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State of the Nation Address

Time for change, renewal and hope

Budget 2018

The highs and lows

Drought interventions

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Nelson Mandela

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Public Sector Manager
THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

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Phumla Williams, GCIS Acting Director-General.

n addition to being Human Rights Month, the South African Government has declared March as TB Awareness Month, in line with the global celebration of World TB Day on 24 March.

Tuberculosis (TB) continues to place a huge health burden on South Africa. The country's latest mortality statistics from Statistics South Africa show that the disease was the leading underlying cause of death in 2015, with the majority of these cases occurring in HIV-positive people.

But the statistics also indicate a steady year-on-year decline in both the number of deaths and the new reported cases of TB, which is reflective of the concerted efforts that government has made towards fighting the disease. This work

Winning the fight against TB

started in 1996, when government established its ongoing partnership with the World Health Organisation (WHO) to gauge the impact of TB and develop ways to counteract the disease.

Between 2013 and 2015, the number of TB deaths dropped by 21 percent, from 41 904 to 33 063. Meanwhile, the number of new cases was slashed from their peak of 832 per 100 000 people in 2009, to 520 per 100 000 people in 2015.

This is an indication of the success in treating people infected with TB, and in raising awareness. The success rate for treatment of infected patients is currently upwards of 77 percent, thanks to initiatives such as screening interventions, state-of-the-art drug regimens endorsed by the WHO, and improved treatment of multidrug resistant TB.

The Department of Health also regularly updates its National TB Management Guidelines, which guides all healthcare professionals on the best practices associated with

detecting and treating TB, and is one of the most comprehensive documents of its kind in the world.

The fight against TB has been bolstered even further by the launch of the National Strategic Plan (NSP) on HIV, TB and STIs 2017-2022. One of the intended outcomes of the plan is to reduce TB incidence by 30 percent by 2022. The NSP is broad and comprehensive, with goals including accelerated prevention, reducing morbidity and mortality, reaching all key and vulnerable populations, addressing social and structural drivers, and promoting leadership and shared responsibility.

The South African Government has committed R78.2 billion over the 2017/18 - 2019/20 financial years for HIV, TB and STI programmes. However it is estimated that R207 billion will be needed over the full five years to fully implement the strategies laid out in the NSP, meaning that private sector partners must also step forward to advance the cause.



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From the editor's desk

n February 2018 Cyril Ramaphosa was sworn in as the new President of the country and immediately spoke with great emotion and conviction about how he planned to address the scourge of corruption across the nation.

His State of the Nation Address (SoNA) the next day is one of those historic moments we continually see in this wonderful country that surprises us at every turn.

I met the President when he was the head of the National Union of Mineworkers in 1987 when he led the mineworkers strike which was a defining moment in South Africa's history. He was clearly a leader who inspired not only his union, but also the oppressed black majority of the country.

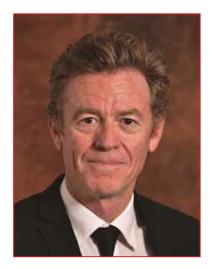
During the Convention for a

Democratic South Africa, when negotiations took place between the ANC and the National Party, President Ramaphosa was instrumental in ushering in our era of democracy. His negotiating skills are said to have been crucial in overcoming major differences between the party of the struggle and the party representing apartheid.

Now he takes charge of a nation of 57 million South Africans and has promised in his first public appearances as President to reinforce the battle against graft in all sectors of society.

This is a new struggle against greed both inside and outside government which has hamstrung service delivery and skimmed billions from the treasury.

One of the main areas of interest to us here at *Public Sector Manager* Magazine is a combination



of Batho Pele principles of good governance and the accountability of civil servants.

We are often told about what we should do in order to achieve the standards expected of government.

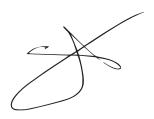
There is no confusion about what these principles and standards are and because of the clarity in our planning, as human players within the complex machine that is government, we must deliver.

The uplifting and motivating message delivered by President

Ramaphosa must be taken to heart by all of us inside government. As senior managers we should be driven to improve our attitude to our citizens who pay our salaries.

This is a great year for South
Africa. We host the BRICS Summit,
we are chairing the African Union,
and we are chairing the Indian
Ocean Rim Association. South Africa also has a new President who
wants to breathe fresh air back
into government and as responsible civil servants, we should be
ready to fully support his message.
As we watched the SoNA, all South
Africans could not help but be
filled with hope.

As the President said: "Together we are going to make history." It is time to lend a hand, time for each of us to say 'send me' and now is the time for all of us to work together. This is the centenary year of the great Nelson Mandela and as President Ramaphosa has said, it's also time for us to build a new, better South Africa. It's up to us.



Head of Editorial and Production

Des Latham

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Put people first, says President Ramaphosa



Vo o o

s South Africans look to the future, energised by President Cyril Ramaphosa's call in his State of the Nation Address (SoNA) for renewal and change, the focus will be on partnerships and consensus building to ensure a better future.

"A new era has dawned, and we are embracing the call for a new partnership to build a new nation in which all may be free, secure and equal," said President Ramaphosa.

He added that for the country to defeat poverty and equality, all social partners and South Africans needed to unite in pursuit of a common national agenda.

"Collaboration, partnership and consensus building are essential features of our past and are essential in determining our future," said President Ramaphosa in his reply to the SoNA debate.

He also recalled former President Nelson Mandela's way of getting people involved in changing their own lives for the better.

"Madiba urged them to become their own liberators," he said.

Following suit, government has called for a new social compact, founded on the principles of social justice, solidarity and equality, to advance the interests of the people.

The President's plan

The President shared with members of Parliament his plan to take the

country forward.

"I do have a plan. It's the National Development Plan and I call for consultative processes and summits because our people want to be involved. They want to participate," he said.

The President explained that the job summit that he spoke about in the SoNA was called for by the trade movement in South Africa.

"They represent the people and want to sit down with government, business, communities and ourselves as workers to chart a way forward to see how we can create jobs. A clever government would heed that call," he pointed out.

Similarly, the social sector summit announced in the SoNA aims to bring together South Africans who have the skills, experience and capabilities to address the critical challenges that beset the country.

"I am confident that we can move with urgency and purpose to forge a new social compact, to revive our economy, create jobs, reduce inequality and effect fundamental social and economic transformation."

"We want all South Africans to participate but more than this, we want all South Africans to lend a hand," he said.

Elaborating on the investment summit, the President said, "I want the best companies in South Africa, the continent and the world to get together to make commitments on investments on how they are going to create jobs for our people."

The original sin

Addressing the issue of the expropriation of land without compensation, President Ramaphosa said that the taking of land from indigenous people in the country was the original sin.

"It caused divisions, hurt and pain amongst our people. There are few in our country who would contest that the dispossession of black South Africans of their land contributed fundamentally to the impoverishment and disempowerment of the majority of our people," he said.

The expropriation of land without compensation is envisaged as one of the measures that government will use to accelerate the redistribution of land to black South Africans, he added.

"We will need to determine, collectively, how we can implement this measure in a way that promotes agricultural production, improves food security, advances rural development, reduces poverty and strengthens our economy."

"For it to serve this purpose, \supseteq



we will need to locate this measure within a broad and comprehensive land redistribution and agricultural development programme," said the President.

He stressed that in dealing with this complex matter South Africa would not repeat the mistakes of others and would not allow "smash and grab interventions".

"We will handle this matter in the same way we have handled all difficult issues our country has had to handle. We will always seek to do what is in the interests of our people," said the President.

The Marikana tragedy

Another issue raised in the SoNA debate was the Marikana tragedy during which 44 people lost their lives.

"Marikana was one of the darkest moments in our young democracy. I would like to use this opportunity to address the role that I played in my capacity as a Lonmin director in the events of that tragic week."

"Notwithstanding the findings of the Farlam Commission on my responsibility for the events that unfolded, I am determined to play whatever role I can in the process of healing and atonement. In this, I am guided by the needs and wishes of the families of the 44 workers who lost their lives," said the President.

After investigations, three broad areas were identified for action, namely compensation for the injured and the families of those who lost their lives, examining the procedures of public order policing and preparing valid cases for prosecution.

"Government is making progress with continuous engagement with the legal representatives of the victims, especially on matters of families who lost their loved ones. This must be concluded in the



Protecting women

President Ramaphosa described the economic inequality between men and women in the country as a grave injustice.

"It is a task that requires both a deliberate bias in economic policy towards the advancement of women and a fundamental shift in almost every aspect of social life."

"One of the programmes where we have sought to integrate various approaches is the 'She Conquers' initiative, which aims to empower adolescent girls and young women to reduce HIV infections, tackle gender-based violence, keep girls in school and increase economic opportunities," he noted.

It recognises how patriarchal attitudes, poverty, social pressures, unemployment and lack of adequate health and other services conspire to reduce the prospects of young women – and then involve these women in overcoming these challenges.

The President also called for a united effort to tackle the chauvinism experienced by women in the workplace and other social settings.

"We must confront the social and economic factors that prevent young women from completing school, entering higher education and graduating," he said. •





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Government has adopted an integrated programme of action to eliminate all forms of violence against women and children.

"With the support of communities, we aim to prevent such violence

"The most important people in this country are those whose shacks are flooded with every rainfall and whose taps run dry whether there is a drought or not."

by transforming attitudes, practices and behaviours."

"We are working to provide a comprehensive package of services to women and children affected by violence and to improve the provision of long-term care, support and empowerment of survivors of violence," the President added.

State-owned entities

Turning his attention to stateowned entities (SOEs), President Ramaphosa said that to address governance and financial management at specific SOEs, government would develop an overarching SOE strategy to support a developmental growth trajectory.

"We will soon be completing work on a new, centralised ownership model that allows for better strategic alignment, improved coordination and more effective oversight."

"It is proposed that this include a State-Owned Company Coordinating Council, chaired by the President, which would be responsible for high-level strategic direction," he said.

The President explained that the new ownership model would incorporate new methods for funding SOEs, which could include a shift towards a greater mix of debt and equity finance.

In addition, government would meet the board chairs, CEOs and CFOs of SOEs to clarify their commercial and developmental mandates and discuss their plans for financial sustainability and the promotion of local manufacturing.

With regard to corruption, the President said it was time to implement the resolutions on the conduct of lifestyle audits of all people who occupy positions of responsibility, starting with members of the Executive.

People first

The President said he was humbled

and encouraged by the way in which South Africans of all walks of life have responded to his call for everyone to work together to build a new, better South Africa.

"They are galvanised by a sense of patriotism that elevates the interests of the country above narrow, selfish interests.

They are moved by a conviction that tomorrow will be better than today," he noted.

President Ramaphosa stressed that the most important people in the country are not those who walk the red carpet in Parliament, but those who spend their nights on the benches outside its gates.

"The most important people in this country are those whose shacks are flooded with every rainfall and whose taps run dry whether there is a drought or not."

"It is those who have been looking for work their entire adult lives, who have had to drop out of school, who are suffering from preventable diseases, who have been orphaned or abandoned, who rely on an old age pension to feed their families, who do not have the seed or the implements to work their small piece of land," he said.

Government and society must put the interests and needs of these people first, urged the President.





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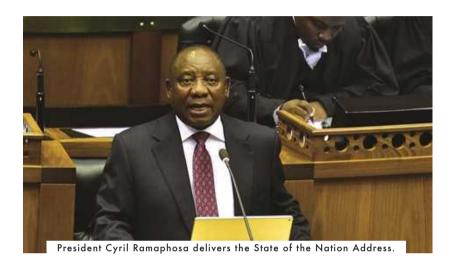
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South Africa send me -President Ramaphosa



resident Cyril Ramaphosa used his maiden State of the Nation Address to call on all South Africans to unite to create history, saying "a new dawn is upon us".

He urged citizens to leave behind the negativity that has dogged the country and in the spirit of honouring former President Nelson Mandela focus on rebuilding as well as hope and renewal.

This year South Africa celebrates the centenary of Madiba, who was born on 18 July 1918.

Turning the tide on corruption

Guided by the values of Madiba, the President said it's time to take a stand against oppression and corruption. "We will devote our every action, every effort, every utterance to the realisation of his vision of a democratic, just and equitable society.

"This is the year in which we will turn the tide of corruption in our public institutions," said President Ramaphosa.

A commission led by Judge Raymond Zondo is to investigate what has become known as state capture.

"The commission is critical to ensuring that the extent and nature of state capture is established, that confidence in public institution is restored and that those responsible for any wrongdoing are identified," said the President.

"The commission should not

displace the regular work of the country's law enforcement agencies in investigating and prosecuting any and all acts of corruption," the President stressed.

Noting that corruption does not occur only in the public sector, he called for corruption in the private sector to be addressed with the same intensity.

The President also urged professional bodies to take action against members who had erred and announced that leadership issues at the National Prosecuting Authority (NPA) would be given urgent attention. President Ramaphosa stressed that this is to ensure the NPA is stabilised and is able to do its work unhindered.

The President turned to the vital South African Revenue Service which he said must also be stabilised.

"We must understand that tax morality is dependent on an implicit contract between taxpayers and government that state spending provides value for money and is free from corruption," he added.

Stabilising stateowned entities

The President also highlighted the

need for state-owned entities (SOEs) to be revitalised, saying that many of these entities face serious financial, operational and governance issues.

Government will work to ensure all SOEs fulfil their economic and developmental mandates. He focused on the efforts taken to strengthen governance and eradicate corruption in order to restore Eskom's financial position.

The President conceded that the challenges at some SOEs are structural and that they don't have enough income to fund their operations.

"Such SOEs cannot borrow their way out of financial difficulties and we will therefore undertake a process of consultation with all stakeholders to review the funding model of SOEs and other measures," said the President.

He also pointed specifically to the way boards of SOEs are appointed and said these will change and board members will no longer be allowed to interfere in procurement processes.

President Ramaphosa flagged the fact that the Auditor-General will strengthen external audit processes.

Creating a strong capable state

In his speech, the President said growth, development and

transformation depend on a strong, capable and efficient state. He said that the structure and size of the state had to be suited to people's needs and it had to use state funds efficiently.

He said the configuration, number and size of national government departments will be reviewed.

He noted that while most of the million public servants serve with diligence and commitment, there were instances where citizens received poor or no service from public servants.

The President encouraged all who serve the nation to adhere to the principles of Batho Pele and to perform with efficiency, diligence and integrity. Adherence to a new discipline – doing things correctly, completely and timeously – was needed, he added.

President Ramaphosa plans to visit every provincial and local government department and meet provincial and government leaders to ensure that the state meets people's needs.

Economic growth

With South Africa's economic growth lagging, the President has said that the government planned to trim the bureaucracy in opening small businesses which he said are vital to the economic growth of the country.

"We will work with our social partners to build a small business support ecosystem that assists, nourishes and promotes entrepreneurs," he said.

Government will honour its undertaking to set aside at least 30 percent of public procurement for small, medium and micro enterprises, cooperatives and township and rural enterprises. It will also continue investing in small business incubation and encourages business to do so too.

The President said the \Rightarrow



establishment a R1.5 billion small business fund through the CEO Initiative is an outstanding example of the role the private sector can play.

In addition he added that government was finalising a small business and innovation fund aimed at start-ups and would reduce the regulatory barriers for small businesses.

Tackling poverty

The President said government has to take extra measures to reduce poverty and help unemployed people.

"Since the start of the current Parliament, our public employment programmes have created more than 3.2 million work opportunities."

"In the context of widespread unemployment, they continue to provide much needed income, work experience and training," he added.

Government's free basic services programme supports over 3.5 million households, and more than 17 million social grants are paid monthly to almost a third of the 54 million people of South Africa.

With the local economy showing moderate recovery and commodity prices rising, coupled with a more buoyant stock market and stronger rand, there are early indications that investor confidence is on the up.

In addition, he said government has moved to address concerns about political instability and communicate its commitment to ensuring policy certainty and consistency.

With an uptick in business confidence among South African companies and renewed interest among foreign investors, South Africa will be introducing measures to set the country on a new path of growth, employment and transformation such as building on existing cooperation with business and labour to restore confidence and prevent an investment downgrade.

"There will be a major push to encourage significant new investment and government will address manufacturing capacity that has declined over many years and deeply affected employment and exports," he said.

"We will seek to reindustrialise on a scale and at a pace that draws millions of job seekers into the economy."

"We are going to promote greater investment in key manufacturing sectors through the use of incentives and other measures," added President Ramaphosa.

