



Public Sector

Manager

**Minister
Lulu
Xingwana**
empowering
women and
children

A special
message
from
**President
Jacob Zuma**

We unpack
the draft
National
Development
Plan: **Vision
for 2030**

Special
Adviser
**Dr Nono
Simelela**
speaks to us

**What we've
achieved this year**

- Making good on the promises of 2011
- Performance monitoring and evaluation
- South Africa maps out its place in the world

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TURN TOWARDS A GREENER FUTURE AT THE SOUTH AFRICA CLIMATE CHANGE RESPONSE EXPO

The conversations on combating climate change have already yielded results. As the discussion continues at the COP17 conference, we invite you to come take a glimpse into a green future at the CCR Expo. The expo has various showpieces with ingenious South African ideas, which are ready to change the world. This completely green space will inspire and guide you to make changes in your life and environment. Come listen to speakers, grab a bite and take in some great South African performances.

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environmental affairs

Department:
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REPUBLIC OF SOUTH AFRICA



Climate Action Now!
Save the future

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President Jacob Zuma

Writer: Xoliswa Zulu

Photo: GCIS

I welcome this opportunity to engage with public servants through *Public Sector Manager* magazine, which was established this year to facilitate dialogue among public servants and to build prestige and pride in our work.

We have reached the end of an important and industrious year in our development as a nation. We declared 2011 as the year of job creation and we've already recorded a range of successes in this area, in spite of the difficulties that have confronted our economy as part of the global economic setback.

We are implementing our plans in a difficult economic climate at the moment, but nonetheless a number of job projects are being implemented to tackle the country's high unemployment rate. These include large-scale developments such as electric-

ity plants, rail and road upgrades and water management, which will sustain between 50 000 and 100 000 jobs in construction up to 2015.

Other initiatives that we have put in place include:

- a R9-billion Jobs Fund to encourage new initiatives both inside and outside of government
- over 300 cooperatives established under the Comprehensive Rural Development Programme
- the Expanded Public Works Programme created new employment opportunities for an additional 34 000 people compared to the previous year, providing opportunities and income for of 280 000 persons
- the Community Work Programme which pro-

vided job opportunities for more than 80 000 people

- a ground-breaking Skills Accord that was finalised, committing business and the State to enrol at least 30 000 artisan trainees over the next 12 months in training programmes.

This has also been a year in which we undertook a 10-year Census designed to deepen our understanding of how we configure as a society and economy and where we should place emphasis in the delivery of public services.

The year 2011 also saw the National Planning Commission in The Presidency releasing the draft *National Development Plan*.

It is in the spirit of "Working Together" that we will, by the time you read this, have presided over the COP17 Climate Change Conference in Durban, where the Minister of Water and Environmental Affairs was responsible for putting forward South Africa's position, while the Minister of International Relations and Cooperation led this global event.

Hosting this event not only enhanced South Africa's stature and profile globally but also presented us with an opportunity to debate the complexities faced by developing societies and economies and the challenge of balancing competing interests and choices.

As always, South Africa participated in these deliberations from the premise of consolidating the African Agenda and securing peace, stability and growth on our own continent as a matter of priority and principle.

South Africa's growing importance in the world led us this year to make public our *White Paper on Foreign Policy* with the theme *Building a Better World: the Diplomacy of Ubuntu*.

This theme elevates our national culture of Ubuntu to the international system where we are calling for tolerance, justice and compassion in the many situations around the world where the international community is called upon to assist or intervene in various ways.

Internationally, we grew even closer this year to our friends and counterparts in the African Union, the BRICS (Brazil, Russia, India, China and South Africa) and India-Brazil-South Africa (IBSA)

bloc and we were proud witnesses to the birth of South Sudan as a new African nation.

We've been able to reflect with pride on the various sectors of South African society that flew our flag around the world in 2011, ranging from Gift of the Givers in Somalia, to the Springboks in New Zealand.

Government's Programme of Action is fundamentally an exercise in our founding President's call on the nation to ensure that we unleash the potential of each and every one of us.

The year 2011 presented us with a range of challenges that we have been able to meet with fortitude and innovation.

Those that set us back, or challenged us in one way or another, simply redirected us to the drawing board where we often found new ways to do things that would take our country forward.

At the heart of our forward momentum stands the public servants of more than a million South Africans whose every action – or inaction – attracts often harsh and hurtful scrutiny, but can also make government and the nation proud.

Those who let us down are dealt with severely, as they should be, and we do so to ensure that the reputation and inspiration among the majority of public servants remain intact.

We have taken leave of many who have served the nation well and have welcomed new public servants to our ranks to maintain continuity and impact. We are three years away from marking 20 years of democracy and from our fifth general election, both of which will invite a great deal of reflection and assessment of how we have done since 1994.

Let's use the New Year, 2012, to build on the good record we've established and ensure that our key anniversaries are a source of pride and hope, rather than a time of shame and despair.

At the end of the year, such as the one we have journeyed together, I remain proud and confident of the ability and commitment of our Public Service.

On behalf of Cabinet, I wish all of you a safe and enjoyable time at home with friends and family and we thank those in essential services for remaining on duty during this time.

Your energy and enthusiasm after this break will help us achieve even greater things in 2012.

Thank you. 🇷🇺



Winning the fight against crime in South Africa affects everyone. Crime has reached significantly high proportions, necessitating it to be adopted as one of government's apex priorities. Many South Africans are not and don't feel safe in their households, places of work, their communities and on the streets.

Crime also has a major impact on socio-economic development, particularly because members of the business community are often victims of serious and violent crime.

Such was the impact of crime on the general population prior to the adoption and institutionalisation of the Outcomes Approach that their quality of life became severely undermined.

This state of affairs informed government's decision to strive for an outcome in which our people are not only safe but in fact feel safe. The achievement of this outcome requires that we change our approach. It means paying particular attention to those types of crime that numerous studies have shown are responsible for inducing feelings of insecurity among our people.

These refer to crimes such as murder, attempted murder, rape, hijackings and aggravated robberies such as house and business robberies, all of which are often accompanied by extreme violence.

The realisation of an outcome in which people are safe and feel safe demands of us to prioritise a few outputs and concentrate on key high-level activities that will be the core drivers of the change we are seeking. Additionally, appropriate and adequate resources, both human and financial, have to be used in the right places to enable the realisation of these core drivers. Consequently, we have identified a few outputs, including:

- reducing the overall levels of serious crime and in particular contact and trio crimes such as murder and attempted murder; rape; robbery with aggravating circumstances; car and truck hijacking; and house, business, cash-in-transit and bank robbery
- an effective Criminal Justice System (CJS)
- combating corruption within the Justice, Crime Prevention and Security (JCPS) Cluster to enhance its effectiveness and its ability to serve as a deterrent against crime
- improving and managing the perceptions of crime among the population
- reducing corruption, and improving investor perception, trust and willingness to plough money into South Africa.

Central to the attainment of the foregoing outputs and their related sub-outputs, government is making good progress in implementing the high-level activities causally linked thereto. These activities include improving the coordination of crime intelligence to enable the rapid detection of cases and preparing dockets that are ready for referral to the courts.

They also include:

- heightening visible policing/patrolling in identified crime hot-spots
- increasing crime-prevention actions
- decreasing the abundance of illegal and legal firearms
- aligning and integrating strategy and approach to apprehend and charge known perpetrators
- decreasing incidents of persons escaping from custody, in particular those who are responsible for committing serious crimes.

Other activities include:

- intensifying the management of bail processes and legislation to ensure that people who have previously been convicted of felonies are not easily released on bail
- improving forensic services and fingerprint management with coordinated and integrated information and communication technology use
- implementing social crime prevention programmes
- operationalising transformed community safety forums.

Since we embarked on the Outcomes Approach, our country has witnessed a sharp downward slope of most of the serious crimes highlighted for specific attention by government. The veracity of this assertion is evidenced by crime statistics for the period 2010/11 recently released by the South African Police Service. When compared to the 2009/10 financial year,

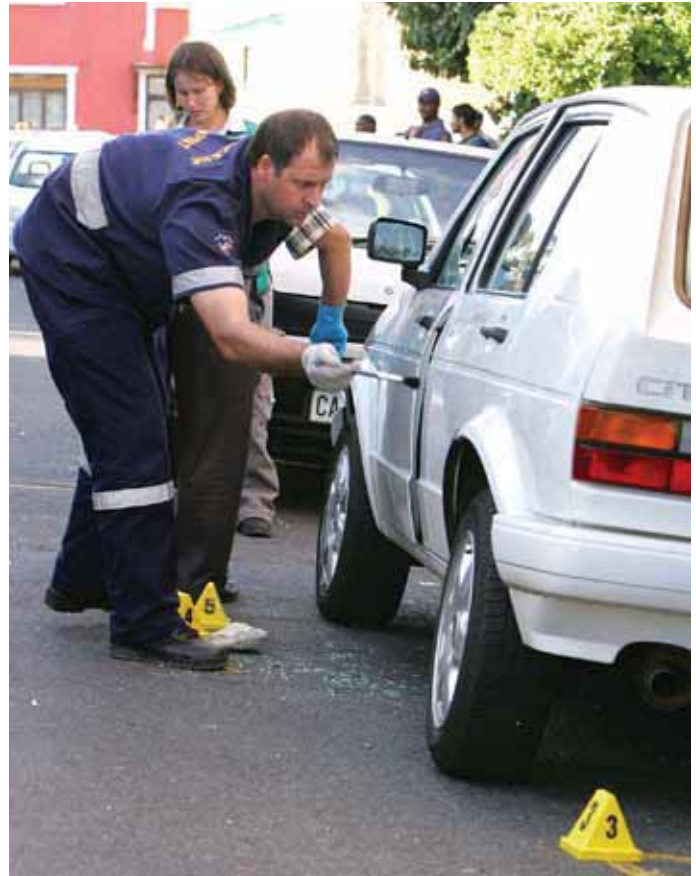
serious crime reported in 2010/11 came down by 5% against an annual reduction rate target of between 1% and 1,8%. Similarly, the incidence of aggravated robbery during the same period was scaled down by an impressive 12%. The CJS has likewise continued to register good progress in raising the rates of detection of contact crimes, including what is commonly referred to as trio crime (business robberies, house robberies and vehicle hijackings). In addition, steady improvement has been made in raising the number of dockets that are ready for referral to court.

Without doubt, a further indicator of progress is the degree to which our CJS is able to ensure that those responsible for committing serious crimes are successfully prosecuted and, where applicable, given appropriate punishment. In this regard, one of the major challenges is ensuring that criminal cases are built through enhancing both the quantity and quality of our investigators and prosecutors. It also requires active and continuous engagement with the judiciary to find solutions.

One of the other challenges in the CJS is the unfortunate incidence of illegal acts committed by the very members of the system who are assigned the task of combating crime. Not infrequently, some of them have been found to be involved in criminal conduct themselves; aiding and abetting criminals and being susceptible to bribes, resulting in the loss of dockets and other evidentiary exhibits. It is for this reason that one of our outputs is focusing on combating illegality and corruption within the JCPS Cluster to enhance its effectiveness and its ability to serve as a deterrent against crime. The JCPS Cluster has moved swiftly to discover these cases and institute criminal and/or disciplinary proceedings. This endeavour has seen many of the unwelcome elements being rooted out of the system.

The more than satisfactory advancement towards ensuring a secure and safe life for our people has been validated by recent studies tracked by the Government Communication and Information System. Among the topics covered in the surveys are the general view on personal safety and visibility of the police in the community, as well as public perception of government performance regarding reducing the level of crime. The May 2011 *Government Performance Barometer* research found that public perception of how government was doing in reducing crime rates has improved – from 31% two years ago to 41%.

In relation to personal safety and visibility of the po-



lice in the community, the studies showed that fewer people had stated that their personal safety had deteriorated compared to just over a year ago – decreasing from 21% to 15%. The 2011 *Futurefact* study also showed a 6% decrease in respondents who indicated that they were afraid of becoming a victim of crime – from 77% in 2008 to 71% in 2011. The *Futurefact* findings corresponded with the 2010 *Grant Thornton* study which showed that, when surveying the impact of crime on South African private businesses, 50% responded that they had been directly affected by crime during the 12 months under review. This represented a 35% drop since 2007 when some 84% of private businesses surveyed replied that they had been affected.

It is becoming very clear that we are indeed contributing significantly to the safety of our people. Good progress is being recorded and our aim of making sure that our people are and feel safe looks achievable and we are determined to make it happen. The experience and evidence garnered since the institutionalisation of the Outcomes Approach have enabled us to critically assess some of the areas in which we still fall short and require remedial action. Despite the foregoing, it is almost certain the day is nearing when it will be possible to state without equivocation that serious crime has abated.


Omm-Gollins Chabane

Minister for Performance, Monitoring, Evaluation and Administration

As the calendar year draws to a close and the possibilities brought by a new year beckon, it is fitting that we reflect on 2011 in totality – the achievements and the challenges.

It is only through pausing and recollecting that we can ask ourselves questions that are vital for our progress: What have we achieved? Which aspects of our mandate are lacking in delivery? What needs to be done? Without this interrogation, it would be pointless to chart the waters of a new year of delivery in 2012.

This issue of *Public Sector Manager* touches on several key issues that describe where we are right now.

We are particularly honoured to feature a personal message from President Jacob Zuma to *Public Sector Manager* readers, highlighting achievements during 2011 and urging us to push on to greater things next year.

In other coverage of the President's report-back on the progress in implementing the commitments made in the 2011 State of the Nation Address, we find some tangible facts and figures about the delivery successes that government has notched up, amid an unstable world economic climate that is also affecting our fortunes.

Internationally, South Africa's profile and influence are growing – a fact that is lost on many South Africans because of the scant publicity given to our country's extensive engagement with the world in a range of sectors.

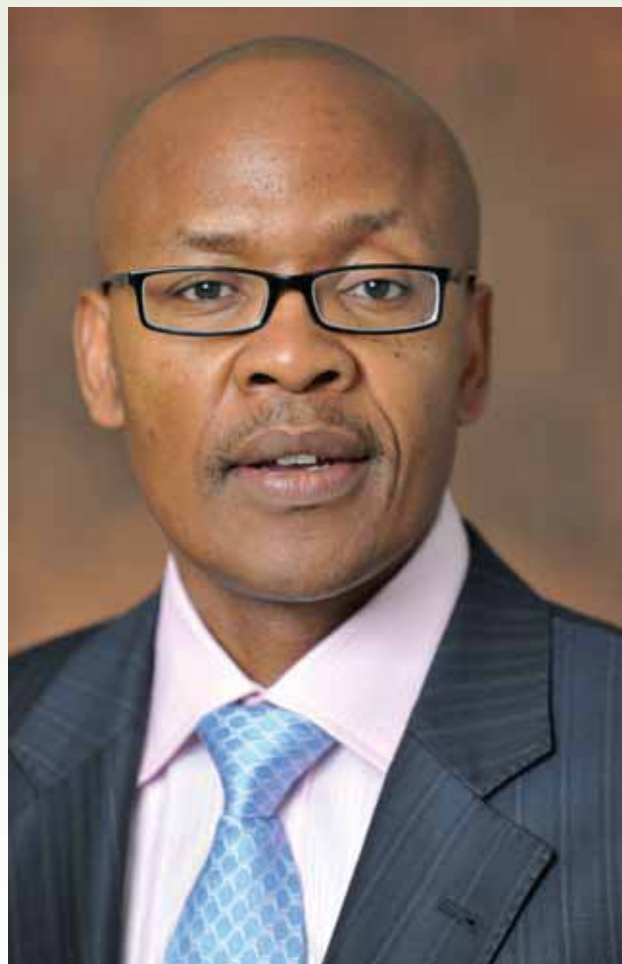
Indeed, as *Public Sector Manager* went to print, Durban and South Africa had just hosted the COP17/CMP7 United Nations Climate Change Conference.

Back down on terra firma, we devote some space this month to assessments by analysts outside government of the progress – or otherwise – being made towards meeting the millennium development goals.

This is an issue that is now intertwined with the broader, recently launched draft *National Development Plan: Vision for 2030* – a discussion document developed by the National Planning Commission under the Minister for Planning in The Presidency, Trevor Manuel, and the 26-member commission stocked with eminent South Africans. In this edition, we look at key features of this vision for the country that is open for public comment over the next few months.

For South Africa to develop as it should, the performance of the Public Service itself is a key determinant.

What we need more of in the Public Service are inspired and inspirational leaders such as those with whom we have touched base in this edition: the Minister of Women, Children and Persons with Disabilities, Lulu Xingwana; Dr Nono Simelela, Advisor to Deputy President Kgalema Motlanthe on HIV/AIDS; as well as Bathusile Masina, once a young girl from Mpumalanga, who now practises as a scientist



in a cutting-edge industry. A real gem indeed.

This edition is also packed with lighter offerings for the season of leisure, from books to bags to festive fashion and cooking.

I particularly enjoyed Lester Fourie's story of fulfilling his dream to climb Mount Kilimanjaro. His story is so much of a metaphor of the courage, tenacity and endurance that it takes to succeed.

I hope that 2012 will be for many more of us a story of summits reached.

Finally, I take this opportunity to thank the *Public Sector Manager* editorial and production team that has made it possible for us to communicate in a new way. Their dedication, resourcefulness and initiative have consistently produced a magazine that we are all proud of. 🙏

Jimmy Manyi
GCIS: CEO
Cabinet Spokesperson

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**Dear Editor**

I always look forward to reading another edition of the *Public Sector Manager* magazine. It's definitely a mind-shaping publication with a lot to offer. As a young manager, I have learned a whole lot from your magazine and it has made me grow into an even better person. Thank you always for giving us well-researched news and stories that change the way we think and do things. However, I was under the impression that the magazine focuses on public sector managers but I am seeing a lot of profiling of political principals with very little voice from the managers who do most of the work for the principals.

- Nomsa Vilakazi, Johannesburg

Write and win

The winning letter will receive an advanced driving course worth R800, courtesy of BMW SA.

Dear Editor

I would like to take this opportunity to say well done to Nkosazana Zuma and the team for an unqualified audit. I would like to see government providing resources to the Eastern Cape (Department of Education) and Limpopo (Transport and Public Works). It is disturbing to always read about negative stories year after year about Limpopo and the Eastern Cape.

- Mhlangabezi Mxokozeli, Cape Town

Dear Editor

I would like to congratulate you on your excellent magazine. It is quite exciting to see how this publication has grown from strength to strength since its inception not so long ago. I have been lucky to read all your issues and each and every one presents a unique perspective. You have really managed to grab our attention as public sector employees, an area that was previously neglected. I really enjoyed the last issue with Sandile Nongxina. The PSM Forum held at the Sheraton Hotel added another perspective to the *Public Sector Manager*. I can't wait to see the next issue. Well done PSM!

- Hlangiwe Cele, Pretoria



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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.



Shaping the future

25 to 29 January 2012

The annual World Economic Forum (WEF) will convene in Davos-Klosters, Switzerland, under the theme *The Great Transformation: Shaping New Models*. Leaders will return to their core purpose of defining what the future should look like, aligning stakeholders around that vision and inspiring their institutions to realise it. The WEF is an independent international organisation committed to improving the state of the world by engaging business, political, academic and other leaders of society.



Budget Speech

22 February 2012

The Minister of Finance, Pravin Gordhan, will deliver the annual Budget Speech in Parliament. The Budget Speech sets out a financial framework for implementing the vision spelt out by President Jacob Zuma in the SoNA. It also details government's spending, tax and borrowing plans for the next three years. The national budget divides money between national departments, provinces and municipalities.

The State of the Nation Address (SoNA)

9 February 2012

SoNA is one of the most anticipated events on the national calendar. It is a time when the President addresses the nation in his capacity as Head of State, taking stock of domestic and international issues and performance and mobilising the nation to move in a common direction. SoNA also marks the Opening of Parliament, a colourful celebration that commands the attention of the nation and media alike. Following the speech, the various political parties represented in Parliament debate the President's guidance before the President is given an opportunity to respond. The President's Reply to the Debate on the SoNA will take place on 16 February 2012.

National Healthy Lifestyles Day

19 February 2012

Government uses National Healthy Lifestyles Day to encourage all South Africans to participate in the five elements of the healthy lifestyle campaign:

- promotion of good nutrition
- regular physical activity
- tobacco control
- interventions against alcohol and substance abuse
- promotion of safe sexual behaviour.

Connecting the world through mining

6 to 9 February 2012

The Mining Indaba, the world's largest gathering of mining's most influential stakeholders and decision-makers, will be held at the Cape Town International Convention Centre. Each year, the event is well-attended, with more than 4 000 individuals representing more than 800 international companies and approximately 40 government delegations. For 18 years, global professionals, including key mining analysts, fund managers, investment specialists and governments, have indicated the Mining Indaba as their preferred venue for obtaining information on current economic and mining developments from the world's leading experts on African mining.

UPCOMING EVENTS



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VITAL STATISTICS

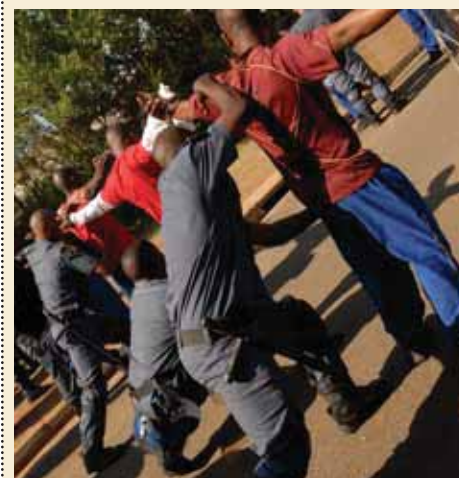


Fast facts at your fingertips

Farming out development

Government's Comprehensive Rural Development Programme is being implemented at 65 sites across the country. Some 33 560 hectares of agricultural land have been acquired to provide emerging farmers with access to land. Some 116 farms have been recapitalised through the provision of funds for, among other things, infrastructure, mechanisation, seeds, livestock and the transfer of skills by commercial farmers to enhance productivity of farms transferred.

R752 million – The amount allocated in the Medium Term Budget Policy Statement to provinces for various conditional grants, including allocations for the repair of flood-damaged infrastructure.



Power to the people

Access to basic services is on the increase. Municipalities completed 54 500 new electrical connections from February to the end of August 2011, while Eskom completed 34 045 new connections. The target is 150 000 connections per year.

A further 120 000 households received access to water between January and September 2011. The Informal Settlements Upgrading Programme has exceeded its target by providing services in 52 383 sites against a target of 27 054 sites.

Proceeds of fight against crime

The National Prosecuting Authority, the Hawks, the Financial Intelligence Centre, National Treasury, South African Revenue Service and the Special Investigating Unit have made significant progress in the fight against crime and corruption. By December 2011, 116 suspects were appearing in courts relating to 42 cases. Assets worth R579 million had been seized.

Putting foot in the automotive sector

South Africa's Motor Industry Development Programme – set to be replaced by a new programme in 2013 – has facilitated more than R32 billion in investments since 2000, with R4 billion expected to be invested in 2011. The motor industry is a substantial employer in South Africa, contributing at least 6% to the country's gross domestic product and almost 12% to its total exports.



Closing the investment gulf

South Africa is the 19th-largest investor in the United Arab Emirates (UAE), having invested R3,33 billion since 2003. Investments were made in the financial services sector as well as in the communications and pharmaceutical sectors. The UAE is the 24th-largest investor in South Africa. It has invested a total of R1,07 billion since 2003, representing 0,25% of total capital investment in South Africa. Investments have been made in the real estate, business services, transportation and warehousing and storage sectors.

89,4% – The number of South African children under the age of one who were fully immunised in 2010/11. Seventy two percent were provided with pneumococcal conjugate and rotavirus vaccines to protect them against pneumonia and diarrhoea.

Borderline cases

The South African National Defence Force (SANDF) has seized weapons, drugs and cattle stolen in South Africa at the country's ports of entry. The SANDF has also arrested 451 suspected criminals and more than 20 000 foreign nationals trying to enter South Africa illegally.

Minister Lulu Xingwana



Democracy, **peace begin at home**

Just as the great Albertina Sisulu and Lillian Ngoyi fought for the rights of women, so too does Minister of Women, Children and Persons with Disabilities, Lulu Xingwana. Her ongoing struggle to uplift women, eradicate violence against women and children and empower persons with disabilities makes her a compassionate and effective leader. Minister Xingwana talks to *Public Sector Manager* about the 16 Days of Activism Campaign and the enormous strides her department is making towards equality and justice for all.

Writer: Samona Murugan

Photo: Alfonso Stoffels

During the recent 16 Days of activism campaign, the presence of the Department of Women, Children and Persons with Disabilities (DWCPD) was strongly felt as an intensive awareness and mobilisation campaign against violence towards women and children was undertaken.

The campaign ran from 25 November (International Day for the Elimination of Violence against Women) to 10 December (International Human Rights Day). The period included Universal Children's Day on 20 November and World AIDS Day on 1 December.

This year's campaign ran under the international theme *From Peace in the Home to Peace in the World: Let's Challenge Militarism and End Violence Against Women* and looks at peace holistically.

"A woman who is abused at home cannot be at peace," says Xing-

wana. "The violence that we see against women and children in the country cannot ensure a peaceful and stable South Africa. As long as many of our people live in fear, they cannot be at peace.

"Issues of unemployment, poverty, violence and abuse of women in the home – these are the areas that we have to confront as a country. South Africa cannot attain a peaceful democracy as long as there are women and children suffering from violence and abuse."

Over the past 11 years, the campaign has been a huge success. "We have seen awareness rise by 33%, especially in rural areas, where women who

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used to be hesitant to report crimes of violence and domestic abuse are speaking out.”

One of the major problems the department has encountered is that law and enforcement officials are not equipped to handle victims of abusive crimes. “In the past year, we have trained justice officials, and held awareness workshops to equip and assist them to be able to handle victims of violence and gender-based violence, particularly women and children, who are the majority of our victims.”

Despite the increase in the number of cases that have been reported by women, Xingwana says more needs to be done. Recent statistics indicate that most of the violent crimes in the country have decreased, including murder; yet, violence against women, particularly rape, has gone up.

“This is why we all need to pool all our resources to fight the scourge. As a department, we are going to establish a council against gender-based violence. This council will incorporate all the relevant parties, such as the DWCPD; the South African Police Service; the departments of justice, social development and health; the National Prosecuting Authority; and relevant non-governmental organisations such as People Opposed to Women Abuse, Gender Links and other organisations that have been at the forefront fighting against abuse.”

The council will also include religious bodies and traditional leaders within communities. One of the missions of the council will also be to eradicate *ukuthwala*, which sees young girls being forced into early marriages to much older men. These girls are forced to leave school and lose out on their education and youth. Many are raped.

Witchcraft is another community challenge – elderly women, particularly in the rural areas, are accused of practising witchcraft and, in some instances, attacked and killed by their families and community members.

“These are some of the challenges that we want to address. It is important that we stop working in isolation and start working together. It is important for all departments to come together un-

der this council to solve these problems. By pooling our resources, we will be able to share expertise and experiences so that we all can work together and fight the scourge of violence and abuse.”

Public servants have a very important role to play in the fight against abuse among women and children.

The Domestic Violence Act, 1998 clearly states that everyone in the community has a responsibility to report violence and abuse, not just the victim.

Public servants, wherever they are, have a responsibility. “We cannot rely solely on the minister or government; we need the entire community. Public servants, regardless of which department they work in, have to ensure that there is no sexual harassment or abuse of women in any way within the civil service.

“We have to ensure that we, as the public sector, participate in gender mainstreaming programmes, so we can understand the importance of gender and ensure that issues of women and the rights of women and children are mainstreamed in all the departments and municipalities so that government can lead by example,” explains Minister Xingwana.

“We have launched programmes that empower women and raise awareness of the rights of women in society. Public servants, including judges, magistrates, ministers, directors-general, senior managers and the teams they manage, have a crucial role to play. Managers must ensure that their teams undergo training to understand these kinds of issues.”

This is not a surprising expectation from someone who views responsibility and commitment as vital for working in the Public Service.

“Public service means that you are a servant of the people, you are here to serve the nation. Regard-

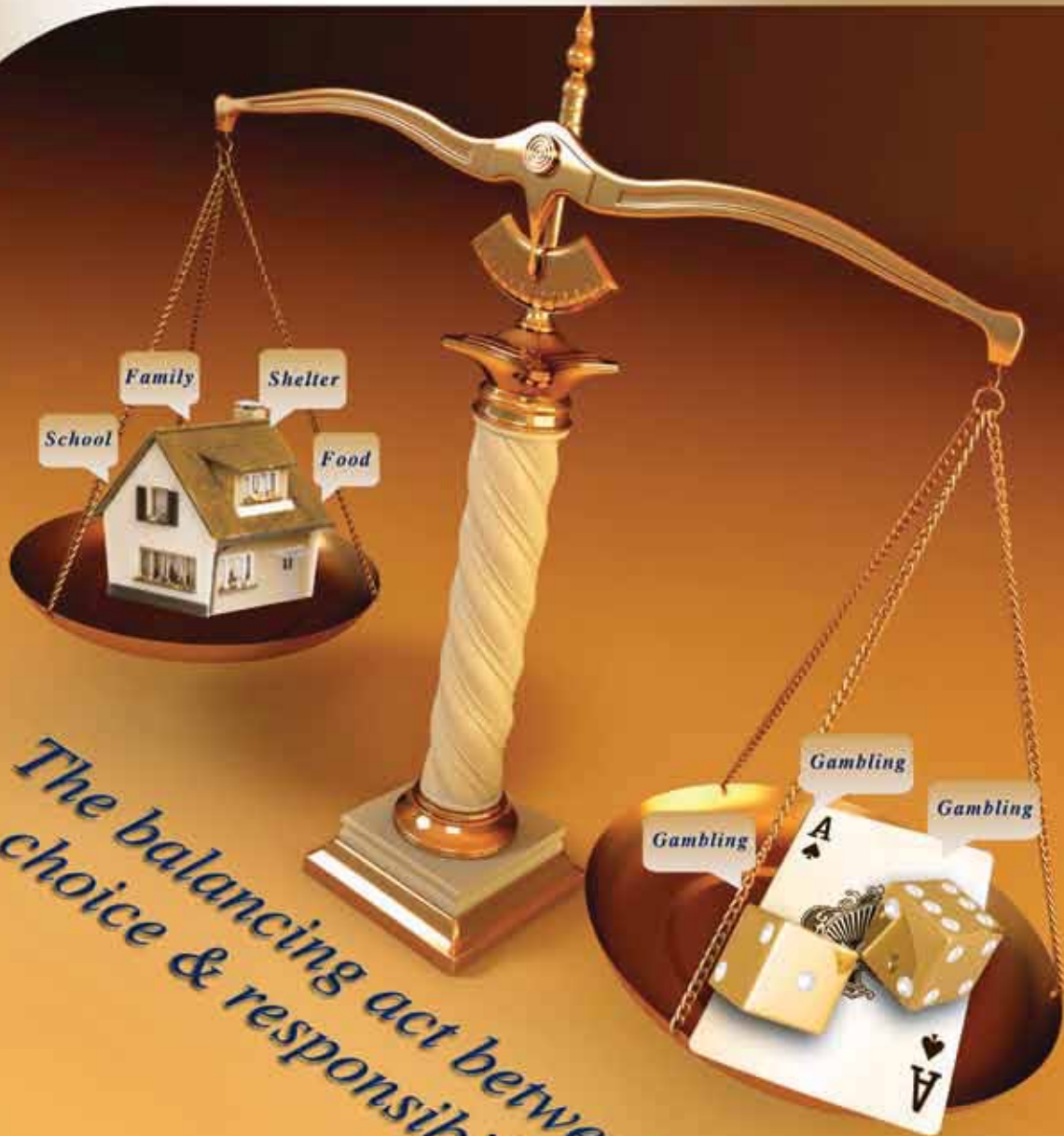
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less of your position, you are here to serve the people. In most instances, you find that public servants put their needs before the needs of the people they serve.

