 ml fresh cream
- 10 g Maizena

Sauté the onion and add the chicken breasts and sausages. Add the garlic and paprika and fry until golden brown. Add the potatoes and stock and leave to cook over a low heat until potatoes are cooked. Add the yellow pepper and olives. Add the fresh cream and cook for a further 10 minutes. Mix the Maizena with 5ml water and add to the chicken. Leave to boil for five minutes until the sauce thickens. Season with salt and black pepper. Serve with rice.

Wine: Serve with Boekenhoutskloof Wolftrap

Brown sugar vanilla syrup cake with balsamic strawberries

Brown sugar vanilla cake

- 180 g butter
- 1½ cups brown sugar
- 3 eggs
- 3 egg yolks
- 2¼ cup self-raising flour
- ¾ cup milk

Preheat the oven to 180°C. Cream butter and sugar until light and fluffy. Add the eggs and egg yolks slowly while whisking. Sift in the flour and add the milk. Fold all the ingredients together. Bake for 35 to 45 minutes.

Syrup

- 1 cup sugar
 - 1 cup water
 - 1 vanilla pod
- Slice open the vanilla pod. Add all the ingredients together and boil to a syrup. Leave to cool.

Balsamic strawberries

- 250 g strawberries
- 10 ml balsamic vinegar
- 2 tablespoons castor sugar

Slice the strawberries in half and sprinkle with the sugar and vinegar. Cover and leave for about an hour. Drain the vinegar. Drizzle the syrup over the cake and top with the strawberries.

Bon appétit!



Ditsong Museums of South Africa

DITSONG: Museums of South Africa joins the international museums fraternity in celebrating International Museums Day (18 May 2011) – whose theme is *Museums and Memory* – by publishing its iconic objects reflecting memories of the past at its museums.

All museum objects have stories to tell and memories to reflect on. As centres for cultural orientation, it is these stories that make the objects at museums meaningful.

To read these stories one must understand their language. Museum curators have learnt this language and are able to translate it and interpret the stories of the objects for the public. DITSONG is channelling all its energy to establish its eight museums as centres for social harmony and cultural orientation, for young and old. We are certain that as the custodians of some of the nations' most treasured properties, we have

a significant role to play in the social conscience of South Africans and the world. There are a number of challenges, such as security, recruitment of museum professionals, etc which we are addressing with the assistance of government through the Department of Arts and Culture. The public is however encouraged to visit our museums and experience some of the best-kept, preserved secrets of our past.

These museums are places for recreation, education and research. They are the best cost-effective places for families to visit, especially during bad economic times such as now. We are looking forward to welcoming more visitors to our museums to see and embrace our iconic objects and memories behind them.

Mr Makgolo Makgolo CEO – DITSONG: Museums of South Africa



DITSONG: NATIONAL MUSEUM OF CULTURAL HISTORY

A pair of leather sandals made by Mohandas "Mahatma" Gandhi for his political adversary, General Jan Smuts. They symbolise the mutual respect the two leaders had for each other. They were given to Smuts before Gandhi returned to India in 1914 after 20 years in South Africa. It was here that he opposed materialism and began his campaign of non-violence resistance. The sandals were acquired when the Smuts family donated the contents of Smuts' bedroom of his house at Doornkloof (Irene) to the Museum in the 1950s. There are more other iconic objects with memories to see at the museum.

Contact
Tel +27 (0)12 324 6082
Fax +27 (0)12 328 5173
Email dnmch@ditsong.org.za



DITSONG: NATIONAL MUSEUM OF NATURAL HISTORY

Mrs Ples is the famous fossil hominid curated by the Ditsong: National Museum of Natural History (formerly Transvaal Museum) classified as *Australopithecus africanus*, discovered by Robert Broom and John Robinson in 1947 at the Sterkfontein Cave at the Cradle of Humankind World Heritage site. *Mrs Ples* is a distant ancestor of humankind and is about 2.1 million years old. *Mrs Ples* and other prominent fossils are housed in the Broom Room at the Museum. To visit the Broom Room you need to make an appointment with the curator of Palaeontology for a fee of R30 per person.