Critical to any developing state is manufacturing, and the President said the South African government will forge ahead with the localisation programme through which products like textile, clothing, furniture, rail rolling stock and water meters would be designated for local procurement.

"We have already spent R57 billion on locally produced goods that may have been imported from other countries," said President Ramaphosa.

He also announced the



introduction of a national minimum wage to reduce wage inequality while maintaining economic growth and job creation.

The President will appoint a Presidential Economic Advisory Council that will draw on the expertise of labour, business, civil society and academics in order to implement economic policy coherently and consistently and ensure the ability to respond to changing economic circumstances.

Focus on the youth

The President said government is intent on giving attention to the youth, from the age of early learning right through to the time of tertiary education, work experience and entrepreneurship.

"Breaking the cycle of poverty starts with educating the children of the poor, starting in early childhood," he noted.

Almost a million children are in early childhood development facilities and at the other end of the spectrum, almost a million students are enrolled in higher education.

This year fee-free education will be introduced among first-year students from homes with a gross annual household income of up to R350 000.

President Ramaphosa said this

investment in higher education is expected to contribute to economic growth, reduced poverty and inequality, enhanced earnings and better economic competitiveness.

He then singled out youth unemployment as one of the country's most pressing challenges, adding young South Africans had to be moved to the centre of South Africa's economic agenda.

The youth represent the

"Now is the time to lend a hand. Now is the time for each of us to say 'send me'."

greater proportion of the labour force working on government's infrastructure projects, solar water heaters and the war on leaks programme.

"We continue to draw young people in far greater numbers into productive economic activity through programmes such as the Employment Tax Incentive," said President Ramaphosa.

In addition, government will launch the Youth Employment Service Initiative that will place unemployed youth in paid internships in companies across

the economy. A million of these internships will be created in the next three years.

He announced that a Jobs Summit would be convened in the coming months to align the efforts of all sectors and stakeholders in job creation efforts.

"The summit will look at what we need to do to ensure our economy grows and becomes more productive, that companies invest on a far greater scale, that workers are better equipped, and that our infrastructure is expanded."

"We will expect it to come up with practical solutions and initiatives for immediate implementation," said the President.

President Ramaphosa said he was determined to improve the lives of South Africans as quickly as possible.

He recalled the words of the late Hugh Masekela, who in his song 'Thuma Mina' said: "I wanna lend a hand, send me", as he anticipated a day of renewal and new beginnings.

"Now is the time to lend a hand. Now is the time for each of us to say 'send me'. Now is the time for all of us to work together, in honour of Nelson Mandela, to build a new, better South Africa for all," urged President Ramaphosa.



SAHRC Commissioners (left to right standing): Angie Makwetla, Chris Nissen, Jonas Sibanyoni, Mohamed Ameermia, André Gaum, Bokankatla Malatji Seated: Priscilla Jana (Deputy Chairperson) and Bongani Majola (Chairperson)

THE LITTLE CHAPTER 9, THAT CAN

The SAHRC is often unfairly compared to its better-known Chapter 9 sibling; this comparison is rooted in a misunderstanding of the mandates of the State Institutions Supporting Democracy.

The South African Human Rights Commission (SAHRC) is often unfairly compared to its better-known sibling in the Chapter 9 family: The Public Protector. While it is an understandable comparison, it is one rooted in a misunderstanding of the respective mandates of the two institutions set up by the Constitution to do different things.

The mandate of the SAHRC (the Commission), in terms of Section 184 of the Constitution, is to promote respect and protection of human rights, promote a culture of human rights; and monitor both the development of, and the attainment of, human rights. Additionally, the Commission is tasked by the Constitution to investigate and take appropriate steps to secure redress where rights have been violated, and to conduct research and provide human rights education.

In terms of Section 182 of the Constitution, the Public Protector's mandate is to investigate any conduct in state affairs or in public administration that may result in prejudice, to report on such conduct, and to take remedial action.

Commissioners provide the strategic oversight to the SAHRC; they operate as a board of governors and are integral to providing the strategic vision that guides the operational work of the Commission.

In December 2016, President Jacob Zuma confirmed the appointment of a 7-year term of the new board of Human Rights Commissioners. In January 2017 six newly appointed (and one returning) Commissioners assumed office under

the Chairmanship of Advocate Bongani Majola.

Within weeks of taking office, the Commission, under its new Board convened a National Investigative Hearing on Racism and Social Media in South Africa in February 2017, chaired by Advocate Majola.

The Commission utilises a range of mechanisms including litigation, alternative dispute resolution, investigations, and national investigating hearings (into systemic human rights violations).

As the Chapter 9 institution tasked with monitoring the attainment of human rights, the Commission had become acutely aware of the rising levels of hate speech being disseminated via social media platforms like Facebook and Twitter, and the resulting impact on social cohesion. The Commission was also concerned about the impact of social media on one of the SAHRC's key constitutional mandate: the development of a culture of respect for human rights.

The National Hearing on Racism and Social Media was one of three hearings on systemic human rights violations, conducted by the Commission during 2016 to 2017. The other two – conducted prior to the appointment of the current board - included a National Hearing on The Impact on Mining Affected Communities, and a National Hearing on the Impact on Education of Protest Related Action.

Pursuant to its education mandate, during 2016-2017, the Commission conducted 47 outreach clinics in marginalised communities in remote rural and peri-urban communities,



reaching 4240 people. It conducted training workshops on human rights to equip 531 people to become human.

rights focal points. Significantly, all the towns and villages in which it held clinics were all places the Commission had never visited before including: Kabokweni, Nomakhoi, Tseng, Senwabarwana, Ebilanyoni, Slangspruit, Vingerkraal, and Klipspringer, to name a few.

The Commission's advocacy and outreach activities, while intended to educate and inform on human rights, are also intended to research, monitor and gather information on human rights. As part of its advocacy programme, the Commission's advocacy officers also gather information on pressing human rights concerns affecting these towns and villages, as told by the people experiencing them.

Coupled with its advocacy and outreach activities, the Commission, at Provincial Office Level, undertakes litigation in various courts across the country. Most of the litigation in Equality Courts relates to matters of hate speech. However, the SAHRC also litigates on a range of other rights enshrined in the Bill of Rights.

In 2016, the Commission approached the Pretoria High Court on behalf of residents of Arthurstone Village in Mpumalanga, after they were evicted by the Amashangana Tribal Authority from communal land. The eviction and demolition of homes had a devastating effect on the evicted women, children and older persons. In June 2016, the High Court set aside the eviction order and declared the eviction and demolition of homes as unlawful.

In 2017, the Limpopo Equality Court found in favour of the Commission after the SAHRC approached the court for relief – on behalf of a transgender learner - based on the violations of the learner's rights to equality and human dignity. The Court found that the school principal, the MEC, and the Department of Education guilty of violating the learner's rights to equality based on gender identity.



ADVERTORIAL.

In 2017, the Vereeniging Equality Court found in favour of the Commission - acting on behalf of an asylum seeker - and ordered the Department of Labour to pay all Unemployment Insurance Fund (UIF) monies owed to the asylum seeker. The Court ordered the Department to amend its system in order to pay non-nationals working legally in the country and who had contributed to UIF.

August 2017 saw the end of one of the Commission's longest strategic interest litigation matters: the hate speech case against former journalist and ambassador, Jon Qwelane. The case began in 2008 after Qwelane made disparaging statements about gay and lesbian people, which resulted in over 350 complaints to the Commission. In 2017, the South Gauteng High Court (acting as an Equality Court) found Qwelane guilty of hate speech.

In January 2018, the Commission released its Annual Trends Analysis Report for 2015-2016, on the trends in human rights based on complaints received by the Commission. The right to equality remains the key obstacle to the attainment of human rights. The top five most violated human rights, based on complaints received by the Commission are: the right to equality, unfair labour practices, lack of access to Section 27 rights (water, health care, food, and social security), lack of access to just administration, and violations of the rights of persons who are arrested and detained.

Notwithstanding the unfair comparison to its Chapter 9 sibling, the SAHRC, the Public Protector, the Auditor-General, and all the other State Institutions Supporting Democracy, are independent of government, subject only to the Constitution and the law, and report annually to Parliament. And all execute their mandates differently, as per the Constitution.

Constitutional mandates have to be adhered to in their entirety. The Commission exercises its broad mandate with a staff complement of 193 staff members across all 9 provinces, serves approximately 55 million people, covering an area of 1.2 million kilometres, from dazzling metropolises to towns that time forgot.

CONTACT DETAILS

SOUTH AFRICAN HUMAN RIGHTS COMMISSION

ADDRESS: Forum 3 Braampark Offices, 33 Hoofd Street,

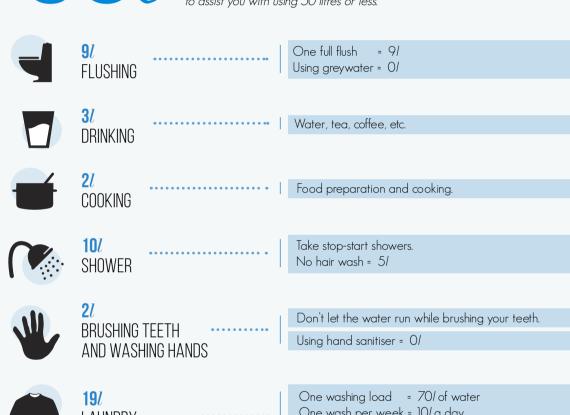
Braamfontein, 2017 TEL: (011) 877 3600

WEBSITE: www.sahrc.org.za

SPOKESPERSON: Gail Smith, gsmith@sahrc.org.za

HOW TO MANAGE WATER PER DAY

With level 6B water restrictions in place, all citizens have been advised to limit their water usage to 50 litres per person, per day. Here is a simple guide to assist you with using 50 litres or less.





LAUNDRY AND DISH WASHING One wash per week = 10/a day

Wash dishes in one sink wash a day.



HOUSE CLEANING

Cleaning your home everyday is not necessary.



Place pet waterbowls in a cool, shaded

Small to medium sized pets.

area to avoid evaporation.



SoNA in numbers

n his maiden State of the Nation Address (SoNA) President Cyril Ramaphosa outlined key numbers that track the progress South Africa is making in areas such as employment, health, education, social development and infrastructure development.

PSM takes a look at some of the important numbers from the President's speech.

Employment

- **3.2 million** work opportunities created by public employment programmes.
- **1 million** public servants employed by the state.



6 million – working South Africans whose earnings are expected to increase.

Social development

- **3.5 million** indigent households being supported by government's free basic services programme.
- **17 million** social grants being paid each month, benefiting nearly a third of the population.
- 1 million children in early child-

hood development facilities.

Education

60.6 percent – matric pass rate in 2009.

75.1 percent - matric pass rate in 2017.

1 million – students enrolled in higher education in 2018.

500 000 - students enrolled in higher education in 1994.



- **39 500** bursaries to be awarded by the Funza Lushaka Bursary Programme for Initial Teacher Education over the next three years.
- **1 million** internships to be created in the next three years.
- **R350 000** the gross combined annual income of households of first-year students benefiting from free higher education in 2018.

Economy and investment

- **R57 billion** amount spent on locally produced goods.
- **30 percent** value of public procurement to be set aside for small,



medium and micro enterprises, cooperatives, and township and rural enterprises.

R1.5 billion – value of the Small Business Fund established through the CEOs Initiative.

26 - countries whose markets will be combined by the free-trade area.

625 million – population of 26 countries whose markets will be combined by the free-trade area.

Tourism

700 000 - direct jobs being sustained by tourism.

Infrastructure development

187 – schools in rural and underprivileged urban areas across the country completed under the Accelerated Schools Infrastructure Delivery Initiative programme.

Health

2 million – additional people to be initiated on antiretroviral treatment by December 2020. ○



PREMIER CHUPU STANLEY MATHABATHA DELIVERS LIMPOPO STATE OF THE PROVINCE ADDRESS

By Matodzi Makananisa

On 23 February education featured prominently in the state of the province address delivered by Limpopo ANC provincial Chairperson and Premier, Chupu Stanley Mathabatha at the packed Jack Botes Hall in Polokwane, Limpopo.



Premier Chupu Stanley Mathabatha delivers the SOPA

LEARNING AND GROWING

Premier Mathabatha drew resounding applause when he said the government should be commended for the recent announcement of free higher education for poor households and emphasised that the fight against the triple challenge of poverty, unemployment and inequality required an accessible education system.

"This announcement demonstrates, yet again, the commitment of the ANC-led government to live up to the dictates of the Freedom Charter that the doors of learning and culture must be opened to all," Mathabatha said.

Early childhood education plays a crucial role in the overall, holistic development of learners. An indicator of the importance the province places on early childhood learning, is the maintainence of 211 Early Childhood Development (ECD) facilities across the province at a value of R20 million. Last year, 123 356 children were enrolled in Grade R in public schools in Limpopo. Today, the number of children enjoying access to Grade R in public schools has increased to 127 000.

More than 26 000 ECD practitioners are being trained at NQF level 4 and 200 will be enrolled for NQF level 6 in a three-year programme at the North West University. Training to enhance maths, science and technology skills of teachers and curriculum advisors are continuing.

As part of broadening teacher development programmes, Mathabatha stated that they managed to train over 190 educators through the Continuous Professional Teacher Development Programme.

"We have also trained 53 curriculum advisors in maths, science and technology through the Continuous Professional Development Centres. An additional 1 141 educators were trained in numeracy and mathematics, teaching strategies and content delivery."

Looking forward, in the 2018/19 financial year the province will provide special training to 540 educators in mathematics, science and commercial subjects. This will be supplemented by the training of 85 curriculum advisors in those subjects. A further 2 175 educators in



Limpopo Premier Mathabatha arrives at the Jack Botes Hall

content and methodology in mathematics, numeracy and languages will be capacitated.

Mathabatha said this focussed investment in the education of children, and the specific attention they are giving to them, is beginning to bear fruits.

"In the past two years, we came to this august house with heavy hearts to report about the sharp decline in our Grade 12 pass rate. We also made commitments that we would turn the situation around with the view to improve our Grade 12 results. Our collective efforts have indeed brought an improvement in our matric results. Early this year, we announced an increase from 62.6% in 2016 to 65.6% in 2017 – which amounts to an advancement of 3.2%."

A confident Mathabatha called for cooperation, saying that "if we all put our hands on deck, we can build on this improvement towards our main target of an 80% pass rate. We must all, therefore, as educators, learners and parents alike be involved."

CARING FOR LEARNERS

One of the long standing challenges for children from marginalised communities has been the proximity of learning centres.

"Our commitment to provide transport for those learners whose nearest schools are 5 kilometres or more, away from their homes is unwavering. In 2017 alone, we provided scholar transport to 255 schools across the province. This year we are increasing the number of schools which will benefit from scholar transport to 380."

The School Nutrition Programme also plays an important role in ensuring the improvement of learner attendance and contributing towards effective learning and this year approximately 3 800 schools will benefit from the provisioning of meals as per the Nutrition Programme.

To ensure delivery, more than 10 500 food handlers are being contracted, supplemented by an additional 145 school-based monitors.

With regard to school infrastructure, starting from March 2018, Mathabatha stated that they will be renovating 62 storm-damaged schools. The combined estimated value for this project is R730- million. This work will include the building of new classrooms, new schools and the refurbishment and maintenance of existing infrastructure. There will also be a focus on the connection of potable water and decent sanitation facilities to more schools.

"This year, we will connect 134 schools with drinking water and decent sanitation facilities. We will build 400 new classrooms, 100 specialist rooms, 9 new schools and 50 Grade R classrooms; and also renovate 100 schools."

It is said that a reading nation is a winning nation. It is for this reason, Mathabatha said, that they have invested their efforts and resources towards providing communities with access to library services.

"We have provided the communities of Eldorado, Rooiberg and Ramokgopa with brand new libraries and are currently in the process of finalising the construction of libraries for Phokwane, Maphalle, Zamani and Mahlabathini villages. The good news is that over 90% of our libraries are well equipped with ICT infrastructure to enhance the reading and learning experience."



MEC for Health Phophi Ramathuba arrives for the SOPA

In the next financial year, Mathabatha said the construction of new libraries at Mavalani, Seleteng, Runnymede and Dumela villages will commence and seven more libraries will be equipped with ICT connection.