“They will not go the extra mile. If you have someone who has travelled a great distance to get service, they must get proper and prompt service. Public servants need to go back to the basic principles of Batho Pele and the principles of Ubuntu. It is the people of South Africa who have put us where we are.

“It is very important that we prioritise service to the people. It is also important, because I have noticed that many civil servants do not even know the five priorities of this government. It is very important for all public servants to know these basic things. We have to do all that we can to see these five priorities brought to light.”

Another area that the Minister is passionate about is developing young people. “We must do our best to educate and transfer skills. If there is someone in a learnership, we must not be selfish – knowledge is power, so share the knowledge, experience and expertise that you have with others, so that as you move up the ladder as managers or directors, you bring up the young managers as well.”

The DWCPD has launched a number of developmental campaigns over the past few months. One of these is the Rural Empowerment Campaign, which reiterates the slogan *If You Develop a Woman, You Develop an Entire Nation*.

“We are developing a strategy with the Department of Rural Development to ensure that the policies they develop actually mainstream gender and women’s concerns. We are also working with the Department of Economic Development to ensure that job-creation initiatives also include women. We are creating a gendering process that will ensure that the New Growth Path includes women empowerment. The Minister of Economic Development has made a commitment to create five million jobs in the next five years. More than 50% of those jobs must go to women.”

As passionately as the Minister talks about women, she is equally charged up when asked about her department’s mandate towards people with disabilities.

“November was declared Disability Month, and we focused on raising awareness of disability issues with the launch of the Universal Access Campaign. The campaign looks at access in terms of transport, such as buses, trains and accessibility to buildings for people with disabilities; as well as access to information and what needs to still be done to ensure this.

“We will be looking at issues of Sign Language and Braille and how people with disabilities get access to documents and information. For instance, if you advertise a vacancy in the print media, how can the blind find out about these positions? We have a target of 2% for people with disabilities in the workforce. This target applies to both the private and public sector, yet we have not even reached half of it to date.”

Despite the DWCPD being a new portfolio, many strides and obstacles have been overcome to tackle violence against women and children and to ensure the empowerment of both women

and persons with disabilities.

Minister Xingwana attributes her inspiration to the women who sacrificed their lives for women to be free today. “These women fought for our liberation and freedom, not expecting any payment or reward, but fighting for justice and freedom for their country, children and future generations.

“Those are the role models who opened doors for all of us. I would not be here as Minister if Ma Ngonyi had not stood up and marched to the Union Buildings and said ‘enough is enough’. They showed us that with true commitment, you can achieve so much. Hard work, dedication and their sacrifices have brought our country to where it is today. Young women today also have a responsibility and a role to play, and we must inspire them to grow up one day and not disappoint the women who fought and led for us.”

Undoubtedly one of those women dedicated to realising the dreams of the struggle heroines before her, it is not surprising that, when asked to summarise herself and her vision, the Minister replies confidently: “I am Minister Lulu Xingwana, and I want to see transformation and delivery to our people.” 🗨️



MENTORING & COACHING FOR PUBLIC SERVICE MANAGERS

'Mentoring', 'coaching' – are these the current management buzzwords? Interestingly, the concept of mentoring is old and even existed in traditional African societies. Government has identified mentoring as a long term intervention aimed at ensuring skills development for service delivery and the transformation of the public service.

PALAMA's leadership development and support programmes build leadership capacity across all levels in the public service, from initial access, through the leadership pipeline and on-going professionalization. This approach is grounded in distributed leadership at all performance levels and the need to support the professional development of individuals at various management levels in the public service.

As Government departments develop and implement mentorship programmes, including internship and learnership programmes, there is a need to provide public service managers with the knowledge and skills required of a mentor. PALAMA's three-day credit bearing course *'Mentoring and Coaching for Public Service Managers'* will equip public service managers with the knowledge, skills and competencies required for their mentorship roles.

The purpose of this course is to capacitate experienced officials (mentors) so that they can provide meaningful guidance and advice to develop the capability and skills of less experienced officials (protégés) that are assigned to them. Through better equipped mentors, new entrants to the public service and less experienced officials will be enabled to perform optimally and contribute towards improved service delivery.

The *'Mentoring and Coaching for Public Service Managers'* course describes mentorship against the background of a learning organisation; explores the characteristics of the mentor and protégé; looks at issues that need to be taken into consideration when planning for mentorship; delves into the planning of a mentorship programme and addresses the implementation and evaluation of a mentorship programme.

Extremely positive feedback has been received from majority of the participants that have completed the course. Some participants mentioned that the course was enlightening as they are mentors, but had no idea about the roles and expectations required of a mentor. Some of the participants' comments include:

- *'The course was very good – it changes, develops and empowers the attendees'*
- *'The course was an eye opener as to what is expected from me as a mentor'*
- *'The course was well presented and will definitely benefit our department'*
- *'The course is an excellent measure towards improving service delivery. More managers should be exposed to it'*

PALAMA invites all managers in the public service who have protégés assigned to them, who are interested in becoming a mentor, and who have the responsibility to establish and maintain a mentorship programmes in their organisations to enrol for this dynamic programme for the advancement of leadership capacity in the public service.



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Collins Letsoalo



Keeping our roads safe

Writer: Ongezwa Manyathi
 Photographer: Kopano Tlape

South Africa loses close to 14 000 people a year to road accidents.

More than 80% of these deaths are preceded by a traffic violation of some kind. At the rate that people die on our roads, one would think that South Africa operates without any road rules or management on its roads.

The challenge of keeping South Africa's roads and people safe is the task of the Road Traffic Management Corporation (RTMC), which believes its functions are significantly underfunded.

The RTMC, which was formed in 2005, was established to run an effective road management system throughout South Africa. It's a tall order that the corporation takes seriously.

Despite being expected to solve a R210-billion problem – in the form of, among other things, insurance payouts, the loss of human resources and rescue operations – on a R78-million budget, the team at RTMC soldiers on to ensure that South African roads are safe.

Public Sector Manager caught up with RTMC Acting Chief Executive, Collins Letsoalo, at his Pretoria East office.

He's a top achiever and at 35 he finds himself at the helm of an organisation that is tasked with a major mandate.

It's been a bumpy road for the RTMC which has, for some time, been perceived by many as an agency that was dysfunctional and riddled with corruption. These perceptions are slowly changing under the leadership of Letsoalo.

The last few months have been especially challenging as South Africans witnessed one horrific accident after another.

One which will remain etched on all our minds is the accident involving a bus that plunged into a river in Knysna killing 14 children and the driver. Fifty-eight school children were crammed in a 32-seater unroadworthy bus. One of the results of this was a single mother losing all three of her children in one accident.

"This accident highlighted what we already know: that corruption is endemic in the traffic sector," says Letsoalo.

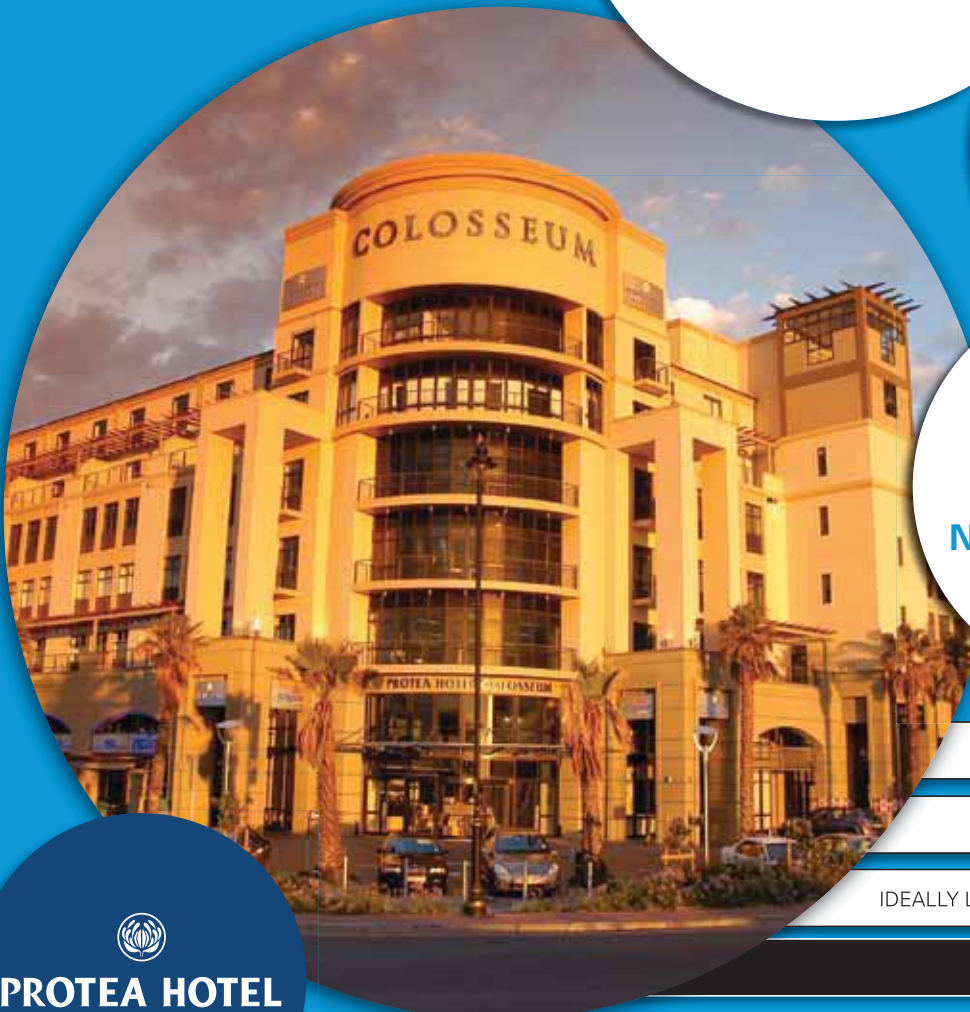
"In fact, most South Africans will tell you that they have paid a bribe at some point in their lives to a traffic officer or a testing centre official. So, we see

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Thousands of traffic officers are on duty every day to keep our roads safe.

that as a serious concern for us.

“It’s clear that for the bus in question to have made it onto the road, someone was paid to look the other way. We have since closed the vehicle testing centre. Our view is that we can enforce the law as much as we want on the roads, but we still must ensure that there is also less corruption.”

For the RTMC, the emphasis has been on safer drivers and safer roads, none of which will be achievable as long as people obtain their licences fraudulently. “For us, it’s important that we focus and ensure that the cars that we bring on the roads are safe, and equally that drivers are not involved in corruption.”

The time has come for South Africans to take responsibility on the roads and learn to self-regulate themselves. “It’s the simple things that you are taught when you take your first driving lesson or test that remain important. For instance, how many of us still do 10-point checks before getting into our vehicles? Some of the major accidents that occur on our roads are caused by tyre bursts. When we do our investigations, we realise that if a pre-trip inspection was done that tyre would have been checked and lives could have been saved.”

Letsoalo also feels that road safety requires a holistic approach and partnership between government, communities, civil society, labour and social partners. The RTMC has already started engaging potential social partners to get their message across.

The RTMC head supports the banning of alcohol advertising, as alcohol is often a contributing fac-

tor in accidents. “My argument is that the alcohol industry must understand the damage it has and is causing. Young people are being exposed to alcohol at a younger age. Most of the people on the roads are young and this industry targets them.”

According to research, some 63% of people who died on our roads as drivers, passengers or pedestrians had been drinking. The argument by many about the alcohol industry’s important contribution to various sectors, Letsoalo feels, does not hold water because the cost to society is much more. “The industry contributes R10 billion and road accidents cost R210 billion. Is it really worth it?”

The case of musician Molemo “Jub Jub” Maarohanye and co-accused Themba Tshabalala is a case in point. The two face charges of murder, attempted murder and driving under the influence of drugs and alcohol.

They were allegedly drag-racing when one of their Mini Coopers ploughed into a group of schoolchildren who were walking from school in Mdlalose Street, Protea North, in March 2010. Four children were killed and two suffered serious injuries, including brain damage. The case continues.

“The judiciary does not treat road accidents as seriously as they should. People are getting away with this. There are loopholes the judiciary must attend to as a matter of urgency,” says Letsoalo.

“As public servants, our role is to become road-safety ambassadors by being responsible drivers. Our commitment should go beyond signing declarations and once a year, remembering those who have passed on.

“There are over a million public servants and if each one took it upon themselves – whether as drivers, pedestrians or commuters – to do well on the roads, it would make a difference. What

we have started to do now is to talk to clusters. Clusters are now adopting the *Make Roads Safe* and *Decade of Action* campaigns as a programme of action for government as a whole to ensure that we have people who work on those things. We want it to be adopted as a broad, well-known and widely supported government programme – like the AIDS Campaign.”

Letsoalo’s ultimate vision for South Africa’s roads centres on the issues of people, cars, roads and speed. This involves properly maintained roads where, for instance, roads that are used by children have pedestrian crossings. Many of the rural areas in South Africa are still without pedestrian crossings.

For South Africa to have safe roads, it also requires pedestrians to understand that while they have the right to cross the road, they must be responsible enough to do so at safe places and understand that drinking and walking is dangerous. More than 14% of South Africans who die on our roads are pedestrians.

“We must also have safe cars. All over the world, there is what is called the new car assessment programme (NCap) which assesses car safety. People will ask each other about the NCap of the car before anything else. In South Africa, we are more interested in the speed of the car or the model and safety often comes last. We need to start focusing on safety more than anything else. For instance, all new cars should have ABS brakes and airbags.”

Because South Africa is not as strict about NCap, cars that aren’t necessarily safe end up on our roads. “But we have started a process of assessment in

On duty – traffic officers will be in full force during the holiday season.

terms of safety. We are going to insist that each and every car must be sold with a child restraint. It will cost around R600 or so more but in the end it will save lives,” says Letsoalo.

During the festive season, traffic officials will be out in full force to ensure that road rules are adhered to. “Road carnage is really unnecessary – my view is that we need to take road safety more personally. At the moment it is too impersonal. Maybe I feel this way because I lost a brother in a road accident. I understand it. It’s personal. We must take it so personally that when people are killed unnecessarily on the roads, we must see the outrage from society.”

With regard to his career and rapid rise in the Public Service, Letsoalo was fortunate to have been surrounded by people who saw something in him that they wanted to grow and nurture. “I owe my success to two deputy governors at the Reserve Bank, namely Lesetja Kganyago and Daniel Mminele. Daniel taught me everything I know and am practising today, and Lesetja was my mentor. Both of them taught me that nothing surpasses hard work.”

He is living testimony of this and his hard work has paid off. He cut his teeth at the South African Reserve Bank where he was a foreign exchange trader before moving to corporate finance as Chief Director at the Department of Public Enterprises.

He was 25 years old at the time, an age at which most people are graduating from university or starting their careers.

Letsoalo also ventured into the private sector for two years before he made his way back into the Public Service as Deputy Director General: Financial Services at the Department of Transport, a position which he still holds.

So how does a central banker end up as Acting CEO of a road traffic management agency? “I landed here because there were problems at the RTMC that needed to be re-

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solved and it was felt that I should come and assist. I had to learn about the industry quickly and I also needed to not only turn this entity around but also make an impact.”

His efforts seem to be bearing fruit, as a number of projects have been successfully implemented under his leadership. More so, the RTMC also won the Car Award from

Car Magazine at the beginning of the year. The award was given in recognition of the RTMC and all authorities of the Law Enforcement Technical Committee for their commitment to law enforcement on our roads. This is a first for the RTMC, and signifies the importance of the interventions the he and his team have implemented. 📸

This & that

Thoughts on leadership ...

I think leadership is the ability to make decisions. In fact, not making a decision is also making a decision. I also believe that leadership is the ability to lead from the front.

Right now I am reading ...

More than one book at any given time! It broadens my perspective on a lot of issues. I'm reading: *An Inconvenient Youth: Julius Malema and the 'New' ANC* by Fiona Forde; Kader Asmal's political memoir, *Politics in My Blood; It's Our Turn to Eat: The Story of a Kenyan Whistle Blower* by Michela Wrong; and *Inside Quatro: Uncovering the Exile History of the ANC and SWAPO* by Paul Trehwela.

My favourite holiday destination ...

Is the place of my birth in Limpopo. This is where I can herd cattle, go to the river for quiet time and walk the streets where I grew up. People still treat me as Collins first – there's no hype or pretence and people are more honest. Going back to my place of birth grounds me and reminds me of who I am and where I come from.

I don't take a holiday during the festive season because it's our busiest time. Also, our guys work during this time, so as a leader I cannot tell people not to go on leave and then do the opposite. I have to join them as well.

In my leisure time ...

I enjoy relaxing with friends over good food and good conversation. One of my favourite spots is in Brooklyn, Pretoria. I use this time to forget for a moment because I am exposed to horrific accidents and sometimes I need to switch off. I also read a lot.

One thing that people don't know about me ...

Is that I do have a soft side and I am not heartless. That I am just a normal human being like everyone else. People will say to themselves that at 35 he's achieved so much but it's because I was given an opportunity. I think that's why I am passionate about youth development. 📸



TRAIL



Name: Themba Msimanga

Designation: Director: Non-Profit Organisation (NPO) Development and Support, Gauteng Department of Health and Social Development.

Qualifications: Bachelor of Accounting Science, University of South Africa and Management Advancement Programme, University of the Witwatersrand's Business School.

My job entails ... Ensuring the provision of funding to appropriate NPOs in the health and welfare sector. Through funding, these NPOs provide developmental services to the most vulnerable in society. This involves providing financial assistance at affordable levels, monitoring and ensuring that funds are used for their intended purposes and building capacity in the

emerging NPOs for them to deliver services that meet required norms and standards, in line with the relevant legislation.

My greatest strength is ... Being persuasive in nature. It comes in handy when negotiating better agreements with NPO partners.

The best advice I ever received was ... The Japanese proverb: "Vision without action is daydreaming and action without vision is a nightmare". I have lived by this principle through my whole life and it helps me to stay focused.

My motivation comes from ... The desire to become more competent in all my endeavours.

The highlights of my career to date are ... I had the honour of leading and implementing a transformation initiative in the NPO sector among the residential facilities for older persons in pursuit of bringing about funding equity. Another highlight was streamlining and automating the business process through the introduction of information technology, which enhanced our service offering to the NPO sector.

The most important lesson I've learnt during my career is ... You should never strive for less than 100% when executing your responsibilities, as that 1% could be so significant that it erodes all the good work achieved.

Right now I'm reading ... *Sometimes there is a Void: Memoirs of an Outsider* by Zakes Mda.

To unwind, I ... Do road running as often as I can. I also love travelling and exploring our beautiful country.

What most people don't know about me is ... I enjoy playing tennis and listening passionately to soulful house beats.

I'm proudly South African because ... South Africa is alive with possibilities; we can prosper if we persevere.

BLAZERS



Name: Melinda Swift

Designation: Director: Sustainable Resource Management, Gauteng Department of Agriculture and Rural Development.

Qualifications: Honours Degree in Development Studies; currently busy with a Master's Degree in Innovation and Technology.

My job entails ... Managing and leading a motivated team of people in government who implement community-based natural resource management, LandCare and Expanded Public Works Programme projects.

My greatest strength is ... Enthusiasm for sustainable development, working with people, public service, and being very organised.

The best advice I ever received was ... Just do your job; it is your best defence and your best track record. Decision-making is a basic requirement – the trick lies in identifying life-changing decisions and then spending time on them. The only person you can change is yourself! Live with abundance.

My motivation comes from ... A sense that I have a positive role to play in my family, my community, my workplace, my country and the world; and seeing my child's lovely face each day when I get home.

The highlights of my career to date are ... Watching homeless street children I met on the streets grow up and have full lives; the launch of the GreenHouse People's Environmental Centre in Joubert Park; the declaration of the Cradle of Humankind World Heritage Site and the opening of Maropeng; and spending a day out with the Sustainable Resource Management team visiting community projects and remembering that all the reports, meetings and paperwork are worth it!

The most important lesson I've learnt during my career is ... Excellence in organisation, systems and reliability are a given – you must have it. I have also learnt to delegate freely and with abundance and to trust my team members to do what needs to be done – and more – in their work.

Right now I'm reading ... Mostly Master's Degree material... I am also reading an Australian novel called *The Slap* by Christos Tsiolkas. I am a great fan of fiction and South African authors.

To unwind, I ... Sit still with a cup of tea, go camping in the Magaliesberg or enjoy the company of family and friends.

What most people don't know about me is ... There is very little people don't know about me ... I am a talker, so it is all out there.

I'm proudly South African because ... You know that feeling when you have been abroad and you get off the plane and just smell Jo'burg? That pride for home, for all of us South Africans with our foibles and eccentricities, our funny humour, our make-a-plan attitude, our red-hot fury and tender caring – I just could not be anywhere else." 🇿🇦



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body
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Criticism has a way of pulling you down
What is unknown will always leave you in the
dark

Do it for the light in you that is dying to shine
For the heart in you that is in need of living
For the amazing soul in you that has your
back
For the great being you are and should be

Screw all and do it anyway ...
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A gem of a scientist

Writer: Samona Murugan

Photo: Simphiwe Mhlambi

They say “diamonds are a girl’s best friend”, but for 30-year-old laser researcher, Bathusile Masina, diamonds are her livelihood.

Masina, who works at the Council for Scientific and Industrial Research’s (CSIR) National Laser Centre, says she has always been intrigued by industrial diamonds and now spends her days researching and testing the durability of this precious gem.

“Diamonds are the hardest known natural substance and are composed of pure, crystallised carbon. There are many types of diamond, such as industrial, commercial and synthetic ones. Commercial diamonds are transparent pieces of diamond that have been cut and polished and are used, for example, in jewellery – the kind we all love! Synthetic diamonds are produced through chemical or physical processes in a laboratory. However, not many people realise that industrial diamonds are just as valuable as their decorative cousins.”

Her gem of choice is the industrial diamond which is used as the mechanical tips of drilling bits and for cutting because of its high thermal conductivity and its material hardness.

Originally from Mpumalanga, Masina took a keen interest and excelled in Physical Science in high school. Her outstanding grades in Mathematics and Physical Science ensured that she was steered into the world of science by her teachers, who saw greatness in the shy budding scientist.

After obtaining her Honours in Physics at the University of Zululand, Masina began an internship at the CSIR in 2006. She received her Master’s in Physics in September 2008 and became a permanent employee at the CSIR. “I was really thrilled. It was a dream come true for me.”

As a scientist in demand, Masina confirms that she is happy at the CSIR. “My family and my work are here in South Africa. This is all I need – to be working for one of the greatest research institutions in the world.

“Our goal here in South Africa is to serve and make a difference to the people. Our research aims to improve people’s lives and our objective in whatever we do is to serve the public through our research.”

Masina’s current project at the CSIR involves studies where industrial diamonds are heated by a laser beam and the resulting temperature is optically measured on the surface of the diamond. “The ultimate aim of this project is that with the heating and temperature known and measurements being repeatable, we can study temperature-driven defects in industrial diamonds,” she says.

Dr Andrew Forbes, Masina’s supervisor and Head of Math-



Bathusile Masina

ematical Optics Research at the CSIR National Laser Centre says: “The unique nature of this research is that the diamond is heated and measured using light, thus at no stage is there physical contact with the diamond. The importance of thermally resilient tools in application is critical to the economic viability of those applications.

“It is hoped that the study will reveal how industrial diamonds can be used to secure higher efficacy and a longer lifespan in thermally demanding applications.”

“This study began in 2006 when the first challenge was to set up a laser-based system with sufficiently good power stability, beam position and suitable wavelength for absorption. We chose to use a CO₂ laser, went further and managed to demonstrate a laser-heating process by

... continued on page 34



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Leap into 2012
with confidence



As the year draws to a close it's time to look at what we can do differently in 2012 to achieve our financial goals. Karabo Morule, Strategy and Marketing Executive at Old Mutual, explains:

For most of us, the end of year can be financially taxing. Unless you are fortunate enough to receive a year-end bonus, the festive season can leave you feeling the pinch. Most of us have to stretch our rands even further as we receive our salary earlier than usual in December, leaving a very long month in January before the next payday.

So, what can you do differently?

Start by evaluating your income and expenses for 2011 and then draw up a monthly budget for 2012. Take a critical look at your finances and assess whether or not you are living within your means. Look carefully for areas where you can reduce your spending or cut out unnecessary expenses altogether.

Yes, drawing up a budget is both an empowering and a daunting task. Confronting reality can be a very uncomfortable exercise, but it's worth it because you gain a sense of control over your own life. This will give you a concise view of your financial wellbeing.

Create two columns, and in the top left-hand column jot down your net income or what's left of your salary after all the deductions such as medical aid, pension and tax. In the right-hand column write down your fixed expenses: the regular payments you make each month, such as rent or bond repayments and car finance instalments.

Below the fixed expenses, list your variable expenses. These are regular expenses, where the amount tends to change each month. These include electricity, transport, food, clothes, cellphones and entertainment. Remember to include any accounts or short-term loans you're paying. If you want to be thorough, look at old receipts or statements and try to work out a reasonable average. Subtract the fixed and variable total expenses from the income column to find out what you should be left with each month. Whatever you do, be honest – overestimate rather than underestimate a cost – this way you'll end up with a little extra, rather than being caught short.

Be sure to set aside an amount towards your savings every month and be very strict about sticking to your budget.

Never underestimate the value of financial advice. A financial adviser or broker is able to assist you in growing your wealth, while protecting your assets at the same time. He or she can help you reach both your long-term goals, such as your children's education, and your short-term goals, like that holiday you are hoping to take in 2012. Financial advisers are trained to find financial solutions that suit your individual needs.

Once you are financially well organised, you will be free to enjoy the holiday season without any worries, secure in the knowledge that you have planned ahead for January's expenses.

So, enjoy the holiday season and get ready to leap with confidence into a great New Year. May 2012 be wonderful, safe and healthy for you and your loved ones.

Tips:

- Make sure you differentiate between wants and needs.
- Plan your gift buying – draw up a gift budget and stick to it.
- Plan your holidays smartly – look at package deals and beware of "buy now pay later" offers.



Masina making her contribution to pushing the boundaries of research and technology.

raising the temperature of a diamond sample. We are now able to measure the resulting temperature on the surface of the diamond optically. Taking these studies further, we will be measuring temperatures across the entire diamond as current studies have focused on one spot at a time," says Masina.

The CSIR National Laser Centre was able to clinch a R1,3-million research contract in 2007 with Element Six through the success of Masina's research. Element Six is the world's leading supplier of high-quality superabrasives and industrial diamond materials, including synthetic and natural diamonds and superabrasive cubic boron nitride.

In 2009, a year after she became a permanent employee at the CSIR, Masina won the Young Promising Scientist award at the National Laser Centre for her outstanding efforts. "It was one of the highlights in my life to be honoured for my work."

Masina lives by the motto that education is key and tries to use this to inspire her daughter. "Education is something that no-one can take from you."

When asked what's next for her, Masina says without hesitation: "Completing my PhD has always been a goal and I am working towards that. For a scientist, obtaining your PhD allows you to start a group, attract funding and get people to take you seriously. They will listen to what I have to say and I can submit groundbreaking projects and discoveries."

"I would like to one day become a project leader so I can supervise and motivate my team and aspiring students."

She is passionate about good leadership and management capabilities and building a good team. "You cannot do everything your-

self and you must be able to delegate and be confident that the team you have chosen can deliver. It is also important to identify your team's strengths and weaknesses. Everyone is good at something, so utilise and encourage those strengths and skills."

Masina believes that an exceptional leader is someone who listens to the inputs and ideas of their team instead of deciding and dictating themselves. "Managers must listen and work together and essentially have confidence in their team players."

Although shy and reserved, Masina is a strong-willed woman, passionate about three things: her work, her education and her family.

She enjoys spending quality time with her family and her eight-year-old daughter. Her favourite pastimes are watching inspiring movies and reading. "One of my favourites is the movie *Faith like Potatoes*. The movie shows how with true faith in the Lord, anything is possible." Masina believes that books and education are great tools for a solid foundation. "I am currently reading *The Girl with the Dragon Tattoo* by Stieg Larsson and it is fascinating."

Determined to be the best that she can be, Masina says: "I want to be the best scientist in my field and also ensure that I remain an independent woman. I like nice things and I want only the best for myself and my family." ☺



LIBRARY & DEPOT, MBAZWANA



ARTS CENTRE, MBAZWANA

MAKING A CONTRIBUTION

As a black-owned and managed practice, Mthulisi Msimang Architects has taken an altruistic position to its environment. Since 2000, the company has responded to the needs of the community with architecture that interprets the social, climatic and political context unique to South Africa. Members of the practice are vastly experienced, having worked with commercial, residential and community projects in both rural and urban settings.

Conceptual design, development and technical documentation are all offered. Realistic viewing of projects early in their design phase is also possible through the company's advanced three-dimensional graphic technology. This also allows projects of any nature and scale to be processed speedily.

Projects completed successfully are varied and include: Office buildings, Residential Apartments, Houses,

Community Centres, Schools, Market stalls, Libraries, Various Addition and Alteration projects, Art Centres and Lecture Theatre Complexes. The practice was also one of the firms appointed for the design and construction of both the Moses Mabhida Stadium in Durban and the Durban International Airport at La Mercy.

The practice contributes continuously to the upliftment of the community. Some of the contributions include being a sponsor for the Archbishop Dennis Hurley Fund, paying tuition fees for students at the Durban University of Technology and undertaking community-based and public-sector projects. These usually contribute directly towards upliftment. The use of local labour also contributes towards job creation.

The practice always endeavours to design for and specify materials that are local in order to minimise a buildings impact on the environment. The implimentation of rainwater harvesting techniques and correct orientation in all designs optimizes natural resources.



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A plan for change

A common thread characterising the current administration is the emphasis on doing things differently and changing the manner in which government conducts its business. It was against this background that the National Planning Commission (NPC) recently presented its draft *National Development Plan: Vision for 2030* to President Jacob Zuma and released this "architect's impression" of a future South Africa for public comment, writes **Mbulelo Baloyi**.

The twin challenges of unemployment, particularly among the youth, and education continue to hinder South Africa's stability and prosperity as the country makes significant strides to improve the lives of the majority of South Africans, according to the NPC's draft *National Development Plan* (NDP).

