



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



VITAL STATISTICS

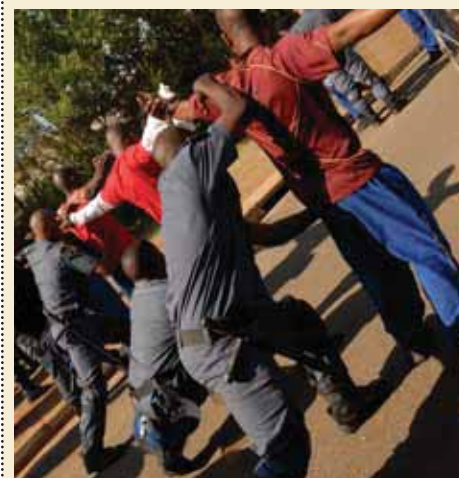


Fast facts at your fingertips

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

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.” 🗣️



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." 🇿🇦

"As scary as it can be"



As scary as it can be,
As daunting as it can always be,
And as big as it can sound, do it for you

Do it for the burning heart
For the dream that landed in your sleep
For the goose bumps that found its way on your
body
For the love you have for it

Failure has a way of standing in the way
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 ...
To hell with all the criticism ...
Do it anyway ...
This is it.

Ms Ouma Tema

Selfless, passionate and dynamic woman alive

blog: www.plusfab.blogspot.com

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

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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." ☺

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.

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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***



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

... continued on page 74

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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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 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





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.

... continued on page 86

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. 🇿🇦

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.



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.

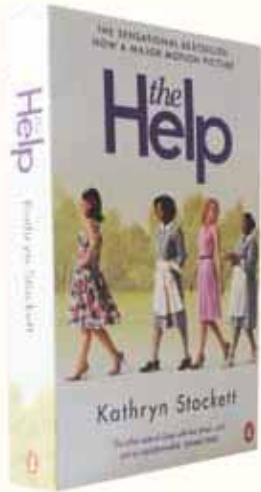
In her current position, she will be required to initiate and develop project scopes and plans for the Government Communication Programme, its business plan and ad hoc projects.



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



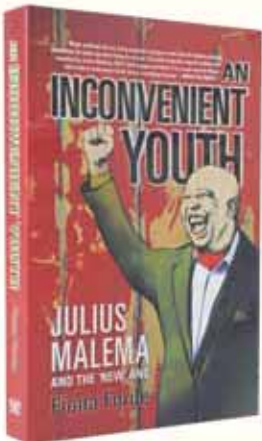
The Help by Kathryn Stockett

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

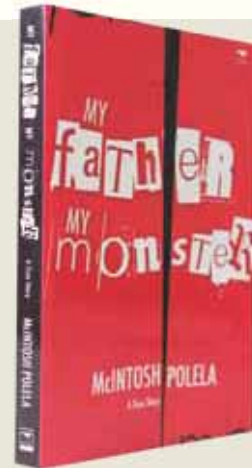
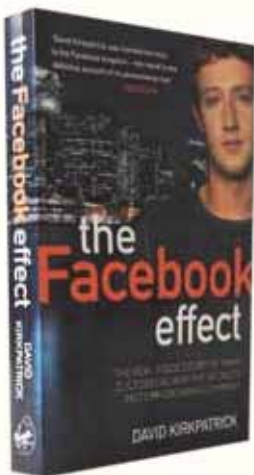
by Fiona Forde

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.



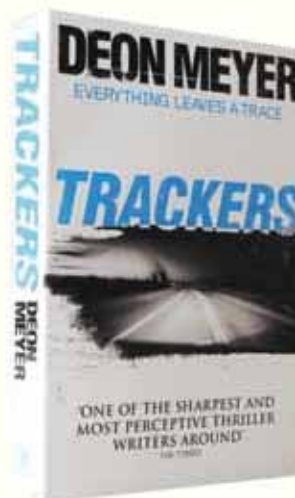
My Father, My Monster by McIntosh Polela

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?

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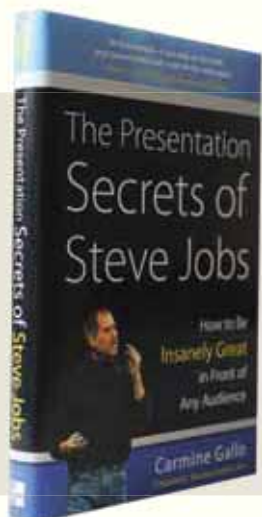
Trackers by Deon Meyer

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.



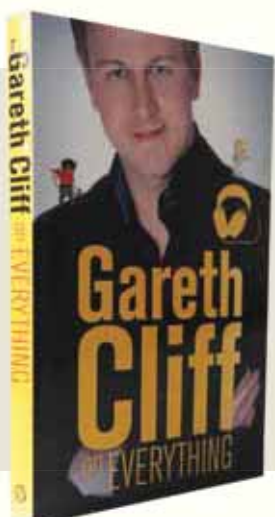
Now, Discover Your Strengths by Marcus Buckingham and Donald O Clifton

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. ☺



All books are available at **EXCLUSIVE BOOKS**



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. Nonkqabela 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.