Contact:
Tel +27 (0)12 000 0010
Fax +27 (0)12 323 6598
Email info@ditsong.org.za
bona@ditsong.org.za



DITSONG: WILLEM PRINSLOO AGRICULTURAL MUSEUM

The Willem Prinsloo Agricultural Museum near Rayton, Pretoria, 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 next festival is the Mampoyer Festival on 4 June 2011.

Contact:
Tel +27 (0)12 736 2035/6
Fax +27 (0)12 736 2037
Email prinsloo@ditsong.org.za



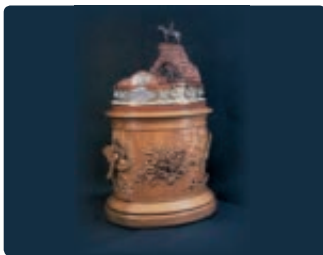
DITSONG: TSWAING METEORITE CRATER

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 (0)76 945 5911
Email tswaing@ditsong.org.za



DITSONG: KRUGER MUSEUM

This house museum was the residence of Paul Kruger when he was the President of the Zuid Afrikaanse Republic (1899 – 1902). During the Anglo-Boer War a strong sympathy developed towards the Boers in Russia. The tangible tribute to Russian support for the Boers is the Bratina (fraternity cup). The artwork comprises two parts: the oval-shaped base and the Bratina proper. The base is made of the finest satin wood with fine carvings. Above the base is a typical South African landscape, chiselled out in reddish porphyry and silver figurines. There are other interesting iconic objects to see.

Contact:
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DITSONG: NATIONAL MUSEUM OF MILITARY HISTORY

A very popular exhibit at the museum is the repainted Douglas C47 Dakota aircraft, which was brought to the Museum from Emperor's Palace on Sunday, 5 April 2009.

During the Second World War, the "Dak" was used by the Royal Air Force to fly supplies over the "hump" between India and China.'

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DITSONG: SAMMY MARKS MUSEUM

This Victorian mansion named Zwartkoppies Hall was built in 1885 by Jewish businessman and entrepreneur, Samuel Marks (1844-1920).

The mahogany billiard table has a slate top covered with green baize and the original billiard balls were made of ivory. The ceiling was painted by an Italian artist. Hydro-electricity was installed in 1896.

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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:
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All are welcome to visit these interesting institutions.



For further details contact:
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A public entity under the Department of Arts and Culture

www.ditsong.org.za



Take care of yourself

Writer: Ongezwa Manyathi

As women we all want to be in good health. Yet, most women only go to see a health professional when they feel that something is wrong. Perhaps it's time to change that and start visiting health professionals more often. A healthy woman means a healthy world.

All women need a pap smear

You've probably heard this many times before, but a pap smear really is quick and painless. It is done to detect early cell changes in the neck of the womb, which may later progress to cancer. Cancer does not develop suddenly in the cells. There is a gradual change from normal, through various levels of abnormality, through pre-cancer and eventually to cancer. This whole process can take many years.

Who can get cervical cancer?

Women who are sexually active can get cervical cancer.

When to go for a pap smear

A total of three free pap smears will be taken in a woman's lifetime. The tests are available to all women from the age of 30, taken at intervals of 10 years. Pap smears are taken from all pregnant women, 30 years and older, and are followed up with a repeat test.

Did you know?

In South Africa, every woman is entitled to three free pap smears through the public health system – at ages 30, 40 and 50. These are available at your nearest clinic or health centre. This screening regime is predicted to reduce cases of cervical cancer by 67%.



Calcium is good for you

For years you've been told that calcium is good for maintaining healthy bones and teeth, but did you know that calcium is especially important to the health of women? Calcium is the most abundant mineral in the human body, with over 99% of the amount present being found in the bones and teeth. It is important to get sufficient calcium intake to avoid developing osteoporosis when calcium leaching is not balanced by dietary ingestion. But calcium is not only important for the skeleton, it also has a role to play in nerve function, blood clotting, muscle health and other areas.