In addition to these two, seven other challenges have been identified for action in the next two decades for South Africa to achieve the job-creation targets of the New Growth Path (NGP) and other job-creation programmes.

Other challenges include infrastructure, development, using renewable and other alternative energy, transforming rural and urban spaces, quality and equitable healthcare, fighting corruption, building safer communities and social cohesion.

The NDP derives its prognosis of South Africa's future from the NPC's *Diagnostic Overview* released earlier this year.

The report looked at the problems faced by South Africans and possible solutions.

The NDP encourages citizens and communities to be part of their own development instead of passively relying on handouts from government.

On job creation, the NDP says South Africa needs an economy that is more inclusive, more dynamic and in which the fruits of growth are shared more equitably. The plan envisages an economy that serves the needs of all South Africans – rich and poor, black and white, skilled and unskilled, those with capital and those without, urban and rural, women and men.

To achieve job-creation targets, eliminate poverty and reduce inequality, the economy must attend to the twin imperatives of becoming more inclusive and growing faster.

The NDP's 11-million jobs target is in line with the five-million jobs target in the NGP. The NGP's target for job creation is 2020 while the NDP takes it further by another 10 years.

... continued on page 38



President Jacob Zuma and Deputy President Kgalema Motlanthe officially receive the draft National Development Plan: Vision 2030 from National Planning Commission Chairperson Minister Trevor Manuel and Deputy Chair Cyril Ramaphosa.

THE CENTRE FOR AFRICA STUDIES

University of the **FREE STATE**



Attending the Africa Day Memorial Lecture from left: Prof. Kwandiwe Kondlo (CAS Director), Prof. Jonathan Jansen (Rector and Vice Chancellor), Prof. Ali Mazrui (speaker), and Prof. Lucius Botes (Dean of Humanities).

THE Centre for Africa Studies (CAS) is a small but highly effective academic hub at the University of the Free State. Under the leadership of its director, Prof. Kwandiwe Kondlo, the Centre (with four academics and three administrative staff members) is involved in an extensive range of activities. These activities reflect the Centre's core pillars of engagement in public debate and intellectual discourse; teaching and supervision; research; and community service.

Since 2009, the Centre has hosted the Annual Africa Day Memorial Lecture and boasts an impressive line-up of speakers, such as Achille Mbembe, Mahmood Mamdani and Ali Mazrui. We are pleased to announce that Ngugi wa Thiong'o has agreed to present the lecture in 2012. Equally important, in commemoration of the ANC Centenary Celebrations, the CAS is hosting a series of dialogues to shed light on different aspects and experiences of the

South African liberation struggle and the dynamics of contemporary South Africa. So far the Centre has hosted prominent academic speakers such as Profs. Chris Landsberg, Chris Saunders, Colin Bundy, Adekeye Adebajo and Stephen Ellis. Several other scholars and struggle veterans have presented on ANC history and its implications for future political trajectories.

With regard to teaching, the Centre offers four interdisciplinary postgraduate programmes: Honours, Structured M.A., Dissertation M.A. and Ph.D. in Africa Studies. Since African experiences and scholarship have been traditionally excluded from playing a role in the development of mainstream disciplines, we seek not only to prioritise and problematise the production of knowledge about Africa within the disciplines, but also to offer an opportunity to study alternative ways of knowledge production through critically engaging with, amongst others, indigenous forms of knowledge production.

Our scholarship is one of being rooted in an African context and developed in direct response to the material and social realities of our immediate environment.

Our programmes are largely focused on three broad thematic areas or specialist fields: African politics, governance and public administration (focusing on Africa's state building enterprises, international relations (in particular with emerging powers), security architecture, gender politics, African philosophy and conflict resolution skills); development dynamics (e.g. land issues, rural development, health management, environment and development communication); and indigenous knowledge systems (including issues related to spirituality, heritage, the oral tradition and postcolonial critique).

The Centre is currently in the process of refining its strategic plan for the next five years and looks forward to having a vibrant and relevant research programme.

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The draft plan also proposes that labour laws be revisited to make it easy for people to be dismissed for offences that relate to serious misconduct without such cases being referred to the Commission for Conciliation, Mediation and Arbitration (CCMA).

In addition, the plan recommends that people in management positions earning more than R300 000 a year should not have their cases heard in the CCMA.

The plan proposes decreasing the number of people living on less than a poverty line of R418 a month each from the present 39% to 0%.

In brief, some of the elements proposed by the plan include the following:

Job creation

- Expanding the public works programme.
- Lowering the cost of doing business and costs for households.
- Matching unemployed workers to jobs.
- Providing a tax subsidy to businesses to reduce the cost of hiring young people.
- Helping employers and unions agree on starting salaries.
- Making it possible for very skilled immigrants to work in South Africa.
- Ensuring that probationary periods are managed properly.
- Simplifying dismissal procedures for performance or misconduct.
- Rewarding the setting up of new businesses, including partnering with companies.
- Increasing value-for-money for tourists by selling regional packages that meet all pocket sizes.
- Considering a single visa for Southern African Development Community visitors.

Infrastructure development

- Investing in a new heavy-haul rail corridor to the Waterberg coal field and upgrading the central basin coal network.
- Enabling exploratory drilling to see whether there are viable coal seam and shale gas reserves, while investigations continue to make sure that operations do not damage the environment.
- Moving Eskom's system operator, planning, power procurement, power purchasing and power-contracting functions to the independent system and market operator.
- Closely regulating the electricity maintenance plans of large cities.
- Setting up an investment programme for water-resource development, bulk water supply and wastewater management.
- Fixing and building transport links in these key areas:
 - upgrading the Durban-Gauteng freight corridor and building a new port at the old Durban airport site
 - expanding the coal, iron ore and manganese lines
 - building the N2 road through the Eastern Cape

- upgrading the Sishen-Saldanha iron ore line and expanding capacity on the manganese line (including port capacity).
- Improving and cutting the cost of Internet broadband by changing the regulatory framework.

Using renewable and other alternative forms of energy

- Speeding up and expanding renewable energy and waste recycling, and ensuring that buildings meet energy-efficient standards.
- Setting a target of five million solar water heaters installed by 2030.
- Introducing a carbon tax.

Transforming urban and rural spaces

- Shifting more resources to upgrading informal settlements, provided that they are in areas close to jobs, and ensuring that housing development programmes are not undertaken in poorly located land.
- Improving public transport.
- Giving businesses incentives to move jobs to townships.
- Fixing the gap in the housing market by combining what banks have to offer with subsidies as well as employer housing schemes.
- Giving communal farmers, especially women, security of tenure.
- Investing money in irrigation in the Makhathini Flats and Umzimvubu River Basin.

Education and training

- Ensuring that all children go through two years of pre-school.
- Eliminating union and political interference in appointments.
- Expanding "Funza Lushaka" to attract learners into teaching, especially those with good passes in Mathematics, Science and Languages.
- Regularly testing teachers in the subjects they teach to determine their level of knowledge and competence.
- Linking teacher pay to learner performance improvements.
- Paying close attention to schools that perform very poorly.
- Changing the process of appointing principals and setting





minimum qualifications.

- Gradually giving principals more powers to run schools, including with regards to financial management, procurement of textbooks and other educational material, as well as human resources.
- Increasing the number of university graduates and the number of people doing their doctorates.
- Building two new universities in Mpumalanga and the Northern Cape.
- Building a new medical school in Limpopo and a number of new academic hospitals.
- Extending the length of first degrees to four years on a voluntary basis.
- Providing full funding assistance covering tuition, books, accommodation and living allowance (in the form of loans and bursaries) to deserving students.
- Granting seven-year work permits to all foreigners who graduate from a registered South African university.

Provision of quality healthcare

- Broadening coverage of antiretroviral treatment to all HIV-positive people.
- Speeding up the training of community specialists in medicine, including surgery, anaesthetics, obstetrics, paediatrics and psychiatry.
- Recruiting, training and deploying between 700 000 and 1,3 million community health workers to implement community-based healthcare.
- Setting minimum qualifications for hospital managers and ensuring that all managers have the necessary qualifications.
- Implementing the National Health Insurance in a phased manner. There are four prerequisites to its success: public healthcare, lowering the relative cost of private care, recruiting more professionals in both the public and private sectors, and developing a health information system that spans public and private health-providers.
- Promoting active lifestyles and balanced diets, controlling alcohol abuse and creating health awareness to reduce non-communicable diseases.

These reforms will take time and will require cooperation between the public and private sectors while at the same time demand significant resources.

Building safer communities

- Strengthening the Criminal Justice System.
- Making the police service professional. The NDP proposes link-

ing the police code of conduct and a code of professionalism to promotion and discipline in the service. Recruitment should attract competent, skilled professionals through a two-track system; one for commissioned officers and one for non-commissioned officers.

- Demilitarising the police service.
- Building safety using an integrated approach: achieving long-term, sustainable safety requires an integrated approach focused on tackling the fundamental causes of criminality. This requires mobilising a wider range of state and community resources.
- Building participation in community safety: civil-society organisations and civic participation are critical elements of a safe and secure society. Local government legislation provides for establishing community safety centres to enable safe and healthy communities. The plan proposes that the establishment of these centres should be considered.

Reforming the Public Service

- Heads of departments should report to a head of the civil service on administrative matters.
- A hybrid system of appointing heads of departments should be introduced, incorporating both political and administrative elements.
- A graduate recruitment programme and a local government skills development strategy should be introduced to attract high-quality candidates.
- The Public Service Commission should be given the power to develop and monitor norms and standards for appointments at each level.
- A purely administrative approach should be adopted for lower-level appointments, with senior officials given full authority to appoint staff in their departments.

Fighting corruption

- The NDP proposes the establishment of specialised teams of prosecutors and special courts to handle corruption cases.
- The plan also proposes centralising large and long-term tenders, making it illegal for public servants to operate certain types of business, and making individuals liable for losses in proven cases of corruption.

The draft NDP may be just that at this point – a draft, but already the 26 commissioners chaired by the Minister for Planning in the Presidency, Trevor Manuel, envision a boldly different future for our country.

The plan is out for public comment and the President has urged all South Africans – and that would include more than a million of us in the Public Service – to make their voices heard over the next four months.

This is, as the President has said, a plan for the whole nation, not just for government.

As with so many other policy initiatives, public participation will again play a key role in the continuing process of reshaping South Africa. SM

Bubbles take on starring role



Writer: Mervyn Minnaar

Photos: Courtesy Uhuru Communications

Language can be quite a challenge when it comes to description, especially when it comes to wine. But when, as the legend goes, a French monk called Dom Pérignon found in the 17th century that the wine which had fermented in his bottle turned out to be bubbly and delicious, he captured it exactly: “Come quickly, I am drinking the stars!”

It is that line of poetry that any good bottle of Champagne from France should conjure up today.

The same upbeat inspiration befell a man called Frans Malan, a wine entrepreneur of note, who created the first South African sparkling wine to properly parallel the traditional French version.

Malan, skilled and adventurous, had established his Stellenbosch family estate, Simonsig, as a major player in the wine business. He put another big pin into the unfolding wine culture map of southern Africa with his new product, inventing what was shortly to be formalised as wine made in the *Méthode Cap Classique* (MCC) style.

Clearly on a joyous roll as the bubbles popped successfully, he had the brainwave of naming his wine *Kaapse Vonkel*. Once again, the waywardness of language intervenes – should one simply translate this as “Cape Sparkle”? Yes, it is that too, but in Afrikaans there is a delightful, bright, melodious and theatrical ring to the appellation. Despite the pressures of market and language, after 40 years, Simonsig

Kaapse Vonkel remains one of the country’s finest and most acclaimed bottle-fermented sparkling wines, now in the hands of Frans’ sons.

Four decades down the line, one can hardly underestimate Malan’s achievement in terms of how the technicalities of grapes, cellar practice and the like were mastered. Today, South African sparkling wines are world-class.

It is said that there were earlier winemakers who tried bottle fermentation, but by the turn of 1970, the sparkling wines available on the market came from industrial production. The latter is produced by closed-tank fermentation (the so-called “charmat” method) or the simple addition of gas. Given the popularity of wine that



releases bubbles when opened, these methods are widely employed for low-end (and even very sweet) sparkling wine.

Making bottle-fermented sparkling wine requires a number of finely tuned stages in a long, patient process. Base wine needs to be made from early-picked grapes that will deliver the right acidity and, more importantly for the long time in the bottle, the right flavour components. Traditionally, in the Champagne region of France these grapes are mainly Chardonnay and Pinot Noir, with Pinot Meunier as a third possibility.

Once the first wine has been fully fermented, it is bottled and the individual bottles inoculated with yeast for a second fermentation. This “locked-in” process develops the carbon dioxide that will be released as fine bubbles, when the bottle is finally opened.

The yeast lees have a particular effect on the wine and have to be drained – sometimes after many years – from each bottle in a process called *remuage*, in which every bottle is slowly turned to trap the lees in the neck. The *dégorgement* stage is when, in a tricky step, each bottle releases the yeast lees and is quickly topped up and sealed. A ring of wire and a small metal piece called a *muselet* hold the cork steady against the bottle pressure.

Typically, the largest volume of wine is made in the “brut” style, meaning dry, at a maximum of 15 g of residual sugar in the wine. Extra dry is below six.

According to *Platter's South African Wine Guide 2011*, there are 145 genuine MCC wines available today. Of these, there are 29 in the popular rosé style,

and two full-blown reds.

To say real bubbly are booming in South Africa is an understatement. Local wine lovers, like their overseas counterparts, have taken to good sparkling wine in increasing numbers, providing an inspiration and good income – it usually sells for a premium – to many old and new producers.

For the adventurous, there are many splendid boutique bottlings, like tiny *Ambeloui* in Cape Town's Hout Bay, *Silverthorn*, *Topiary*, *Quoin Rock* and the excellent, prize-winning *Jacques Bruère blanc de blancs* from Robertson's *Bon Courage*.

Larger houses, too, provide fine products – often an extended range at good prices. The big players are the House of *JC le Roux*, *Villiera* and *Simonsig* estates in Stellenbosch and *Graham Beck* in Robertson.

These wine producers have been in the business for some time and their ranges of wines have wide appeal. They extend from the affordable and popular in volumes like *Pongracz* and *Kaapse Vonkel* to the premium-priced and rare – *Graham Beck Cuvée Clive* (the 2005 is only the second release), and *Villiera Monroe Brut* (the 2005 is rated five-star).

All these wines are meticulously made from classic French grapes, according to the traditional methods. The expertise of South African producers in this delicate practice is evident not only in the consistency of the big players and large volumes, but in those small batches of blends, rosés and blanc de blancs with the most exquisite of febrile bubbles and dense, lingering aromas.

Superior sparkling wine has long

been established as a key presence at any celebration of importance. This is easy to understand when one considers the good Benedictine monk winemaker's original ecstasy when he discovered the bubbles in his wine, reminding him of the sparkling stars (and possibly the holy presence) in the heavens above. ☺

This article first appeared in Sawubona inflight magazine





Maye Rozani



Christmas is traditionally a time for family, delicious dishes, lavish lunches and decadent desserts.

Chef Maye Rozani of Dan Dee Chefs loves combining Eastern and Western dishes to create flavours and textures from both cultures. She believes food is meant to be enjoyed and infuses her dishes with piquant, intense flavours. She shares a Christmas-inspired meal that is easy to create at home this festive season.

Stuff the turkey

– try a new festive menu

Writer: Samona Murugan

Photos: Ntswe Mokoena

Salad with red wine poached pears, avocado, walnuts and dried cranberries

Ingredients:

250 ml red wine
100 g sugar
A few cloves
1 ripe pear, peeled
50 ml balsamic vinegar

Method:

Pour the red wine, sugar and cloves in a saucepan and bring to the boil. Turn down the heat and place the pear in the saucepan. Poach the pear for 20 minutes, turning it every five minutes to get an even colour on all sides.

Once the pear is poached, remove it from the saucepan, slice and allow it to cool. Leave the red wine in the saucepan and cook until it reduces to half its volume.

Mixed salad leaves
Rocket
50 g walnuts
50 g dried cranberries
1 avocado
50 ml olive oil

Remove from the stove, add the balsamic vinegar and leave to cool.

Mix the lettuce and rocket in a big salad bowl and sprinkle with walnuts and cranberries. Peel and slice the avocado and add the salad mix with the pear slices. Mix the olive oil with the red wine reduction and use as a salad dressing.



Strawberry, balsamic and pepper fillet of beef, with long-stem broccoli and brunoise potatoes

Ingredients:

100 g strawberries
 50 ml balsamic vinegar
 25 ml olive oil
 20 g cracked black pepper
 600 g beef fillet
 2 medium potatoes
 2 sprigs of rosemary
 Broccoli

Method:

In an airtight container, mix the strawberries, balsamic vinegar, oil and pepper. Place the beef fillet in the marinade and seal the container for a few hours.

Cut the potatoes into small blocks, place them on a roasting tray and sprinkle over pepper, rosemary, sea salt and a drizzle of olive oil. Cover with foil and place in the oven for about 20 minutes at 180°C.

Remove the fillet and fry in a hot pan with olive oil for two to three minutes.

Place the meat marinade in a saucepan and reduce it to form a sauce.

Blanch the broccoli for two minutes and sprinkle with sea salt. (To blanch, place the broccoli into boiling water for a minute. Remove and then immerse in cold water to halt the cooking process.)

Place the fillet onto a plate with the potatoes and broccoli, and drizzle with the strawberry and balsamic vinegar sauce.

* Serve with Spier Shiraz

Decadent chocolate salami – filled with Christmas!

Ingredients:

25 ml fresh cream
 25 g butter
 25 ml brandy (optional)
 1/2 tsp cinnamon
 1/2 tsp ground cloves
 150 g good quality dark chocolate
 50 g pistachio nuts
 50 g dried cranberries
 50 g glazed cherries
 Icing sugar

Method:

In a pan, heat the cream, butter, brandy and spices. Once hot, remove from the heat and add the chocolate. Whisk until the chocolate is melted. Add the nuts and fruit. Pour the chocolate mixture in a bowl and place in the fridge to cool down completely.



When the mixture has cooled, place on a piece of cling film. Using the cling film as a "skin", mould the mix into a sausage shape. Remove the cling film and dust the chocolate salami with some icing sugar and cinnamon. Slice and refrigerate until ready to serve. 🍷



President Jacob Zuma shares a light moment as he is being enumerated by Census official Keitumetse Ditsebe.

SA's future can count on Census 2011

Despite initial misgivings, uncertainty and lack of enthusiasm from the public about Census 2011, South Africans participated in their numbers in the recent survey, as nobody wanted to be left out, writes **Mbulelo Baloyi**.

The massive R2,2 billion campaign saw more than 156 000 census workers comprising 120 000 enumerators, 25 000 supervisors and 5 000 fieldwork coordinators criss-cross the length and breadth of South Africa between 10 and 31 October, attempting to reach 14 million dwellings.

By the end of October, this army of census workers had covered almost 98,8% of the targeted dwellings for counting and data collection, according to Pali Lehohla, Statistician-General and head of Statistics South Africa (Stats SA).

"The count has really gone very well, and has exceeded our expectations," says Lehohla.

"The public cooperation has been immense. Our call centres have been flooded with calls from people wanting to be counted."

However, it has not been plain sailing for Stats SA and its census workers, with many challenges encountered during the 21-day counting period.

These included eight enumerators losing their lives in motor-vehicle accidents, 10 being assaulted, 15 robbed while seven were intimidated. Incidents of attempted rape of female enumerators



Deputy President Kgalema Motlanthe accompanied by Limpopo Premier Cassel Mathale on a visit to Ga-kgatla village during the campaign.



The Limpopo community were enthusiastic to be counted.

... continued on page 46



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

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Chief Albert Luthuli

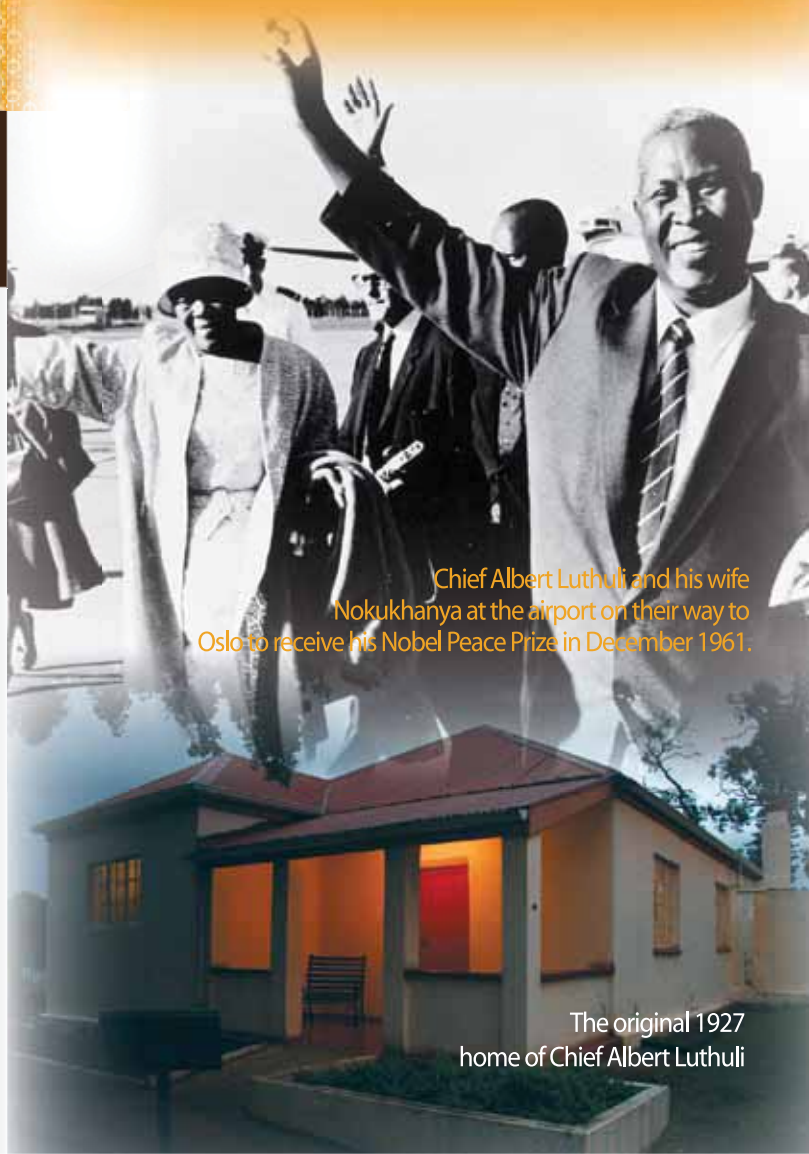
(ANC President - General from 1952 - 1967)

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



Community members voiced their concerns to the Government delegation led by Deputy President Motlanthe.

were also reported. In addition, there were also problems involving enumerators being linked to criminal activities. Lehohla added that in all cases the South African Police Service was very helpful.

From 1 to 14 November, about 30 000 supervisors commenced a national mop-up operation to count people who did not participate during the October period.

The mop-up operation is being followed by a Post-Enumeration Survey (PES), whereby 120 000 homes in 600 enumeration areas are being visited to check if the process went well. This is a form of quality assurance. The PES was scheduled for 15 November to 15 December and is being conducted by an independent team. The independent surveyors wear blue bibs and carry blue bags.

"They are testing the quality of the information gathered and estimating the level of undercounting for the Census 2011 period. This will be followed by processing the 14 million questionnaires with 14 pages each; after which the collated data will be fed into 13 high-speed scanners to extract information," says Lehohla.

The 14-day mop-up operation targets homes which had not been counted, either because their inhabitants refused to cooperate with enumerators or were not home during the Census.

"Some of these are people who refused to be counted. I had to serve papers to some people, but they are now cooperating. We are dealing with that until everyone is counted."

The Minister in The Presidency responsible for the National Planning Commission, Trevor Manuel, said by the close of Census 2011, a negligible 16 000 refusals to participate had been noted, but this number was too minuscule to be of statistical significance.

The task of extracting data will take about 10 months. Thereafter, the results will be submitted to the Statistics Council, which will present it to President Jacob Zuma. The President will announce the results of the Census 2011 in November 2012.

"This has been a daunting operation," says Lehohla. "I think South Africans will be waiting with bated breath to find out what has been happening in the country in the last 10 years. Migration is likely to be the biggest topic, as will the number of children that women gave birth to; how many people died; and the education levels. We included agriculture in the questionnaire, as we want to go into an agricultural census in 2012 so that we can understand issues of food security.

"The census questionnaire containing the 75 questions is rich with information and we will process it so that we can deliver it at the level of a village, at the level of a suburb, at the level of a city, at the level of the province and at the level of a nation. The power of this is that it comes at those very small levels."

The data collated from the Census will be used to influence policies on migration, education, health and service delivery in communities. In addition, the information will be used to gauge the country's response to meeting some of the 2015 millennium development goals. ☺



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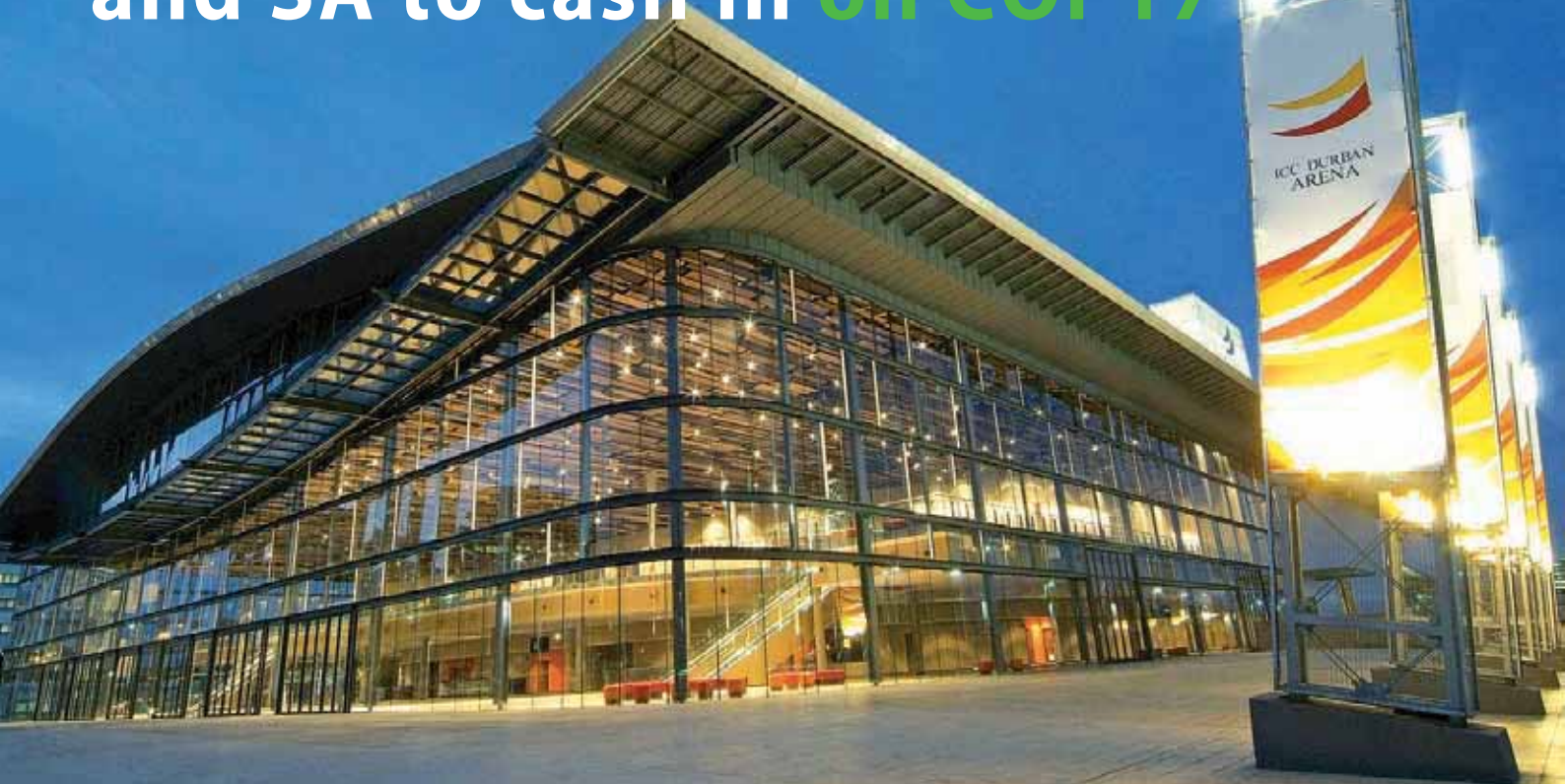


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The climate's right for Durban and SA to cash in on COP17



Writer: Chris Bathembu

Photos: GCIS

As the large contingent of who's who in the world of environmental matters and other interested parties wrapped up their stay in sunny Durban, South Africa will be looking to see how we have scored in the deal.

The 17th Conference of Parties (COP17) to the United Nations Framework Convention on Climate Change (UNCCC), currently attracting hot debate in the already humid city, where its promised the sun never sets, is not only expected to generate millions of rands for the local economy but is also set to boost green economy skills in the country.

Just how much investors are committing to invest in alternative sources of energy in the country will likely become clearer after the conference on the eastern seaboard ends on 9 December, as world leaders decide on new strategies to combat global warming. Some have compared the benefits of the conference to those enjoyed during the hosting of the 2010 FIFA World Cup™.

In the period leading to the 2010 spectacle, South Africa managed to maintain aggressive economic stability in the face of financial stress suffered by world markets owing to the 2009 global economic crisis. The soccer event is said to have injected more than R9 billion into the local economy while gaining the

country an extra 200 000 foreign visitors.

And, in what is billed as being the second-largest event to be hosted in the country after the World Cup, between 15 and 20 000 people were expected to have visited Durban by the end of the two-week long COP17. As was the case with previous COPs, the conference has the a potential to shift the focus to more sustainable, cleaner forms of energy – something the local economy desperately needs.

Government has made a conscious effort to move towards a green economy as part of the country's long-term plan to grow the economy while mitigating the effects of climate change. The country is committed to a low-carbon growth path over the long term with the renewable energy industry expected to create about 300 000 jobs over 10 years with more than half of the jobs in the next two years.

Meanwhile, host city Durban is tallying up its tourism windfall – forecast to reach R100 million.

According to the eThekweni Municipality, all accommodation types were fully booked for the event

... continued on page 50

SOUTH AFRICA: CONTRIBUTING ITS SHARE TO GREENHOUSE MITIGATION EFFORTS

In October 2011, cabinet approved the National Climate Change Response White Paper. This seminal statement of intent commits South Africa to ambitious targets for reducing the greenhouse gas emissions arising from human activity that are the primary cause of the climate change currently observed. The Department of Environmental encourages you to download the White Paper from our website, www.environment.gov.za.

The White Paper describes South Africa's commitments to contributing its fair share to global greenhouse gas mitigation efforts. South Africa has committed itself to an emissions trajectory that peaks at 34% below a "Business as Usual" trajectory in 2020 and 40% in 2025, remains stable for around a decade, and declines thereafter in absolute terms. On our website, an explanatory note accompanying the white paper provides a detailed explanation of how this translates into concrete targets.