HEALTH FOCUS

Turning his focus to the health system, Mathabatha said that the government is committed to providing a quality healthcare service that is accessible, comprehensive, integrated, affordable and sustainable.

Like the rest of the country, Limpopo is faced with an enormous burden of disease and the province's objective is to continue on the path of reducing communicable diseases such as HIV and tuberculosis, and wage a relentless fight against lifestyle noncommunicable diseases such as high blood pressure and diabetes.

"This time last year, we reported that 77 of our healthcare facilities were meeting the Ideal Clinic status. Today, this number has increased to 115. Even more pleasing is the fact that 56 of our primary healthcare facilities operate on 24 hour basis. I am also happy to report that almost 270 of our public health facilities have access to broadband connectivity."

For the year under review, the government has completed neo-natal infrastructure projects at Tshilidzini, Pietersburg, Mokopane, Nkhensani and Elim Hospitals.

With regard to health infrastructure, Mathabatha said they had set aside an amount of approximately



MEC of Sports, Arts and Culture, Ms Onica Moloi, on the red carpet

R250 million to improve healthcare infrastructure across the province. These projects will include alternative backup systems at 38 clinics, 4 new laundry facilities, a clinic, and EMS facilities.

"In this financial year, we shall complete new clinics at Sekuruwe, Sterkspruit, Pienaarsrivier, Schoongezicht and Mamushi, as well as the Thabazimbi Hospital mortuary and the Out-Patient Departments at Matlala, Philadelphia and Dr. CN Phatudi Hospitals."

Mathabatha said the fight against HIV and related opportunistic infections is on course: "We have managed to bring down the maternal HIV vertical transmission from 1.2% last year to 0.96% this year. The good news is that the number of our patients who remain on Anti-Retroviral Treatment has increased from 305 421 in 2016/17 to 315 098 in 2017/18."

Going forward, Mathabatha said they will be strengthening the HIV testing and TB screening programmes. However, he called on citizens to continue with the practice of the ABC message of abstaining, being faithful and condomising.

THE FIGHT AGAINST CRIME AND CORRUPTION

Limpopo is working hard when it comes to the fight against crime.

"Our province dominated the SAPS National Excellence Awards. On this score, I wish to take this opportunity to salute those men and women in blue who represented us well in these awards. We salute those officers who always go beyond the call of duty to make our province a true home of safety, peace and tranquillity."

Mathabatha received support from opposing legislature benches when he issued instructions to provincial departments, SOEs and municipalities to ensure that all outstanding investigations related to corruption and maladministration are concluded without any further delay. He said consequence management should be implemented without fear or favour.

CLEAN AUDITS

HODs for all provincial departments were appointed in 2017.

Mathabatha commended the Treasury and the Limpopo Gambling Board for receiving clean audit opinions and urged all departments and municipalities to strive towards achieving same.

Premier Mathabatha lauded the work of the Limpopo Anti-Corruption Forum:

"In this regard, we commit ourselves to strengthen the Limpopo Anti-corruption Forum to coordinate our efforts against corruption."

JOB CREATION

In terms of job creation, during the 2017/18 financial year, Limpopo placed over 2 300 young people in internship and learnership programmes. This, says Mathabatha, has helped to equip them with the necessary experience required by the job market.

A significant number of these interns have since been absorbed permanently by both the government and the private sector.

Through the support of the Construction SETA (CetaSETA), the government has invested R17 million to train 420 young people in artisanship. In partnership with the Manufacturing and Engineering SETA (MerSETA), Mathabatha said they are currently recruiting 170 young people. This programme has received R19.9 million in funding.

In the face of a tough international and national economic climate, Mathabatha says the provincial economy remains resilient. According to Statistics South Africa's Labour Force Survey, the number of employed persons increased in six of the nine provinces between Quarter 2: 2017 and Quarter 3: 2017. Limpopo recorded the largest employment gains with 62 000 new jobs

being created. During this same period, Limpopo reduced unemployment by 1.7%. This upward growth momentum was unfortunately not maintained in Quarter 4 of 2017, when there was a major decline in the mining and trade sectors. According to StatsSA, Limpopo's unemployment rate currently stands at 19.6%.

"We commit ourselves to work harder to recapture the lost jobs and create even more other jobs for our people. We will do this by ensuring that the agriculture, manufacturing, tourism and the construction sectors contribute optimally to the provincial GDP."

RURAL DEVELOPMENT

In respect of developing the rural areas of Limpopo the Premier announced that the national Cabinet had approved Musina-Makhado as a Special Economic Zone (SEZ) which will boost the economy and create jobs.

"We are in the process of finalising the appointment of the SEZ Board. This will be followed by the recruitment and appointment of technical staff to support and implement the SEZ projects. Currently, an amount of R147 million has been set aside to support the roll-out of basic infrastructure in the municipalities of Musina and Makhado. We are basically at the tail-end of our planning phase of this mega initiative."

Mathabatha called on the receiving municipalities to enhance their capacity around water infrastructure, energy and town planning.

"In the light of this development, the two municipalities should start investing in the development of appropriate skills, particularly amongst the local youths," Mathabatha said

He said the tourism sector continues to play a significant role in the growth and development of the provincial economy. Limpopo remains a leading province in the country with regard to domestic tourism, increasing from 5.6 million in 2015 to 8.3 million in 2016.

This represents a massive increase of 2.7 million.

MOVING SOUTH AFRICA FORWARD

At the close of the SOPA, the future was looking bright for Limpopo province, working together to move South Africa forward.



TOGETHER WE MOVE SOUTH AFRICA FORWARD!"

CONTACT DETAILS

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State of the Nation Address 2018

resident Cyril Ramaphosa delivered his first Sate of the Nation Address on 16 February 2018.

During his speech, the President outlined key priorities of government, noted successes and outlined how government intends tackling the challenges it faces. Before the President's address, the focus outside Parliament was on the fashion, glitz and glamour on the red carpet. *PSM* captured all the highlights.







30













Public Sector Manager • March 2018

ALGAE PROVES A HIT IN THE TREATMENT OF WASTEWATER

by Julian Leshilo-Sebake

Ageing infrastructure, insufficient technical skills and limited financial resources have posed significant challenges at some of the country's wastewater treatment plants. Inefficiently treated wastewater which is released into rivers poses a risk to the environment and human health in downstream communities.

Globally an increase in water pollution is pushing scientists and environmental care specialists to seek best practice in preserving and maintaining sources of safe drinking water. In South Africa areas such as the greater Sekhukhune District Municipality in Limpopo are experiencing huge water quality and sanitation challenges.

The 2014 Green Drop Report noted a digressive trend of the 16 Waste Water Treatment Works (WWTWs) assessed in the area with 3 plants in high risk and 13 plants in critical risk positions. Effluent discharged from WWWs pollutes receiving water bodies, weakening ecosystem services and presenting high risks to the health of communities living downstream. Local communities bear the brunt of poor WWTWs, since they depend on drinking water from the same rivers and streams that are contaminated by these waste waters.

In a bid to address this challenge the Department of Science and Technology (dst), in partnership with the Council of Scientific and Industrial Research (CSIR) and Water Research Commission (WRC) implemented an innovative algae-based wastewater treatment



Algae reactors installed in Motetema

solution at the Motetema wastewater treatment works in the Sekhukhune District Municipality. The Algal Based Ponding Water Treatment initiative is aimed at facilitating the effective and efficient removal of nutrients and pathogens in wastewater treatment works.

Algae are plants that can be grown using water resources such as brackish-, sea-, and wastewater unsuitable for cultivating agricultural crops. When using wastewater, such as municipal, animal and even some industrial runoff, they can help in its treatment and purification, while benefiting from using the nutrients present.

The algae raceway was constructed at the Pretoria CSIR campus for the purpose of mass cultivation of microalgae to be introduced at the Motetema WWTWs. The R8 million infrastructure facilitates growth of algae over a period of approximately 4 weeks using water, fertilisers and algal reactors that were installed in Motetema. On maturation the last two ponds of the 12 are inoculated with algae. Due to the fact that the pond system is based on natural overflow, the inoculated algae will move from one pond to another naturally.

David Mailula, a process controller at Motetema WWTWs welcomed, the project:

"We are now certain when the water from the algae inoculated ponds flows outside and to the nearby rivers, it is safe for animals and human beings to drink. The safety of water was tested using fish. If the fish survives in the algae inoculated ponds then the water is safe."



David Mailula, leads stakeholders on a site visit to an algae based Waste Water Treatment plant in Motetema.

The Motetema WWTWs is in the Elias Motsoaledi Local Municipality, one of the five sub-districts that form Greater Sekhukhune District that was identified for the pilot study.

Communities from the area previously had no access to safe water. The WRC and CSIR reported that 90% of the water in the Elias Motsoaledi Local Municipality was polluted. Today, more than 300 000 residents are enjoying the health benefits of using recycled water from the sewerage ponds.

Well-managed wastewater is a valuable resource and its use could lead to improved food security, health and economy, said the CSIR's Dr Marius Claassen. He believes the project will play a significant role in growing the economy in the area. Sekhukhune District is one of the areas in the country with extreme poverty levels. If wastewater is treated properly it can be used to create new resources. The sludge removed from wastewater treatment ponds can produce saleable products such as bricks, artificial rocks and compost,w said Claassen.

The Algal Based Ponding Water Treatment is a project of the dst's flagship programme, the Innovation Partnerships for Rural Development Programme (IPRDP). The principal objective of the project is to achieve a significant improvement in the quality of the effluent discharged at Motetema WWTWs.

Other objectives of the project include:

- Facilitate the effective and efficient removal of nutrients and pathogens in WWTWs effluent, which a risk to downstream communities and water resources;
- Establish biotic communities that consume algae and residual pathogens in the final stage with the added benefit of establishing an aquaculture venture.
- Implement a self-sustaining system that is independent of electricity or expensive chemicals and can be effectively managed by a semi-skilled workforce.
- Apply a Quantitative Microbial Risk Assessment to confirm the reduction of health risks and
- Improve community awareness, knowledge sharing and capacity development through an associated community and stakeholder programme



Launching SA towards global progress

any South Africans don't give a second thought to the satellites positioned thousands of kilometres away from the Earth, let alone the vital role they play in our daily lives

But if you ask South African National Space Agency (SANSA) Chief Executive Officer Dr Valanathan Munsami, he'll tell you that without satellites, development would be almost impossible.

SANSA reports to the Department of Science and Technology (DST) and it forms part of the worldwide network of magnetic observatories. It is responsible for research, infrastructure and data for monitoring the near-Earth space environment. In simple terms, the agency mainly works

with satellites.

The scope of SANSA's space science activities includes fundamental and applied space physics research, post-graduate student training, science advancement, space weather monitoring and the provision of geomagnetic field-related services on a commercial and private basis

Geomagnetic field refers to the magnetic field that extends from the Earth's interior out into space, where it meets the solar wind, a stream of charged particles emanating from the sun. SANSA offers services to clients who work within this field, such as pilots or satellite owners. This includes the training of Air Force pilots and navy personnel.

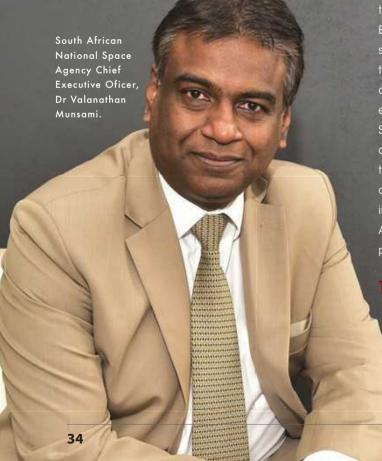
The view beyond

"You and I can see in a visible spectrum, but there are parts of the spectrum that we cannot see... but the satellite has that capability to see beyond what we can see," said Dr Munsami

"Satellites take images through what is called Geographic Information Systems (GIS) which is a computer system for capturing, storing, checking, and displaying data related to positions on Earth's surface.

"GIS can show many different kinds of data on one map, such as streets, buildings, and vegetation. This enables people to more easily see, analyse, and understand patterns and relationships," he said.

Due to satellites,
weather conditions can
be predicted and people
are able to prepare
themselves accordingly.
In addition, waterborne
diseases can be picked
up; borders and shores
surveillance is possible,
municipalities can better
plan their towns and
manage infrastructure
development and signals
can be provided to



aircraft. The list is almost endless.

"Key programmes that SANSA focuses on include environmental resource management, land management, hydrological issues, urbanisation issues, and issues in the health and security sectors.

"All government departments make use of the GIS; which works with SANSA to work on the information provided by satellites," he added.

Understanding space operations

The role played by space sciences in the economy is either taken for granted or misunderstood, according to Dr Munsami.

He is hopeful that one day investors and people on the ground will start to appreciate the work done through satellite operations.

The space industry is worth about \$300 billion a year globally and South Africa is planning to tap into this sector.

In 2010 Cabinet approved the National Space Strategy which was developed as an implementing framework

for a national space programme. In connection with the strategy, SANSA proposed that about R1.5 billion be allocated for space science in 2012, and that the budget be increased to R2 billion by 2017.

The Parliamentary grant SANSA receives through the DST is now just above R130 million, far short of the original plan.

"We are nowhere near the R2 billion that we need and it is probably going to get worse because of the recent down grading by the rating agencies. Now there is pressure on government departments to spend less and that could lead to budgetary constraints as well," he stressed.

"It is going to take time for us to reach our full capacity because there are so many priorities in our country and budget seems to be the main stumbling block," said Dr Munsami.

The grant the agency receives amounts to half of its operational costs so it generates additional revenue by providing services to international clients.

"For example, when the United States or a country in Europe is launching a rocket, that rocket comes over Africa and they lose sight of it and rely on South African satellites to keep track of it and send the information gathered back to the relevant country," he explained

Return on investment

South Africa launched its first satellite almost 20 years ago. The miniaturised satellite called the Stellenbosch University Satellite was launched from the Vandenberg Air Force Base in California on 23 February 1999.

"This was the university's initiative and it had more than 70 postgraduate students involved in building the satellite. The students worked on different components.

"When we built the first satellite, the return on investment on the rand basis was around R6 and R7 for every R1 invested. This was because a lot of technologies that were developed were then sold to the internationals; a lot of reaction units and the imagery were sold to

certain countries.

"So as a norm, the return on investment should be anywhere between R4 and R8 to every R1 invested. We are also aware that the satellite industry is growing at the rate of between five and eight percent a year, globally," said Dr Munsami.

Through its space engineering unit, SANSA plans to build its own satellite and is contracting some industry players in this regard.

"We are building a satellite, which will weigh about 450 kilogrammes. It is expected to be launched around 2019/20. It will be an optical satellite that will provide imagery," he said.

"We spend between R5 billion to R7 billion a year renting transponder space from foreign satellites. If we had to build our own satellite, it would cost between R4 billion and R6 billion but the point is that when you build a satellite, it lasts for about 15 years. It makes sense to build our own satellite and keep the money inside the country. The return on investment becomes 10fold," he explained.



Developing satellites in Africa

South Africa is the only country on the continent to design, build and operate a satellite.

"Other African countries that have satellites have procured them from abroad and in certain instances they are not even operating the satellite," he added.

Since South Africa has skilled engineers who have the capacity to build a satellite, the country is looking at co-development with other African countries while also working with those outside the continent.

SANSA regards Africa as its target market.

"If we are working out-

side of South Africa we can obviously sell a lot of our products and services. In fact, that's what a lot of other international agencies are doing and are trying to sell their product and services to Africa as well."

"We are a leading agency on the continent - there's a huge market waiting for us. Until recently we have primarily been focusing on South Africa but now we are broadening our scope to Africa where there are a lot of opportunities," said Dr Munsami.

He is also working towards strengthening the voice of developing nations in the international space advocacy space.

Dr Munsami is the

first South African to be elected as one of the four vice-presidents of International Astronautical Federation. (IAF).

This international space advocacy organisation is based in Paris, France and aims to establish a dialogue between scientists around the world and lay the foundation for international space cooperation. It is the mother body to about 3000 space agencies from across the globe.

Dr Munsami believes that there is insufficient representation of developing countries on this platform and aims to bring more developing countries into the IAF.

"The IAF is broader platform that will help

This and that

What did you want to be when you were younger?

The first was a medical doctor but I didn't want to see sick people every day and the second was an an accountant but that wasn't appealing either.

I wanted to go into nuclear physics but when I was graduating in Astrology and Nuclear, the country was downscaling nuclear so I pursued

What is the best part of your job right now?