After the age of 35, both men and women start losing calcium. During menopause, however, the rate of loss increases rapidly for women. It is therefore vital that calcium levels are sufficient during this period if women are to avoid major skeletal problems. The building of strong bones through regular calcium intake should be a priority for women from childhood onward.

The recommended daily requirement of calcium for adults up to 50 is 1 000 mg, while older adults should ingest 1 200 mg. You can get calcium from:

- dairy products
- green vegetables
- soy products
- sardines
- salmon.

Promoting a healthy lifestyle

The Department of Health launched the Healthy Lifestyles Programme to encourage all South Africans to participate in the five elements of the Healthy Lifestyle Campaign. These include good nutrition, regular exercise, not smoking and abusing alcohol and drugs and promoting safe sex. The programme tackles the dangers of obesity, an unhealthy diet and physical inactivity as risk factors, by promoting health and well-being among individuals and communities.

Save your breasts and your life

Mammograms have a reputation for being painful and because of this, women are often anxious about having one done. The mammogram is a relatively simple procedure that is regarded as the best radiographic method available today to detect breast cancer. It is ideal and indispensable for women older than 40 years, for whom the risk of breast cancer is increased.

90% – The number of cancer cases that are curable if detected early and promptly treated.

Tips on getting a mammogram:

- Use a facility that either specialises in mammography or does many mammograms a day.
- Wear a skirt or pants so that you'll only need to remove your blouse for the exam.
- Schedule your mammogram when your breasts are not tender or swollen to help reduce discomfort and to assure a good picture. Try to avoid the week just before your period.
- If you are satisfied that the facility is of high quality, continue to go there on a regular basis so that your mammograms can be compared from year to year.



Our HERITAGE



george pemba, beaded women dancing

“Aesthetic experience and the need to reflect creatively his environment and living conditions is a universal characteristic of man. No Society or Community of people is known where this aesthetic need does not exist.”

Quote from Images Of Man
– E De Jager



beaded calabashes, estelle hamilton welsh collection



dumile feni, african guernica



gerard sekoto, the senegal woman



george pemba, xhewu

DEFINES OUR IDENTITY

"we are because it was!"

BY THE SOUTH AFRICAN RESOURCES AGENCY

THE exciting ability to use the environment, natural and artificial materials to reconstruct and express our experiences makes us human. Artwork voices our wordless deeper feelings and makes them accessible. Jewellery as adornment may enhance, endear or frame our looks. Some objects have been layered with abstract or telling social and cultural meaning and consequently have a broader heritage value or significance to South African society. Diverse places besides museums house heritage objects, ranging from homes, churches, schools, sports halls, farms and factories to State Institutions etc. Heritage objects are not only meaningful when we interrogate the reasons and methods used to make them, their uses, their reception by people and communities, they may also have religious, spiritual, healing and aesthetic significance for the makers as well. The reality is that some objects are made simply as a means to make money and put food on the table. Not to lose sight of our valued objects South Africa mandated the South African Heritage Resources Agency (SAHRA) to monitor the movement of these objects (whether in public or private ownership) when they are loaned or exported out of our country by issuing permits. This entails putting into place proper loan agreements between South Africa and the foreign lender.

Sometimes people jokingly refer to SAHRA as a difficult lady who jealously guards South Africa's resources. SAHRA is mandated by the National Heritage Resources Act of 1999, 'to promote good management of the national estate, and to enable and encourage communities to nurture and conserve their legacy so that it may be bequeathed to future generations'. There are two classifications of Heritage objects: types of heritage objects and Specifically Declared Heritage

Objects. Any person may nominate an object or collection of objects as a Specifically Declared Heritage Object/Collection which SAHRA will assess based on particular criteria.

Some of our collections that arouse our sense of being, pain and struggle are housed at Fort Hare University because of the significant role Fort Hare played in the emancipation of South Africa. It was the first institution to offer tertiary education to Black students in Africa and has since its inception in 1916 actively sought to inspire and express the aspirations and ideals of black South Africans. Fort Hare's male and female graduates have left a unique and indelible mark on the pages of South Africa's history at home and abroad; leaving no contestation or doubt among South Africans on why Fort Hare is the custodian of choice and podium for parading some of our jewels which are inextricably bound with the struggle history of Fort Hare, a struggle of South Africa.