Research undertaken during the drafting of the white paper suggests that while "supply-side" interventions – like increasing the contribution of green energy to our electricity grid – will play a large role in achieving our targets for mitigating climate change, "demand management" has a critical role to play in responding to climate change. This means changes in behaviour by consumers to reduce demand for energy, and to reduce pressure on increasingly stressed natural resources, such as water.

Recognising that climate change will have substantial impacts on South Africa even with a significant scaling up of global mitigation commitments, the White Paper describes an approach to climate resilient sustainable development that integrates both mitigation and adaptation responses. Awareness amongst ordinary South

African of what they can do to adapt and help mitigate climate change needs to be actively promoted.

Accordingly, the White Paper states that South Africa will: "Design, develop and roll-out a climate change awareness campaign that makes all South Africans more aware of the challenge of climate change and the need for appropriate responses and choices at individual and community level."

The Climate Awareness Campaign is going to be built on five themes of climate action:

- **Conserve Energy**
- **Conserve Water**
- **Reduce, Re-use and Recycle Waste**
- **Consume Responsibly**
- **Plant indigenous trees, start a vegetable garden**

The Department of Environmental Affairs will formally launch the Climate Awareness Campaign at COP17/ CMP7 as a legacy project. South Africans will not all be affected in the same way by climate change. Climate change is an issue which can and must unite all South Africans. The slogan for the campaign is simple, urgent and relevant to all: **Climate Action Now!**





period in the vibrant city – where a blend of local cultures is reflected in a mosaic of architectural styles, a melting pot of traditions and colourful cuisine – dispelling what officials said would have otherwise been a quiet period before the December peak holiday season.

Food, entertainment and leisure industries are enjoying an increase in patronage and there is an expected increase in visits to tourist attractions. More than 50 000 curios were expected to be sold during the conference while 50 000 metered taxi trips were expected to be undertaken for ferrying some of the delegates to the venue daily.

Hayes says Durban has always been “innovative” in its responses to environmental challenges and will work to ensure that COP17-related projects have long-term legacy value for the city.

The summit also provided a critical opportunity for Durban to demonstrate its approach to the environment through the COP17 Greening Programme, local government engagement and by showcasing the city’s climate projects.

Over the crucial two-week period of the event, the world will watch to see whether Durban and South Africa could deliver yet another successful “mega event”.

Speaking ahead of the conference, eThekweni Mayor, James Nxumalo, was adamant that it was not by chance that Durban, also seen as one of the leading conference destinations in Africa, was selected to host the event.

“The city is involved in a number of commendable greening and energy initiatives that will help ensure Durban’s place among the most sustainable cities in the world and that will also drastically minimise the carbon footprint of the COP17 event itself, as well as all international and local conferences that follow,” he said.

For the country, government viewed COP17 as an opportunity to showcase South Africa’s response to climate change while simultaneously attracting the much-needed investment in the country’s green economy.

South Africa has committed itself to ensuring a peak in 2020 for greenhouse gas emissions, which drive climate change, followed by a plateau period and then decline from 2036. It says the global move into a low-carbon, resource-efficient and sustainable economy has the potential to create a large number of jobs across the economy.

Should the country be able to capture 2% of the estimated global green economy in the next five years, the number of jobs can rise to 400 000 in the energy, manufacturing, agriculture and mining sectors. ²⁰





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Making good on

the promises of 2011

Writer: Xoliswa Zulu

Photos: GCIS

The 2012 State of the Nation Address (SoNA) “show” is well and truly on the road, with departments, provinces and public entities preparing reports on past performance and outlines of future developments – all of which is to be crammed into a one-hour, informative and inspirational address by the President.

But while government has started to look ahead to the 2012 Address, we remain responsible for implementing the undertakings given by President Jacob Zuma 10 months ago in the 2011 Address.

Public attention – and the attention of government’s own monitoring and evaluation discipline – remains focused on the progress government and the country have made since the President declared 2011 as the year of job creation.

A cursory assessment shows that amid difficult economic conditions major milestones have been reached in various sectors of our society and economy.

Speaking at a recent business breakfast hosted by *The New Age* newspaper and the SABC, the President updated the country on the progress his administration has made, saying: “We are implementing our plans in a difficult economic

climate. As labour, business, government and community sectors, we need to work harder and more creatively to alleviate the impact of the current climate.”

The President said that while the global slowdown had affected key economic sectors such as manufacturing and had caused job losses, a number of employment projects were being implemented to tackle the country’s high unemployment rate. These included the Expanded Public Works Programme, new cooperatives and projects in the construction sector.

Current estimates are that large-scale projects such as electricity plants, rail and road upgrades, and water management will sustain between 50 000 and 100 000 jobs in construction up to 2015.

“With regard to employment creation, we established the R9-billion Jobs Fund to encourage new initiatives, both inside and outside of government. A programme to provide R20 billion in tax incentives for large businesses was implemented as undertaken,” the President said.

Over 300 cooperatives have been established under the Comprehensive Rural Development Programme, while the Department of Trade and

President Jacob Zuma and Minister of Agriculture, Forestry and Fisheries Tina Joemat-Pettersson visit a community at Nkandla, KwaZulu-Natal, as part of the President Jacob Zuma Masibambisane Rural Development Initiative.



Industry's cooperative incentive scheme had generated more than 1 000 direct permanent jobs.

The President pointed out that the public sector continued to be a stabiliser in employment, as it had increased jobs from the end of 2008 despite sharp declines in private employment.

The Presidential Infrastructure Coordinating Commission, chaired by the President, and the Short-Term Job Creation Commission, chaired by the Deputy President, have been established to unblock obstacles to the delivery of infrastructure and short-term jobs.

Recently, government, business, labour and community organisations signed a Skills Accord aimed at improving skills development and quality education. Business and the Government committed to enrolling at least 30 000 artisan trainees in training programmes over the next 12 months.

"Business agreed to make at least 17 000 internship places available for young persons who need work experience as part of obtaining their

formal qualifications, while government has also set a target of 3% of employment for internships," said President Zuma.

Providing access to land

With regards to land reform, 33 560 ha of agricultural land were acquired to provide emerging farmers with access to land.

"To enhance the productivity of farms transferred to beneficiaries, 116 farms have been recapitalised through the provision of funds for, among other things, infrastructure, mechanisation, seeds, livestock and the transfer of skills by commercial farmers. We urge communities to support the land reform programme and not to resell their land or farms back to previous owners, as has happened in some instances," he added.

Better health for all

The President also pointed to substantial progress in the fight against HIV and AIDS. Empirical evidence suggests that mother-to-child HIV-transmission

Powered up – more homes have been connected to receive electricity.



rates have significantly declined from 8% to 3,5% nationally.

A total of 14,7 million people have been tested for HIV, as part of the HIV and AIDS Counselling and Testing Campaign launched in April 2010."

On the proposed National Health Insurance (NHI), President Zuma said: "We remain confident that once implemented, the NHI will make healthcare a right for all rather than just a privilege for a few."

Quality services

In another sphere of delivery, municipalities completed 54 500 new electrical connections from February to the end of August 2011, while Eskom complete 34 045 new connections. The target is 150 000 connections a year.

"In addition, 120 000 households were supplied with access to water between January and September this year. The Informal Settlements Upgrading Programme exceeded its target by providing services in 52 383 sites, against a target of 27 054 sites. Clearly, we are steadily making progress in various areas." ☺



President Jacob Zuma tours a Volkswagen paint shop with manager, Nico Serfontein.

Stimulating growth

During his Medium Term Budget Policy Statement, the Minister of Finance, Pravin Gordhan, revealed plans to provide R25 billion over the next six years to stimulate industrial development zones (IDZs), boost investment in enterprises and job creation, support green initiatives and get the private sector to partner with the public sector to invest in infrastructure.

The package will include temporary mechanisms to bolster productivity and innovation in industries that have demonstrated long-term competitive potential.

Government is considering incentives to attract businesses from employment-intensive industries and services to IDZs, which have the potential to export, and become part of global supply chains and competitive logistics hubs.

Government will place more emphasis on funding long-term infrastructure.

Public-sector investment in infrastructure – which increased from 4,3% of gross domestic product in 2005 to 7,5% in the first half of 2011 – remains central to government's economic development plans.

"Over the next three years, government plans to spend R802 billion on infrastructure – the lion's share in the areas of energy, transport and logistics, and water and sanitation," Minister Gordhan said.

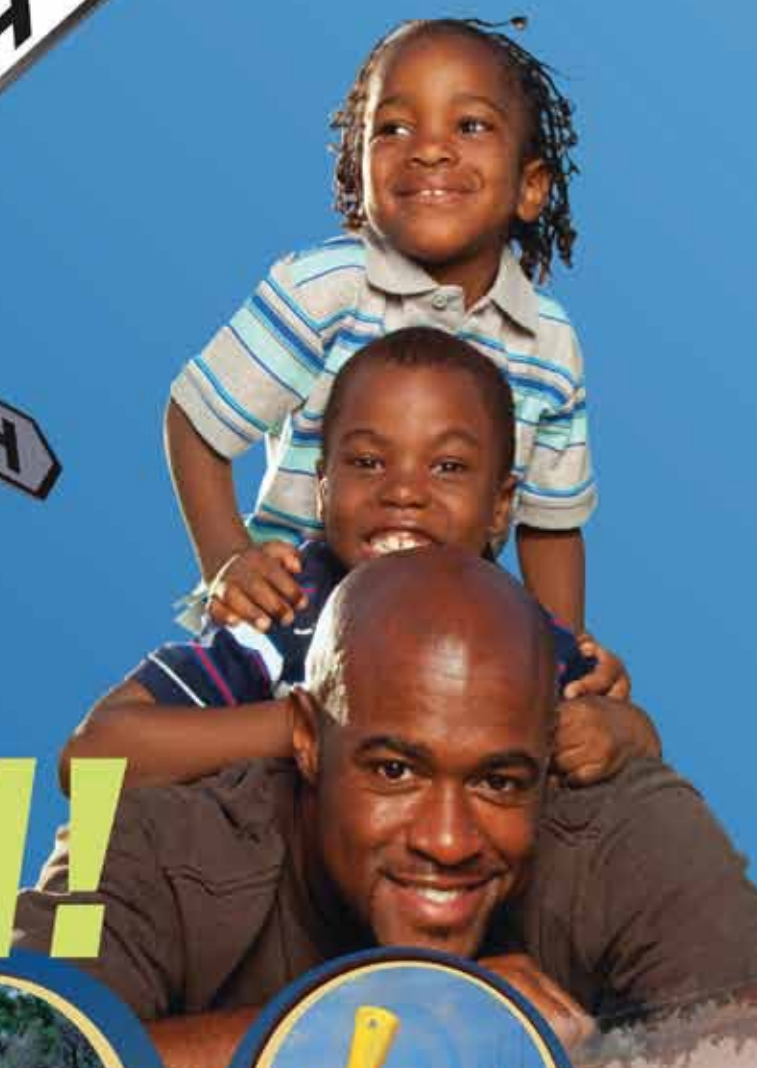
"Of the R185,3 billion spent on public-sector infrastructure in the last financial year, over a third (R69,1 billion) was invested in transport and logistics, and R52,5 billion in energy, while water and sanitation made up R14,4 billion.

"Also included in these investments was R6,7 billion in hospitals and clinics, R6 billion in schools and R3,8 billion in courts."

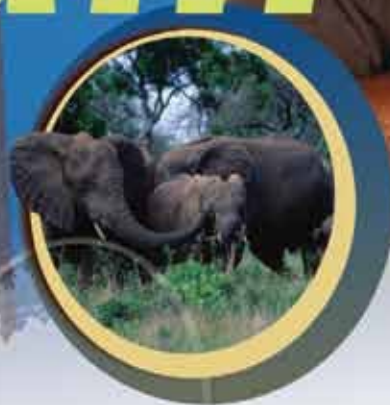
About R500 million is to be set aside in the 2012 Budget to fund National Health Insurance (NHI) pilot sites. The pilots will launch a 14-year programme to introduce the NHI. Part of the first phase also involves revitalising hospitals, improving nursing and getting the public health system to provide a more caring environment.



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Taking accountability to a new level

**Writer: Harold Maloka*

In 2009, the administration of incoming President Jacob Zuma established monitoring and evaluation (M&E) as a tool for improving government performance, with the focus on 12 priority outcomes. Since then, great progress has been recorded, with plans for the 12 priority outcomes developed, and quarterly monitoring reports on these outcomes provided to Cabinet. These reports allow the President and Cabinet the opportunity to assess progress and introduce interventions where necessary. Other areas developed have been systems for the monitoring of front-line services, and for assessing the management performance of government departments.

The latest element to be developed in the M&E toolkit is the evaluation component of the system.

The National Evaluation Policy Framework (NEPF) has been drafted by a group of stakeholders coordinated by the Department of Performance Monitoring and Evaluation (DPME). It was approved by Cabinet on 23 November 2011. The framework draws from the experience of a number of countries, and in particular from a study tour to Mexico, Colombia and South America undertaken in June/July 2011. Some of the key lessons to emerge from this study tour were the:

- need for a system with standardised components
- importance to link to the planning system
- need for a common language around evaluation
- need for a champion with technical expertise to drive the system
- need for a suite of types of evaluations
- need for evaluations to be independent and credible
- need to ensure follow-up, so that the results of the evaluations are used.

... continued on page 59



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09th February 2012
Southern Sun Waterfront
Cape Town

BUSINESS LUNCH
WITH THE
CITY OF CAPE TOWN

10th February 2012
Southern Sun Waterfront
Cape Town



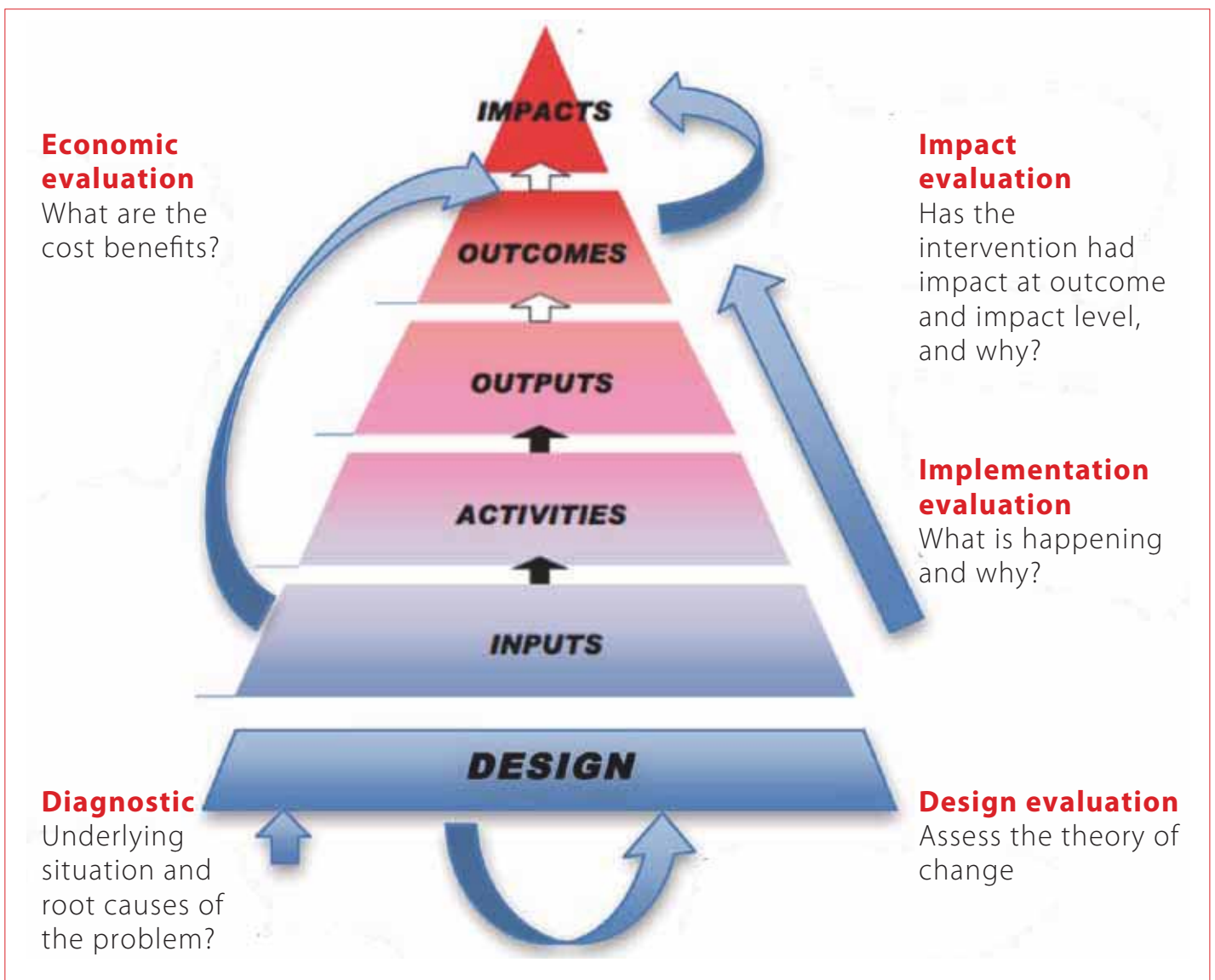
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Why is evaluation important?

Evaluations provide evidence-based assessments of the relevance and performance of programmes, policies or plans, and can inform ongoing implementation, as well as planning and budgeting processes. Evaluations also serve to strengthen accountability by providing reliable information on progress in the achievement of public objectives to stakeholders, often identifying the key factors driving success or failure. In applying its evaluation system across government, Chile found that 51% of programmes needed substantial revision. Failure to identify and address such problems will result in impaired implementation and effectiveness.

Evaluation is currently applied sporadically in government and is not informing planning, policy-making

and budgeting sufficiently, so we are missing the opportunity to learn from experience to improve government's effectiveness, efficiency and impact.

What approach are we taking?

We are undertaking evaluation for four reasons – to improve performance, to improve accountability, to improve decision-making and to increase knowledge about the area.

One of the key important things learnt from the study tour was that we need to see evaluation not only as something which happens at the end of an intervention, but as a series of activities at different stages of our management cycle, starting before a policy or programme is designed. Figure One shows the main types of evaluation and the key questions these answer.

These different types of evaluation should be undertaken at different stages of an intervention, with the diagnostic exercise

before an intervention, design evaluation after the plan has been done, implementation either during or at the end, and impact evaluation at the end or at key milestones.

Some of the evaluations are quick and cheap to do (particularly design), while others are more complex, take longer and are likely to be more expensive (implementation, diagnosis and particularly impact evaluation). Therefore, these need to be programmed, and provinces and departments will be expected to produce their own annual and three-year evaluation plans. Nationally, an annual and three-year evaluation plan will be produced, focusing in particular on large, strategic or innovative programmes. These will be undertaken by departments with support from the DPME.

Ensuring use

Undertaking evaluations requires resources and all programmes will be expected to allocate 0,1% to 5% of their budgets for this, depending on the size of the programme. The justification for the resources is that the lessons drawn from the evaluations are used to improve performance, and savings will be made from the improvements that evaluations enable. For this to happen, the evaluations need to be of good quality and credible, but also there must be ownership of the results by commissioning departments.

In most cases, departments will undertake or commission the evaluation e.g. from universities or other service-providers.

The evaluations in the national evaluation plan will be a partnership between the department and the DPME, led by the respective department. Following each evaluation, an improvement plan will be developed drawing from the recommendations of the evaluation, which will be monitored. The reports of the evaluations will be made available to the public, posted on the department's website and also the DPME's website.

A challenge for planning

The system requires minimum standards for planning so that effective M&E can be undertaken. Key for this evaluation policy framework are sectoral and cross-sectoral plans (such as delivery agreements for outcomes), programmes and project plans. The plans require effective diagnosis, standardised and good-quality theories of change (how the outcomes will be achieved) and good-quality measurable indicators. An immediate priority for evaluation is agreeing on minimum standards for programme plans, and work is underway to define this.

Work on evaluations

We have already initiated some evaluations. The ECD diagnostic evaluation began in October 2011, terms of reference are being finalised with the Department of Human Settlements and discussions are underway with other departments. Some initial results will be fed back to the Cabinet Lekgotla in January 2012. The national evaluation plan will be drafted by March 2012 for implementation from April 2012. Departments now need to be looking at how to include evaluation in their programme budgets. The DPME will co-fund some evaluations in the national evaluation plan, and also seek external funding for some of these.

How will this be taken forward?

The DPME is the custodian of the government-wide M&E system and has established the Outcomes Evaluation and Research Unit as a centre of expertise in government on evaluation, with the role of supporting other departments and assuring quality. The Evaluation Technical Working Group (ETWG) is being established to draw together expertise in government to support the evaluation system. The ETWG includes national government departments and agencies and some premiers' offices. The DPME is providing the secretariat.

Conclusions

South Africa is moving rapidly to implement an evaluation system. This has the potential to provide major lessons on how to improve our interventions, and so to improve the outcomes and impacts we seek. We will be evaluating the impact of our outcomes approach and we remain optimistic that they will help us sharpen the approach. ☺

****Harold Maloka is the Spokesperson for the Ministry for Performance Monitoring, Evaluation and Administration in The Presidency***

To follow up on the evaluation system contact Dr Ian Goldman, Deputy Director-General: Evaluation and Research, DPME, at ian@po.gov.za

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SA's strategic relations with the South

Writer: Bathandwa Mbola

Photo: GCIS

Global economic imbalances alongside factors such as the international economic meltdown and climate change, among other things, have shifted the balance of the global distribution of power towards the emerging economies.

As these emerging economic powers assert their positions and seek to increase their influence in global affairs, new economic and political groupings are being formed, focusing on new global markets; redirections in trade and investment flows; globalisation of the labour market; realignment of economic alliances; increases in social divisions; and new consumption patterns and production networks.

South Africa has taken advantage of this changing world to enhance its influence in international forums and to shape a new global order by playing a proactive role in originating solutions articulated through various blocs. Two of the most prominent of our alliance groups are the Brazil, Russia, India and China group of nations (BRICS) and the South-South alliance of India, Brazil and South Africa (IBSA).

When President Jacob Zuma hosted India's Prime Minister Manmohan Singh and Brazilian President Dilma Rousseff for the fifth leaders' summit recently, they highlighted their achievements over the years – like being on track to meet the goal of achieving \$25 billion in trilateral trade by 2015, despite the global economic turmoil. They described the group as “unique” and “special”, before recommitting to the bloc's mandate.

In its ninth year, IBSA is conceived as a lighthouse for policy formulation and South-South cooperation between the three countries with much

President Jacob Zuma addressing
the Boao Forum for Asia
held in China

in common: three large, vibrant, multicultural democracies, each located on a different developing continent, yet sharing similar challenges.

The IBSA Dialogue Forum has matured considerably over the years and there is greater cooperation across a wider canvas. Above all, the idea of three large developing democracies working together in a highly complex global environment, like the regional integration in the respective regions; piracy in trade; and governance reform of multilateral institutions and democratisation have taken root in the forum.

BRICS, on the other side, was formally launched on 16 June 2009 in Russia by the four largest world emerging market economies to push for a restructuring of the global economy in the aftermath of the global economic meltdown. Its initial focus centres on upping the ante on devising alternatives to the US Dollar as the world's reserve currency.

PSM spoke to Francis Kornegay, a research associate at the Institute of Global Dialogue, to articulate the significance of these blocs, what they can improve on and if they can co-exist.

Although he acknowledges that to some point the agendas of the two groups overlap, Kornegay is of the view that the two are special in their own unique ways, and are beneficial for South Africa's national interest.

According to Kornegay, the focus should be on how they can recalibrate their strategy and refine their unique selling propositions and how the two can work concurrently.

He suggests that BRICS must focus more on political concerns of the countries while IBSA can play a significant role through viable, relevant projects that build cooperation among the countries and improve the overall quality of life.

"Articulating views on world issues should largely be left to BRICS ... while IBSA should dramatically raise its profile as a partner of least developed countries," says Kornegay.

One of the flagship elements of the IBSA partnership is the establishment of the IBSA Fund, which requires each member country to contribute \$1 million a year, "to contribute to the national priorities of other developing countries" and to assist in the implementation of programmes that will lead to the achievement of the millennium development goals. Projects that have been supported through this fund include post-conflict redevelopments in Haiti, agricultural capacity-building in Guinea-Bissau and the refurbishment of health units in Cape Verde.

Intra-IBSA cooperation, according to Kornegay, needs to move beyond the phase of transcontinental travels, meetings, studies and memoranda of understanding, to viable and demonstrable projects and more substance should be imparted to people-to-people contacts.

Kornegay is also of the view that IBSA should establish effective maritime and civil aviation connectivity, develop a liberal visa scheme and

strive to operationalise the India-Southern African Customs Union-Mercosur trade arrangement, which could be a bridge linking South Asia and Latin America.

"IBSA does have a unique geostrategic comparative advantage lacking in BRICS. The problem is whether IBSA, "G3", has the collective political will to exploit this advantage; the fact that they are linked by the sea lanes of two great oceanic corridors converging at the Cape of Good Hope: the South Atlantic and Indian oceans. The

IBSA initiative that is suggestive of the trilateral forum's strategic potential is IBSAMAR," suggests Kornegay.

IBSAMAR is the acronym for the joint naval exercises that the Indian, Brazilian and South African navies engage in every two years.

Kornegay goes further to support his argument, adding that the fact that the African Union has developed a maritime security framework while the Southern African Development Community is finalising a complementary maritime strategy is every reason for the Indian

National Shipowners' Association to attach greater strategic significance to the IBSAMAR initiative.


A potential strategic configuration re-linking the southern hemisphere into a "Gondwanan" trilateral convergence between three subcontinents through IBSAMAR could constitute a new subsystem of peace, security and cooperation within the global South.

This, he says, will be anchored in Africa with South Africa as the "gateway" to the rest of the continent and to the Indian and South Atlantic oceans.

If IBSAMAR could flesh out an Indian Ocean-South Atlantic naval or maritime doctrine, this ought to enhance the strategic autonomy of all three countries within and external to the broader BRICS coalition to which they belong.

Since BRICS does not offer a strategic geopolitical platform, but rather a geo-economic and global economic governance agenda, Kornegay says that the complementary nature of the two blocs can be deepened.

For IBSA and BRICS to prosper and expand their influence, coexistence and cooperation seem to be the most viable option and narrow, focused and complementary target areas should be identified to facilitate this.

Both groupings strengthen our position as a gateway to Africa, offer a lucrative market for our goods and services and opportunities to implement our developmental imperatives. 



President Jacob Zuma with Brazilian President Dilma Rousseff during a press conference when South Africa formally joined Brazil, Russia, India and China (BRIC) to form BRICS.

South Africa maps out its place in the world

Writer: Bathandwa Mbola

Photos: GCIS



From left: President Yoweri Museveni of Uganda, President Amadou Toumani Toure of the Islamic Republic of Mauritania and President Jacob Zuma address media after an AU High Level Ad Hoc Committee meeting earlier this year.

Since 1994, the international community has looked on South Africa as a champion of human rights, democracy and reconciliation. The country has remained resolute in its advocacy of democracy and, over the years, has played a meaningful role in the region, on the continent and globally.

The year 2011 saw South Africa join two major international organisations: as a non-permanent member of the United Nations Security Council (UNSC) and as a member of the rising heavyweight club of Brazil, Russia, India and China – which together with South Africa form BRICS.

Through the country's involvement in international affairs – the building of Africa's newest state, South Sudan; help-

ing famine-hit Somalia; and assisting in the demand for real democratic reform in northern Africa and the Middle East – South Africa has had to leverage an intense foreign policy approach.

Some commentators have labelled South Africa's foreign policy "spineless" – forgetting that the foreign environment is a complex one, even more so for a young, developing country which is facing the challenge of balancing its national interests against global realities in a rapidly changing world.

President Jacob Zuma recently clarified the country's foreign policy, clearly articulating South Africa's position on various international issues.

South Africa believes in a democratic and open society, in which government is based on the will of the people and every citizen is equally protected by law, in addition to democratic values, social justice and fundamental human rights.

According to the President, the country's foreign policy is based on four pillars:

- promoting the interests of the Southern African Development Community (SADC) and Africa
- promoting global equity and social justice
- recognising the significance of the developed North in forging ahead, while improving South-South cooperation
- strengthening and transforming the multilateral system.

South Africa's foreign policy entails promoting economic diplomacy, which will attract investment and tourism, remove barriers to trade, support the development of larger markets in Africa and expand the markets for South African products.

This is linked to the country's domestic imperative of eradicating inequality, unemployment and poverty.

The results thus far are encouraging, with South Africa's global exports diversifying over the last few years, increasing from R477 billion in 2007 to R584 billion in 2010.

Decoding relations

Let's look at South Africa's foreign-policy position on a few key issues:

■ **Palestine and Israel:** South Africa supports the view that negotiations must be resumed to reach a lasting settlement to the Israeli-Palestinian conflict. This solution should fulfil the aspirations of both parties for independent homelands through two states for two peoples, the State of Israel and an independent, adjoining and viable State of Palestine, living in peace and security, as stated in the 1967 borders, according to international agreements and relevant United Nations (UN) resolutions.

The peace agreement should also guarantee the security of both states, and address the rights of the return of Palestinian refugees as well as the status of Jerusalem.

■ **Syria:** This country is integral to a wider resolution to the Middle East conflict. Its stability is linked to that of its neighbours and any action by the international community on Syria, including action by the UNSC, should take cognisance of the regional implications.

To emphasise this, South Africa abstained from the vote in the UNSC draft resolution on Syria, which strongly condemned Syrian authorities for their violent crackdown on pro-democracy protesters.

It has urged Syria, including the opposition, to initiate transparent and all-inclusive political processes with its people to address their fundamental political rights and freedoms.

■ **China:** Relations with China have been elevated from a "strategic partnership" to a "comprehensive strategic part-

nership", ushering in a new era of alliance.

Government believes the Asian giant will play a meaningful role in contributing to the country's domestic priorities.

South Africa also supports Beijing's One-China Policy, which does not recognise Tibet's independence. It maintains this policy is consistent with international law, which recognises the People's Republic of China as the sole and legitimate representative of all the people of China.

■ **Libya:** Following the death of Muammar Gaddafi, South Africa has called for peace and reconciliation in that country.

A lasting and sustainable peaceful solution is possible through an all-inclusive political process that will culminate in the holding of the first-ever democratic elections in accordance with the Roadmap as announced by the National Transitional Council (NTC) of Libya.

Government is committed to working with the African Union (AU), the UN, the League of Arab States and the Organisation of Islamic Conference to ensure coordinated support for the NTC and the Libyan people in general in their endeavours to reconstruct their country and to bring about democratic, political and socio-economic change.

■ **UN:** South Africa and like-minded countries such as India and Brazil feel that the developing world, especially Africa, has a limited voice and participation in the decision- and policy-making processes of the global trade, economic and financial institutions. This, it maintains, weakens the world's response to the developmental

agenda of Africa and the South. Government will use its non-permanent member seat of the UNSC to advance Africa's interests.