Being able to do what I love doing. What are your future

I have a five-year term to make SANSA stable and sustainable. For 2018 the main goal is to make the organisation more sustainable financially.

African countries explore and exploit the space industry even better," he explained. •



Protecting children's rights

hildren are among the most vulnerable in society, with their rights often violated by those closest to them and those who are meant to protect them.

In South Africa the rights of children are enshrined in the Constitution. They also have Matlhodi Angelina Makwetla in their corner, advocating for children's rights.

Makwetla has been trusted with the job of monitoring and influencing progress by all organs of state in the realisation of the constitutional rights of children.

She was appointed as a Commissioner for Human Rights in January 2017 and serves under the South African Human Rights Commission (SAHRC).

With a BA (Social Work) degree from the University of the North, a Management Certificate from Arthur D Little Management School in Cambridge in Massachusetts, an Empowerment Workshop Trainer certificate from the Empowerment Institute in New York, and an SMME Management Certificate from Galilee College in Israel, she is certainly qualified for the role.

And then add to that the vari-

ous awards and recognition she has received, including Shoprite/
Checkers Woman of the Year
Award in the Media and Communications category, Visionary
Leadership Award from the Soweto branch of the Black Women's
Association and Top emerging
SMME Empowerment Company
from Impumelelo Top Empowerment Companies – a recognition endorsed by the Department of
Trade and Industry.

"I describe myself as a social entrepreneur, dedicated to life-long

learning and upliftment of disadvantaged community members," she said.

Duties of a commissioner

Makwetla's office receives complaints that often highlight systemic challenges relating to access to basic services, race, disability, sexual orientation, education, culture, language, citizenship, social support and birth. Many of these complaints are about, or impact on, children.

Based on the complaints received, the right to education; the right to be protected from maltreatment, neglect, abuse, corporal punishment or degradation; and the right to identity are the most violated children's rights.

These complaints are investigated by the SAHRC, who make recommendations to relevant departments.

In some instances, depending on the nature of the complaint, the commission can take matters to court.

It also plays the role of mediator between affected parties to help them reach a resolution.

Makwetla also said the majority of complaints are received from black South Africans.

She has also observed that young children between the ages of zero and two are most susceptible to maltreatment and abuse as they cannot speak out against the abuse, while children from around three years of age and above are more susceptible to having their right to education being violated.

Makwetla said to better the lives of children it is important for poverty reduction programmes to make a positive impact.

According to Commission's
Poverty Traps and Social Exclusion
among Children in South Africa
report, children born into poor
and socially excluded families are
at high risk of being caught in a

poverty trap.

They have little chance of getting a good education or receiving quality health care. The report shows that the socio-economic status of parents actually impacts on children's rights.

Service delivery protests and education

In recent years, there have been a number of incidents of schooling being affected as a result of service delivery protests with learners being barred from attending classes.

"I describe myself as a social entrepreneur, dedicated to lifelong learning and upliftment of disadvantaged community members."

In 2015 the SAHRC conducted a national hearing on the impact of protest-related action on basic education.

It also convened a national investigative hearing in June 2016 after a number of schools in Vuwani in Limpopo were closed due to protest related action.

Government departments at

national and provincial levels, trade unions, non-governmental organisations, school principals and community leaders had to appear before the commission to make submissions to the hearing.

The commission's probe found that the right to a basic education is adversely affected by protest-related action, and that inadequate measures were in place to effectively protect the right to access a basic education.

A number of remedial actions were recommended to government departments, calling for the promotion of a shift in understanding, so that schools are seen to belong to communities, and that education be given the priority and attention it deserves.

Eradicating racism, bullying in schools

Because elements of racism are still being experienced by learners at various schools across the country, government has encouraged learners, teachers and communities to speak out against racism and report cases to relevant authorities.

Schools have also been encouraged to implement social cohesion programmes to promote integration amongst learners of different races, ethnic groups and cultures.

Makwetla said the commission investigates complaints on an ad hoc basis and that it continues **3**

to engage with the Department of Basic Education (DBE) to refine codes of conduct guidelines and audits of all school codes of conducts.

"The commission has also worked closely with the DBE on a project aimed at infusing principles of human rights, social cohesion and democracy into the school curriculum, while it also conducts advocacy initiatives at schools," she explained.

From its 2006 public hearings on school-based violence, the commission found that bullying was a manifestation of school-based violence.

The commission then recommended that a rights-based life skills programme should be nationally implemented within the existing basic education curriculum that includes peace education, citizenship education, anti-bullying, human rights education, anger management, conflict resolution and mediation.

It also recommended that clear codes of conduct that reflect human rights principles be developed in schools. They should cover a full range of prohibited violent activities including bullying.

Raising awareness about children's rights

Makwetla believes that the majority of children and parents

don't fully understand children's rights, and to some extent the violation of rights stems from this lack of understanding.

To address this, the commission has invested in promotional materials such as colouring books and pamphlets, detailing children's rights and responsibilities.

"The commission distributes these materials to communities and schools," she said.

Makwetla said the commission embarked on a child awareness campaign to educate children and parents.

"The commission has also published promotional materials to educate children and the public on their human rights. We have also hosted seminars and conferences with stakeholders aimed at promoting children's rights," said Makwetla.

Children's Rights as stipulated in the Constitution:

Every child has the right:

- a) To a name and a nationality from birth.
- To family care or parental care, or to appropriate alternative care when removed from the family environment.
- c) To basic nutrition, shelter, basic health care services and social services.
- d) To be protected from maltreatment, neglect, abuse or degradation.
- e) To be protected from exploitative labour practices.
- f) Not to be required or permitted to perform work or provide services that are inappropriate for a person of that child's age; or place at risk the child's well-being, education, physical or mental health or spiritual, moral or social development.
- g) Not to be detained except as a measure of last resort, in which case, in addition to the rights a child enjoys under sections 12 and 35. The child may be detained only for the shortest appropriate period of time, and has the right to be kept separately from detained persons over the age of 18 years and to be treated in a manner, and kept in conditions, that take account of the child's age;
- h) To have a legal practitioner assigned to the child by the state, and at state expense, in civil proceedings affecting the child, if substantial injustice would otherwise result.
- Not to be used directly in armed conflict, and to be protected in times of armed conflict.

Two million children go to bed hungry...



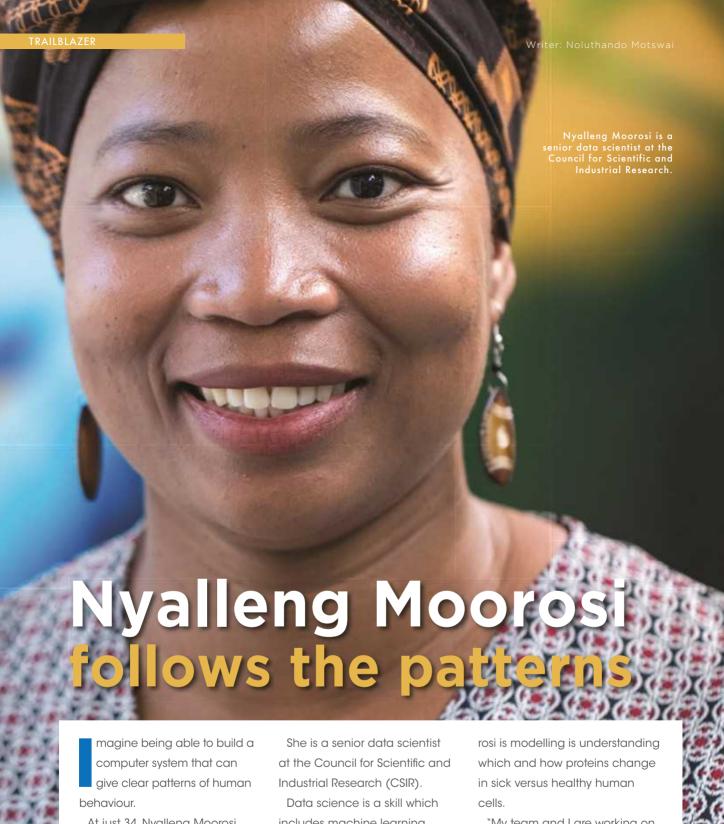
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At just 34, Nyalleng Moorosi is part of a team that develops such patterns using raw data collected during research.

Data science is a skill which includes machine learning, mathematical modelling and computer programming.

One of the patterns that Moo-

"My team and I are working on understanding the expression patterns of proteins and how they respond to diseases, specifically looking at pancreatic cancer in black people."

She is part of a team of other academics such as biologists who have spent the last year working with specific hospitals collecting samples for analysis from black people who have pancreatic cancer.

"We find out which proteins are present in the sample and by how much, then we do statistical analysis to determine the significance or the impact of this protein in the body," she explained.

"These changes in protein signal how the body responds to a specific disease. This is important because it helps us determine where we may apply the therapy," said Moorosi.

Collecting data

In a study such as this, one can expect to collect a terabyte of data. Researchers spent the whole of last year collecting the data.

Health data is protected by law and there are many hurdles to overcome before obtaining it, but by developing relationships with local hospitals, Moorosi and her team are making progress.

Moorosi's role is to write the algorithms that will be used to analyse the data and highlight the differences between samples and thus hypothesise the sources and effects of the disease.

Algorithms are code for computers – in this case the code helps

develop a clear plan of how to solve problems.

This three-year study began in 2017.

"[If] you to want to use machine learning or a data scientist it is usually because you have a lot of data and the data is very complex, otherwise you can do the processes manually," she said.

Moorosi added that machine learning allows the research world to automate and model data which is the beauty of computers because they can deal with massive amounts of information.

A fascination with patterns

It was Moorosi's fascination with patterns and curiosity about human behaviour that made her fall in love with data science.

"I love patterns. I also wanted to understand why people do the things they do. I wanted to understand why things move the way they do and why they flow in certain direction," she added.

By determining specific patterns and understanding the reasons for these patterns, predictions can also be made, explained Moorosi.

"For example, we can determine who is most likely to shop at a particular supermarket at a specific hour and what the reasons are for them choosing that specific time."

By understanding these trends, the supermarket can use them to attract more customers.

Keeping up with trends

In 2016 Moorosi and her team were approached by the SABC to build a system that would give a clear picture of what people were saying about the Municipal Elections on social media.

She was the project leader of this study that she sees as the highlight of her career.

The SABC wanted to know what people were saying on the ground. They wanted a way to listen to social media and get to know the general trends.

"The SABC wanted to know what were the issues that people had that were leading the discussions on social media. They wanted a computerised agent that would constantly be gathering tweets and Facebook posts and a way to quantify it."

The broadcasting agency also wanted an indication of the positive and negative sentiments gathered on social media and what people were saying about different political parties.

"This was extremely hard because there are 11 official languages. We had to dissect the different messages and, for example, determine if a particular Sesotho word was positive or a particular Xitsonga word negative. We needed to go through all the relevant dictionaries and other documents."

She explained that the system was built to collect tweets and 3



also classified them according to specific political parties or topics.

One of the learnings that came out of the project was that social media was not being used across the entire country, as the tweets came from mainly those in metropolitan areas.

She said if you wanted to know what Gauteng, Cape Town, Nelson Mandela Bay and Durban had to say then Twitter would be a good place to start.

"It was very interesting because we plotted a map of where the tweets were coming from and found that Gauteng and Cape Town were red hot."

The system had to run 24/7 throughout the voting process for about four days. There was a

time when it was collecting over one million tweets an hour.

"This was the first system that I was leading which was also live on television. It was really exciting," recalled Moorosi.

African solutions for African problems

She is particularly proud of her field of work because it allows the country to look for "African solutions for African problems".

"I'm very excited to be African. We have very interesting problems. With our cancer project we are specifically studying black people's bodies because those are not represented in the data. If you look at the study of protein there are not a lot of African samples," Moorosi pointed out. •

This and that

What is your favourite food?
I love rice and beans
What is your favourite holiday
destination locally and abroad?
The Eastern Cape and the city
of Dakar in Senegal are very
beautiful.

What are you currently reading?

about baking.

Misbehaving: The Making of
Behavioural Economics by
Richard Thaler
If you were not a data scientist
what would you be doing?
I would probably own a bakery;
there is something so calming

Moorosi has a Master's in Computer Science from the University of Minnesota in the United States of America (USA) and a Bachelor's degree with majors in Computer Science and Biology from Macalester College in the USA. She has worked for Thomson Reuters, a Canadian multi-national mass media and information firm, as a software enaineer. Moorosi returned to South Africa in 2010, and lectured Computer Science at the University of Fort Hare for three years before joining the CSIR in June 2014.

INTERGRATED PM

Project Management and Services



CEO: Zwannda Ramadwa

WHO WE ARE

Intergrated Project Management (IPM) is the onsite project management leader for a broad range of industries. Led by founder and CEO Zwannda Ramadwa, IPM has pioneered the field's best practices for over 10 years and has served more than 40 clients nationally, from government projects to start-ups.

WHAT WE DO

IPM helps you meet critical goals that impact your bottom line. For example, we've compressed project timelines by as much as 50%; streamlined operations to generate millions of rands in cost savings; and salvaged strategic alliances on the brink ofcollapse.

OUR PEOPLE

IPM's highly skilled professionals work alongside you throughout the course of your project. We blend as teammates into your organisation, while bringing expertise, discipline, and leadership to the challenge at hand. With extensive project management experience, our staff offers broad operations backgrounds from numerous industries. Most of our staff are certified by the Project Management Institute and Project Management of South Africa.

GENDER EMPOWERMENT & CSI

Key staff members are regularly sent abroad to business leadership training to pursue specialisation in their field of expertise, promoting skills development from within. Our successful graduate and learner programme saw the creation of 25 new jobs in our industry.

We are part of the Masindi Foundation. This foundation is a combination of professionals from Venda and their main aim is to encourage rural children to believe it is possible to achieve the impossible. Thus far the foundation has produced accountants, engineers, specialist doctors and actuaries and all them have automatically become members of the foundation.

We have received many diversity awards since our inception for the role we play in uplifting the country's key industries due to our innovative approach to sustainable local empowerment and expert service delivery.

NATURE OF ORGANISATION

What we do is directly connected to 'how we think.' Our comprehensive services include:

- 1. Technical Consulting
- 2. Design
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- 4. Construction
- 5. Project Controls
- 6. Sustainability

Although each of these can be delivered as stand-alone services, and each is staffed by individuals with specific relevant expertise – we approach all our projects in an integrated fashion.

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Isuzu Motors investment a boost for SA

The South African economy has received a major boost with the Isuzu Motors purchase of the Struandale plant in Port Elizabeth.

The Department of Trade and Industry said the launch of the plant will boost investor confidence in the country.

Last year, Isuzu announced it would purchase the light commercial vehicle operations in Port Elizabeth as well as the balance of shareholding in its Isuzu Trucks South Africa operations.

The Japanese manufacturer purchased the Struandale plant from General Motors which announced in May 2017 that it was disinvesting in South Africa.

In January 2018, Isuzu was consolidated into one business known as Isuzu Motors South Africa (IMSA). It will build Isuzu pick-ups and trucks.

Speaking at the launch of the plant Trade and Industry Minister Rob Davies said the investment by IMSA will save jobs.

"We know that this investment will mean that 1 000 jobs in the facility will be saved and there are 3 000 jobs in the direct supply chain and many thousands more in the supply companies. Jobs will continue to be guaranteed in the future," said Minister Davies.

He added many major multinational firms use South Africa to source components and assemble vehicles for local and international markets.

"With its ability to link throughout the economy, government has identified the automotive industry as a key growth sector," said the Minister.

The sector contributes 7.5 percent of South Africa's gross domestic product and employs about 113 000 people directly.

Let's address the voters' roll

The Electoral Commission has encouraged all eligible



South African voters to visit their voting stations to update their details on the voters' roll.

"The voters' roll is the bedrock of electoral integrity. Its quality is the foundation for credible, free and fair elections. This includes making sure all eligible votes are registered in the correct segment of the voters' roll," said Chief Electoral Officer Sy Mamabolo.

In June 2016, the Constitutional Court handed down an order stating that the Electoral Commission must have a record of addresses for all registered voters.

The Constitutional Court gave the Electoral Commission until June 2018 to update the voters' roll with all available addresses.

The Electoral Commission will open its voting stations on 10 and 11 March 2018 for all eligible voters to update their details.