One of the specifically declared collections that Fort Hare curates is the Estelle Hamilton-Welsh Collection. It is made up of objects collected between 1880 and 1940 of beadwork, costumes, grass work and many other small items of Xhosa, Mfengu, Thembu, Mpondo, Zulu and Ndebele origin. Then there is the F.S. Malan Collection, which dates from the mid-1930s - a wide range of Southern African cultural objects which include beadwork, cloth, animal skin bags, etc., reflecting a wide spectrum of Southern African cultures. These were collected in Mpumalanga, the Northern, the North West and the Free State provinces.

The evocative and inspiring Contemporary South African Art Collection is a feast for lovers of fine art. It spans a wide range of fine art disciplines such as etchings, woodcuts, wood-blocks,

linocuts, serigraphs, drawings, paintings and sculptures of more than 150 artists. It is the works of internationally renowned giants such as Gerard Sekoto, George Pemba, Dumile Feni, Sydney Khumalo, John Muafangējo, Lucas Sithole, Ephraim Ngatane, John Mohl, Cyprian Shilakoe, Ezrom Legae and Louis Maqhubela and others.

The conversations that take place between the visitors who view these collections and the collections are difficult to decode because they are private. Some members of the public use them as points of reference with respect to issues of interest in the cultural practices of communities and black artists whose works were ignored under Apartheid. Students ranging from tertiary level of different disciplines study these in diverse ways. The research relevance of these collections as a resource for the Arts and Culture learning area which is part of the school curricula is big.

The collections are under the curatorship of the University which solicits the knowledge and expertise of people who understand the objects to assist in the interpretation of the variety of collections. The Contemporary Art Collection benefits from the insights of curators with the relevant professional curatorial knowledge and skills including the Fort Hare based Liberation Movement Archives. In addition, SAHRA has over the years worked closely with the University of Fort Hare and where possible, provided resources to ensure that the collection is conserved according to best practice.

INFO:

Available on our website www.sahra.org.za
Telephone: 021 462 4502
Or
Contact the Heritage Objects Officer



The most seductive lodge on the planet



Writer: Louise van Niekerk

From the moment you cross Timamoon's bridge over the Sabie River in Mpumalanga and travel high up into the hills, you realise that a very special experience awaits you. This heavenly hideout is unlike anything you have ever seen ...

In the hills of the Sabie River Valley lies the romantic and secluded Timamoon Lodge. Timamoon has its own unique style influenced by Morocco, Zanzibar and the Sahara, featuring earthy colours, exotic sculptures and strikingly unusual pieces of art.

Each individually styled thatched lodge has been created to offer an intimate and sensuous experience. Private pools, luxurious four-poster Indian beds, outdoor showers, candle-lit bubble baths, the fragrance of incense, evocative North African music and crackling log fires will soothe your senses.

Spend a quiet day on the deck of your pool with panoramic views for your eyes only. Order a picnic basket specially prepared for you by the chef, wander along the river to the small

waterfalls and engross yourself in spotting rare trees, exotic birds, buck and other small creatures. Then be pampered with an aromatherapy massage or a yoga session in the privacy of your own lodge.

Dine at night by soft candlelight in the Bali-style restaurant built on stilts alongside a small pond overlooking a tropical garden. Savour exotic food such as avocado tempura, honey-glazed quail and baked passion fruit cream with coconut sorbet prepared by top-class South African chefs and end the evening with coffee and brandy in The Temple. By day, the restaurant's bamboo blinds are rolled up, the sun streams in and breakfast is enjoyed overlooking the luscious tropical garden and distant hills.



If you can tear yourself away from this heavenly hideout, there is horse riding in the forest, hot-air ballooning over the lovely Sabie River Valley, river rafting with snacks and drinks served en route, aerial cabling and guided trails leading through scenic bush areas surrounding the lodge. You can also spend an exciting afternoon abseiling a rock outcrop or testing your quad bike skills.