■ **AU:** Government has pledged to intensify its engagements and structures in the AU in order for the AU to fulfil its role in building African unity and the social and economic development of the continent.

Further, it will continue to support regional and continental processes to respond to and resolve crises, strengthen regional integration, significantly increase intra-African trade, and champion sustainable development and opportunities in Africa.

Peace, stability and security are essential preconditions for development. South Africa will work with the AU to discourage unconstitutional changes in governments.

It will also continue to support AU and UN



Prime Minister of the Republic of Turkey, His Excellency Recep Tayyip Erdoğan, visits President Jacob Zuma at his residential home in Mahlabandlopfu.



initiatives to find just and lasting solutions to outstanding issues of self-determination and decolonisation on the African continent.

■ **SADC:** The integration of the SADC remains critical for the economic development of the region and for South Africa's global competitiveness, as it will offer an opportunity for regional industries to overcome the limits of small national markets, achieve economies of scale and enhance competitiveness.

South Africa also maintains that the region must be allowed to determine its own regional integration agenda and pace, without external interference.

Strengthening governance and institutional capacity within the SADC is an essential requirement to ensure the economic viability of the region. It is also important to support regional economic programmes such as the integration of the SADC, the Common Market for East and Southern Africa, the East African Community and the Southern African Customs Union, which will be an anchor in the SADC Free-Trade Area.

■ **Zimbabwe, Madagascar and the Democratic Republic of Congo:** As chair of the SADC Troika, South Africa will not spare any efforts to ensure lasting peace and stability in all these countries.

On Zimbabwe, South Africa has vowed to continue to call on the parties to create a conducive environment for credible, peaceful elections in accordance with the Global Political Agreement.

On Madagascar, South Africa says there is no alternative to the mediation effort and the Roadmap recently signed by the parties and hopes to see democratic elections by the end of 2012.

■ **Sudan and South Sudan:** In line with the AU's Post-Conflict Reconstruction and Development process, Africa will continue to support efforts aimed at ensuring peace and stability in South Sudan, as well as assist in creating conditions for the entrenchment of democracy and the development of government institutions in South Sudan. However, it has called on both sides to settle all the outstanding issues between them according to a specific time frame.

■ **Somalia:** Government supports a comprehensive approach that addresses both the economic and political dimensions of Somalia, including the need to

resolve the security and humanitarian situation in the country.

South Africa is of the view that counter-violence, aggression and acts of terror are counter-productive and will not deliver peace and security to the Horn of Africa.

■ **European Union (EU):** Notwithstanding Europe's economic challenges, South Africa aims to continue to encourage its European partners to engage in the development of the African continent, meet their development assistance commitments, as well as push for the reform of the Common Agricultural Policy due to its detrimental effects on development in Africa.

It aims to work with the EU to open up market opportunities and attract increased foreign direct investment. South Africa also aims to continue to cooperate and engage with European countries beyond the EU, such as Russia and Turkey, recognising their important role in regional support such as the AU's peace and security initiatives and global politics in general.

■ **Americas and the Caribbean:** Bilateral relations with the countries of the Americas and the Caribbean serve as a firm foundation for advancing multilateral cooperation and promoting South Africa's domestic priorities.

The United States of America (USA) continues to be an important trading and development partner of South Africa and Africa. The USA continues to influence global events and it is for this reason that South Africa engages the USA at various levels.

It will also expand bilateral relations with Latin America, Canada and the Caribbean, and continue to strengthen cooperation within the context of groupings of the South. In addition, South Africa will continue to develop relations with Cuba and lobby for the lifting of the economic embargo. ☺



Deputy President Kgalema Motlanthe addressing the 2nd Africa-India Forum Summit held at Addis Ababa in Ethiopia.



President Zuma addresses the Clinton Global Initiative on Climate in New York.

Public impact starts with personal passion and ethics

Writer: Dumisani Nkwamba*

My Public Servant (*We care, We belong*), My Future (*We serve*) is a project driven by the Ministry of Public Service and Administration (MPSA) with the aim of placing public servants at the centre of delivering quality services to citizens.

The Constitution of South Africa demands that public administration be governed by values and principles which include a high standard of professional ethics; effective, efficient and economic use of resources; development orientation; impartiality, fairness, equity and a lack of bias; responsiveness; accountability; and transparency, including timeliness, accessibility and accuracy.



In addition, good human resource management and career development practices to maximise potential must be cultivated.

It is against these principles and values that citizens will judge the quality of services being rendered by government.

The dramatic increase in service-delivery protests throughout the country, particularly after the 2009 general elections, is a call that government has heeded. The surge in protest forced government to undertake very serious introspection, which led to a review of the current systems and processes and the calibre of public servants currently in service to build a developmental state.

Reports by the Human Sciences Research Council and the Department of Cooperative Governance on service-delivery protests raise a number of challenges for the entire machinery of government to address.

However, at the heart of successful government responses to the challenges identified in both reports is a Public Service cadre commit-

ted to the vision of government, as stated both in the Reconstruction and Development Programme document of 1994 and the ruling party's Polokwane Resolutions, which were incorporated into government's five key priorities for the term of the current administration.

The 2010/11 Public Service and Administration Budget Vote identified eight important attributes that a Public Service cadre should possess to deliver on the developmental agenda. These are:

- **breaking new ground:** being innovative for public good
- **inspiring success:** self-motivating and motivating others to serve the public
- **raising the standard:** giving one's best regardless of what the challenge is
- **nothing is impossible:** salvaging failing situations through turnaround strategies
- **making a difference to people:** commitment to meet citizens' expectations
- **collective responsibility and teamwork:** working with other people as partnerships within organs of state and other stakeholders
- **on board:** taking charge and responsibility of the service processes
- **international activism:** advancing the Public Service agenda on the continent and in the world.

These attributes of a committed cadre are the premise of the *My Public Service, My Future Campaign*.

It aims to deliver on government's developmental agenda by, among other interventions, placing public servants at the centre of service delivery, thereby creating an environment for direct engagement with government on service-delivery issues.

It seeks to mobilise all stakeholders in the Public Service to contribute towards the effective and efficient provision of quality public services in line with the Batho Pele principles, and to develop a cadre of public servants capable of playing a progressive role in building a developmental state.

... continued on page 70



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Food and wine are synonymous with the Cape Winelands. We've developed entire routes around gourmet experiences. Be sure to explore the wine routes of Stellenbosch, Franschhoek, Paarl, Wellington, Tulbagh, Worcester, Rawsonville, Robertson and Route 62 - the world's longest wine route!

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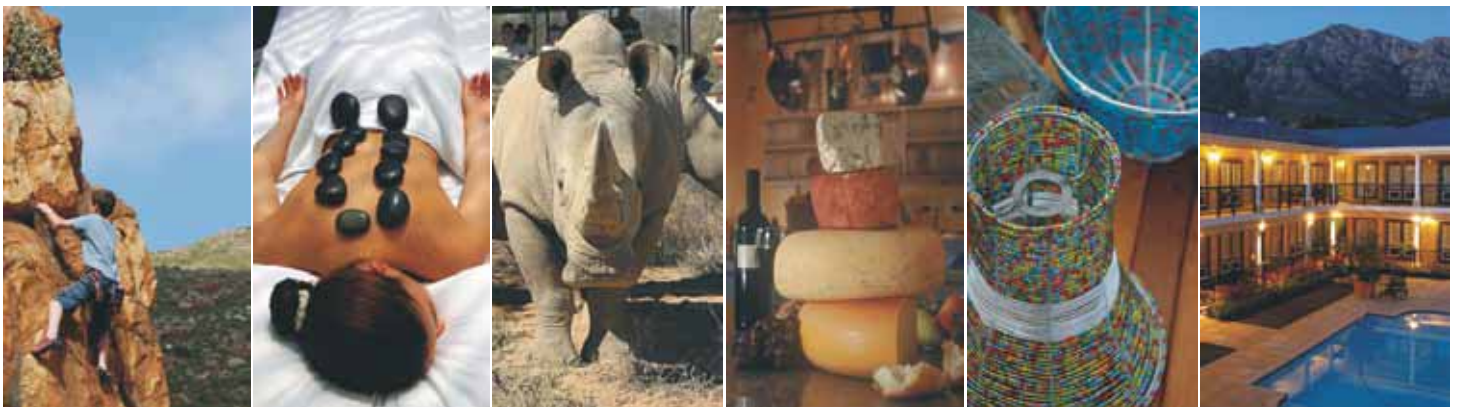


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Improving public servants' conditions of service through a healthy and mature bargaining process within the Public Service Coordinating Bargaining Council is imperative.

The campaign will assist in the fight against corruption within the Public Service by strengthening the role of the Special Anti-Corruption Unit for the Public Service and other corruption-fighting institutions and agencies, and by providing more effective protection for whistle-blowers.

The *My Public Servant, My Future* Campaign builds on the premise that every citizen has a legitimate expectation that the Public Service in all spheres and at all levels will render services commensurate with those espoused in the Constitution.

Government believes that public servants are a shared constituency between government as their employer, on the one hand, and a host of social partners, such as stakeholders, on the other.

These stakeholders, all of whom are crucial – both directly and indirectly – in the delivery of public services, include organised labour, academia, organised business, civil-society formations, traditional leaders, religious formations, the public servants themselves and, probably most importantly, the citizens.

As we engage all stakeholders in our deliberations on the future of the Public Service, we do so noting that as a shared constituency, the approach by each of the social partners should not be that of a contest for the hearts and minds of public servants at all costs, to the detriment of service delivery and the well-being of the citizenry.

We choose an approach that rather defines or perhaps even redefines the roles of our social partners, acknowledging that government, through the MPSA on the one hand, is the employer of all public servants, while on the other hand, the Public Service unions, in giving effect to Section 23 of the Constitution, strive to organise these employees to form and/or join trade unions as members, with the inherent duty to represent them

Putting the needs of citizens first should form the basis of all planning and debates among public servants.

on applicable aspects of individual and collective labour law.

The campaign places a moral responsibility on all social partners, but especially on public servants themselves, to work cohesively to build a united, non-racial, non-sexist, democratic and prosperous society with future generations inheriting an improved Public Service; one capable of providing quality service in the context of the duty to serve, the commitment to make a positive difference and without expecting any material rewards either from them or from the beneficiaries of public services.

We contend that a public servant should be patriotic, passionate about his or her country and its ideals of a developmental state, and care about the well-being of ordinary South Africans, the masses of whom have been languishing at the periphery of the much-desired relief that basic government services and improved social spending will bring.

In support of this, the Public Service strives to be an employer of choice; an employer that is above reproach, that shuns corruption, opportunism, favouritism, nepotism and all forms of maladministration and incompetence; and, where these occur, deals with them in a manner that upholds good governance, protects and provides reassurance to the whistle-blowers, creates certainty and engenders confidence and trust in the institutions of government. ☺

****Dumisani Nkwamba is the Head of Communication in the Ministry for Public Service and Administration***



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CATCH US ON

Welcome aboard – induction for a stronger Public Service



PALAMA undertakes intensive induction programmes to inculcate government's vision and values to new employees.

*Writer: Professor Lekoa Solly Mollo**

Photo: Courtesy PALAMA

Government has identified two important challenges it needs to overcome to build a more prosperous country for its citizens.

It has to prioritise and address the basic needs of the poorest and most vulnerable people in the first instance. Secondly, in the medium and long term, we have to build a stronger economy that is able to provide employment and ensure poverty eradication.

To meet these two challenges, it has to improve the capacity of the State and its ability to deliver services. Officials are the implementers of government programmes and without them the promise of a better life for all cannot be realised.

Hundreds of thousands of public servants deal directly with the public to make sure that their needs are met. Thousands more work behind the scenes to administer, support and strengthen government's capacity to deliver.

Citizens have high expectations of government, and are often frustrated by poor service delivery. While government has the responsibility to build a more sensitive and responsive public service, it is up to all of us to help to build a stronger and more caring South Africa.

Although South Africa is in its second decade of democracy, many citizens are still living with the backlog caused by a past of grossly unequal spending on the social needs of different communities. Changing the Public Service from one that answered to a minority and served their needs to one that serves all is a priority.

This is a massive task because many of our people do not have access to decent education, healthcare, water and electricity, housing and safe communities.

While dealing with this backlog, government also has to provide

world-class services to build and upgrade its infrastructure, stimulate economic development and inclusion, manage natural resources, fight crime and deal with health problems such as HIV, AIDS and tuberculosis.

The Public Service Induction course is a Cabinet initiative introduced to ensure that all new public servants have an understanding of the Public Service and the context within which it operates. It is important to assist new recruits to understand where the Public Service is going and how it can improve the way it works.

Cabinet expects public servants to behave in the spirit of, and according to, the values of Batho Pele – to put people first and serve them with commitment, respect and compassion. Where processes are bureaucratic and filled by obstacles, they must be improved, sped up and simplified to accelerate delivery.

It is also important for all public servants to understand the main goals and programmes of government. Government has a vision, with clear plans and relevant programmes to realise that vision. The work of a public servant fits into a larger plan and helps government to achieve its goal of improving people's lives. There is a need for creative and committed public servants to drive the transformation and development of our country.

The induction course aims to make officials feel at home and understand the basic procedures that affect

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9 THINGS EVERY SOUTH AFRICAN SHOULD KNOW

- 1** The Square Kilometer Array (SKA) is a deep space radio telescope that the world's scientists will use to explore the deepest secrets of our universe.
- 2** South Africa and Australia have been short-listed to be the home of SKA - the largest telescope ever built - and the most exciting scientific project currently underway in the world. South Africa offers the most realistic and lowest cost for this world-leading scientific instrument.
- 3** The SKA is likely to consist of about three thousand satellite dishes, each about 15m in diameter, about the height of a three-storey building, and thousands of radio "fish-eye" lenses, spread out over more than a thousand kilometres.
- 4** The SKA will be about 50 - 100 times more sensitive than any other radio telescope on Earth, able to probe the edges of our Universe.
- 5** South Africa is building the Karoo Array Telescope (MeerKAT) which is a precursor instrument for the SKA, but will in its own right be amongst the largest and most powerful telescopes in the world.
- 6** MeerKAT will be the most sensitive centimetre-wavelength radio telescope in the southern hemisphere and will make significant contributions to astronomy. It will look for gravitational waves and will map the Universe back to billions of years ago, to see how the Universe changes with time.
- 7** The development of the MeerKAT has already created a group of young scientists and engineers with world-class skills and expertise. The SKA will provide unrivalled opportunities for scientists and engineers to engage with transformational science and cutting edge technology and will attract the best scientists and engineers to work in Africa.
- 8** The MeerKAT and SKA demand technologies which push the boundaries - ultra-high speed computing (exaflops), ultra-fast data transport (tens of Terabits per second), huge data storage, processing huge data sets, operating very large, smart networks of sensors, very advanced wireless receivers and signal processing.
- 9** The SKA South Africa Human Capital Development Programme has since 2005 awarded 263 grants for post-graduate and undergraduate study in physics, astronomy and engineering and for technician and artisan training. It is strengthening our universities and building capacity for innovation in next-generation technology and science.



them as public servants. Through the course they learn about their rights and benefits, and what is expected from them.

Public Service Induction: levels 1 to 12

The induction course is intended to give all staff a thorough introduction to the Public Service. It should be followed up and supplemented by a more in-depth introduction to the actual work each public servant does. This includes training in any specific skills or procedures required to do one's work. The two-day course aims to assist public servants to:

- become inspired by the Public Service's vision and excited about working in this sector
- achieve a broad understanding of the context in which government works and how it is responding to existing and emerging challenges through its various programmes
- have a clear picture of the Constitution, how government is structured and where the Public Service fits in
- introduce public servants to Batho Pele, the values of public service and key initiatives that will improve service delivery
- understand the framework for managing implementation through basic strategic planning, performance management and financial management
- have a clear idea of what constitutes ethical and unethical behaviour and realise why it is important to fight corruption and behave with integrity and accountability
- have an acute awareness of the rights and responsibilities of public servants
- understand the principles of implementing government programmes that integrate issues of gender, race, disabilities and the rural-urban split.

Wam'kelekile: levels 13 to 16

This two-day course forms part of senior officials' induction into the Public Service and should be supplemented by a more in-depth introduction to their actual work and training in specific skills or procedures required to execute their work.

According to the *Senior Management Service (SMS) Handbook*, all SMS members should have been subjected to sufficient induction interventions by the time they sign their performance agreements. The aim of the induction course is to build values and a professional work ethic for public sector senior managers working for a democratic, developmental state.

The purpose of the course is to:

- welcome new senior managers into the Public Service
- enable them to understand their personal values in relation to those set out in the Constitution
- provide an overview of how government works and of intergovernmental relations and social partnerships
- ensure that new senior managers understand the challenges government faces, its vision for development and its key programmes
- familiarise managers with their departments, and their structures and services
- introduce them to senior management work procedures, performance management, planning systems, financial management, communication and reporting



- empower them to understand their rights and obligations as employees.

Breaking Barriers for Entry into the Public Service

• The former Minister for Public Service and Administration, Richard Baloyi, in his Budget Vote speech of 30 June 2009, identified internships as "programme(s) to provide space for the graduate to gain some experience in the Public Service".

He further stated: "PALAMA has developed a training programme meant to respond to the removal of these barriers through a top-up programme meant to enhance the employment potential of graduates."

- As part of government's priorities, this programme is listed in Outcome 12. Furthermore, the Minister included it in his performance agreement. In addition, Breaking Barriers for Entry is part of the Public Administration Leadership and Management Academy's strategic plan to achieve a target of 2 000 unemployed graduates for the 2011/12 financial year.
- The Breaking Barriers for Entry into Public Service Programme comprises two capacity-building components: a five-day orientation programme and a year-long internship programme.

Orientation Programme

- The approved five-day Orientation Programme introduces and prepares graduates for employment in the Public Service. Such employment could take the form of a year-long internship or permanent employment.

Internship Programme

- The year-long Public Service Graduate Internship is complemented by a structured mentor-coaching relationship.
- The course material for the Public Service Graduate Internship Programme is targeted for finalisation by the end of the 2011/12 financial year. ©

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***Professor Lekoa Solly Mollo is the Director-General of Palama.**

King Shaka

International Airport

Creating a Green Legacy

King Shaka International Airport (KSIA) is proud to be part of the UN COP17 Conference on Climate Change which takes place in Durban from 28 November to 9 December 2011 in our role as the airport facilitator. Since there are a significant number of dignitaries and delegations expected, the airport has implemented certain measures to minimise the inconvenience to airport users during this period. Airport management is well aware of the problems and congestion that can occur during the event and is considerate that it is also the beginning of the festive season.

ACSA has developed a Special Transport Operational Plan which will operate from 14 November to 14 December 2011. This will see the public drop off and pick up areas temporarily closed and moved from the current location, airport users will be directed to park/wait for passengers in the multi-storey parkade or shaded parking facility where they can enjoy 30 minutes free parking. After 30 minutes normal parking rates will apply. People that will be flying must arrive earlier than usual for their flights; 90 minutes for domestic and two and a half hours for international flights during this period.

To ensure that all areas of airport operations are consolidated, the airport has the Airport Management Centre (AMC). With lessons learnt from previous events, the AMC will go a long way to improve communications between airport stakeholders. The AMC will be able, through a collective decision making process, to decide on issues that will include aircraft turn around, diversions, ground stop times, slot co-ordination and airspace allocation.

From the time the airport opened in May 2010 it has maintained a low carbon footprint. KSIA have managed to form a cohesive relationship between the airport, the airport stakeholders, tenants and most of all, the environment, proving that man can co-exist with nature without major repercussions. In line with the positive ROD, the airport has implemented various mechanical and engineering initiatives which help save energy.

Some of these initiatives include power saving modes on machinery such as escalators and lifts. All electricals and machinery are only activated when in use or needed. All sun facing windows have double glazing to minimise need for aircons/heaters. Initiatives on trial include the future use of solar power for lighting, low energy consumption new fluorescent technologies, renewable energy sources. The goal is to reduce energy demand through the implementation of efficient engineering technology systems and processes requiring power.

Other environmental initiatives include the three million barn swallows which roost at the Mount Moreland nesting grounds annually from October to April. ACSA has invested in a multi-million Rand bird avoidance radar monitoring system which is capable of sending out early warning alerts to the control tower if the swallows flying patterns stray into oncoming flight paths. Their efforts have proved successful without any major incursions reported. As with most airports they attract bird

and other wildlife and ACSA has invested in a Border Collie programme, whereby three trained border collies are used to chase and scare away birds to keep the runway safe. Although the dogs never catch the birds, they really enjoy the chase.

As the airport is a Greenfields project, having been built on previously undeveloped land, the airport construction heralded a transformation of the vegetation in the area, with sugar cane and alien invasives being replaced with indigenous vegetation. This can be easily seen just outside the main entrances to the terminal, where visitors and tourists alike are greeted by the verdant splendour of the natural beauty our environment can offer.

ACSA does know that nothing exists and operates in isolation, and that impacts caused in one place can be felt in others. To this end, KSIA is managing environmentally sensitive areas adjacent to the airport. The most noted of these areas are the reed beds and wetland-complexes to the south of the runway, where the barn swallows reside during the summer months. ACSA has commissioned and paid for a swallow viewing deck at the Froggie Pond reed bed, so that local community members can watch the awe-inspiring phenomenon of the barn swallows in flight.

As part of the KSIA environmental management program the airport ensures that regular air quality and water samples are taken to ensure that there is no deterioration in the quality of the air and no foreign substance in the water table at KSIA. Their samples to date have no adverse findings. Noise monitoring is a key issue that ACSA is reviewing by placing temporary and permanent noise monitoring stations in affected areas; data received allows them to look at options to assist in properly monitoring aircraft noise and work through mitigation processes on the issue. The Aircraft Noise Consultative Committee at KSIA is made up of ACSA, community leaders and key airport stakeholders meets quarterly to manage matters concerning aircraft noise and noise monitoring.

KSIA will also ensure world class service excellence during the COP17 event and beyond. The airport has been inducted into the Airports Council International Roll of Excellence with 13 other international airports for consistent service excellence for the past five years!

King Shaka International Airport is a major positive economic driver in the region but is creating a sustainable environmentally friendly footprint in the future development of airports and will continue working with stakeholders to maintain a green legacy for the future.

PSM Forum goes **green** in Durban

Writer: Samona Murugan

Photos: GCIS

From the airports and highways, to the hotels and social conversation, the city of Durban was abuzz with COP17 fever when the third *Public Sector Manager* (PSM) Forum found its way to KZN's conference capital.

The forum, hosted by Government Communications Deputy Chief Executive, Vusi Mona, was held at the Royal Hotel in Durban on 21 November 2011 and followed up the November, COP17-focused edition of PSM. The forum was staged on the eve of a COP17 stakeholder conference that brought together national, provincial and local partners in government and civil society.

Environmental Affairs Director-General Nosipho Ngcaba unpacked South Africa's position on climate change as well as the country's efforts to mitigate the impact of climate change. Ngcaba explained that, as the host country, South Africa played a vital role in adopting a position ratified by the United Nations Convention on Climate Change.

The primary objective of the conference, she said, was to reach agreement on how to effectively tackle climate change at a global level in a fair manner, and in this way address the threat it posed to human development and growth.

"We need a global climate change regime which will minimise the impacts of climate change and which does not impose a mitigation burden on South Africa, which would compromise our ability to meet our development challenges. To achieve this, we need a comprehensive, multilateral, rule-based, legal international climate regime."

The DG said various departments had established their own mandates and were working on strategies and measures to address climate change. These include the



Director-General Nosipho Ngcaba

departments of energy; agriculture, forestry and fisheries; economic development; communications; mineral resources; transport; science and technology; and trade and industry.

Also sharing climate change expertise at the forum was Xolisa Ngwadla, Chief Director of International Climate Change at the Department of Environmental Affairs, and one of the negotiators scheduled to wage South Africa's case at the UN Climate Change Conference

"South Africa and Africa as a whole account for less than 1% of carbon emissions on the global scale and despite our non-threatening position we are doing all we can do to reduce our carbon emission," he told the forum.

The next forum will host the Minister of Basic Education who will address the challenges, policy interventions and progress in education.



1. Thomas Sampson and Vusi Mashabane of Uhuru Communications
2. Xolisa Ngwadla, Chief Director and Ministerial Advisor in the Department of Environmental Affairs
3. Hlengiwe Zulu, Deputy Director: COP17 in the Department of Environmental Affairs
4. Some of the guests who attended the forum
5. PALAMA Marketing Director, Dr Thami Shezi



Giving HIV a voice

Dr Nono Simelela



*Writer: Xoliswa Zulu
Photographer: Kopano Tlape*

He gave HIV and AIDS a face during a time when many South Africans living with HIV/AIDS faced immense stigma. Upon hearing of his death, former President Nelson Mandela called him "exemplary in showing how one should handle a disaster of this nature."

When 12-year-old Nkosi Johnson died in 2001, the entire world mourned with those who loved him. He was, after all, the boy who had become an icon and had given those living with HIV/AIDS a voice.

Statistics South Africa estimates that nearly 5,38 million South Africans are infected with the virus, which has taken the lives of thousands of mothers, fathers, brothers and sisters, and left thousands of children orphaned.

Johnson's courage also saw the emergence of thousands of activists, infected with and affected by HIV/AIDS, who fought for the millions of South Africans who could not fight for themselves.

One such person who has fought tirelessly and become a voice of the voiceless is Dr Nono Simelela, Adviser to Deputy President Kgalema Motlanthe on HIV/AIDS, tuberculosis (TB) and other health matters.

Simelela has occupied various positions in the public and private sectors, nationally and internationally, dealing with HIV and AIDS. She spearheaded early national programmes in the prevention of mother-to-child HIV transmission, increased access to voluntary counselling and testing and antiretroviral (ARV) regimens in the country. That is no small feat.

When she was appointed in her latest role in June 2011, which involves supporting the Deputy President in his role as Chair of the South African National AIDS Council (Sanac), she hit the ground running.

One of the major tasks she faced was coordinating

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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.



Minister of Health, Dr Aaron Motsoaledi, during the HIV Campaign with SANDF members.

and overseeing the writing of the National Strategic Plan (NSP) on HIV and AIDS 2012 to 2016.

Immense work goes into penning a strategy that will improve the lives of many and hopefully contribute to a lower infection rate in the years to come. "It was hard work. It was a huge commitment," she says.

"We had a bottom-up approach to the NSP, so that people could identify with the issues and raise their own. One of the gaps in the last strategy was that we didn't develop an implementation plan for each department and each province. That was a huge oversight. The plan just became a document."

For the next five years, four pillars will form the basis of the NSP that will inform the country's response to the pandemic, which will in turn provide the impetus towards achieving its 20-year vision. These include universal testing for HIV and screening

for TB; health and wellness; safety and dignity; and changing social norms and values.

The NSP 2012 to 2016 was launched on World AIDS Day, 1 December 2011.

"Between the first of December and the end of March next year, we'll be developing implementation plans, which is something we didn't do with the last strategy. Those plans will be launched just before the beginning of the 2012/13 financial year."

A simplified version of the plan, explains Simelela, will be produced and translated into all 11 languages, so that it becomes something that every South African understands. "We want people to have this information; know what is available; know what strategies are out there; and know what

services there are and how to access them.”

In the last two years, government has announced bold and life-changing plans for people living with HIV and AIDS, including reducing the rate of infection by 50% by 2011; providing ARV treatment to 80% of infected people; and launching the HIV Counselling and Testing (HCT) Campaign, which aims to test 15 million South Africans. By the end of June 2011, the campaign had reached over 14,7 million South Africans.

One of the key provisions of the NSP includes the development of a single integrated strategy for HIV, sexually transmitted infections (STIs) and TB. This is primarily due to the high co-infection rate between HIV and TB, as well as HIV and STIs. Currently, the country faces one of the worst dual epidemics of HIV and TB in the world.

“We have a 73% co-infection rate between HIV and TB, which means that 73% of people who have TB are also HIV-positive. From a treatment perspective, it makes sense to bring the two strategies together and address this in a comprehensive way.

“We want to find people who have TB, screen them for HIV and then treat them as soon as possible because of this high rate of co-infection.

The council has a technical task team looking into this initiative. We have a research task team that brings all the experts and research together.”

While a lot has been done in raising awareness about HIV, AIDS and TB, Dr Simelela believes more can still be done.

“The area of HIV and TB has a lot of medical terminology that is difficult to understand. We need to communicate what is available in a way or a language that people understand.”

Simelela says the country has done well in terms of addressing STIs and adds that treating STIs effectively will add to the country’s ability to reduce new HIV infections.

“We need to also address behavioural issues as a country. We know that things like having multiple partners, unprotected sex and alcohol abuse place people at risk. There are a lot of societal norms and values that need to be addressed for us to move with our vision of an AIDS-free South Africa.

“Civil society has to be critical of government,

but it also needs to assist where it is appropriate and get the information out to communities. We need to work together.”

Simelela explains that on the issue of the National Health Insurance (NHI) scheme there has been constant debate in the public and private sector on whether the scheme will work, especially when one looks at the current burden of HIV and AIDS on the country’s health system. The pilot phase of the NHI will roll out in April 2012.

What causes the burden, she says, is when people access healthcare when they are seriously ill, instead of seeking treatment earlier.

“If people get treated early, as is happening under the new guidelines, there will be less people needing hospital care when they are very ill – which is what causes the burden. The NHI will ensure that people who have previously not been able to get care, get it quickly.

“We have to appreciate that, with the focus on HIV, a lot of resources have gone into the health system.

The challenge we need to grapple with is strengthening it to ensure that we have sufficient resources.”

There will also be a strong emphasis on primary care through a totally re-engineered primary healthcare (PHC) system, which will help shift healthcare from a predominantly curative to a preventative system. The re-engineering process will see the appointment of district clinical specialist support teams, school health services and municipal ward-based PHC agents.

“Once we get community systems going strong and use community health workers and field workers – going into the homes, screening people, identifying those who need care and need to go to hospital – we will have less of a burden on hospitals.”

Simelela’s passion for medicine and all things related to how the body works started when she was still in school. At the time, she realised that there were very few African doctors. She wanted to ensure that people, especially women and children, had access to decent healthcare. She later became the first black female gynaecologist to qualify in South Africa.

“I studied at a rural school in the North West; there was very little access to health services back then.

I decided that I would go into the health field. But even within health, my passion was and still is women’s health and young people. I believe that if women get the best care possible, any country stands a better chance of achieving its development goals.”

Simelela has worked in the health field for more than 20 years, initially as a senior lecturer and clinician in the Department of Obstetrics and Gynaecology at the Medical University of South Africa, and then as the head of the National HIV/AIDS and TB

“We want people to have this information; know what is available; know what strategies are out there; and know what services there are and how to access them.”

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WARNING -DECLARE-

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agriculture,
forestry & fisheries

Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA

programme at the Department of Health.

She comes into her current role with immense experience.

“Just the fact that I have worked for health in government has enabled me to hit the ground running.”