"All 22 612 voting stations around the country will open to the public between 8am and 5pm," Mamabolo said.

Mamabolo said the Electoral Commission still does not have addresses for about 2.8 million voters and a further 3.5 million addresses are currently classified as incomplete or generic.

The Electoral commission has a total of 25 899 778

registered voters.

In support of the drive to encourage voters to visit voting stations, the Electoral Commission has launched a national advertising campaign under the slogan: "Let's address the voters' roll".

New banknotes to honour Madiba's centenary

The South African Reserve Bank (SARB) has announced that it will issue a set of commemorative banknotes to honour the centenary of former President Nelson Mandela.

Madiba was born on 18 July 1918 and a number of events have been planned to celebrate his centenary.

According to the SARB, the commemorative notes will cover all denominations – R10, R20, R50, R100 and R200. In addition, the South African Mint, a subsidiary of the SARB, will issue a new R5 circulation coin celebrating Mandela's birth centenary.

"The existing Mandela series of banknotes as well

as the existing R5 coin in circulation will remain legal tender and will continue to be issued. This means that the new commemorative banknotes and coin will circulate alongside the existing banknotes and coin," said SARB.

It expects the commemorative banknotes and coins to be introduced into circulation from 18 July.

Further details on the commemorative notes and coins will be communicated to the public closer to the time.

The current banknotes that are in circulation that bear the face of the former statesman were unveiled in his honour in 2012.

"Nelson Mandela represented the best version of ourselves as South Africans. While preserving the value of money is our main mandate, our purpose is to be a bastion of institutional strength, contributing to a stable and prosperous economy that serves the well-being of all South Africans, and guided in part by Madiba's values," said SARB Governor Lesetja Kganyago.

Register for subsidised decoders

Households qualifying for government-subsidised decoders in the Free State and North West have until the end of March 2018 to register for these devices, says the Department of Communications. "The analogue signal will be permanently switched off in June 2019 and people will need decoders to watch television," the department said. This initiative forms part of the department's Broadcasting Digital Migration project. The depart-

Broadcasting Digital Migration project. The department has been tasked with rolling out a process of migrating all South African households to digital terrestrial television (DTT).

This process of migration is a government initiative and will allow users to experience the many benefits of digital television, which include clearer pictures and sound, as well as more channels.

"Government has since last year been distributing free decoders to families that cannot afford commercial devices. However, households that fail to register and receive these decoders will lose access to television services," the department said.

Television viewing households who subscribe to pay-TV channels will face no signal disruption as these services are already in the digital decoders that they have purchased.

"Families earning below R3 200 qualify to receive the government-subsidised decoders. Qualifying households are therefore invited to register at their nearest Post Office. Households who don't qualify to get digitally-enabled TV sets have been encouraged to ensure that when they purchase a TV set, it has a digital turner.



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he Free State is still basking in the glory of retaining its status as the best performing province in the country when it comes to National Senior Certificate (NSC) examination results.

At the beginning of the year, when Basic Education Minister
Angie Motshekga announced the matric results of the class of 2017, the Free State topped the provinces with an 86.1 percent pass rate.
While this was a 2.1 percent decline from the 88.2 percent in 2016, it was still the best in the country.

Free State Education MEC Tate
Makgoe told *PSM* his main aim is
to ensure that the province does
not fall from grace and to motivate

learners to work harder.

Gauteng's performance was hot on the heels of the Free State, coming second with a pass rate of 85 percent, which was the same as in 2016. The Western Cape's pass rate was 82.7 percent which was 3.2 percent lower than the figure for 2016.

Raising the bar

For the Free State to maintain its position, MEC Makgoe said it is crucial for the department to strengthen its relationship with relevant stakeholders.

"We must ensure that we work together with all relevant stakeholders to constantly improve performance in all grades. Teachers, parents, and learners are key stakeholders in our quest to raising the bar, closing the gap and leaving no child behind," he said.

The MEC stressed that South Africa's future depends on its ability to improve the quality of education.

"We can only achieve our goal of the provision of quality education if we play our meaningful role in our children's education. This requires a multilateral partnership between the education department, school management and, most importantly, parents and learners," he added.

The provincial target for the class of 2018 is a 90 percent pass rate

with 40 percent bachelor passes.

The class of 2018 will be the eleventh cohort to write the Curriculum Assessment Policy Statementaligned NSC examinations at the end of this year.

What is the Free State doing right?

Over the years, MEC Makgoe has been determined to ensure that learners who live on farms and in remote areas are not denied their right to education. This, he said, is one of the things that has helped put the province on the map two years in a row.

"The provincial department has closed down non-viable farm schools. These were schools with about 20 or less [learners] ... and learners were walking long distances of about 14 kilometres and more," he explained.

The province then embarked on the Farm Schools Hostel Project to accommodate these learners. Since the year 2000 to date, the province has built 36 farm schools hostels. In the past financial year these hostels accommodated approximately 4 978 learners.

In 2017, the MEC officially opened two hostel schools as part of the project. One is the Ventersburg farm school hostel in the Lejweleputswa District Municipality, which is about 148 kilometres north of Bloemfontein.

Another is the Sediti hostel, which

is 79 kilometres outside Bloemfontein. The school is found in a small town called Thaba N'chu.

MEC Makgoe said more schools are under construction and he anticipated construction to be completed during the 2018/19

"Teachers, parents, and learners are key stakeholders in our quest to raising the bar, closing the gap and leaving no child behind."

financial year. These include Grassland Primary School and Grassland Secondary School in Bloemfontein, Bekezela Primary School in Sasolburg, Mooifontein Primary School in Zastron, Rehopotswe Primary School in Bethlehem, Hani Park Primary School in Welkom, Thembalihle Primary School in Vrede and Tlholo Primary School in Botshabelo.

National School Nutrition Programme

With the provincial unemployment rate at 32.6 percent in December 2017, many of the province's children come from poor households that struggle to put food on the table.

This is why MEC Makgoe has ensured that the National School Nutrition Programme (NSPN) reaches all the no-fee primary and secondary schools in the province.

An initiative of the Department of Basic Education, the NSNP provides nutritious meals to more than 75 percent of the country's learners.

MEC Makgoe said the **3**



performance of the NSNP in the province has improved due to a standardised approach.

"Schools are provided with School Specific Menus to ensure that nutritious meals that are balanced are served on time to learners as per the approved NSNP Menu and School Specific Budgets," he explained.

The department plans to build about 23 nutrition centres throughout the province in the 2018/19 financial year.

Priorities for 2018

While the province is getting it right with the matrics, MEC Makgoe believes there is room for improvement in other areas.

"We still need to improve on early childhood development (ECD) and primary schools," he said. It is for this reason that a number of primary schools are among those being constructed.

MEC Makgoe added he would ensure that the quality of ECD programmes is improved through increased training for pre-Grade R and Grade R practitioners.

From this year, about 300 pre-Grade R practitioners will study towards an NQF level 4 qualification which they are expected to complete in three years.

He added that the department has appointed the University of

North West to upskill the qualifications of about 500 Grade R practitioners so that they obtain a diploma in Grade R Teaching over three years, starting in the current financial year.

The department will also focus on programmes that seek to improve learners' literacy and numeracy skills from the early to intermediate grades, as well as ensure that more schools participate in competitions that are related to such programmes.

Eradicating racism in schools

Over the years, a number of Free State schools have been in the media for racism-related incidents.

MEC Makgoe said the department is doing its best to promote transformation and integration.

He said learners' participation in sport programmes is one of the ways to address transformation or anti-racism in radical terms.

"These learners do not have room for any racial barrier as team members or opponents. Schools competitions are arranged in a way that allows all to play amongst each other in different sporting codes including rugby, cricket, athletics, netball, football, chess, gymnastics, aquatics and others," said the MEC.

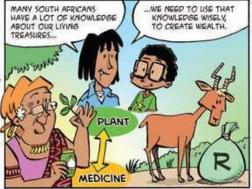
Over and above efforts made through sports, the MEC said the department encourages schools to have programmes that promote social cohesion and celebrate the national days and symbols through various programmes. •



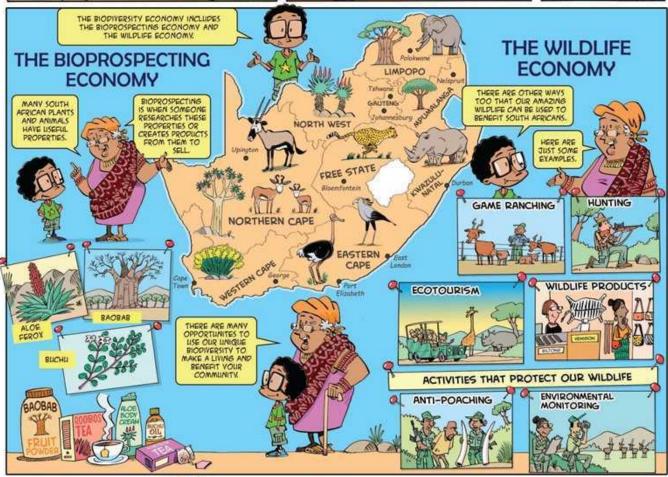
THE BIODIVERSITY ECONOMY

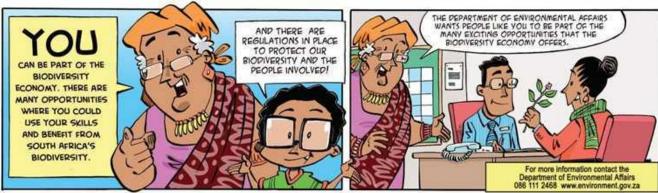
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Unemployment eases in fourth quarter



outh Africa's unemployment rate eased to 26.7 percent in the fourth quarter of 2017, according to Statistics South Africa (Stats SA).

The Quarterly Labour Force Survey (QLFS) released by Stats SA showed that there was a slight decrease from the third quarter, when the unemployment rate came in at 27.7 percent which was the same as the second quarter.

With regard to the educational

level of the labour force, the QLFS found that the unemployment rate is higher for those with lower education levels.

"We can see that if you have less than matric, you will experience serious unemployment challenges," said Statistician General Risenga Maluleke.

In the fourth quarter, those without matric had an unemployment rate of 31.2 percent, while the rate for those with matric was 27.5 percent. The unemployment rate among graduates was 6.6 percent in the fourth quarter.

Meanwhile, the unemployment rate among the youth was found to be higher, irrespective of their education level.

With regard to those not in employment, education and training (NEET), the QLFS found that of the 10.3 million young people aged 15 to 24, 3.1 million were not in NEET.

The report indicated a 21 000 quarter-on-quarter decrease in the number of those employed, while formal sector jobs decreased by 135 000 quarter-on-quarter to 11.2 million people. However, informal sector employment rose by 119 00 quarter-on-quarter to 2.8 million.

Quarter-on-quarter gains were made by the services, manufacturing, agriculture and construction sectors at 75 000, 42 000, 39 000 and 26 000 respectively.

Informal sector employment has been growing, from 2.4 million in the first quarter of 2008 to 2.8 million in the fourth quarter of 2017.

In the fourth quarter of 2017, 5.9 million people were unemployed (a decrease of 330 000 quarter-on-quarter).

Looking at population groups, unemployment was at 30 percent for black Africans, 23.5 percent for coloureds, 9.2 percent for Indian/ Asian and 6.7 percent for whites.

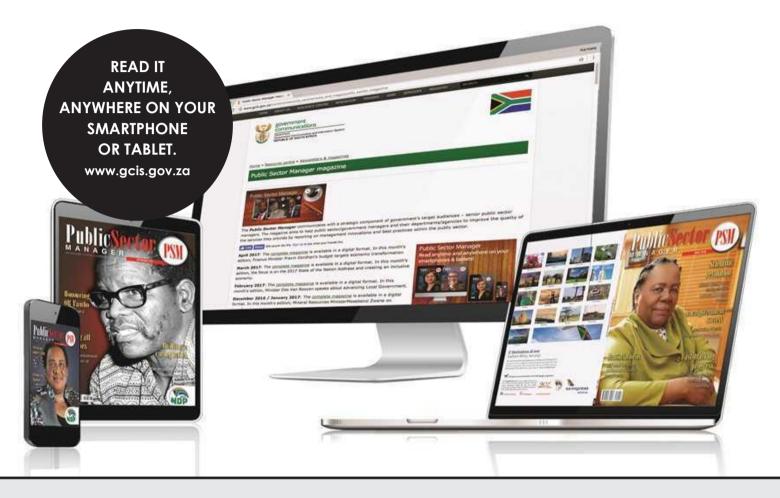
"When we look at males versus females, see that black African females we are sitting at 32.4 percent [unemployment]. Black women are mostly vulnerable when it comes to unemployment," said Maluleke.

The QLFS said that irrespective of sex, black Africans and coloured population groups remain vulnerable in the labour market.

Provincially, the Eastern Cape had the highest unemployment rate at 35.1 percent, followed by the Free State at 32.6 percent.

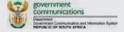
Source: SAnews





The Public Sector Manager magazine, produced by Government Communications and Information System, is targeted at middle and senior managers in the public sector, responsible for implementing government programmes and operations. The magazine helps public servants in understanding their mandate and share best practices in order to serve their country better. PSM critically examines issues of importance to senior public servants and the nation at large. In addition, PSM features various business and lifestyle features including travel, book and car reviews, financial fitness and healthy living – striking a balance between professional pressures and personal well-being.

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INTERNATIONAL RELATIONS

AU summit tackles corruption

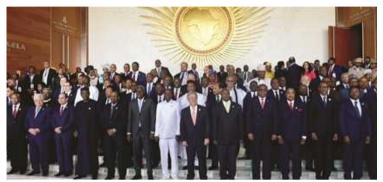
he 30th African Union (AU)
Summit in Addis Ababa,
Ethiopia, provided an
opportunity for South Africa's
government to interact with heads
of state and the AU, with the goal
of finding solutions for the major
issues facing Africa. The delegation
returned with a renewed resolve
to actively contribute towards the
ideals and landmark initiatives that
is behind a plan to drive the future
of the continent.

Focus on corruption

Held from 22 – 29 January at the AU Headquarters, this year's summit took place under the theme "Winning the Fight Against Corruption: A Sustainable Path to Africa's Transformation".

AU Advisory Board on
Corruption Chairperson Bégoto
Miarom said that 2018 provides
a good opportunity to take
stock of progress and assess
what still needs to be done to
fight corruption, 15 years after
the establishment of the AU
Convention on Preventing and
Combatting Corruption.

"Failing to address corruption inhibits sustainable long-term



Leaders at the 30th African Union Summit discussed issues affecting the continent.

growth and undermines human development. It is the poor who suffer the most from corruption. The Mbeki Panel Report on Illicit Financial Flows, for example, highlighted the fact that lack of transparency leads to annual losses of US\$50 billion for Africa. In light of the grave challenges that Africa faces, there is no better time to fight corruption than now," said Miarom.

In terms of anti-corruption activities, Miarom said that the AU will deepen its resolve, focus and expertise, while broadening partnerships aimed at fighting corruption.

"As part of the programme of activities, we will seek to involve the broadest range of actors including national anti-corruption agencies, central banks, national audit and investigative agencies, civil society organisations, the youth and women," he said.

Key discussions at the summit

Also at the heart of discussions during the week was the Agenda 2063, the AU's vision of: "An integrated, prosperous and peaceful Africa, driven by its own citizens and representing a dynamic force in the international arena."

The agenda includes groundbreaking projects which could have an immediate impact on socio-economic development and should be prioritised. These include:

 Integrated High Speed Train Network.

- Africa Virtual and E-University.
- African Commodity Strategy.
- Annual African Forum.
- Continental Free Trade Area.
- African Passport and free movement of people.
- Grand Inga Dam Project.
- Pan African E-Network.
- Silencing the Guns.
- African Outer Space Strategy.
- Single Air Transport
 Network.
- Continental Financial Institutions.

These are the flagship projects that the AU, in collaboration with national, provincial and local governments and the private sector, is working on during the first 10-year implementation phase of the agenda.

South Africa's role at the summit

South Africa's delegation to the summit was led by former President Jacob Zuma, who said that South Africa is ready to work towards achieving the goals outlined in Agenda 2063.

"It is gratifying that the continent is moving ahead with the implementation of Agenda 2063, and it is vital that we are taking decisions that have a direct impact on the lives of the people of the continent. We are, in a very practical manner, removing barriers to trade, investment and tourism," said Zuma.