Timamoon is situated close to some of Mpumalanga's most picturesque and popular sightseeing attractions. Drive to God's Window, Pilgrim's Rest or the Blyde River Canyon with its breathtaking views or spend the day in the nearby Kruger National Park for game viewing in one of the world's most famous wildlife reserves.

With total privacy and the enchantment of each of the six lodges, it is not surprising that Timamoon is fast becoming popular with couples from all over the world who are looking for a private, romantic and exotic destination.

Rates start from R2 100 per person (including breakfast and supper).



**For more information, contact Timamoon on:
Tel: +27 (0) 13 767 1740, e-mail: info@timamoonlodge.co.za or visit:
www.timamoonlodge.co.za.**

Gadgets with apps of note

Whether you're on the move, on a flight for an important business meeting, in a meeting, or at an event of sorts, the office never really leaves you. Luckily, there are a number of applications that can help you stay productive and meet your targets, wherever you are.

Writer: Gerrit Vermeulen



Take notes everywhere

You're in a meeting, at a lunch, in a conference, or just halfway between where you were and where you need to be and you need to take a note of something. This is where Evernote and Springpad come in.

Both Evernote and Springpad allow you to take notes – be it text, audio, pictures, checklists or tasks. Notes are automatically uploaded and you can view or edit them on your computer, tablet or phone. This means that you won't forget great ideas you had while out of the office or lose your notes because they somehow landed in a garbage can.

Springpad has native apps for Android, iPhone and iPad, and there's a simple web-based interface for desktop and laptop computers. Evernote provides native applications for Windows and Mac as well as for various mobile platforms.

Both offer free accounts and Evernote provides a subscription-based premium version.

Learn more about Springpad at: www.springpadit.com

Learn more about Evernote at: www.evernote.com



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Learn more about Read it Later at: www.readitlaterlist.com



Tablets, tablets everywhere!

Software is one thing, but maybe you're in the market for some new ultra-portable hardware. Tablets seem to be popping up everywhere and they fit the bill quite nicely.

The iPad 2 is an obvious contender (and many would say the leader of the pack) with excellent hardware backed by over 100 000 apps designed specifically for it.

Competitors have not been sitting idly by. Acer has launched its Iconia Tab (A500), Samsung has released the Galaxy Tab 10.1 and ASUS is punting their Transformer (TF101) with its optional keyboard dock that extends the battery life and turns it into a good approximation of a netbook.

The HTC Flyer is also available and comes with a specially designed (and fairly well-integrated) pen, for those who want excellent note-taking capabilities.

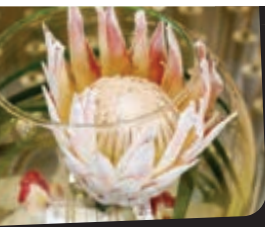
Other, more affordable Android tablets are also launching, like the Huawei Ideos S7 Slim.

Of course, there aren't only Android and iOS tablets. RIM, the company behind BlackBerry, has released the BlackBerry Playbook.

Toby Shapshak, Editor of Stuff magazine says: "The BlackBerry Playbook is billed as the first professional tablet. It is smaller and lighter than the iPad at 10 mm thick and 400 g, with a capacitive touch screen, 1GHz of dual-core processing muscle and 1GB RAM. It is designed to be your BlackBerry's "big brother."

The Playbook will retail from approximately R6 999 to R7 999.

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Managing Modern Relationships



Writer: Lindee Kunene

The modern, complex working life shrinks the time we ought to have to ourselves and our loved ones. Modern technological gadgets such as cellular phones, laptops and 3Gs put us in a perpetual working mode such that our social lives are diminished.

One big victim in all this is our love relationships. Our hectic lives simply do not allow us to have ample time with our romantic partners. I want to argue that perhaps it is time we outsource the management and administration of our love affairs.

I have experienced a number of relationships that come and go – the hopeful quest to find Mr Right does indeed keep one going.