Over the years, government has received a lot of criticism for its response to fighting HIV and AIDS, and Simelela believes that her job has been made easier by the fact that people now “have absolute respect for the Office of the President and the Deputy President”.

“I have a clear mandate on what I need to do. It is easier to draw my roadmap and say, ‘by such and such a time, we will have a plan’.”

The demands on this petite, intelligent and



compassionate woman will be great over the next few years, but one can rest assured that the plight of those living with HIV and AIDS is in good hands.

“You need to commit to producing good work, and appreciate the honour of being able to work in such an environment with a government as committed to addressing the needs of the people. That is what keeps me going, and keeps a lot of the other teams and colleagues working.

“I would also like to see better collaboration, better integration of the plans going forward and a national AIDS council that functions smoothly and which actually empowers not only the Office of the Deputy President and The Presidency, but all the ministers responding to HIV as a development issue.”

South Africa is taking responsibility

The Department of Public Service and Administration (DPSA) is one of the government departments represented in both the Sanac plenary and sector coordinating committees.

As part of the third tier of Sanac, the DPSA has been tasked with coordinating government sectors' HIV/AIDS response in line with the council's procedural guidelines for sector coordinating committees.

The DPSA's HIV/AIDS coordination role is further based on one of Cabinet's 12 outcomes, namely Outcome 12, which seeks to ensure an efficient, effective and development-oriented public service. The Public Service, in response, addresses HIV/AIDS not only as a health issue, but also a development one.

More public servants are accessing treatment, care and support services through the effective Aid for AIDS (AFA) Programme managed by the Government Employee Medical Scheme (Gems).

Compliance with legal and policy frameworks is closely monitored and system monitoring tools are effectively used to conduct national analyses of the implementation of the HIV/AIDS and TB Management Policy within government departments.

Of the planned HIV/AIDS prevention activities in the Ministry of Public Service and Administration's Operational Plan 2010/11, 91% were completed. The DPSA is currently developing guidelines on gender-sensitive and rights-based HIV/AIDS mainstreaming.

According to *Gems' Key Health Trend 2010*, enrolment into the Gems HIV/AIDS Disease Management Programme increased for the 2010 baseline by 65% (from 32 243 in 2009/10 to 53 495 in 2010/11) as measured by AFA's registration data.

This is an encouraging milestone; however, this enrolment does not occur early enough in the course of the HIV disease's progression, before the CD4 count drops below 200 cell/ml. The findings show that 34% of beneficiaries are enrolled at the CD4 of below 200 cell/ml and a further 22% at a moderately severe level of immunosuppression. The majority of AFA-registered beneficiaries (76%) are principal members.

The challenge is for the DPSA and Gems to increase the number of employees accessing treatment before the CD4 drops below 350 cell/ml. The DPSA has undertaken to intensify the HCT Campaign in the Public Service through an innovative service model.

The programme, the Greater Involvement of People Living with HIV, is a call for people in the public sector who are living openly with HIV to be supported to become role models.



A small step to unity in diversity

Writer: Sandile Memela*
Photos: GCIS

As the 17th anniversary of the Day of Reconciliation, marked on 16 December each year dawns on us, South Africa, a nation-in-the-making, is still confronted with political, racial and cultural division issues.

It is the mandate of the Department of Arts and Culture (DAC) not only to uphold and promote a clearer understanding and appreciation of the meaning of this day, but to use it to advocate the progressive constitutional principles of non-racialism, democracy and unity in diversity.

Before the advent of the new democratic order in 1994, 16 December was either commemorated as the Day of the Vow or Dingane's Day, depending on which political, racial or cultural group you were part of.

Those who regarded it as the Day of the Vow were, largely, colonial descendants who were committed to the pledge of a super-Afrikaner nation that would not only uphold racial identity and separation but remain eternally in political power. In fact, it was the National Party Government that renamed it the Day of the Vow in 1980.

Before 1948, it was observed as Dingane's Day, primarily by descendants of dispossessed African warrior kings who believed that, though the land would be shared, South Africa belonged to indigenous people. They were determined to fight for the return of the land.

For the first time in almost 350 years, it is only in the last 17 years that South Africans have not been pitted against each other in war. In a significant development, President Jacob Zuma devoted time in his keynote address at the 2010 National Day of Reconciliation event to place the meaning of the day into its proper context.

"The 16th of December reminds us that we were once a nation divided, whose people were at war against one another for many decades.

"On this day, we celebrate that we were able to work together as opposing sides to resolve our challenges and agreed to build peace and usher in a human rights-based democracy founded on the values

of unity in diversity," said Zuma.

Significantly, the Day of Reconciliation has been widely misconstrued as intended to preserve and perpetuate what can be considered former President Nelson Mandela and Archbishop Desmond Tutu's legacy of a "Rainbow Nation".

But it is, essentially, a gesture to end racist/cultural wars and disconnection with the apartheid-created divisions of the past.

"In 1995 – a year after South Africa had elected its first non-racial and democratic government led by the ANC – the day was given a new meaning as the Day of Reconciliation.

"It was no longer going to be a day marking and celebrating the suppression of the majority or a day of the majority marking the launch of the armed struggle against the minority regime, nor an instrument perpetuating divisions," said the President.

Even cynics have to agree that for the last 17 years the State has answered an unequivocal "yes" to the premise and pledge of the Constitution through a concerted programme to re-educate citizens about the meaning of the day.

The Preamble of the Constitution directly speaks to the importance of reconciliation for nation-building:

We the people of South Africa *Recognise the injustice of the past,*

Honour those who suffered for justice and freedom of our land;

Respect those who have worked to build and develop our country, and believe that South Africa belongs to all who live in it, united in diversity.

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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.



Open 09h00 to 16h00 daily including weekends.

No entrance fee – donations encouraged.

For more information, please contact:

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Email: mandelamuseum2@intekom.co.za

www.mandelamuseum.org.za

in the footprints ...

The idea of racial reconciliation and unity in diversity is the bedrock of the constitutional State. But, there is no doubt that despite the mandate given to the DAC to encourage this ideal, there are still tensions and challenges to get South Africans to come together around the meaning of the Day of Reconciliation, among other things.

In fact, there is concern that national days and other commemorative activities are aimed at drawing a particular segment of society, especially those considered indigenous Africans. Thus, minority groups (may) feel either alienated or not interested – unless an event happens in their own communities.



From left, Gauteng Premier Nomvula Mokonyane, Minister of Arts and Culture Paul Mashatile, President Jacob Zuma, Mayor of Tshwane Kgosi Ramokgopa, and Minister of Defence and Military Veterans Lindiwe Sisulu, during Freedom Day celebrations.

Perhaps it is ironic that South Africa has not been able to fully rally its citizens around the common meaning of the Day of Reconciliation. This is borne out by events at Ncome or Blood River commemorations, for instance, where black and white people (continue to) celebrate or commemorate as separate racial groups.

However, the State – through our department – is determined not only to address sources of racial conflict but to turn national days and heritage sites, among other things, into spaces of peace, reconciliation and unity.

Whenever one considers the different ways that South Africans observe, celebrate or commemorate the Day of Reconciliation, it becomes very clear that there are more differences than similarities

in the perception, understanding, experience and interpretation of history.

Thus, when one travels around the country on the Day of Reconciliation or walks around shopping malls, one is likely to see South Africans of all colours, shapes and sizes who will not have responded the same way to the mobilisation around the meaning of the Day of Reconciliation.

This is a setback for the patriotic efforts of former President Mandela and Archbishop Tutu who desire to see the translation of the constitutional

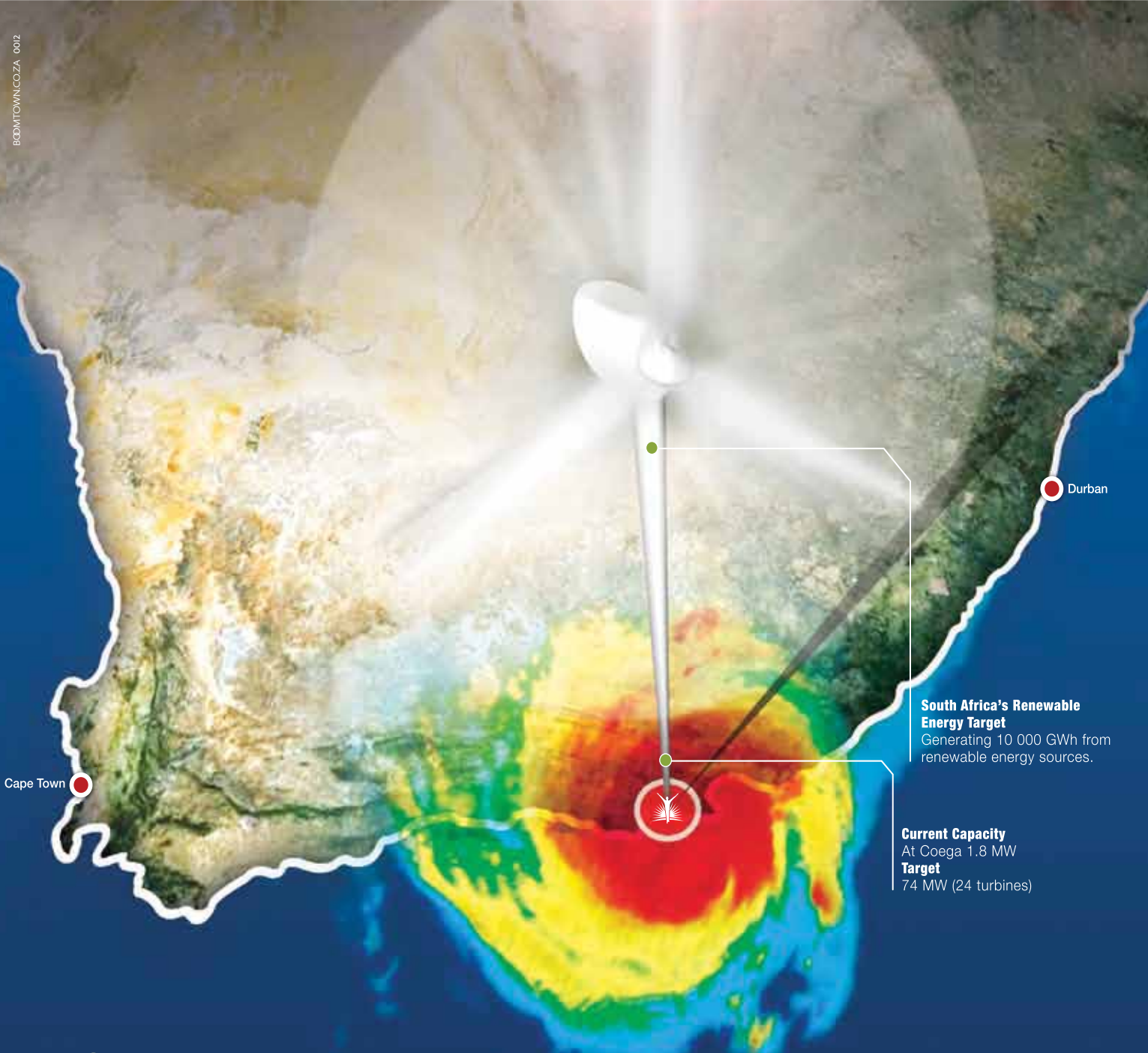
principle into reality. However, it is perhaps true to say that over the last 17 years the citizens of this country have taken a small step towards marching to the drum beat of reconciliation.

Sadly, citizens have yet to become agents of what they wish to see happen as far as non-racialism and reconciliation is concerned. In fact, there is an urgent need for a collaborative effort by government departments to engage general society on the meaning of the Day of Reconciliation and other national days

such as Freedom Day, Human Rights Day, Women's Day, Workers' Day and Heritage Day.

Significantly, the State has attempted to make the days more inclusive by opening up the platform to all political parties represented in Parliament, for instance. This is to consistently emphasise that national days like the Day of Reconciliation are neither partisan nor sectarian. They belong to all the people who live in South Africa.

The celebration of the Day of Reconciliation may be a small step towards unity and diversity but the Constitution remains a giant step towards building a non-racial, united and diverse society. 🇿🇦



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SOUTH AFRICA

Sharon Phiri



On the right track

Writer: Xoliswa Zulu

Photographer: Kopano Tlape

When you handle a mean machine that can beat a Maserati, you know you're on the right track.

And when you're a woman handling one of the fastest trains in the world, moving at 160 km/hour, you know you can handle anything that life throws your way.

Gautrain driver Sharon Phiri thought she would wear pencil skirts, cute blouses and pretty heels to work. Today, she wears heavy work boots, unflattering navy slacks and a baggy shirt – not what women want to wear daily. But, when you're handling the Gautrain, you can't be dressed in slinky little heels.

"I have a diploma in Personal Assisting. I wanted to wear heels, pencil skirts and be cute at work," she says. "But I heard about the Gautrain and never did I think in a million years I would be where I am, minus the heels."

Phiri is one of a few women making waves in the transport industry, which has been heavily dominated by men for decades.

"The training took six months, including the practical side of things. The first day I got into the train and saw the controls, I was like 'no, I'm not driving this thing, maybe I'm at the wrong place', but I got used to it," she laughs. "I was excited though and that excitement made me want to work harder."

"When you're working in a male-dominated industry, you

always have to prove yourself, that as a woman, you can do better. You're always on your toes, you can't slip up. But for me to be able to stand up and do what I do, I had to get informed. I spent a lot of time in the train and after a few weeks, I knew exactly what I was doing."

The journey to becoming a train driver was not an easy one. Phiri fell pregnant straight after Matric and worked as a waiter for two years to raise money for her daughter and to enrol herself at a higher education institution. It was a long, hard road, but one she would not trade for anything.

"What motivated me to be where I am today is the experiences in life that I have had, the obstacles that I faced just after high school.

"The journey for me being a train driver has been fantastic though. I'm enjoying my job. I'm actually doing something I wasn't expecting to do. I'm always excited, I'm happy to wake up in the morning and go to work."

And waking up for work is not easy – well, not for the rest of us mere mortals. Phiri wakes up at 2:00, grabs breakfast, which never includes much, just a slice of toast, and by 3:30, she's at work getting ready for her morning shift.

"I'm used to waking up early, it's part of the job," she laughs. "The first train departs at 5:30. I'm always looking at my watch. I have to be vigilant of what's happening on the track.

"I have to make sure my passengers are safe and arrive at their destinations safely and on time. It's quite hectic. If there are problems, I have to sort out the problems. If the train is late, I have to explain to my passengers why the train is late. No matter what, you always have to rectify the problems and ensure that your passengers are safe."

The looks on the faces of passengers when they see a woman at the controls is priceless, she says. "The exciting part of the job is the expression on people's faces when they see that I was driving. I love it."

The most challenging part of her job is ensuring that the train departs and arrives on time and that her passengers are safe.

"Safety is of importance in our industry. People have to be safe."

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

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

"For all the young girls who want to get into the industry, get educated. "Get as much information about the railway industry so that you know exactly what you're getting yourself into. Information is key; the more informed you are, the better you are going to be able to handle whatever you're going to come across within this industry."

Taking it easy on a laid-back Sunday afternoon, though, is vital for this go-getter. She spends time with her daughters, who keep her fully occupied and entertained. "I spend my free time with my kids. I have two girls," she smiles. "I give them their time."

"When I got this job, I had to make my family understand the working hours. I had to sit down with them and tell them this is what is happening. They are very supportive of everything that I do and I appreciate all their support."

And what does the future hold for this ambitious young woman? "I see myself working as a route supervisor," she says. 📞



More about the Gautrain

The Gautrain started operations in time for the 2010 FIFA World Cup™. Since then, thousands of people have boarded the train and, according to Gautrain officials, the numbers show many locals have opted to use the train as their primary mode of transport.

The Sandton to OR Tambo International Airport line carries up to 90 000 passengers per day whereas the Rosebank to Pretoria route has carried more than 900 000 to date.

Creating employment

At the end of February 2011, Bombela increased its labour force targets and significantly exceeded its obligations. It has notched up the following achievements:

- 34 837 people were employed to work on the project
- 30 921 local people were employed, compared to an obligation of 17 712
- 26 720 previously disadvantaged persons were employed, compared to an obligation of 12 510
- 2 931 women were employed, compared to an obligation of 1 119
- 196 people with disabilities were employed, compared to an obligation of 155.





THINKING OF INVESTING IN THE AFFORDABLE RESIDENTIAL PROPERTY MARKET? CONSTRAINED BY FUNDING CHALLENGES?

THE SOLUTION

The Gauteng Partnership Fund (GPF) is the ideal partner for companies seeking to develop affordable residential properties for rental to cater for households with income up to R12 000.

WHO ARE WE?

Motivated by the Gauteng Department of Local Government and Housing's mandate to accelerate the provision of human settlements, the GPF has leveraged over R2-billion in private sector funding for developers and investors in the affordable housing market. The GPF continuously seeks strategic partnerships with public and private institutions for affordable housing market interventions.

OPPORTUNITY

To partner with GPF by participating in a dedicated Entrepreneur Fund programme that aims to assist emerging black-owned companies to enter the affordable housing rental market. The GPF wants to hear from you. You may have aspired to enter the affordable housing rental market before, but been unable to start or grow. Now you can.

CRITERIA

If you are a legal entity with:

- An interest in catering to affordable housing rental market (household income up to R12 000); and
- BEE/HDI ownership of the entity – Level 1-4 status. Preference will be given to black applicants as per the definition in the BBBEE Act; and
- Unencumbered minimum capital of R375 000; and
- Entrepreneurial acumen and willingness to be hands on to the business; and
- A comprehensive business case for a potential rental project located in Gauteng;
- All projects should be located in Gauteng, however priority will be given to applicants with projects located in the following Metros: Emfuleni, Ekurhuleni, City of Tshwane, Sedibeng and West Rand.
- If you meet all the above broad criteria, then kindly collect a business plan framework as a guide for application from our offices or request for a copy from immaculates@gpf.org.za or phetsilek@gpf.org.za.

All applications are to be submitted by 30th of October 2011 before 3:30pm at our offices, 82 Grayston Drive, Sandton.

For more application documentation queries, please contact Maki or Phetsile on 011 290 6690.

"Gauteng Partnership Fund is a partner of choice in mobilisation and facilitation of funding for the delivery of affordable housing."

CEO of Gauteng Partnership Fund: Kutoane Kutoane

www.gpf.org.za

EMAIL info@gpf.org.za
TELEPHONE 011 290 6690





The MDGs:

shifting the focus from quantity to quality



*Writer: Stephen Timm
Photos: Courtesy GCIS

South Africa's serious health and education challenges may mean the country won't meet all eight millennium development goals (MDGs) by 2015, but experts are upbeat that things are already improving in these two areas, which together account for more than half of the national Budget.

The country is on track to achieve five of its MDGs, namely eradicating extreme poverty and hunger, achieving universal access to primary education, empowering women, ensuring environmental sustainability and developing a global partnership for development.

South Africa is falling behind emerging countries such as Malaysia and Brazil, which have already achieved six and four of their MDGs respectively.

The United Nations Development Programme (UNDP) says South Africa faces key challenges in health and education, which together with a high unemployment rate and high level of inequality may diminish gains made in poverty reduction and other areas.

On health, the country may have boosted child immunisation, lowered malaria deaths and provided more access to better drinking water, but child mortality rates remain high, maternal deaths have sky-rocketed and life expectancy has fallen.

Much of the high mortality rate is attributable to the prevalence of HIV and AIDS, which, despite

stabilising in recent years, remains high. This is despite condom use having increased and access to antiretrovirals (ARVs) having widened, according to the UNDP in a report last year on the country's achievements in meeting the MDGs.

The UNDP is so concerned about the country's massive increase in maternal deaths – from 150 to 625 deaths per 100 000 live births between 1998 and 2007 – that it has set up a national task team, comprising various officials, including Members of Parliament (MPs), to tackle this problem.

The UNDP believes that lowering the ratio of maternal deaths will also result in more children living beyond their fifth birthday and reduce the numbers of mothers who die from HIV/AIDS.

This is despite the fact that globally very few countries are expected to cut maternal deaths and meet MDG 5, according to Duane Blaauw and Loveday Penn-Kekana, of the University of the Witwatersrand's (Wits) Centre for Health Policy.

Writing in the *2010 South African Health Review*, they pointed out that the average global annual reduction in the Maternal Mortality Rate between 1990 and 2005 was less than one per cent.

But there are already signs that things are looking up

Eckhart Buchmann, Head of the Department of Obstetrics and Gynaecology at Chris Hani Baragwanath Academic Hospital and Chair of the Priorities in Perinatal Care Association of South Africa, believes that the number of maternal deaths could come down, with recent developments.

Writing on the Public Health Association of South Africa's website in August, in an article called *Maternal mortality and morbidity – still*

... continued on page 93



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not right, Buchmann said the nationwide roll-out of ARV treatment and upscaling of a training programme targeting interns and junior doctors might show a decline in maternal deaths when the 2008 – 2010 *Saving Mothers* report is released.

Kathy Dennil of Kedibone Health System Consultants is also confident that things will improve, because of a new AIDS policy from the Government and funds from the United States through the President's Emergency Plan for AIDS Relief (Pepfar) and USAid.

"The Government's HIV counselling and testing strategy had led to over 13 million people being tested for HIV over the last 18 months to two years," she says. However, she is concerned that testing and health policy changes haven't resulted in an increase in those with CD-4 counts above 350 attending HIV wellness clinics, as the average person only seeks help when they have a CD-4 count of 87.

Added to this, says Dennil, antenatal care and tuberculosis management have traditionally been nurse-led programmes, but that these have not been doing well.

Yet, she remains positive that the new public healthcare policy being driven by the Minister of Health, Dr Aaron Motsoaledi, may address some of these problems with community-based health through the implementation of Brazil's successful district health model in South Africa. The model is based on teams of specialists, where available, in all parts of the country, supporting doctors.

Dr Motsoaledi went to great lengths in September to explain the model outlining the department's plans to re-engineer the country's Primary Health-care (PHC) System, at the core of which is the intention to strengthen partnerships with communities to improve health service delivery in the nodal areas.

It will switch the current system of delivery, which largely focuses on curative hospital-based services, to a decentralised community-based PHC system.

In a model that will "help us arrive at our MDGs"

the Minister explained that the re-engineering would take the shape of three main streams. A notable development will be a district-based model where a team of five specialists or clinicians will be deployed in each district.

"These teams will specifically focus on maternal and child mortality. This will help us arrive at our MDGs," said the Minister.

A UN report – *Levels and Trends in Child Mortality* – released in September, revealed that while globally the under-five mortality rate dropped between 1990 and 2010 by more than one-third,



Progress in health care for all is a vital component of South Africa's Millennium Development Goal status.

from 88 deaths per 1 000 live births to 57; in South Africa, the number of deaths per 1 000 live births among under-fives in South Africa in 1990 was 60. In 2010, it was 57. The country's MDG target for 2015 is 20. Last year, 58 000 children in South Africa died before their fifth birthday.

The UN Children's Fund and World Health Organisation said that in South Africa, progress in reducing childhood mortality had been hampered by HIV and AIDS, and poor implementation of healthcare. However, Heather Zar, Head of the Department of Paediatrics and Child Health at the University of Cape Town and Red Cross Children's Hospital, believes government has made important interventions in the past few years, which she expects will help South Africa to tackle its high child mortality rate.

Last year, the Department of Health mandated that ARV treatment be started in children as soon as they were diagnosed. Zar says the

introduction of two important childhood vaccines that will help to lower the onset of pneumonia and diarrhoea by 20% and 30% respectively is also important, as these are the leading causes of death in children younger than five.

Professor Haroon Saloojee, Head of the Division of Community Paediatrics at Wits, says there is already anecdotal evidence that the two vaccines are reducing pneumonia and diarrhoea in at least KwaZulu-Natal and Gauteng.

He also backs the move to emulate Brazil's district health model, saying healthcare facilities are too focused on hospitals and not enough on outlying communities in South Africa: "I think it's the right priority – it's spot on."

Saloojee says that the district teams, along with government's bid to boost school health and train lay-community members to give simple health tips to fellow community members are a step forward. He also singles out the Children Problem Identification Programme. It is being

run in 100 of the country's 400 hospitals and has been effective in reducing child deaths by improving simple interventions at home or at hospitals or, for example, by improving transport to health facilities.

According to Saloojee, child deaths have started to fall again since 2006, which he attributes to the Government tackling HIV and AIDS more effectively. He says a recent costing exercise revealed that in Gauteng alone the use of R4 billion in existing and new funds over five years could help halve child deaths in the province.

Then there's the country's education system. In September, the Minister in The Presidency responsible for Planning, Trevor Manuel, referred to the state of South Africa's education as "abysmal", saying it was the root cause of many of the country's problems, including poor health, unemployment, crime and a tolerance for corrupt practices.

Briefing MPs at a meeting in Parliament on the MDGs in September, Minister Manuel said the country might have met the MDG goal for universal access to primary education, but that results from the 2011 Annual Na-

tional Assessments of Numeracy and Literacy Skills results, released in July, showed that South Africa had little to celebrate when it came to education.

The results showed, for example, that the average percentage score of Grade Three pupils in Literacy was 35% and in Numeracy 28%. Grade Six pupils scored an average of 28% for Languages and 30% for Mathematics.

Graeme Bloch, Professor Extraordinaire at Wits' Public and Development Management School, explains that while government has taken steps to improve the education system – by developing workbooks, improving teaching training and doing away with Outcomes-Based Education – it still lacks the necessary implementation.

But, all is not lost.

The Department of Basic Education hopes that its *Action Plan to 2014: Towards the Realisation of Schooling 2025*, released last

year, which lists 27 goals to improve educational performance, will make a difference.


The department's Director of Research Coordination, Monitoring and Evaluation, Hersheela Narsee, says it is the first time that the country has such a plan for the schooling sector and points out that the quality of learning outcomes is the country's biggest challenge when it comes to improving the education system.

African National Congress MP and editor of *New Agenda*, Ben Turok, says that while the MDGs are useful and have helped raise awareness of poverty, they are not that effective because they conceal structural problems.

Turok says officials have to be "more sophisticated" when tackling the country's problems and not just concentrate on meeting statistics.

He gives the example of the Government's focus on Reconstruction and Development Programme houses which, while leading to millions of homes being built, have resulted in many of these being unsound.

Similarly, Affirmative Action, Turok says, though well intentioned has many a time resulted in the appointment of staff who can't do the job.

Likewise, Joel Netshitenzhe, Executive Director of the Mapungubwe Institute for Strategic Reflection, believes government has the right calibre of civil servants needed to improve health and education, but that it needs better monitoring and evaluating systems: "We've done well in widening access, but now the challenge is to meet the quality." 

***Stephen Timm is a BuaNews correspondent based in Cape Town**

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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or visit
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The value – and values – of wealth creation

Writer: Helen Ueckermann



The world's super-rich were not born lucky. On the contrary, their success is the result of thousands of small decisions they made during the course of their lives.

British multimillionaire Stuart Goldsmith, who became stinking rich in just eight years by starting a direct marketing business, says in his book, *Seven Secrets of the Millionaires*, that successful people move in a certain direction with every small decision they make: to get the job done rather than not.

Goldsmith says most people believe that true wealth is the result of some kind of lottery, that the cards were shuffled and dealt; that some get a precious ace, while others only receive a card with a value of two or three, or even a joker.

Those who are less "lucky" even feel that the more fortunate owe them and should hand over a part of their wealth ...

The truth, says Goldsmith, is something the general public finds hard to swallow, namely that with the exception of a precious few, most super-rich people work systematically to amass their wealth by taking the right decisions day after day.

A look at the remarks of erstwhile American moguls John D Rockefeller Jnr and J Paul Getty makes it clear that hard work is always part of the deal.

"I believe in the dignity of labour, whether with head or hand; that the world owes no man a living but that it owes every man an opportunity to make a living," said Rockefeller; while Getty explained: "I worked hard for my money by manufacturing things that people need." He knew what he was talking about – after all, he became the world's very first billionaire.

Here's how to guarantee your success

Passion: Rich people make money because they really enjoy what they do. When you are passionate and love what you do, you cannot help but succeed. Billionaires work long hours; in fact, many of them are known to work seven days a week.

Be entrepreneurial: Nobody ever got rich by working for the same boss for 40 years – just ask Richard Branson!

Basic values: Rich people know what they value, what they believe in and what they want. Research shows that 92% of the super wealthy are married, with only 2% being divorced. They tend to be thrifty and make use of shopping lists, re-sole their shoes and save large amounts of money. However, they are no tight-fisted misers.

Let your money work for you: The super-rich are successful investors. Property magnate Robert T Kiyosaki believes: "If you work for money, you hand over control to your employer. If your money works for you, you are the one with the control and power."

Plough back: Billionaires are keen to help make the world a better place and freely contribute to charity.

Simplify your life: It is difficult to achieve success while your life is a mess. Success means having definite priorities.

Live within your means: Warren Buffett, the third-richest man in the world today, is famous for his modest lifestyle and still lives in the same house he bought in 1958. Rich people know that wealth means re-investment, wise spending and giving freely. It never means wasting your money.

A last word from Buffett, a man who believes in hard work and who is opposed to handing over vast fortunes to next generations: "I want to give my children just enough to feel they can do anything, but not enough to let them feel they have to do nothing." ©

Sources: <http://collage.twws.ws>, www.wikipedia.com, www.forbes.com, www.ezinearticles.com

The three richest men in the world:

1. Carlos Slim Helu, Mexican telecoms mogul. Personal wealth: R592 billion.
2. Microsoft boss Bill Gates. Personal fortune: R448 billion.
3. American investment expert Warren Buffet. Personal assets: R400 billion.



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Beach trends

It's time to let your body breathe and soak up some sun! Hit the beach looking bright, bold and trendy this holiday season.

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Photographer: Duane Howard

R325
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Woolworths

Bikini top,
part of set
R299
Country Road

R695
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Lulu Belle

Victoria Beckham
sunglasses,
R2 700
Extreme Eyewear



R399
Country Road

R499
Trenery

R79
Edgars Red Square

R399
Country Road



R695
Spitz

Mykita sunglasses,
R5 275
Extreme Eyewear

Marc Jacobs sunglasses,
R1 950
Extreme Eyewear

Suppliers:
Country Road and Trenery at Woolworths: 021 415 3411
Extreme Eyewear: 021 421 1179
Spitz: 021 421 0148
Lulu Belle: 021 418 6263
Edgars Red Square: 021 419 8766

Moving up



Alec Moemi

Director-General (DG), Sports and Recreation South Africa

Alec Moemi is a graduate of the University of the Free State where he obtained a Master's Degree in Political Governance and Transformation. He also holds a B. Juris Degree from the University of North-West, a Certificate in Public Relations and is a member of the Public Relations Institute of South Africa. He was previously employed as a national administrator for the African National Congress in the Youth League headquarters. Thereafter, he served briefly as Manager: Special Projects and subsequently Manager: Strategic Partnerships for the Umsobomvu Youth Fund (now the National Youth Development Agency). Moemi also served in the Office of the Premier in the Free State as Chief Director: Special Programmes and Intergovernmental Relations.