At the summit, AU leaders launched the Single African Air Transport Market, of which South Africa is a signatory. This agreement will allow free exercise of traffic rights, elimination of restrictions on ownership and full liberalisation of frequencies, fares and capacities.

The summit also agreed on the need to fast track the establishment of the African Continental Free Trade Area, which will drive faster economic growth, trade and job creation once it is fully operational.

South Africa had the distinction of being elected to serve as one of the vice chairs of the Bureau of the AU, representing the Southern African region. Also including Libya (North Africa), Republic of Congo (Central Africa) and the Republic of Guinea (West Africa), the Bureau has the crucial task of supporting the AU Chairperson in implementing policies.

South African representatives are also tasked with facilitating cooperation between the AU and the United Nations (UN), a role which the AU acknowledged as vital for the continued well-being of Africa. On the margins

of the summit, Zuma met with UN Secretary-General Antonio Guterres to continue fostering closer relationships with the international organisation.

In light of the fact that July 2018 would have been the 100th birthday of former President Nelson Mandela, Zuma successfully requested that the AU adopt the year as a centenary year to celebrate the late great statesman.

"Madiba is a global icon, but he will always be rooted in Africa. We must thank the AU and its member states for keeping Mandela's legacy alive through a myriad of symbols and tributes," said Zuma, who added that the summit was the perfect platform to launch a number of celebrations that will be taking place throughout the centenary year.

There was more cause for South African celebrations, when Dr Robert Millar, Director of the Centre for Neuroendocrinology at the University of Pretoria, was awarded the prestigious Kwame Nkrumah Award for Scientific Achievement.

Millar's research has contributed to the development of the primary treatment for prostate cancer, the sole treatment for precocious puberty and treatments for hormone-dependent diseases in women.

SA shines at WEF 2018

outh Africa's participation at the 2018 World Economic Forum (WEF) in Davos, Switzerland, was hailed as a success by the head of the South African delegation – then Deputy President and current President Cyril Ramaphosa. The stage is set for more investors to turn their interests to South Africa, during an exciting period of renewal for our country and its economy.

The World Economic Forum (WEF), held from 23 to 26 January, saw more than 3 000 government and private sector representatives coming together in snowy Davos, under the theme "Creating a shared"

future in a fractured world".

The aim of the forum is to engage the world's most prominent political, business and other leaders of society, in order to shape global, regional and industry trends. More than 400 working sessions were held at this year's gathering.

On a global scale, some of the most notable points raised and discussed at the meeting included closing the gender pay gap, fighting financial crime and modern slavery, ramping up ocean conservation efforts, and combatting poverty. Some other highlights included:

 The three greatest threats to civilisation.
 Indian Prime Minister Narendra Modi warned that climate change, terrorism and backlash against globalisation are posing the biggest threats to our world, and need to be guarded

against.

- Preparing for anticipated job losses.
 Millions of workers across the world are expected to lose their jobs due to technological development. At the WEF, emphasis was placed on the need for governments and businesses to reskill people in order to create sustainable employment.
- Tackling waste and pollution. Some of the world's largest companies, including Coca-Cola and Unilever, are partnering with national governments to curb electronic waste and plastics pollution.
- Tackling the cyber threat. The event was a platform for launching the Global Centre for Cybersecurity, which aims to create a safer cybersecurity environment for new technologies such as robotics, drones and artificial intelligence.

Wrapping up the final session, Burrow celebrated the "spirit of inclusion, diversity and respect for human rights that characterised this year's meeting".



South Africa's experience at WEF 2018

President Ramaphosa and the delegation - which included several ministers - were intent on engaging with potential investors, fellow politicians and financial institutions to foster partnerships and promote South Africa as an attractive investment destination. The forum presented South Africa with various platforms to outline the country's efforts to secure sustainable and inclusive economic arowth. Some of these valuable platforms included bi-lateral discussions, media interviews with global media houses, an international press conference and a business dinner hosted by Brand South Africa.

President Rampahosa held fruitful meetings with the political leaders of Rwanda, Angola, Zimbabwe, Guinea, Mauritius, Somalia, Singapore, Qatar, Denmark, the Netherlands and Great Britain, as well as with business leaders. The President also commended the ministerial delegation on their intensive engagements on WEF platforms and their discussions with counterparts in government, as well as with investors.

He said that all parties he engaged with were excited about the prospects of partnering with

and investing in South Africa.

"We go back home filled with a great deal of confidence in the confidence that the international investing community has in us. They have demonstrated that South Africa is still an important destination for investment. In all of the meetings we've had, we have had nothing negative said about the country," he said.

The President's sentiments echo those of global investment bank Goldman Sachs, which – just before the conference – named

"In all of the meetings we've had, we have had nothing negative said about the country."

South Africa as the "big emerging market story" of 2018 in a report in December. According to President Ramaphosa, the confidence of investors has been buoyed by government's renewed efforts to tackle corruption, improve stateowned enterprises and capitalise on the strong relationship between labour, business, government and civil society.

"We go back home with a bagful

of investment commitments. Many of the business leaders that I have met have said that they are buoyed by this new mood in the country, we can reconnect with you and invest with you again," the President said.

The delegation also participated in a Country Dialogue on South Africa, where investors were assured that the country is undergoing a period of renewal and reform that will open new opportunities for South Africans and international partners alike.

InvestSA

During the Forum, the South African delegation was also focused on promoting InvestSA, an initiative of the Department of Trade and Industry which offers a One-Stop Shop service to all investors. The service is a focal point of contact for all investors to coordinate with relevant government departments involved in regulatory, registration, permit and licensing requirements.

The One-Stop Shop aims to significantly shorten and simplify administrative procedures, thereby removing the bottlenecks faced by investors.

With the most diversified and industrialised economy in Africa, rich natural resources, a thriving manufacturing industry and world-class infrastructure, South Africa is well and truly open for business.



Delivering travel solutions, bringing value to the public sector

Current challenges for the public sector

Current conditions under which the public sector operates are characterised by the country's low economic growth, falling revenues and a rising budget deficit.

'These challenges should also be seen as opportunities for public sector enterprises, together with their card providers, to drive change and accountability for all aspects of managing business travel expenses, find savings in long-term value, simplify processes and reduce operating costs,'

says Silas Phoshoko, National Business Development Manager at American Express® Card.

The American Express Business Travel Account solution

The Business Travel Account (BTA) Card is lodged with the government department's dedicated travel management company (TMC). The BTA Card can also be used for payment when a self-booking is made inhouse on the online booking tool (SBT).

Why the BTA lodge card solution works

It limits spend to departmental budget.

Spend is restricted to travel-related transactions.

Preferred TMCs/SBTs are used.

All suppliers are paid within 30 days.

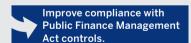
It helps drive the development agenda for small to medium enterprise.

Vendor negotiations are improved.





Unique business model



It provides monthly/weekly views of transactions.

Matching of invoices to statement is facilitated by the TMC.

It helps identify irregular spend.

It provides a view of all spend by category. It provides a consolidated view of any late payment. Fruitless and wasteful expenditure can be tracked.

It enables management of travel policy.



Challenge	ВТА	Comment
Budget deficit	1	Can assist in monitoring actual spend to budget.
Lack of institutional rates	1	Can help identify key categories for negotiation.
Reconciliation	1	Can streamline reconciliation of all travel expenses.
Unauthorised expenditure	✓	Can help government departments to have transparency of their spend.
Irregular expenditure	1	Can help ensure that only travel-related expenses occur.
Not paying within 30 days	1	All suppliers are paid within 30 days.

American Express® Business Travel Account

Testimonials

Industrial Development Corporation

Before the implementation of the Business Travel Account (BTA) the Industrial Development Corporation (IDC) used to manage 360 individual corporate cards (for frequent travellers), with the large number of cards in circulation creating administrative and reconciliation challenges.

Since the implementation of the BTA lodge card, managing and consolidating our travel spend has never been easier. The BTA lodge card has provided us with a simplified method for paying all our business-travel-related expenses. It is basically another form of a 30-day account, except that it comes with several benefits to IDC.

The BTA lodge card is held by our travel office, which debits it, by arrangement, for the costs of corporate travel transactions (such as airline tickets, accommodation and car hire). The card offers a simplified, flexible solution for day-to-day business travel payments and advanced reporting solutions.

Mrs Busisiwe Khumalo

Head: Facilities Management Department
Industrial Development Corporation of SA Limited

Department of Environmental Affairs

Prior to the Department of Environmental Affairs (DEA) utilising the Business Travel Account (BTA) we would issue government orders to all suppliers, including SAA, for travel requests. This resulted in difficulties when determining overall travel spend, as well as challenges around cost control and visibility of travel expenditure.

Since the implementation of the BTA lodge card, relationships with suppliers have improved significantly as they are now receiving payments within the 30 days in line with policy. Furthermore, we now have access to an Amex statement that measures all travel expenditure – making it easier to reconcile this expenditure and enhancing control.

Given the successful relationship with American Express Card and the utilisation of the BTA lodge card over the past 15 years, DEA would recommend the BTA lodge card for corporate travel within government.

Mr Vinesh Naidoo
Director: Security, Vetting and Travel Services
Department Of Environmental Affairs

About the team



The team's main responsibility is driving business development across different spheres of government and state-owned enterprises. The team helps government departments manage their travel-related expenses efficiently, while identifying and understanding challenges within the public sector and finding solutions that fit the need.



Silas Phoshoko has over 12 years' experience in the financial services industry. His card career includes significant experience in card issuing and he has specific expertise in leveraging the benefits of card programmes, government payment solutions and payment solutions for travel, entertainment and procurement in corporate markets.

For more information please contact Silas Phoshoko on +27 (0)11 294 9629 or at Silasp@nedbank.co.za.



Developing a management style to support clients

n government and the corporate world, balancing the needs of the individual against the demands of the operation is a classic Human Resource challenge.

In government, there also needs to be real attention to detail when it comes to service delivery and what is referred to as customer relationship management. That simply means being courteous and professional.

Furthermore, leadership is not a one directional process where someone barks orders and expects results when in reality the effect can be misguided. The more highly trained you are, the worse this style of management can be and the more damage it does.

Taxpayers are asking for a very simple code to be part of government action. Service delivery is not about ticking a box; it is about ensuring we care about our citizens.

Cases in point can be identified in Silicon Valley where aggressive leadership and a male-dominated sector has led to tens of millions of dollars in damages being paid out by companies to former staff members who suffered sexual and other forms of harassment.

Clearly that was an internal problem but you can also identify that these same digital companies have a major crisis when it comes to customer relationships. Uber, Facebook, Twitter and Google are all dealing with customers but are notoriously difficult to contact directly.

And that unfortunately has led to a culture in these companies which has fostered a lack of diversity and in some cases, blatant sexual and other forms of abuse.

Highlighting strengths

Transparent management is part of government in South Africa and should be highlighted as one of our strengths.

But some inside government are determined not to be accountable and the new administration has made it clear that this culture of careless attention to detail will no longer be acceptable.

One of the tools we use as managers is approaching complex issues with what is called an interactionist model. That is where precise goals and objectives need



to be subsumed beneath general overriding concerns and just how to deliver solutions. Sometimes careful plans and schedules have to be reworked quickly to ensure success on a project.

Perhaps it needs to be said that what we really need to have to manage people is a rational approach.

This is compounded when our citizens complain about those who are the face of government and interact mostly with these citizens.

Our services are not just about delivering, it's about our attitude WHILE we deliver.

Human responses to conflict inevitably lead to defensive posturing and an "us and them" scenario which means solving the human resource riddle is then almost impossible. Good managers may have a challenging staff member who ticks every legal box but is technically not as effective as they could be. This is where your goal analysis, alternative communication methods, and path to solutions become vital.

Managing ourselves and systems

We must remember that we need to deliver services and at the same time, to do so in a nuanced and professional way. One size does not fit all in our diverse culture.

So as we act we should reflect and include these five ways of managing ourselves and our systems.

The first would be self-management or reflecting on both our manner in dealing with others and our inter-relationships.

The second could be more analytical, where we are managing organisations and that requires data and other skills combined with personal management.

The third is a context-based management where the mind-set is important to take into account.

The fourth would be managing relationships in a collaborative way. Service delivery in government is all about this part of management and we really need to be on the top of our game to deliver in con-

junction with others.

The fifth is the most demanding, and that is managing change. Some government departments are actively going through a process of change as we usher in a new administration.

So the next time you are standing in a queue at a government department, take note of the ATTITUDE of those serving the people. If you note there is an attitudinal problem, you should alert senior management to this in the most diplomatic way possible.

Our citizens use their smartphones to pass on information



about poor service delivery so it is more and more difficult to hide our poor attitudes from our citizens and our managers.

You don't want to trend on Twitter for the wrong reasons. So think carefully about how you are treating the very people who are paying your salary.

The Water Show Africa

27-28 March 2018

The Water Show Africa is the continent's leading conference and exhibition for water professionals.

The conference offers delegates the opportunity to discover the latest services and innovations to improve the delivery of water infrastructure and efficiency in service supply.

The Water Show Africa is a unique conference and marketplace where water CEOs, government

officials, senior executives and engineers come to explore solutions for developing investable and sustainable world class water projects throughout the African continent.

African water boards, utilities, operators, government, major end-users and investors can meet new partners that can help them achieve their goals.

The conference takes place at the Sandton Convention Centre from 27 to 28 March 2018.

For information contact 011 516 4000.



Power and Electricity World Africa

27-28 March 2018

Power and Electricity World Africa is the meeting place of Africa's power sector. Over 40 African countries are represented at the event.

The conference brings together the brightest and most innovative minds that are shaping the way energy is generated and how the growing demand is met.

Delegates can learn about the latest developments, innovations and investment opportunities which will help them succeed in the energy industry.

The Power and Electricity World Africa agenda covers the critical topics in the energy sector, new projects across world and the latest innovations.

The conference takes place at the Sandton Convention Centre from 27 to 28 March 2018.

For information contact 011 516 4000.

World Travel Market

18-20 April 2018

World Travel Market Africa was launched in 2014 to bring the benefits and opportunities of World Travel Market's (WTM) global industry expertise to travel professionals in this region.

About 5 000 travel industry professionals are expected to attend Africa's leading and only business to business exhibition for inbound and outbound Africa travel and tourism markets.

Mirrored on WTM flagship events WTM London and Arabian Travel Market in Dubai, WTM Africa delivers a proven mix of hosted buyers, media, pre-scheduled appointments, on-site networking, evening functions and invited travel trade visitors.

WTM Africa creates personal and business opportunities providing our customers with quality contacts, content and communities.

The event takes place at the Cape Town International Convention Centre from 18-20 April 2018.

For more information, go to www.africa.wtm.com



Multi-disciplinary consulting engineers

SMEC has been delivering innovative design and engineering solutions for a range of infrastructure projects in South Africa, since 1947. We deliver a full suite of services covering the life of a project, from initial concept, feasibility, planning and design through to construction, commissioning, and operation and maintenance.





Urban Development



Management Services



Water and Environment



Power and Energy



Transport



Resource



n what was a delicate balancing act, former Finance Minister Malusi Gigaba recently delivered a Budget Speech that resulted in some difficult decisions that were necessary to address a revenue shortfall and fund free higher education.

An increase in value-added tax (VAT), fuel levy and a higher estate duty tax are just some of the things South Africans will be faced with this

year.

On the other hand, Minister Gigaba announced some relief for the poor and the working class in the form of below inflation increase in personal income tax, while ensuring an above average increase in social grants.

As part of wide-ranging tax proposals, the Minister said the measures were being introduced, in the main, to generate an additional R36 billion in tax revenue for 2018/19.

The main tax proposals for the 2018 Budget are:

- An increase in the value-added tax (VAT) rate from 14 percent to 15 percent, effective 1 April 2018.
- A below inflation increase in the personal income tax rebates and brackets, with greater relief for those in the lower income tax brackets.
- · An increase in the ad-valo-

rem excise duty rate on luxury goods from seven percent to percent.

- A higher estate duty tax rate of 25 percent for estates greater than R30 million in value.
- A 52 cents per litre increase in the levies on fuel, made up of a 22 cents per litre for the general fuel levy and a 30 cents per litre increase in the Road Accident Fund Levy.
- Increases in the alcohol and tobacco excise duties of between six and 10 percent respectively.

The Minister said increasing VAT was unavoidable, as there was a need to maintain the integrity of public finances.