What then dawned on me was, perhaps, that managing one's relationship requires the skills of a senior administrative officer. I want to argue that the combination of work and relationship demands on modern couples put so much stress on a relationship that hiring a professional senior administrative officer could be the remedy.

If indeed administration is the universal process of organising people and resources efficiently, what then stops one from engaging the services of a senior administrative officer in his/her relationship in order to have an organised couple with a flourishing relationship?

The senior administrator's main Key Performance Area (KPA) should be planning. This will assist the couple to navigate where they need to be and get things done together, without losing track of time. The second KPA is organising. This involves identifying and grouping responsibilities to be performed. An example would be identifying a gift your partner

would enjoy on his/her birthday.

The last area of performance should be coordinating and this is the critical KPA because if the senior administrator is not able to coordinate any of the activities detailed above, then there is no use for him/her.

The purpose of a senior administrator is to deliver services in an efficient and effective manner to enable the couple to achieve common goals. The couple must have authority and responsibility to control and supervise the progress of the relationship and not the senior administrator. After all, this is the couple's relationship and not that of the administrator.

One is certainly aware that there is a downside to engaging the skills of a senior administrator (finally sanity prevails). The downside is very simple and many of you have worked it out. The likelihood of the senior administrator's intervention is that he/she may end up performing other areas of work which have not been delegated to him/ her, which may create further problems.

Thus, it is also advisable to always maintain an arm's length relationship (literally) with the senior administrator. But it all boils down to what the couple's common goals and objectives are.

I argue that these skills ought to be engaged at some point or another in the case of a mature relationship. This will enable the couple time to focus on the emotional, physical, mental and spiritual side of the relationship, which is often lacking.

To read the complete text of this article, go to: www.kunjalo.co.za

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Using technology to build eThekweni's integrated Disaster Management Centre.



Disaster Management Centres are becoming a vital part of the civil management of any modern city. Authorities need to be in a position to effectively manage and control any unexpected situations, such as bomb blasts, floods, fires and emergencies that come their way, as they happen.

Dimension Data, a leading technology systems integrator, has been involved in the creation of some of the most advanced emergency response centres in the world, ready to effectively support any major conurbations in the country during 2010 and beyond, and continues to enable civil authorities in preparation for almost any eventuality.

eThekweni Municipality is one such implementation that uses this exact technology solution to unite its resources in an efficient, cost-effective way, enabling the operators to view events as they happen in real time. The overall solution integrates and monitors all the disparate resources at the city's disposal – from protection services, health services, ambulances, the police and fire department – and then assesses the severity of the incident and dispatches the appropriate

resources to the scene quickly with the right sets of skills and equipment to best handle the situation, whilst at the same time minimising the impact on life and property.

Dimension Data protected existing investments in technology that the city had already made and provided for correlation and communication between systems. Cell phones, walkie-talkies and PBX's are now linked, plus there are systems in place to measure response times as well as view live closed-circuit television (CCTV) feeds.

Dimension Data's solution is holistic and masterminds the integration of the city's emergency response resources. It monitors all emergency incidents within the city limits – motor vehicle collisions, urban unrest, emergencies and natural disasters – and coordinates the city's emergency response resources. It is based on a single converged IP network that carries voice, video and data on a single platform. A radio interoperability solution runs on top of this. This links different radio channels via the data network and integrates them with other voice media used by the various response units, like cellular and land lines, anywhere within the city

network. An IP-based call centre tracks and monitors all emergencies within the city. And finally, the operations centre hosts key emergency personnel who monitor and manage incidents.

eThekweni can now boast that it has one of the most advanced emergency services in the world. Its resources can be maximised, extracting the greatest possible value from scarce and expensive medical, recovery and management resources. The radio interoperability component of the solution is the star of the deployment. It overcomes communications silos between different – seemingly incompatible – communication channels and devices such as mobile phones, radio systems and PCs. This groundbreaking solution holds immense potential for municipalities and other local government entities to overcome their technology legacies and provide an accurate, quick and affordable service to their communities. Dimension Data's proven abilities to integrate voice, video and data and its experience with the goals and objectives of Public Service clients, position it well to assist Government in enhancing services for the good of all its citizens.