Thulani Mavuso

Chief Operations Officer: Department of Science and Technology

Thulani Mavuso is an Education graduate from Vista University and also holds a qualification in Project Management. He has also completed the Management Advancement Programme at the University of the Witwatersrand.

Mavuso started his career in 1995 as a faculty officer at the then Vista University and in 2002 was appointed Deputy Faculty Registrar at the University of the Witwatersrand. He joined the Department of Education in 2005 as a Director in the Office of the DG, rendering parliamentary, executive and professional support services.

In 2007, he was promoted to Chief Director in the Ministry of Education. He was later transferred to the Ministry of Science and Technology in 2009 as Head of Ministry, where he was responsible for the overall coordination of the Minister's and Deputy Minister's offices.

In his current position, Mavuso is responsible for, among other things, ensuring proper coordination and integration of programmes and projects across the department.



Gcwelumusa Khwela

Deputy Director-General (DDG): Counter-Corruption and Security Services, Department of Home Affairs (DHA)

Gcwelumusa Khwela holds a Bachelor of Administration Degree from the University of the North (Limpopo), a Bachelor of Military Science Degree (Honours) and a Master's Degree in Military Science from the University of Stellenbosch.

Khwela was a major in Defence Intelligence. He also lectured Political Science at the Faculty of Military Science at the University of Stellenbosch. In 2009, he was appointed Senior Specialist: Counter Corruption and Security at the DHA responsible for developing and implementing the DHA counter-corruption and security strategy and structure. He also monitored and evaluated its implementation.

As DDG: Counter-Corruption and Security Services, Khwela is responsible for coordinating the development, monitoring and review of strategic plans for the branch in line with the departmental strategic objectives.

the ladder

Irene Mathenjwa

Chief Director: Service Delivery and Compliance Evaluations, Office of the Public Service Commission (OPSC)

Irene Mathenjwa holds a Bachelor's Degree in Library and Information Science and an Honours Degree in Information Science from the University of KwaZulu-Natal. Her other qualifications include an Honours and a Master's Degree in Public Administration from the University of Stellenbosch.

Mathenjwa previously worked in and with various local government institutions specialising in the areas of public participation and capacity-building. She has also worked for a non-governmental organisation, where she gained experience in local governance and elections in the Southern African Development Community region. She has further worked for a donor agency, where she provided technical expertise in broad areas of public-service reform. In 2008, she joined the Public Service as a Director: Consultative Evaluations in the OPSC, responsible for producing research reports in the areas of public participation and service delivery.

Her new position involves research in the monitoring and evaluation of the broad areas of service delivery in the Public Service.



Thami Bikitsha

Deputy Director: Research, Policy and Planning, Department of Labour

Thami Bikitsha holds an Honours Degree in Human Resource Management and Entrepreneurship from the University of KwaZulu-Natal (UKZN). His research career started in 2004 at the UKZN as a research assistant in a project funded by the National Research Foundation. Since then, he has worked in various research positions in the private sector and government. He joined the Government Communication and Information System (GCIS) in 2008 as an Assistant Director: Research. In this position, he assisted in managing the National Quantitative Tracking Research Project, offering research advice and managing stakeholders and service-providers.

In his new position, Bikitsha's duties involve, among other things, managing research into the labour market and preparing briefing notes, position papers and speeches for the Minister and senior management.



Bonang Mosimane

Project Manager: Economic Sector and Employment Infrastructure Development Cluster, GCIS

Bonang Mosimane holds a National Diploma in Commercial Practice from the Technikon North West and a Diploma in Microsoft Office from the Metro Training College.

Mosimane was employed by the Department of Health in 2004 as a strategic planning coordinator responsible for monitoring the progress of performance indicators on health service delivery at national and provincial levels. She was later transferred to the Directorate: Project Management within the same department. In 2009, she joined the Department of Justice and Constitutional Development as Assistant Director: Project Office, responsible for developing project schedules.

In her current position, she will be required to initiate and develop project scopes and plans for the Government Communication Programme, its business plan and ad hoc projects.

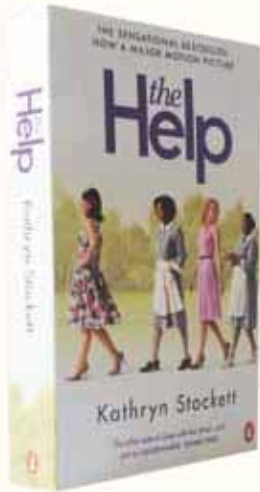


Leisurely reading or **simply great gifts!**

Try these page-turners for inspiring festive season reads or as great Christmas gift ideas.

Compiled by Samona Murugan

Photos: GCIS



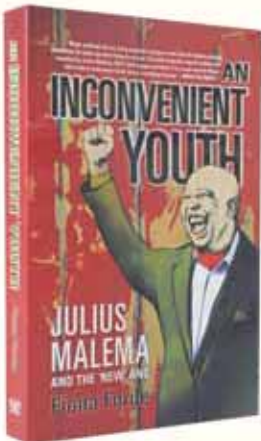
The Help by Kathryn Stockett

Set in Jackson, Mississippi, 1962 – a time when black maids raised white children, but weren't trusted by employers not to steal the silver. The story focuses on three women: Aibileen is raising her 17th white child and nursing the hurt caused by her own son's tragic death; Minny, whose cooking is nearly as sassy as her tongue; and white Miss Skeeter, home from college, who wants to know why her beloved maid has disappeared. No one would believe they could be friends; fewer still would tolerate it. But as each woman finds the courage to cross boundaries, they come to depend and rely upon one another. Each is in search of a truth. And together they have an extraordinary story to tell. DreamWorks Studios have turned one of the most talked about books in years and a number one *New York Times* best-selling phenomenon into a movie, featuring Academy Award®-nominated Viola Davis as Aibileen and Emma Stone as Miss Skeeter.

An Inconvenient Youth: Julius Malema and the 'New' ANC

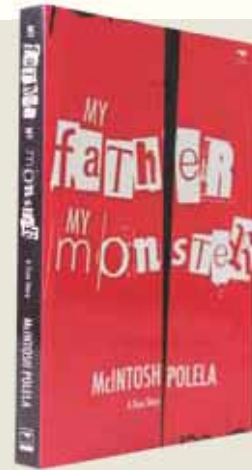
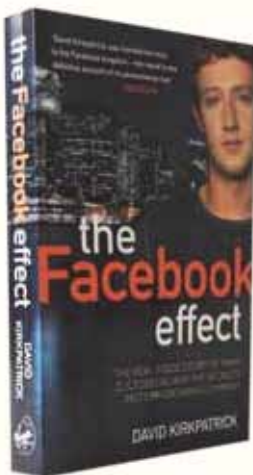
by Fiona Forde

More than a ringleader, a rabble-rouser and a rebel who knows no bounds, Julius Malema is a new kind of cadre in South African politics, a radical product of 100 years of struggle politics. He is one of the most controversial politicians of our time and yet remains an enigma to most. *An Inconvenient Youth: Julius Malema and the 'New' ANC* traces Malema's life, from his early, poverty-stricken years in Limpopo and his joining the student structures of the African National Congress (ANC) in the early 1990s to his rapid rise through the party's ranks to become President of the ANC Youth League in 2008.



The Facebook Effect by David Kirkpatrick

Today – nearly eight years after it was created in a Harvard dormitory room – more than 500 million people use Facebook regularly in just about every country on Earth. That a company this powerful and influential was started as a lark by a couple of 19-year-olds makes it a fascinating and surprising tale. One of them, the visionary Mark Zuckerberg, had the maturity, strategic smarts and luck to keep his company ahead of its rivals, and this anchors the tale. With exclusive inside access to all the company's leaders, David Kirkpatrick tells of the vision, the tenacity, the refusal to compromise and the vision Zuckerberg had to remake the Internet. A brilliant and fascinating cast of characters created Facebook and Kirkpatrick has interviewed all of them. Never before have Zuckerberg and his closest colleagues told what really happened as they built their dynamo while eating fast food, staying up all night and thumbing their noses at how things are usually done.



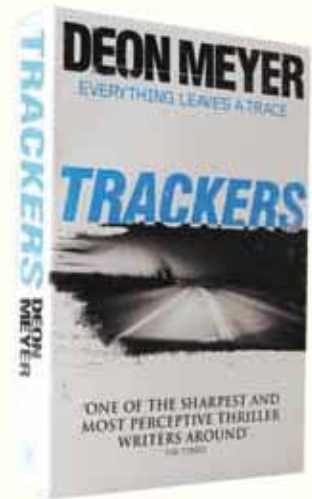
My Father, My Monster by McIntosh Polela

McIntosh Polela's face is familiar to many from his years as an award-winning e.tv journalist under the name McIntosh Nzimande. He is now the spokesperson for the Hawks, the elite police service that replaced the Scorpions. *My Father, My Monster* is the story of his journey to uncover the truth about his childhood. He has to confront his father about his mother's brutal death, but soon comes face to face with the worst dilemma a son can ever have. How can he possibly forgive, when his father remains a remorseless, brutal and heartless murderer?

... continued on page 104

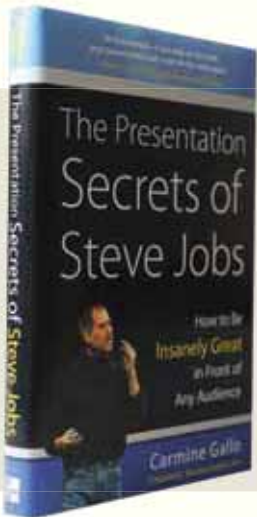
Trackers by Deon Meyer

A housewife running from years of domestic abuse, a bodyguard hired to escort a smuggled rhinoceros, a group of Islamic terrorists living in a quiet residential street, a secret government agency threatened with amalgamation within a bigger department and a retired policeman trying to become accustomed to his new career in the private sector ... each of these strands of a brilliant narrative is populated with superbly-drawn characters and woven into a stunningly exciting drama by the undisputed king of South African suspense fiction. Not only a heart-pounding thriller but also a love story and a fabulous kaleidoscopic picture of South African society, this is the finest novel yet from an author whose reputation is growing all around the world.



The Presentation Secrets of Steve Jobs by Carmine Gallo

Steve Jobs, who passed away on 5 October 2011, was an American business magnate and inventor. He was co-founder, chairperson and chief executive officer of Apple Inc. Known for his wildly popular presentations, this book is a step-by-step guide that shows you exactly how to use his crowd-pleasing techniques in your own presentations. It is the closest you will ever get to the ingenious inner workings of his creative and brilliant mind. Communication expert Carmine Gallo has studied and analysed the very best of Jobs' performances, offering point-by-point examples, tried-and-tested techniques and proven presentation secrets that work every time. With this revolutionary approach, you will see how easy it is to sell your ideas, share your enthusiasm and wow your audience the Steve Jobs way.



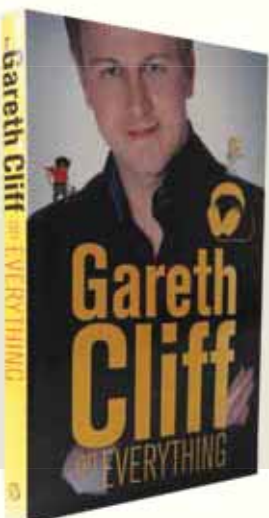
Now, Discover Your Strengths by Marcus Buckingham and Donald O Clifton

Based on a study of over two million people who have excelled in their careers, the book uses a revolutionary programme to help readers discover their distinct talents and strengths. The product of a 25-year, multimillion-pound effort to identify the most prevalent human talents, the StrengthsFinder programme introduces 34 talents or "themes" and reveals how they can be translated best into personal and career success. Each copy of the book contains a unique password that gives the reader access to the StrengthsFinder Profile, a web-based interview that analyses people's instinctive reactions and immediately presents them with their five most dominant strengths. Once readers know which of the 34 talent themes dominate their personality, they can make practical applications at three levels: as an individual, as a manager and within an organisation. Readers learn what kind of environments will allow them to flourish, how managers can better cultivate their employees' talents and how almost all organisations inhibit the talents of their people and need to change.



Gareth Cliff on Everything by Gareth Cliff

"Some people think it a very bad thing to have an opinion about anything. Blend in, don't make too much noise, just be happy with what you know and do. I can't do that." Gareth Cliff, the infamous host of 5FM's *Morning Breakfast Show* likes to shoot from the hip. Whether on air or judging a trembling *Idols* contestant, he's always quick with a point of view. In *Gareth Cliff on Everything*, he throws caution to the wind and writes about all those subjects that make him glad, sad or simply mad. Want to know more? Dip in to where Cliff takes on all comers with his brash, iconoclastic and pointed musings. It'll engage, enrage and derange you all at once. ☺



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REPUBLIC OF SOUTH AFRICA

PARTNERING THE UNEMPLOYMENT INSURANCE FUND TO ACHIEVE IMPROVED SERVICE DELIVERY

Are you a socially responsible employer? Are you concerned about the well being of your employees and their dependants in the event of unemployment, illness, maternity/adoption leave or in the event of the death of an employee?

If so, ensure that you also comply in terms of both the Unemployment Insurance Act 63 of 2001 as well as the Contributions Act No. 4 of 2002.

WHAT ARE THE COMPLIANCE REQUIREMENTS?

Employers are required to register as an employer with the Unemployment Insurance Fund as soon as they commence business as an employer. Employers are also required to declare their employees as soon as they are employed or there are changes to their employment records. This information must be declared to the Unemployment Insurance Commissioner by the 7th of the new month for the previous month.

Employers are also required to deduct 1% UIF Contribution from employees on remuneration that is subject to UIF and also contribute an additional 1%. The total 2% contribution must be paid over to either the SARS Commissioner

in terms of section 8 of the Contributions Act or to the Unemployment Insurance Commissioner in terms of section 9 of the Contributions Act.

WHY IS THIS INFORMATION NEEDED?

The Unemployment Insurance Commissioner is required in terms of section 57 of the Unemployment Insurance Act 63 of 2001 to maintain a database of employers, contributors and beneficiaries. The database is updated with the information as declared by employers.

HOW DOES THE INFORMATION FURNISHED BY EMPLOYERS LEAD TO EFFECTIVE SERVICE DELIVERY?

Any payment of UIF benefits must be based on the information contained in this database. It is therefore imperative that this information is correct as it is used to calculate the amount and number of benefit days paid. A claim for UIF benefits will be delayed if the employer has not provided such information to the UIF. It is also used to determine the contributions due by the employer and the Fund has a responsibility to collect all revenue due in order to ensure proper management of contributions.

WHAT INFORMATION TO DECLARE?

- When registering as an employer, complete payroll information which includes ID numbers of employees, period of service (i.e. date of assumption of duty), remuneration must be provided.
- On a monthly basis, the employer should declare any changes to the employer's payroll which includes changes in remuneration, new appointments and service termination

THE IMPORTANCE OF DECLARATION

- The above information is necessary to speed up services to the Fund's clients when they claim for benefits.
- Declaring on time will ensure that the Fund is able to fulfil its service delivery mandate of processing and paying claims within five weeks.

HOW DO I DECLARE EMPLOYEE INFORMATION?

Contact UIF call centre on 012 337 – 1680 or visit www.ufilling.co.za
Visit the nearest Labour Centre

NB: The above information must be submitted before or on the 7th of each month. It should be remembered also that UIF contributions corresponding to the employer's total payroll must be made before or by the 7th of each month.



Eat, write – make food diaries a healthy habit

Writer: Helen Ueckermann

Whether you are working towards fewer kilograms or simply want to eat a bit more healthily, there is nothing more effective than recording your eating habits.

Keeping a food diary of what you eat and at what times may sound like a lot of extra work for a busy person, but that is often exactly the problem. Being busy, chasing deadlines and keeping up with career demands does not leave much time for a healthy diet.

On the contrary, it often leads to eating on the run, devouring fast foods and heating up convenience meals, says Johannesburg-based registered dietician Lila Bruk.

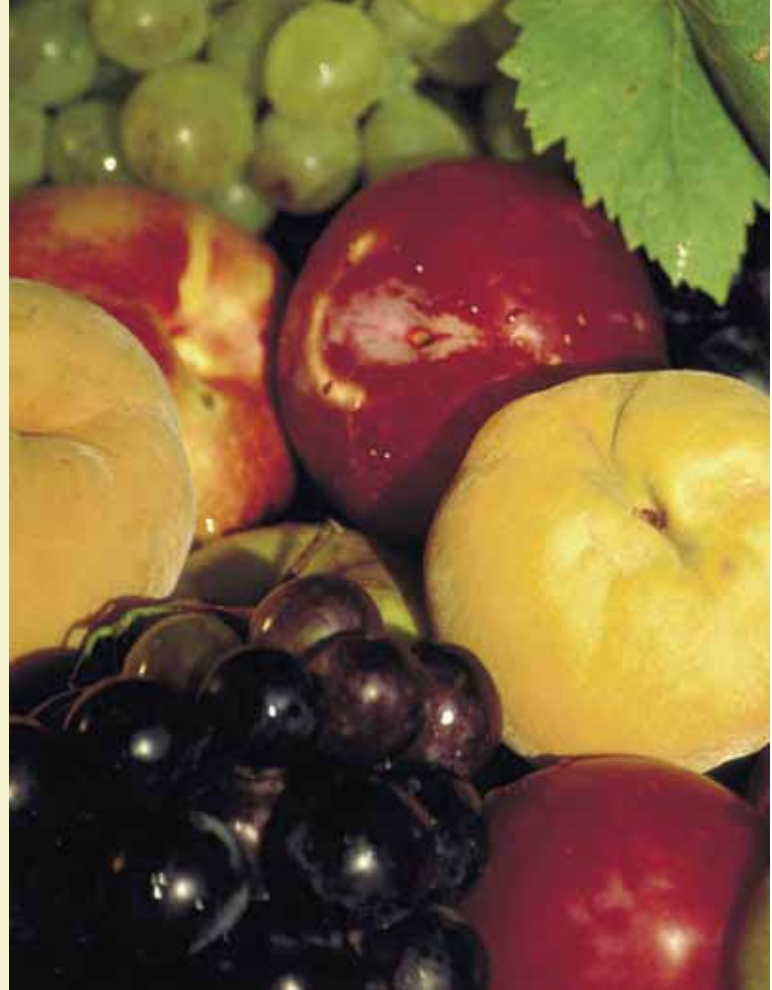
Keeping a food diary makes it easier to pick up where you go wrong with your eating habits, allowing you to change these behaviours.

“For example, your diary may reveal that you overeat when you get home from work before dinner. Knowing that, you could introduce a mid-afternoon snack to help you curb post-work nibbling.

“For emotional eaters, it can prove helpful to include in your food journal any emotions you experienced before or at the time of eating. You may find that you are eating out of boredom and once you’ve established that, you can distract yourself with another activity to keep you away from the fridge,” says Bruk, who is also the in-house dietician for the recently introduced South African weight-loss website SlimTrack (www.slimtrack.co.za).

Keeping track of what you eat can greatly benefit your weight loss, she says.

“A 2008 study of over 1 000 overweight adults showed that those who kept a record of what they ate lost double the weight of those who did not. Clearly, food diaries work. Knowing you have to write down every morsel that crosses your lips, will make you think twice before eating something simply because it is there, even if you are not really hungry.”



Bruk points out these great advantages of keeping a food diary:

- **Kilojoule check** – A food diary helps you keep track of how many kilojoules you have consumed and what foods make up the majority of these kilojoules.
- **Mindful munches** – Food diaries force you to be conscious of what you are eating and stay aware of how much you are eating at a time.
- **Binge beater** – Knowing that you have to record what you eat makes you think twice before eating foods you should not.
- **Motivator** – If you log your food regularly, you have an excellent record of your improving eating habits and progress made with losing weight. Also, your food log shows you what you have eaten during those weeks that you lost weight, so it acts as your own, super-personalised eating plan that you can follow with success.
- **Trouble-shooter** – By looking back at your food diary, you can identify those times when you have a tendency to overindulge, as well as determine which foods you find hard to eat in moderation. In this way, you develop strategies to cope with those specific times of day and how to manage those specific foods.
- **Keeping in balance** – Your food diary allows you to determine whether your diet is nutritionally balanced or whether you are eating too much or too little of a specific nutrient (for example, too many carbohydrates or too little protein).

- Plateau-beater – Many people find that their weight loss slows down after a few months, despite them keeping to their diets and exercise regimens. Keeping a food diary makes it easier to be honest with yourself about those extra kilojoules that may be creeping in. Yes, those two spoonfuls of dessert, the remains of your child's cheese sandwich and that forgotten handful of crisps all add up to thwart your weight-loss efforts and could very well be the reason for your plateau. You may even unconsciously be having larger portion sizes than you were initially meant to, resulting in diminished weight loss. This, of course, means that you have to be 100% honest with your eating and record everything – yes, that means everything that you have eaten.
- Commitment-booster – When you fill in your food diary regularly, it is a daily reminder of the commitment you are making to yourself and your weight-loss journey and this in itself keeps you on track.
- Workout watch – By being able to record not only how many kilojoules you have eaten, but also how many kilojoules you have burned during exercise, you are able to determine
- Indulge in moderation. Rather have a small portion of a food you really want than force yourself to eat more of those you do not. No food is "off-limits" if you are mindful of your portion size.
- Rather than going for the traditional festive meal, why not try something different this year? Perhaps you could try cooking a healthy low-fat dinner or have a brunch with high-fibre cereals, yoghurt, fresh fruit, eggs and seed or rye toast.
- Choose low-GI foods wherever possible to stay fuller for longer.
- It is summer, so enjoy the warm weather by eating lighter meals, getting more active and indulging in delicious summer fruits. 🍓



whether you are perhaps overestimating how many kilojoules you really burned during your spinning class and whether you may be overcompensating for those burned kilojoules by eating too much.

With all these advantages, it is clear that keeping a food diary is an indispensable weight-loss tool. Visit www.slimtrack.co.za to create your own personalised online food diary and reap the benefits.

Start the New Year feeling slim, healthy and energised!

To stay slim and on track over the festive season, Bruk has the following suggestions:

- Avoid starving yourself the whole day before a festive meal – you will only end up being too hungry and overeating later. Rather try to plan healthy meals and snacks on these days.

Here is a great way to take advantage of summer fruits:

Summer fruit crumble (serves 10)

Ingredients:

- 3 tbsp low-fat margarine
- 3 tbsp canola oil
- 1 cup Nutty Wheat Flour
- 1½ tsp baking powder
- ½ tsp salt
- 1 cup fat-free milk
- ½ cup sugar
- 1 tsp vanilla essence
- 500 g sliced peaches, plums and/or nectarines
- 2 cups fresh or frozen berries

Method:

- Preheat oven to 180°C.
- Place margarine and oil in a pan and heat for five to seven minutes.
- Mix together flour, baking powder and salt in a large bowl. Add milk, sugar and vanilla; stir to combine.
- Add the melted margarine mixture to the batter and mix.
- Pour batter into a 20cm x 30cm baking tin.
- Place fruit on top evenly.
- Bake in the preheated oven until the top is browned and the batter has been cooked through. This should take approximately 45 minutes to one hour. Allow to cool for at least 15 minutes before serving. Serve with low-fat custard, low-fat ice-cream or some fat-free yoghurt.



1. GCIS CEO, Jimmy Manyi, addressing government communicators.
2. Lucky Ngomane, Head of Communications, Ehlanzeni District and Tiisetso Ramotse, GCIS Mpumalanga Provincial Director.
3. Matlakala Motloug, Head of Communications, Gauteng Provincial Government.
4. Tlali Tlali, spokesperson for the Justice and Constitutional Development Department.
5. Clayson Monyela, Deputy Director-General: Public Diplomacy, Department of International Relations and Cooperation and Tebatso Mabitsetla, Head of Communications, Office of the Premier, Limpopo.



ON CAMERA

The Government Communication and Information System (GCIS) hosted the Government Communicators' Forum at Velmore Hotel in Centurion. The two-day workshop, held from 14 to 15 November 2011, provided a platform for government communicators to plan and identify communication opportunities across all spheres through substantive discussions on how to fulfil the Government's commitment to accelerate service delivery.





1. Nonkqubela Maliza, Director of Corporate and Government Affairs at VW South Africa.
2. Guests attending the event.
3. CEO of BUSA Nomaxabiso Majokweni (left), Carl Socikwa, CEO of Transnet Port Terminals and Minister Gigaba.
4. A group picture of guests with Minister Gigaba.



On 3 November 2011, the Minister of Public Enterprises, Malusi Gigaba, was a guest speaker at the VW South Africa Strategic Dinner conversation. He addressed the issue of state-owned enterprises as catalysts for economic growth and transformation.



Legend – the pride of Africa



*Writer: Louise van Niekerk
Photos: Courtesy Legend Golf & Safari Resort*

Set high up on the impressive Hanglip Mountain, it is accessible only by an exhilarating helicopter ride. Golfers are challenged to tee off from the edge of the mountain in an attempt to hit a hole-in-one on the 19th located at the bottom of the cliff.

The design and layout of the resort minimises the impact of the development on the natural environment and preserve the pristine bushveld, making it one of the most environmentally sensitive resorts in Africa.

If you are planning to stay at the Legend Golf & Safari Resort, you can choose from a wide range of luxury four- and five-star safari lodges in the Entabeni Safari Conservancy, or alternatively the beautiful resort suites.

A choice of 200 luxury resort suites is available, with 50 more expected to be completed by the end of 2011. A new clubhouse and additional conference centre are among the highlights planned for early in 2012.

The resort suites are built in the bush and there are no fences or gardens within the resort grounds. This means the luxurious rooms are surrounded by unspoiled natural beauty. The suites, consisting of three or four individual bedrooms linked by walkways, are decorated in timelessly elegant style dedicated to relaxation and reflecting the African wilderness.

Panoramic views are enjoyed through large picture windows, while glass sliding doors lead onto a secluded outdoor patio. The generously proportioned bedrooms include a small seating area and luxurious en-suite bathroom with double vanity, a spacious shower and separate bath.

The award-winning Legend Golf & Safari Resort is located on the 22 000-ha, malaria-free Big 5 Entabeni Reserve in the heart of the African bush in Limpopo.

In addition to its exceptional golf course and luxury estate, it offers facilities where wildlife and spectacular landscapes are all part of the experience.

The signature course was designed by 18 of the world's leading golfers, so each hole embodies the vision of a great golfer, like Padraig Harrington, Justin Rose, Vijay Singh, Sergio Garcia and our own Trevor Immelman, to name a few.

The course also boasts the planet's most extreme golf hole – the Extreme 19th. It sprang to global prominence when more than three million people globally experienced the longest and highest Par 3 in the world thanks to a short video of former Open Champion Padraig Harrington in a play-off against French tour star Raphael Jacquelin. Since then, hundreds of people have enjoyed the adrenaline rush of this unique golfing experience.



In-room facilities include a TV, telephone, mini-bar, safe, tea/coffee-making facilities, ceiling fans and air-conditioning.

The combination of design elements and high-quality finishes ensures a uniform standard of luxury and elegance throughout the resort.

The Legend portfolio encompasses the rich diversity of southern Africa – her people, culture, breathtaking scenery and abundant bird, marine and animal life.

For more information, visit www.legendgolfssafari.com. For reservations, contact the Central Reservations Office on +27 (0) 11 729 6700; fax at +27 (0) 11 729 6790; e-mail at reservations@legendlodges.co.za or visit www.legendlodges.co.za




Legend Golf & Safari Resort in the Big 5 Entabeni Safari Conservancy was named Africa's Leading Sports Resort and South Africa's Leading Golf Resort at the prestigious World Travel Awards – for the second year running.

Hailed as the "Oscars of the travel industry", the World Travel Awards is the most influential and comprehensive awards programme for the travel sector.

The world-class event saw global travel professionals acknowledge the uniqueness of the exceptional resort.

It boasts a world-first signature golf course, a golf academy and a unique 10-hole tribute golf course. In addition, it has conference facilities, a "field of legends" sports complex, wildlife, a cultural centre and a host of other facilities and activities. The resort also includes privately-owned homes, a driving range, a hotel, recreational facilities and a wellness centre.

"It is a great honour that our vision and passion have been recognised by our peers in the global travel and tourism industry. The resort is proving to be a great success and increasingly popular with tour operators, conference and event organisers, and travellers from around the world. We continue to strive to deliver a truly 21st century experience in the heart of the African bush," says Peet Cilliers, Chief Executive Officer of Legend Lodges, Hotels & Resorts. 

Bag a new look for you and your favourite toy

Writer: Helen Ueckermann

Whether you are on a business trip or just on your way to the office, stay stylish and safe with our selection of laptop bags that are good to have or good to treat as gifts – and will suit your pocket, too.

1 The Kipling Noxobo lacquer black expandable working bag has a modern, relaxed look. The bag sports fixed laptop protection, a trolley sleeve and a removable shoulder strap – a great bag for everyday use and made of 100% polyamide. **Price: R999.**



2 Busby's genuine leather messenger bag will make you look the business. Its attractive features include a slim design with an adjustable canvas strap, top zip, magnetic flap, front zip, one big compartment, mobile phone compartment, stationery compartment, printed lining as well as a back zip. **Price: R1 695.**



3 The Tumi T-Tech Jonas E-W Laptop Crossbody comes in two sharp colour combinations – black and ice (featured here) or black and green. The 100% nylon bag is water repellent. The Napa leather exterior touch points, yellow leather interior detailing, custom rivets and zip pulls make for a must-have cool look. **Price: R2 999.**



4 The strangely named Crumpler Dentist's Wife Laptop Bag holds a laptop of up to 13" wide. The bag has internal velcro and zip mesh pockets, pen slots, credit card slots, external slip pockets and shoulder-padded handles. The shoulder strap is detachable and adjustable. **Price: from R799.**



5 If you are looking for a slim design to fit your laptop, folders, books and other essentials, look no further than the Golla Script 16" backpack. The well-padded main compartment opens up completely, and the front compartment has see-through pockets to keep your things accessible and in order. **Price: R899.**

6 For style, functionality and affordability – all in one bag – the Krusell 15.4" Gaia laptop bag may just be what you need. Its slim, elegant and minimalistic design in high-quality leather and attention to detail make for a classy impression. **Price: R1 199.**



7 Sleeping over? Take along your Targus Metro XL rolling notebook case, comfortably storing your 16" – 17.3" notebook. The overnight luggage section is perfect for short business trips, while the zip-down workstation provides storage for your mobile accessories, pen loops, key clip and business card holder. You will love the removable mesh accessory pouch and a removable CD/DVD sleeve holding eight discs. **Price: R1 425.**

8 Knomo's Warwick full leather briefcase has a sleek, elegant design and can hold up to a 15" MacBook Pro. The two spacious zipped compartments – one for your MacBook in the dedicated quilted pocket and one for everything else – mean that you have everything you need within easy reach. **Price: from R2 999.**



9 The Incase coated canvas laptop shoulder bag features a reinforced compartment with quilted interior lining which fits up to the 15" MacBook Pro laptop. A durable cotton canvas construction and weather-resistant coating make it a bag for all conditions. Add to this a slip pocket for your iPhone, a large exterior pocket, several interior mesh and slip pockets and a rear zipped magazine slip pocket. **Price: R999. ®**

For more information on the featured products, visit www.myistore.co.za, www.bagitup.co.za and www.busbyhouse.com.