"In developing these tax proposals, government reviewed the potential contributions from the three major tax instruments, which raise over 80 percent of our revenue – personal and corporate income tax and VAT."

"We have increased personal income tax significantly in recent years, particularly at the higher income bands, and our corporate tax is high by international standards."

"We have not adjusted VAT since 1993, and it is low compared to some of our peers. We therefore decided that increasing VAT was unavoidable if we are to maintain the integrity of our public finances," he explained.

Closer look at tax proposals

In its budget review document, National Treasury said the central adjustments to the fiscal framework in 2018/19 are meant to:

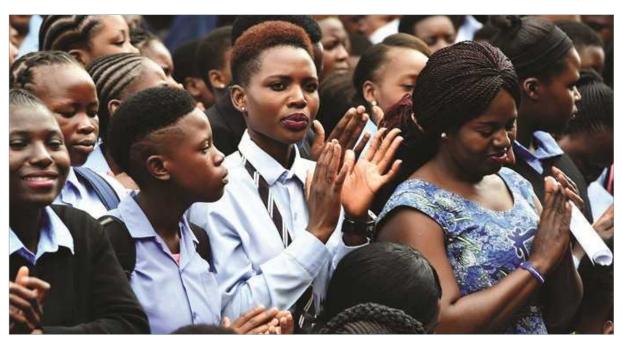
 Raise an additional R36 billion in tax revenue through an increase in the VAT rate, limited personal income tax bracket

- adjustments and other measures.
- Reduce the Medium Term Budget Policy Statement baseline expenditure by R26 billion.
- Allocate R12.4 billion for feefree higher education and training.
- Set aside an additional R5 billion for the contingency reserve.
- Provisionally allocate R6 billion for drought management and public infrastructure.

Funding free higher education

In December, former President Jacob Zuma announced that from this year, government would implement feefree higher education in a phased approach.

The Minister said government will spend R57 billion on free higher \triangleright





education over the next three years.

"The largest reallocation of resources towards government's priorities was on higher education and training, amounting to additional funding of R57 billion over the medium term," he added.

This is the fastest-growing spending category, with an annual average growth of 13.7 percent.

Government will phase in fee-free higher education and training to students from poor and working-class families.

This means that all new first-year students with a family income below R350 000 per annum at universities and TVET colleges in the 2018 academic year will be funded for the full cost of study. This will then be rolled

out in subsequent years until all years of study are covered.

Meanwhile returning National Student Financial Aid Scheme (NSFAS) students at university will have their loans for 2018 onwards converted to a bursary.

"This is an important step forward in breaking the cycle of poverty and confronting youth unemployment, as labour statistics show that unemployment is lowest for tertiary graduates. Higher and further education and training is being made accessible to the children of workers and the poor," said the Minister.

Increase in social grants

According to the Minister, the poor

have been protected from an increase in VAT.

"Vulnerable households will also be compensated through an above average increase in social grants. Some relief will be provided for lower income individuals through an increase in the bottom three personal income tax brackets and the rebates," said Minister Gigaba.

As of 1 April 2018 the old age, disability and care dependency grants will increase from the existing R1 600 by R90 to R1 690 and by a further R10 to R1 700 on 1 October 2018.

The child support grant will increase from the baseline of R380 to R400 and to R410 on 1 October.

The Minister said in addition to VAT, National Treasury would increase excise duties on luxury goods and estate duty on wealthy individuals.

He said taken together, National Treasury believed that the proposals best protect the progressive nature of the country's tax regime to minimise the impact on lower-income households.

Budget deficit

Government expects the budget deficit to narrow to 3.5 percent over the next three years.

"The consolidated deficit is projected to narrow from 4.3 percent of gross domestic product (GDP) in 2017/18 to 3.5 percent in 2020/21.

"The main budget primary deficit closes over the [the next three years], helping to stabilise the gross debt-to-GDP ratio at 56.2 percent of GDP in 2022/23, and declining thereafter."

The Minister said government's fiscal interventions also demand greater efficiency in the use of funds across the public sector.

He said government recognised the need to shift spending away from consumption towards higher investment.

"Over the past decade, the public sector has invested R2.2 trillion in economic and social infrastructure. Yet weaknesses in project preparation, execution and delivery have resulted in lengthy delays and cost overruns," said Minister Gigaba.

To improve this, government has established a Budget Facility for In-

frastructure, to standardise and improve the management of public infrastructure projects.

"To support higher levels of capital investment and maintenance, the state needs to contain the public-service wage bill. Government is working to ensure that the current wage negotiations process results in a fair and sustainable agreement. This process will require careful consideration from all stakeholders," he added.

Higher projected growth

With an improved economic outlook, South Africa's GDP is projected to come in at one percent in 2018, up from the 0.7 percent projected last year.

"The 2017 GDP growth projection has been revised upward to one percent, which is higher than the 0.7 percent expected at the time of Medium Term Budget Policy Statement last year. We are anticipating growth of 1.5 percent in 2018, rising to 2.1 percent in 2020," said the Minister

According to the Budget Review, the improved outlook flows from strong growth in agriculture, higher commodity prices and an incipient recovery in investor sentiment.

State-owned companies

On this issue of state-owned companies (SOCs), the Minister said that government recognised that the business models of some SOCs are unsustainable and that their capital structures are too reliant on debt.

"To confront these issues, we will assist them to develop and implement robust turnaround plans. This needs to be part of a holistic reform programme which considers the role we want SOCs to play in our economic development," he added.

Some of the companies will require restructuring with equity investment.

"In the coming year, government may be required to provide financial support to several SOCs which could be done through a combination of disposing of non-core assets, strategic equity partners, or direct capital injections," he said.

Minister Gigaba stressed that state-owned companies are expected to fund their own operations.

A property audit conducted by the Department of Public Works showed that national government owns up to 195 000 properties, with an estimated value of over R40 billion.

"We will work with them on a programme to better utilise or dispose of these properties in the short to medium term," he said, adding that government is finalising a framework on guarantees aimed at both reducing the exposure and improving the quality of the guarantee portfolio. We can and will ensure that all SOCs are run sustainably and contribute to our national development," he said. •



Sappi Khulisa growers earn R362 million from timber

The old addage "money doesn't grow on trees" has been thoroughly challenged by Sappi Khulisa. A growing number of participants of the tree-farming scheme, established by Sappi 35 years ago, are literally earning hard cash from their small plots of trees. In what turned out to be a bumper year, more than 4 000 small growers working more than 33 000ha of land, harvested and delivered timber to Sappi and earned R362 million in 2017. What started out in 1983 as a tree-farming scheme aimed at subsistence farmers – known as Project Grow – and which involved only three farmers working eight hectares of land, is now a successful supplier and entrepreneurship development model contributing towards sustainable livelihoods in rural greas.

Khulisa (meaning 'Grow') was started by Sappi in Kwa-Zulu Natal, South Africa, covering the area from Manguzi near Kosi Bay in the north to Port Edward in the South and inland as far as Ixopo and Nongoma. Since starting up, Sappi Khulisa has also expanded to include community forestry projects and forestry projects handed to land-reform beneficiaries, with projects in Eastern Cape near the towns of Bizana and Lusikisiki.

Creating Shared Value

It has come a long way since the early days when this programme was purely a Corporate Social Investment initiative for the company. Today, Sappi Khulisa is creating shared value by focusing on, and enhancing, the economic and social conditions of the communities in which it operates, while simultaneously enhancing its own competitiveness. With a significant volume of its timber supply now supplemented by the fibre it sources from the Sappi Khulisa Growers – 14.7% of Sappi KwaZulu-Natal's

hardwood supply – it is important for Sappi to ensure the continued sustainability and future prosperity of these suppliers. This philosophy is clearly entrenched in the mission statement of Sappi Khulisa, which is: To provide extension services to Khulisa growers and contractors so as to contribute to their livelihood and profitability from timber, resulting in a sustainable supply for Sappi.

In essence the programme provides the following:

- Sappi provides quality seedlings, using site-specific species for best yield. These seedlings are produced at Sappi's nurseries and are genetically superior thanks to years of research.
- A qualified team of 23 dedicated Sappi Khulisa foresters provides extension services offering expert advice to growers on a continuous basis.
- With the international demand for its products growing rapidly, Sappi guarantees a secure future market for buying timber from growers at fair, market-related prices. Sappi is a global leader in dissolving wood pulp which is used worldwide to produce viscose fibre, pharmaceutical products as well as a wide range of household and consumer products, as well as paper-based solutions ranging from packaging, containerboard and fluting, newsprint, uncoated and business papers.
- An interest-free loan is provided to cover all farming input costs, including annual maintenance of the plantations until harvesting.
- Advances are paid to growers for work carried out throughout the generally 8-10 year growing cycle.
- Growers' associations are encouraged to increase collaboration between growers, contractors, and Sappi, and maximising the opportunities available

in the forestry value chain; this means that the importance of developing not only the growers but also the rest of the participants in the value chain (silviculture and harvesting contractors, short haul and long haul transporters, and other support services) are being recognised and included.

 Extensive training is offered to these value chain participants, which is aimed at improving technical silviculture and harvesting practices to increase yields and profitability, as well as focusing on improving business acumen, life skills and entrepreneurship.

Rejuvenating Khulisa

Although the programme has been around for many years, Sappi has recently embarked on a 're-engineering' drive of this successful extension programme, which has earned more than R1.6 billion in cash for its participants since its inception.

This re-engineering drive is aimed at ensuring that more people are able to enter and benefit from the forestry value chain, through collaboration and partnership with Sappi, and that those that are already part of this chain, are maximising their yields. To this end, Sappi is reorganising the ways in which it engages with its growers, encouraging group meetings and collaboration, using technology to greater benefit to streamline payments and admin, and introducing large-scale knowledge and skills upliftment for contractors and growers through its Khulisa Ulwazi ('Growing Knowledge') training programme.

Rejuvenated programme sparks interest

The moisture-rich area of Dokodweni situated near the coastal side of the Mandeni Municipality was one of the first plantation areas that was identified under the Sappi Khulisa project in the 1980s. Back then, Sappi Khulisa had a forestry team that included Michael Dlamini and the late B.Z. Xulu, amongst others assisting families with their crops and advising them on good planting practises. The conditions of the land and the eagerness of the community members to plant trees fuelled interest in the programme.

However, in recent years, most families in the Dokodweni area decided to venture into planting sugar-cane on portions of their land, citing quick turn-around times in



Sappi Southern Africa Limited, PO Box 52264, SaxonWold, Sakhile.mzimela@sappi.com Tel: 011 407 8190 profits as the main reason for the shift. The wiser older generation, though, continued planting trees – duly assisted by Sappi – and have been reaping the rewards over the years.

With the re-engineering of the Sappi Khulisa programme, and with talk about new developments taking place, the Khulisa team in Mandeni has been receiving numerous calls from community members requesting assistance in the re-establishment of their plots and people from the area wanting to join the programme.

The Khulisa team has been interacting with these growers on an ongoing basis and have been busy fielding calls from interested community members, all excited about the prospects of entering and benefiting from the Forestry Value Chain.

"We are assisting the growers to adopt a more structured approach to supplying fibre. This includes streamlining the whole process so that they can get maximum returns," said Mbeko Nkosana, Senior Area Manager, Sappi Khulisa.

"We are actively engaging with the growers in order to provide support to improve their productivity and profitability. The focus of these efforts is in two key areas: improved silviculture practices and streamlining the supply chain (including transport and logistics)", he said.



Christina Cwele (Sappi Khulisa contractor, Dokodweni)

"I joined Sappi as an individual contractor in December 2017 and I have been assisting growers in the Khulisa programme with planting trees. I have eight team members who have been working hard in ensuring that there are quality plots in the Dokodweni area – creating job opportunities in the process. I love working in the fields and my passion goes a long way back to my childhood," says Mama Cwele



THE BUSINESS OF CONNECTING PEOPLE TO THE WORLD



The need for human relations is a story as old as time. Access to information is at the core of the knowledge economy. Both are all about access and in today's global community, access is through connectivity.

SENTECH is in the business of meeting the human need of connecting to the world.

This state-owned company is the premier provider of electronic communications network services in the broadcasting and communications industry. It is the largest signal distribution company in Africa and the largest teleport in the SADC region.

SENTECH provides radio and television broadcast signal distribution services to public, commercial and community broadcasters with over 130 radio stations on-air on a daily basis, this includes all SABC stations, eTV and M-Net. It has more than 270 sites throughout South Africa, providing audio-visual signals for more than 11.4 million homes through its broadcasting network. Its infrastructure and data communications platforms also provide services to South Africa's telecommunication sector and mobile providers.

SENTECH is also focussing on developing and rolling out open-access platforms that will enrich the SADC region's digital content distribution industry and ensure access to rich digital content, anywhere, anytime on any device.

SENTECH operates in an environment where the only certainty is change and it occurs at a rapid pace in telecommunications. With the rapid development and evolution of the ICT environment, SENTECH is constantly re-configuring itself and adapting with agility to meet customer demand. "Customer-centricity is not a buzz-word at SENTECH, it is the SENTECH-way, our way of life", says Mlamli Booi, SENTECH's CEO.



Leadership

Mlamli leads a visionary and vibrant executive team, determined to ensure that SENTECH remains a contender in the broadcast technology environment. This leadership

team has been at the core of SENTECH's ability to consistently remain a profit generating SoC and receive a clean audit for five consecutive years.

Mlamli was appointed at the helm of SENTECH on 15th October 2015, but is an experienced hand in the South African broadcasting landscape. In 1997, he was appointed by the late President Nelson Mandela onto the IBA (Independent Broadcasting Authority) Council, to adjudicate the first free to air television license in South Africa. He was also involved in licensing commercial and community radio stations.

Mlamli has held several advisory roles including advising the SA government on telecommunication policy, the Department of Trade and Industry (dti) on business process outsourcing (BPO) and call centre market, JP Morgan on the telecommunications landscape and business model, developing a licensing policy and universal access policy for the SADC region.

Focusing on customer needs

As a technology company leading in the ICT infrastructure services market, SENTECH provides quality solutions, tailored to meet the needs of the South African market. SENTECH's annual customer satisfaction survey ensures that the company knows the demands that its customers face and is able to source solutions.

SENTECH provides services in:

- Content delivery via terrestrial wireless and satellite distribution (analogue and digital television and radio)
- Wireless broadband services using terrestrial and satellite services
- Professional services consulting: SENTECH's Consulting Services include network planning, coverage planning, spectrum planning and demographic analysis

Connectivity services - broadband connectivity provides secure and affordable access for all citizens to education, health and other government services and stimulates economic development. SENTECH's Connectivity Services focus on the development of platforms for wireless broadband.

Managed Infrastructure Services

- Facilities leasing
- SENTECH Facilities Leasing offer a wide range of products and services for various communication services in South Africa. Its infrastructure is in a unique position to provide customers with the best population coverage.
- Third party facilities management SENTECH has the capacity to proactively manage ICT (Information and Communications Technology) assets on behalf of its facilities leasing customers. The company offers scheduled preventative maintenance and support to the customer's equipment.

Socio-economic transformation

SENTECH recognises SMME sustainability as a key economic driver. As such, much focus has been given to the sustainable development of SMMEs and transformation is one of the key pillars of SENTECH's strategy. The company has become a catalyst in the creation of competitive SMMES to advance to world class black-owned companies, especially in the technology and ICT arena.

SENTECH began an enterprise and supplier development journey in 2015, to contribute to the growth of small businesses in South Africa. Over 800 entrepreneurs applied to join the programme which was rolled out in two phases, with the first focusing on supplier development and the second on enterprise development. The challenge posed to the entrepreneurs was to build sustainable, profitable businesses that could, ultimately, supply goods and services to SENTECH and the sector.

The SMMEs are sustainable and more focused than they were before commencing the programme. This is evident in growth in the jobs created by some of the SMMEs as well as business expansion. SENTECH continues to provide advisory and mentorship roles for the SMMES on a demand basis.



Website: www.sentech.co.za

Phone: 0860 736 832

Email: support@sentech.co.za Address: Sender Technology Park,

> Octave Street, Honeydew, Gauteng



he extreme drought in the Western Cape has brought into sharp focus the fact that South Africa is one of the 30 driest countries in the world and that water security cannot be taken lightly.

Government is putting a number of measures in place to prevent taps from running dry.

Given that South Africa is an arid country, these interventions are critical in the long-, short- and medium-term as many parts of the country remain gripped by drought.