Conquering Kilimanjaro, landing among the stars



Writer: Louise van Niekerk

Photo: Lester Fourie

"As wide as all the world, great, high, and unbelievably white in the sun." – American author, Ernest Hemingway, on Kilimanjaro.

Conquering Kilimanjaro gives new meaning to sayings such as "reach for the stars", "the sky is the limit", and "your attitude determines your altitude". For Lester Fourie, Office Manager in Support Services at the Government Communication and Information System (GCIS), the thought of climbing the formidable Kilimanjaro brought to mind the words of motivational speaker, Les Brown, who said: "Shoot for the moon, even if you miss, you'll land among the stars."

Realising a long-standing dream, Lester and his eldest brother, Deon, set out to conquer Kilimanjaro on a week-long expedition two months ago, from October 1 to 8.

Every year, more than 25 000 people set foot in Tanzania to climb Africa's highest peak. At 5 895 m above sea level and covering an area of about 355 km², Kili, as the mountain is affectionately known, is also the tallest free-standing mountain in the world.

The snow-capped massif is a place of myth and folklore. Located a mere 325 km from the equator just inside Tanzania's northern border, Kilimanjaro boasts an amazing variety of landscapes; from rain forests and moorland terrain to Alpine desert and glaciated peaks. Kilimanjaro takes you through four climate zones, each varying in rainfall, temperature, flora and fauna.

Kilimanjaro was only "discovered" by the western world in 1848 when a German missionary, Johannes Rebmann, came within sight

of the mountain. After exploring the area and the lower slopes, he submitted his findings to the Royal Geographical Society.

But the experts were sceptical, as they did not believe a snow-capped mountain in eastern equatorial Africa was possible.

During the years that followed, a number of unsuccessful attempts were made by various explorers to reach the summit, and it was only on 6 October 1889 that Dr Hans Meyer and Ludwig Purtscheller conquered it. It took Meyer almost six weeks to reach the summit, six times as long as it takes the average climber today.

Fourie, who has been hiking since he was 11 years old, went on his first hike in 1982. He says the decision to climb Kilimanjaro has been long in the making. He had done various big hikes, including Tsitsikamma, Swellendam, Outeniqua, Amathole, Giants Castle, and Vergelegen, but in terms of altitude, Kilimanjaro was his first big one.

Climbing Kilimanjaro does not require any special sporting skills as no technical climbing is involved on most of the routes.



Lester Fourie (right) with fellow South African climber, Boy Matselela.



Descending from the majestic Mount Kilimanjaro.

"You don't need specialised equipment, but the journey is not to be taken lightly and you must be prepared for the extreme weather conditions," he says. "We started preparing in January (2011), mainly by acquiring equipment for the extreme mountain conditions found at Kilimanjaro.

"In terms of special clothing, we had to buy good thermal base layers, thermal mid-layers and a good soft-shell outer-layer. For summit night, I bought a down jacket, a rain jacket and a pair of Avalanche pants, as well as a decent pair of trekking boots, a headlamp and a down sleeping bag with a rating of -15°C."

Asked how he prepared himself physically for the journey, Fourie says physical fitness has never been his approach. "For me, it's important to have a 'mountain sense'; know your capabilities, learn to read the mountains and the weather; have the right equipment and get to know how to use it."

Fourie's advice to people who are considering similar expeditions is to make sure they are mentally prepared. "I think people do not make it to the summit, because

at altitudes above 5 000 m above sea level, the lack of oxygen could create irrational behaviour.

"For me, summit evening was a bit of a challenge. You start your summit ascent at midnight. You then climb a 1 200 m ridge, taking about seven hours to reach Stella Point at 5 730 m above sea level. So, during this time you really only have yourself to talk with, and you see many people turning back due to altitude sickness. The fact that I didn't get altitude sickness was one of the highlights for me."

A proudly South African moment for him was when one of the porters commented that South Africans were good mountain climbers, unlike the Americans and Japanese. "This was another highlight for me. It left me feeling proudly South African."

Those who have climbed Kilimanjaro know that the guides and porters are the heart and soul of the climb. They can mean the difference between making it and having to turn back, disappointed. Asked if he ever felt like turning back or that his life was in danger, Fourie commented that he was too busy "getting high" on the lack of oxygen. "Besides, the Tanzanian porters carrying the bulk of the equipment were the greatest. They really looked after us, every step of the way."

The best time to climb Kilimanjaro is from mid-December to end-March and from July to October. "We chose to take the Machame route, which takes six to seven days, giving us more time to acclimatise. The temperature varies between 15°C during the day and -5 °C at night. On summit night, the temperature can drop as low as -15°C."

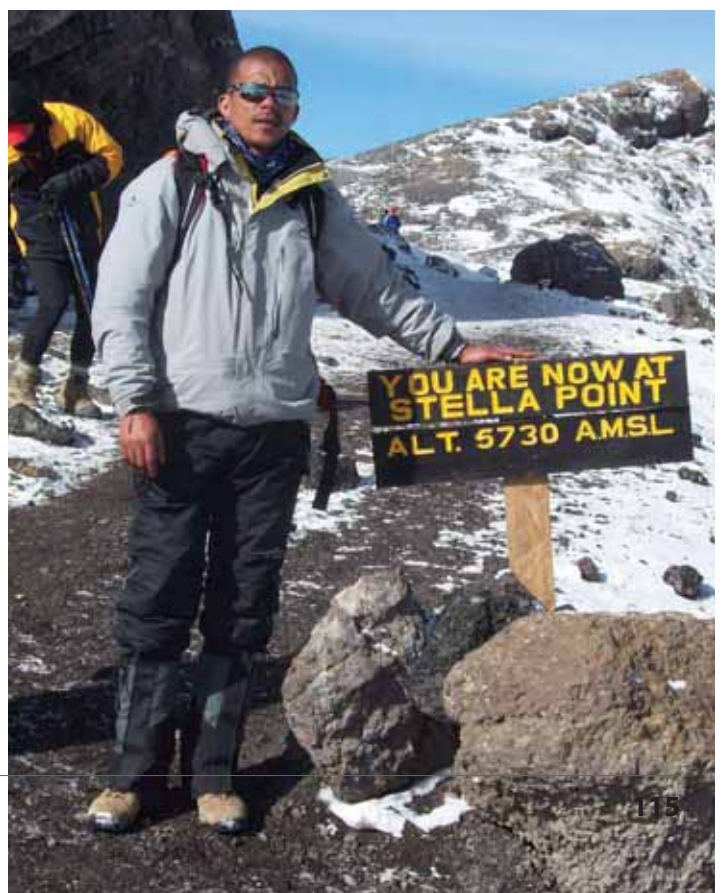
Fourie says the trip cost him around R40 000. He recommends that anyone who is interested in taking on this challenge should contact a travel agent who specialises in trips to Kilimanjaro as they will be able to provide a breakdown of costs and equipment needed.

"It is not the mountain we conquer but ourselves," said Sir Edmund Hillary, the first man to summit Mount Everest.

Agreeing with the world's most famous mountaineer, future plans for Fourie include heading for South America where he hopes to reach even higher peaks. "I would love to do Aconcagua – maybe in 2013 – it's the highest peak in South America, at 6 962 m above sea level."

High hopes indeed! ☺

Almost there – Fourie a few hours before reaching the summit.



Ditsong Museums

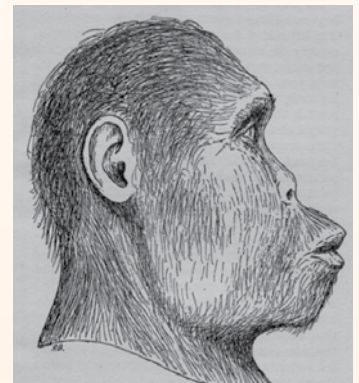
of South Africa

An amalgamation of three national museums and five heritage sites

DITSONG: NATIONAL MUSEUM OF NATURAL HISTORY



Mrs Ples



Robert Broom's sketch of Plesianthropus, "almost human"

The DITSONG: National Museum of Natural History is one of the most recognisable and prominent institution in Tshwane today. The main building was completed in 1912 and the two wings were added later as the collections grew. One of the many wonderful treasures that the DITSONG National Museum of Natural History curates, is a fossil skull that has been given the nickname "Mrs Ples". Its scientific name is *Australopithecus africanus* and it represents a distant relative of all humankind. Dr Robert Broom, a palaeontologist who

worked at this Museum, discovered the fossil in 1947 at the Sterkfontein Caves in the Cradle of Humankind World Heritage Area and it has been dated to about 2 million years in age. Mrs Ples and other prominent fossils from the Cradle of Humankind are housed in the Broom Room at the Museum. To view the Broom Room you need to make prior arrangements with the curator of the Plio-Pleistocene Palaeontology section, to avoid disappointment. These tours are available for a fee of R30 per person.

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

All are welcome to visit these interesting institutions.



For further details contact:

DITSONG: Museums of South Africa

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

Physical Address: Gamohle Building, 70 Church Street, Pretoria, 0002

Postal Address: PO Box 4197, Pretoria, 0001

A public entity under the Department of Arts and Culture

www.ditsong.org.za

VISIT DITSONG: MUSEUMS OF SOUTH AFRICA TO ENRICH YOUR KNOWLEDGE OF SOUTH AFRICAN HERITAGE



DITSONG: NATIONAL MUSEUM OF CULTURAL HISTORY

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

Contact: Tel +27 (0)12 324 6082/000 0030, Fax +27 (0)12 328 5173, Email dnmch@ditsong.org.za



DITSONG: NATIONAL MUSEUM OF MILITARY HISTORY

Poppy Day, 11 November, more formally known as Remembrance Day, is an important event in the calendar of the DITSONG National Museum of Military History. In addition to helping the South African Legion to distribute poppies and collect funds for military veterans, the Museum hosts the Memorable Order of Tin Hats (MOTH) Sunset Parade every year.

Contact: Tel +27 (0)11 646 5513, Email milmus@icon.co.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 Farm Festival will be held on the 8-10 September 2011 at the Willem Prinsloo Agricultural Museum.

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: PIONEER MUSEUM

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

Contact: Tel +27 (0)12 813 8006, Email pioneerm@ditsong.org.za



DITSONG: KRUGER MUSEUM

This house museum was the residence of Paul Kruger when he was the President of the Zuid-Afrikaansche Republiek (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. Other interesting iconic objects are also displayed at the Museum.

Contact: Tel +27 (0)12 000 0010, Fax +27 (0)12 326 9595, Email talita@ditsong.org.za



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.

Contact: Tel +27 (0)12 755 9541/2, +27 (0)83 280 3797, Email marks@ditsong.org.za

Carmakers plug into a greener future



Who said hybrids have to be boring? Here are two offerings from Lexus, but be prepared to pay

**Writer: Ashref Ismail*

Deliberations and discussions at the recent United Nations Climate-Change conference in Durban (COP17) brought into sharp focus the fragile nature of our planet and its precious resources.

The motoring world has long been accused of being a major contributor to greenhouse gases and while many petrolheads remain in denial of protestations by “bunny huggers” and “prophets of doom”, the motor industry has commenced a quiet revolution of the internal combustion engine as we know it.

Resources cannot last forever. Climate change is happening and caring for the planet is not just a fashionable politically correct phrase, but an undeniable imperative. We cannot wish away motorised transport; what we need to do is adapt both our vehicles and driving style to save our fragile environment.

Almost every motor manufacturer currently has at least one “green” car that is either immediately available or in an advanced stage of being researched and developed.

So what constitutes a “green” car? A green car is a vehicle that uses less fuel and produces lower and less harmful emissions. The perfect green car remains elusive and, even if available, remains extremely expensive and somewhat impractical for normal application.

What manufacturers have succeeded in doing is to provide viable alternatives that point the way to future progress in the development of alternative energy sources. Green cars today consist of an assortment of hybrid vehicles, electric ones and vehicles powered by alternative biofuels.

One thing remains certain: motoring as we know it will definitely undergo a radical transformation in the next decade. So, let’s see what we could be driving in the not-too-distant future.

Hybrid cars

These cars are powered by both a conventional engine as well as an electric motor. The clever thing about a hybrid is that at low, city speeds the fuel engine cuts out and the electric motor kicks in, allowing for huge savings in consumption.

Toyota’s Prius led the charge in this field; now Lexus and Honda, among other car makers, also have mainstream models with hybrid technology.

Honda’s sporty two-door CRZ proved that being green can also be oh-so-sexy. The downside of a

hybrid is the obviously high purchase cost, the additional weight of the electric motor that often reduces the luggage area and the silent engine that can catch pedestrians unaware!

The remarkable technology of the hybrid sees the electric motor being recharged when the conventional engine kicks in at higher speeds.

Electric cars

Motor companies have been toying with electric technology for decades, but because the internal combustion engine was always relatively inexpensive and storage for the low-life batteries a major problem, the electric car never made significant progress (much to the relief of oil companies, I suppose!).

Things are set to change rather radically. General Motors has launched the Volt overseas, which apart from looking very modern, crisp and “cool”, also provides excellent range.

Nissan (South Africa) is seriously considering launching its Leaf locally and wants to engage government in a possible joint venture to develop infrastructure that will support this new technology.

The biggest drawback for electric vehicles remains high purchase costs, range and recharge points. Currently, most newly developed electric vehicles are only able to cover a distance of around 200 km (depending on a number of variables, of course).

Biofuel

Biofuels are derived from recently decayed biological material rather than fossil fuels, like oil and coal. Believe it or not, sugars derived from

General Motors launched its next 100 years recently by unveiling the much-anticipated production version of the Chevrolet Volt



wheat, corn and cane are fermented and distilled and can be added to gasoline in about 15% amounts.

There has also been talk that cow dung could be used for a highly explosive turbo charge! South American countries like Brazil have long embraced cars powered by ethanol and even have public-transport vehicles that are driven by biofuel.

Apparently though, the cost-saving benefits are not that great and more research is needed, especially in developing countries where food production is infinitely more important than what driving machinery is.

Diesel engines

Diesel engines were originally designed to run on vegetable oil, but were then adapted to run on a type of petroleum. Diesel engines of long ago were sluggish and emitted ugly black smoke.

Diesel provided excellent mileage and was significantly cheaper. Today’s high-tech diesels have come a long way – they are cleaner burning, as responsive as their petrol counterparts and with hardly any evidence of a noisy diesel clatter.

We now have what Mercedes Benz names “BlueEFFICIENCY” and VW “BlueMotion”. These high-tech motors are almost always turbo-charged, eliminating the lack of response commonly found in diesel-powered cars.

Many modern turbo diesels have almost eliminated the annoying turbo-lag. Unfortunately, diesel-powered vehicles cost about R25 000 to R30 000 more than the average-priced car, service intervals are shorter and special care must be taken to ensure longevity. A blown turbo, often not covered by your normal warranty, will reduce you to tears if you have to replace it due to neglect.

While a tank full of diesel will take you much further than the same tank full of petrol, the price advantage of a litre of diesel is no more. Also, many new high-tech diesel cars use only high-quality 50 ppm diesel fuel – so if you are driving a 4x4 SUV and find yourself in the middle of Tweebuffelsmeteenkoeëlmorsdoodgeskietfontein, you could



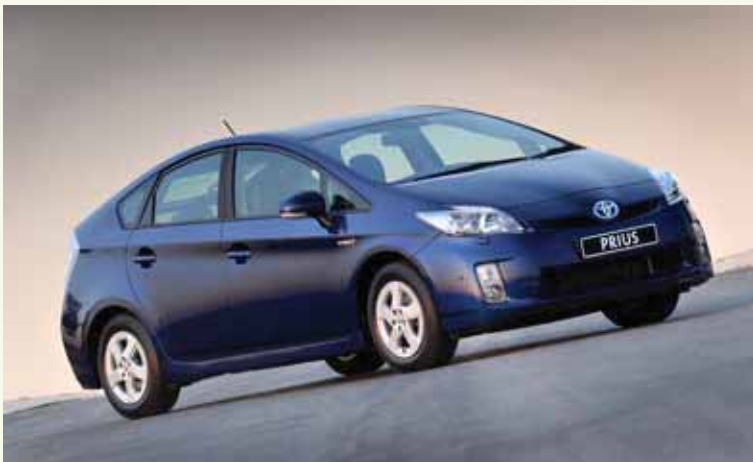
Honda’s CRZ shows that green can be sexy too



The Jaguar C-X75 was awarded the Louis Vuitton Classic Concept Award 2010 by a panel of luminaries from the worlds of design, fashion and luxury.

do serious damage to the engine if you use low-quality diesel in a car meant to run only on the best.

So if you've decided to do your bit for the planet and are now seriously considering purchasing a green car, yet you do not want to see red, cost-wise, what choices do you have and where do you start?



The car that started the green revolution, Toyota's Prius.

Always remember, cars with small-capacity engines that emit the lowest emissions are a great start. The bigger the car, the bigger the carbon footprint.

Not everyone can walk to work or would want to take a taxi. If buying a green car is too expensive, consider saving fuel by ensuring your vehicle is well maintained and eliminate unnecessary trips. Optimum fuel efficiency and reduced air pollution is the way to go.

When you're in the market for a new car, downsize but still tick all the options boxes so you do not feel you're making a huge sacrifice. Compare fuel consumption as well as emission figures. Also, choose manufacturers that have a high number of

recyclable components and demonstrate responsible environmental value systems.

If you have a generous car allowance, you can still go green with one of the premium motor manufacturers that boast a model that has all the green credentials; some, like Lexus, Range Rover and even Porsche are offering hybrid versions of their standard models.

If the green concept cars displayed at motor shows are anything to go by, we need not mourn the passing of the size-matters, cubic-centimetre, puts-hair-on-a-man's-chest gas guzzler. No longer do we have to fear that green cars will look like egg-shaped, aerodynamic amoeba. Tomorrow's cars will be clean, green and mean! Roll on the future ...! 🚗

****Ashref Ismail is a member of the SA Guild of Motoring Journalists and presenter of "Bumper2Bumper". Catch Ashref on DSTv Audio Channel 165 every Friday from 19:00 to 21:00 for your high octane, low calorie, turbo-charged motoring fix!***



Nissan's electric Leaf

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Minister of Transport
Mr Sibusiso Ndebele

Wear the Road Safety Tag and demonstrate your support for the Decade of Action, and pledge your personal commitment to be safe on the road.

Everyday someone is killed or seriously injured on our roads. We have about 14 000 deaths in our country each year and 1.3 million deaths globally. Road deaths are a global epidemic comparable to Malaria or Tuberculosis. Like those killer diseases, road crashes prey on the young, the poor and everyone. Yet by comparison to other killers, road deaths can be prevented.

Together we can save millions of lives. It is time for action! We know what works: Making vehicles safer, designing roads to be safe for all road users, tackling inappropriate speed and drunk driving, promoting seat belt use, improving driver training and pedestrian safety. The target is to reduce road deaths by 50% in 2020. It starts today and begins with you!

For more information on The Decade of Action for Road Safety visit www.dot.gov.za.

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It's still my **mojo!**

Writer: Matona Fatman

Rule number one for a professional woman working in the heart of the city's business district: always bring on your A-game. Looking (and feeling) great is as big a deal as knowing how to tame a team of wolf pack-reared board members. And I, Kathy Bridges, am the proud author of the manual of fabulousity. Look up the word "fierce" in the dictionary and you'll find a picture of me right next to it.

Besides my appreciation of all things cosmo and metro, I have a little secret too dirty to hide in my crocodile-skin clutch bag. When the mojo levels dip, I revert to my addiction. Some women gamble, some eat chocolate, while others, sadly, wear clothes that are two sizes too small. I, on the other hand, am addicted to construction sites. If you're willing to think beyond the shrill noise of jackhammer drills, you'll realise I have sound reason to risk my imported stilettos on the battered sidewalks. After the dust clouds settle, you'll see the bodies manning those power tools as clearly as I do: 100% pure testosterone waiting to wolf-whistle at the click of your heels.

One hot summer's day after I had survived yet another gut-wrenching internal audit, the old ego was desperate for some stroking and I knew just the place with an endless supply of people who would be very glad to see me. I headed to the local shopping complex under construction, under the guise of looking for orange juice and a loaf of low-GI bread. I could see the blue overalls half a mile away. This was going to be easy: park, hike up my free-flowing, ankle-length dress as I "struggled" my way out of the car and wait for the barrage of whistles as I strolled into the shop.

Lip gloss. Check. Quick wink at myself in the rear-view mirror. Check. All I had to do was wait for the incessant whistling, and slightly unsavoury remarks from a bunch of not-so-gentle men. I was almost halfway to the shop when I noticed the cold echo of

silence on my trail. I had wasted a good minute of striding and almost twisting my left hip out of socket on dead silence. This was an unusual first for me. Either these men were blind, or I was really losing my mojo. As I reduced my walking speed to 0.01 km/h, a miracle happened and the blind men regained their sight. Phew! There was that all too familiar sound of appreciation. They absolutely loved me!

It was only when I took a moment to turn and throw a perfunctory glance at my dusty admirers that I saw it. There it was. The truth, in all its mini-skirt-clad glory:

another girl. Not wanting to further exacerbate the deep sense of humiliation I no doubt felt all by myself, I slid my Chanel sunglasses from the crown of my head to their rightful place and continued my accelerated walk of shame, incognito, straight into the shop to go about the dreary business of choosing a loaf of bread.

Was I relieved to be back in the safety of my office: the one place where being desirable was considered bad for business! As soon as I got out of the lift, there was old Mr Bennett, standing there with a stack of files as thick and uninteresting as he was.

"Ah, Ms Bridges. There you are. Was just about to send out a search party for you."

I'm sure he didn't mean to sound condescending.

"Here I am, sir." I shrugged.

"And there you are indeed."

Yes! He was staring at my chest with his beady, almost lifeless, smarmy eyes. The man was at least 120 years old with a hideous toupee, but on a day where my charm had failed to get the attention of a bunch of supposedly warm-blooded young ones, stuffy old Bennett would have to do.

"Very well, Bridges. The Sapphire Group files you requested," he said, dumping the stack into my arms. "One more thing. There's an intern joining your unit. Amanda something or the other. Please see to it that she gets all the experiential training she requires."

When I returned a blank stare, Mr Bennett cleared his throat in his customarily annoyed manner. "Surely I don't have to explain to you what you need to do with an intern, Bridges. You're an old hand. Now get on with it." He gave my chest another "once-over".

And with that he was gone. It's only when I looked down to smile at the "girls" that I realised old Bennett wasn't looking at them at all. Why would he be, when my armpits had formed two untidy dams on my shirt?!

I threw the files on my desk. "You're an old hand" was still ringing clear as church bells in my head when Pedro (my Gay Best Friend (GBF) – come to think of it, the entire office's GBF - snuck up on me.

"Don't you ever knock?" I huffed. It was an old running joke in our

open plan office. "I've just had a day from hell! I've lost my mojo and I will die an old, wrinkly chambermaid no one even takes a second look at."

"Oh bokie! You're in the wrong profession. So melodramatic. Don't you know the more mature the wine, the better the taste?"

"You're sweet Pedro, but honestly let's face it: I'm not a spring chicken anymore! I've just taken a major dive in the desirability stakes and that's putting it mildly." I dropped my voice four octaves. "Not even old Bennett thinks I'm hot."

"No darling – you are hot," he teased, staring at the wet circles on my shirt.

I instinctively drew my arms closer to my body. "Thanks a lot," I retorted, swatting him with a file. "To further rub salt into my wounds, there's a new tart – Amanda something – I have to babysit! She's probably pretty with an agile hot body and legs that go all the way up to heaven. And she has the intellect of a three-day-old pea."

By the time I realised Pedro was not shaking his head because of the onset of a mild stroke – it was too late. Amanda something was standing right next to me.

"Miss Bridges," she reached out her hand. "Amanda Johansen. I'm the new intern. Mr Bennett has told me so many good things about you, says you're the best accountant this side of the equator. I look forward to learning so much from you."

After having been struck right at the knees by the Gautrain going at the speed of light, I gathered my hand to shake Amanda's. To ask the earth to open up and swallow me was noble, but

not happening. The next best thing was a double shot of vodka.

"You know, Kath, for such an enlightened woman who's never missed an episode of Oprah – you can be pretty thick," said Pedro, handing me my

... continued on page 126



The National Youth Development Agency is changing lives of young South Africans - one step at a time

The NYDA's mandate is to:

- Advance youth development through guidance and support to initiatives across sectors of society and spheres of government.
- Embark on initiatives that seek to advance the economic development of young people.
- Develop and coordinate the implementation of the Integrated Youth Development Plan and Strategy for the country. The two documents serve as guiding instruments in advancing youth development at all levels of government.



Changing Lives

NYDA Deputy Executive Chairperson, Yershen Pillay and Mzamani Mashaba, third year Mechanical Engineering student, at the University of the Witwatersrand after Mashaba received sponsorship from National Youth Development Agency for his university accommodation expenses this year.



Harvesting local business

Gracious Masuku, 25 who manages a 42 hectare vegetable farm in Bushbuckridge, Mpumalanga received free business mentorship from the NYDA and was awarded a R12 000 marketing voucher at the 2011 Women's Month Mentoring Session.



Education is the answer

Yershen Pillay addresses 500 school pupils during an NYDA free career guidance workshop about the importance of education and informed career choices hosted in Cato Manor in Durban, KwaZulu Natal.



Generating a skilled workforce

Nthuseng Mphahlele nee Tsoinyane, NYDA Executive Manager for National Youth Service and Skills Development awards public service training certificates to young people at the Breaking Barriers to Entry into Public Service seminar hosted by the Department of Public Service Administration (DPSA), Palama and National Youth Development Agency.



National Youth Development Agency



@NYDARSA



third shot of vodka on the rocks. We were lucky to have scored tables at La Dolce Vita on a Thursday night – a table I was now coming dangerously close to falling off from.

"I know," my lips curled into a smirk. "I am an intelligent woman of substance, whose worth is not dictated by how others see me. I'm strong and beautiful and have a lot to offer."

"Do you believe yourself?" Pedro asked, as he winked and pouted at a complete stranger.

"Yes. Yes I do."

"Then here's to being more beautiful and more intelligent as you get older and wiser."

"I'll drink to that!" At that moment, I would've drank to anything.

"Miss Bridges, today's my last day."

I could hardly believe Amanda Johansen had spent six months under my guidance and it was now time for her to go.

"Already? Wow! Who would've thought?"

She nodded, hands demurely clasped at her hips. "I know we didn't get off to the best start – but I've learnt so much from you. I know it's only going to be better things from now on."

"Look at you Amanda. I'm so proud of you."

She clumsily reached out for an unexpected hug and whispered "thanks". I, Kathy Bridges, had groomed yet another young person into a promising accountant. That was a very good reason to have someone look up to me.

Ok. So no wolf whistles, just smiles from an adoring young girl whose future, I am proud to say, I helped to shape – and that felt pretty damn good. This feeling trumped a construction site hands down!

As I braved a chilly winter's afternoon in search of low-GI bread and orange juice at the local shop, I found myself almost crashing nose to nose with a young man who got to the door at the same time as me – except he was on his way out, and I was on my way in. He held the door open for me.

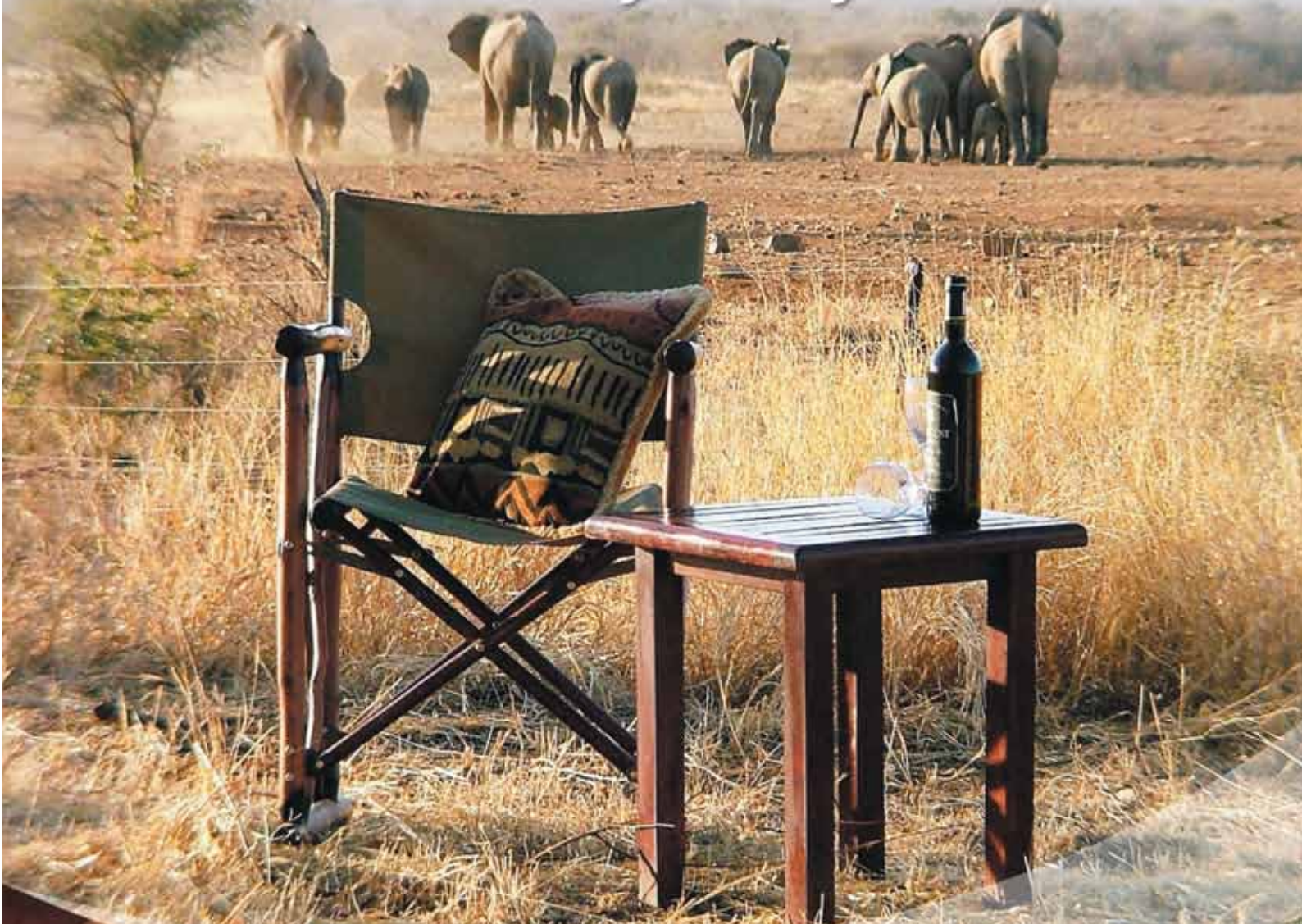
"Good day," he said, and under his breath was a clearly audible "gorgeous".

Amanda Johansen was right. Things can only get better as time passes. Kathy Bridges has found her mojo. ☺

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