The Western Cape, Northern Cape and Eastern Cape have been declared disaster areas, as have parts of KwaZulu-Natal and the Free State. Parts of the North West have also been without water for a number of years, according to the former Minister of Water and Sanitation, Nomvula Mokonyane.

Govt enhances efforts to address drought

In an effort to mitigate the drought, the Inter Ministerial Task Team (IMTT) on Drought and Water Scarcity has been holding monthly meetings to formulate a plan of action.

Chairperson of the task team and the former Minister of Cooperative Governance and Traditional Affairs, Des van Rooyen, has classified the drought as a national disaster.

"This will legally assign the responsibility to the national executive to coordinate the

disaster. It will also ensure that provinces, which are not currently declared disaster areas, can be covered through measures to prevent and mitigate against the drought," said Van Rooyen.

He said the Department of Water and Sanitation (DWS) will continue to monitor the levels of 214 major dams, as this information is critical to understanding the situation around the availability of water in the systems.

2017 the driest year

Van Rooyen said the South African Weather Service reported that 2017 was the driest year in terms of rainfall as almost the whole country received below normal levels.

"This denotes that the country has not recovered from the 2014 drought, with the Western Cape experiencing the worst drought in years," he added.

Forecasting systems indicate that affected provinces may still experience drier than normal conditions.

"The Standard Precipitation Index for the 24-month period indicates areas of mild to extreme drought categories across South Africa, as a result of four consecutive seasons of low rainfall."

"The cases of all the affected areas are clearly an indication of the need for a national coordinated approach and response to this unfolding challenge," he said.

Interventions in Cape Town

Water scarcity does not only impact residents' daily lives, it also has profound negative implications on the economies of affected provinces.

"Recent reports indicate that the tourism sector in affected areas is feeling the shock, particularly in the Western Cape," said Van Rooyen, adding that this is one of the reasons why government cannot sit back and fold its arms.

The Western Cape is one of South Africa's biggest tourist destinations. Figures show that in 2016, 3.6

National interventions

A number of measures have been implemented nationally to address the situation and are bearing fruit. These include:

- The issuing of regular early warning messages.
- Drilling and equipping of boreholes across all provinces.
- The application of water restrictions to regulate the use of water.
- The provision of animal feed and fodder.
- · Water tankering in areas of severe need.
- The promotion of the use of drought resistant cultivars.
- Reduction of water usage by industries and other users, such as crop farmers.
- Change of timing of cultivation and irrigation, etc.
- Desalination.
- · Water conservation and demand management.
- Reuse optimisation.

In addition, R74.8 million was given to the Western Cape in August 2017 to deal with the situation.

The Minister said his department, through the National Disaster Management Centre, is currently in the process of considering requests from the Northern Cape and Eastern Cape for funding of response and recovery measures.

From reports received by the IMTT so far, there is an indication that the situation is deteriorating with dam levels falling week-on-week. Below are the readings of recent national dam levels.

Province	Dam level on 7 February	Dam level the previous week
Eastern Cape	60.7%	59.9%
Gauteng	94.6%	95.0%
Free State	64.9%	64.4%
Mpumalanga	76.9%	76.8%
KwaZulu-Natal	52.6%	50.8%
North West	67.4%	66.6%
Northern Cape	76.2%	80.5%
Limpopo	65.3%	64.4%
Western Cape	23.7%	24.5%
National	59.6%	58.8%

million foreign and domestic tourists spent R20.6 billion in the province.

In an effort to alleviate the drought in Cape Town, DWS has been working with the city's \Im

authorities.

The dire situation in the City of Cape Town has forced authorities to put stringent measures in place to prolong what could be regarded as a probable Day Zero, when taps could run dry.

The City of Cape Town is implementing level 6B restrictions which means that there is a daily limit of 50 litres per person, whether

"[There's] clearly
a ... need for
a national
coordinated
approach and
response to
this unfolding
challenge."

at home, work, school or elsewhere.

While the city is focusing all its efforts on pushing back Day Zero, it said it needs to be prepared for a scenario where it takes control of the city's water supply to extend it into the winter months.

"We will shut off supply to taps when our dams reach a collective level of 13.5 percent. Once dam levels reach 13.5 percent, they [the authorities] will begin to shut down the reticulation system, except

to key commercial areas and institutions such as hospitals," said the city in a statement.

Once this happens residents will be able to access water from collection points across the city. Each resident will be allocated 25 litres of water a day.

The city has activated its Disaster Operations Centre to execute its Water Disaster Plan which will take effect in the event of Day Zero.

Improvements in Richards Bay

According to DWS, water reservoirs in Richards Bay have significantly improved since the new desalination plant came into operation in May 2017.

Richards Bay is in the City of uMhlathuze in KwaZulu-Natal and is one of the areas that has been severely affected by the ongoing drought.

By August 2016, Richards Bay's main water supply had dropped to a dangerously low level of 16 percent. But the desalination plant – one of DWS's short-term interventions – has improved water security and reliability.

Desalination is the process of removing salt from seawater. The intervention is aimed at increasing domestic water supply to help local communities and business in and around the area.

The plant produces about 10 megalitres of clean water per

day and directly benefits the communities of Mandlazini, Meerensee, Nseleni, Khoza, Mzingazi and the Mbonambi Rural Water Supply Scheme.

The department has also started implementing interventions to expand existing water resources in other parts of the country.

The short- to long-term interventions take a four-pronged approach, which includes desalination, groundwater optimisation, water conservation and demand management, and reuse optimisation.

Water saving tips:

Car

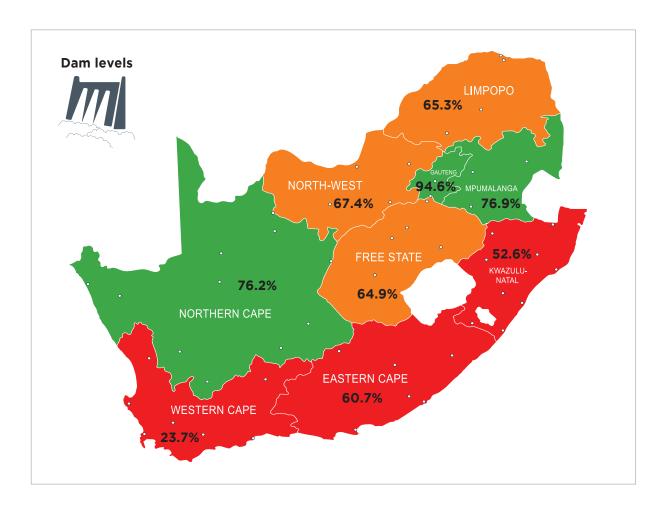
- Wash your car with a bucket and sponge only, not a hosepipe.
- Use a commercial car wash that recycles water.

Bathroom

- Turn off the tap while brushing teeth, shaving or soaping hands
- Take shorter showers and use less water if you bath, although showering is recommended.
- Bath young children together.
- Flush the toilet only when odours make it necessary.
- Put a brick in your cistern to reduce capacity.

Laundry

- Cut back on washing your towels and linen.
- Match the size of your laundry



load with water volume.

- Buy an eco-friendly wash ball.
- Buy a water-efficient washing machine.

Kitchen

- Only turn the dishwasher on when it's full.
- Use a plugged sink to wash dishes instead of a running tap.
- Use less dish-washing liquid to reduce the need for rinsing.
- Use a plugged sink to rinse vegetables instead of a running tap.
- Use the water you used to

rinse fruit and veggies to water plants.

Plants and garden

- Learn about water-wise gardening.
- Water plants at the coolest time of the day.
- Group plants together that have the same water requirements.
- Water plants with the water you used in the kitchen to rinse fruit and veggies.
- Choose local indigenous water-wise plants for your home and garden.

- Use natural and organic garden products.
- Check your water meter for hidden water leaks. Read the water meter before and after a two-hour period when no water has been used. If the water meter doesn't read exactly the same, there is a leak.
- Repairing of dripping taps is also essential. If a tap is dripping at a rate of one drop per second, up to 10 220 litres of water could be wasted per year.

E-Payment

Electronic payments a boon for social grant beneficiaries

Agency (SASSA) beneficiaries have had their grant money paid directly into their bank or post office account thanks to the agency's decision to make electronic payments.

"It is part of fully complying with orders from the Constitutional Court and phasing out Cash Paymaster Services (CPS), the current service provider," said SASSA's national spokesperson Paseka Letsatsi.

In March last year the Constitutional Court extended SASSA's contract with CPS for a year to fulfil the constitutional obligation of paying social grants to beneficiaries.

The Constitutional Court also ordered SASSA to advise beneficiaries of the advantages of having their grant paid directly into their bank or post office account.

CPS is responsible for the distribution of social grants to over 17 million beneficiaries. Its contract would have come to an end on 31 March 2017 but the Department of Social Development approached the Constitutional Court requesting that CPS continue to pay some recipients after that date.

The phase-in/phase-out ap-

proach to the CPS contract has led to a number of changes already planned or implemented.

From 1 March 2018 SASSA will be able to directly deposit the grants into about 5.7 million beneficiaries' accounts.

"This will bring about 80 percent of payment transactions under the control of SASSA by the end of March 2018," Letsatsi said.

Low-cost bank accounts

SASSA is negotiating with the banking industry to develop a low-cost bank account, which will be subsidised by SASSA, so that beneficiaries get the full value of their grants without paying bank charges.

"These accounts will not allow electronic debits and are intended to protect beneficiaries from unauthorised debits, which have been a problem in the past."

By April, the only beneficiaries whose payments won't fall under SASSA's direct control are those paid in cash at SASSA pay points.

"SASSA has already gone to the market for the cash payment category by advertising a tender. This represents just less than three million beneficiaries," she said. SASSA also conducted a countrywide awareness campaign to inform beneficiaries about these initiatives and to eliminate fake messages doing the rounds which state that beneficiaries must swop cards.

Migrating grant beneficiaries

The migration of grant beneficiaries to Postbank has already commenced.

According to the South African
Post Office (SAPO) Chief Operating
Officer Lindiwe Kwele, SASSA has
signed off on the new card design
for social grant beneficiaries and
after a purchase order is issued to
the preferred bidder the first batch
of two million cards is expected to
be delivered on 16 March 2018.

In the next phase, two million cards will be delivered every three weeks until 10.6 million cards have been delivered by 8 June 2018.

Kwele provided these details while briefing the Portfolio Committee on Telecommunications and Postal Services on its readiness to migrate beneficiaries to its new integrated grant payment system.

"The migration of beneficiaries to Postbank accounts has

commenced and is being prioritised and monitored weekly," she stressed.

The briefing came after a December announcement by the Inter-Ministerial Committee (IMC) on Social Security that an agreement was reached between parties to pave the way for the implementation of a hybrid grant payment model.

Under the new model, SAPO would provide services such as electronic banking, including the provision of a central holding account and special disbursement

accounts, signing up of new beneficiaries and biometric authentication of beneficiaries.

The state-owned entity would also be responsible for the development of the required software solution to replace the existing system as well as to provide cash pay points at its outlets.

Kwele said that a Corporate
Holding Account will be opened
once SAPO receives the required
account opening documents
from SASSA, which were yet to be
handed over.

The opening of the Special Dis-

bursement Accounts will also only take place on the commencement of the service in April 2018.

"SAPO has the capacity to deliver on its mandate or obligations. SAPO and Postbank do have the necessary funding to implement the project. An aggressive communications and marketing campaign [in partnership with GCIS] is underway," she stressed.

Contingency plan

Kwele said that in the unlikely event that the new integrated grant payment platform is not ready by 1 April 2018, an interim Mzansi-like Account, with a web-service facility, has been created to enable on-boarding of new beneficiaries at SASSA offices from 26 February 2018.

"This solution will require SASSA officials to perform a light account opening and for the beneficiaries to collect their interim [Mzansi] cards at SAPO branches."

"All such cards will be replaced with the new SASSA card during the phase-in/phase-out at no cost to SASSA or the beneficiary," she said.

She said Postbank is developing the Special Disbursement Account structure on its core banking platform that can be used with the new SASSA EMV card until the new integrated grant payment solution has been developed.

SASSA Grant Payments

Where can I get my payment?





Through Bank accounts of your choice



Through large retail outlets (Checkers, Pick'nPay,



Through the SA Post Office Postbank



Through General Dealers, small shops, spaza shops, co-ops owned by registered South Africans etc



SASSA support Toll Free Number

0800 60 10 11 OR



www.sassa.gov.za

Dr Moeletsi Solomon Leballo Commissioner of the Public Service Commission in the North West

Dr Moeletsi Solomon Leballo has been appointed Commissioner of the Public Service Commission based in the North West.

Dr Leballo previously worked in the Office of the Premier in the North West, where he held the position of Deputy Director-General: Administration.

He is a qualified medical doctor. He has worked at Muhimbili Medical University (Tanzania), ANC-Holland Solidarity Hospital (Tanzania), Bophelong Hospital (Mahikeng) and Ramatlabama Military Base as a medical officer. He also served as a councillor in the Ngaka Modiri Molema District Municipality in North West.



Dr Leballo is also a community activist. He was a member of the Soweto Student Representative Council in 1976 and participated in leadership programmes in Solomon Mahlangu Freedom College in Tanzania. He was involved in student activism in Bulgaria, served in the North West Provincial AIDS Council and established a support group for people living with HIV and AIDS.

His academic qualifications include a Bachelor of Medicine from the University of Bulgaria, Postgraduate Diploma in the Management of AIDS from the University of Stellenbosch and Diploma in Agro-Technology.

Professor Mkhululi Lukhele Head of Department, Gauteng Department of Health

Professor Mkhululi Lukhele has been appointed Head of the Gauteng Health Department.

Prior to his appointment he was an orthopaedic surgeon and specialised in spine surgery. Professor Lukhele was also the Head of Orthopaedics at Charlotte Maxeke Academic Hospital, a position he held for more than 14 years.

He served as the Academic Head of Orthopaedics at the University of Witwatersrand for 10 years.

Professor Lukhele is involved in clinical research focusing on spinal tuberculosis, trauma and spine deformities.



His other area of research focused on clinical pathways, and access to quality orthopaedics care. This research has had a great impact on driving patient-centred care and safety in orthopaedics as well as stimulating orthopaedic outreach activities.

As a member of the National Osteoporosis Foundation of South Africa, he is involved in research related to osteoporosis and fragility fractures.

He obtained his medical degree from the Medical University of South Africa. •

ALAÏA





Comfort creations

e all want to look our best but sometimes we choose comfort over fashion, especially if we are on our way to a gym session or to grab a coffee. But who says you can't be fashionable and comfortable at the same time? We have chosen three different looks that are comfortable and look good for the occasion.

Gym session

- 1. Nike women's dry t-shirt, R279.
- 2. The North Face bomber tights, R899.
- 3. New Balance 247 sport sneakers, **R1 205**.
 - 4. Nike gym club bag, **R479**.

For the office

- 5. Woolworths Poplin peplum shirt, R399.
 - 6. Only Iriga palazzo pants, R439.
- 7. Dolce Vita Majorca black heeled courts, R399.
 - 8. Style Republic shoulder bag, R299.



Preparing for a healthy baby

f you are planning for a baby there a number of steps you can take before, during and after pregnancy to ensure the health of your precious gift. *PSM* takes a closer look at these.

About three months before you try to fall pregnant:

- Stop taking the Pill use another method of contraception.
- Make sure that you have had all the necessary vaccinations - particularly against rubella.
- Start with a balanced intake of multi-vitamins which should contain 0.4mg folic acid.
- When you consult your clinic or doctor, mention that you are planning a pregnancy, particularly if you are on medication for a chronic disease.
- Seek genetic counselling if:
 - You are in your late 30s.
 - · You have had two or more miscarriages.
 - You have given birth to a child with a congenital or hereditary disorder.
 - There is any history of a hereditary/genetic disease in your or your partner's family.

When you are trying to fall pregnant:

- Since the confirmation of pregnancy is usually obtained only after you are already two or more weeks pregnant, you should avoid the following risk factors now:
 - Alcohol.
 - Smoking.
 - Unprescribed medicine.
 - Contact with anyone suffering from an infectious disease.
 - Abdominal X-rays.
 - · Regular contact with anaesthetic gases.
 - Excessive heat, e.g. saunas and very hot baths.

- Uninspected, undercooked meat.
- Exposure to cat litter.

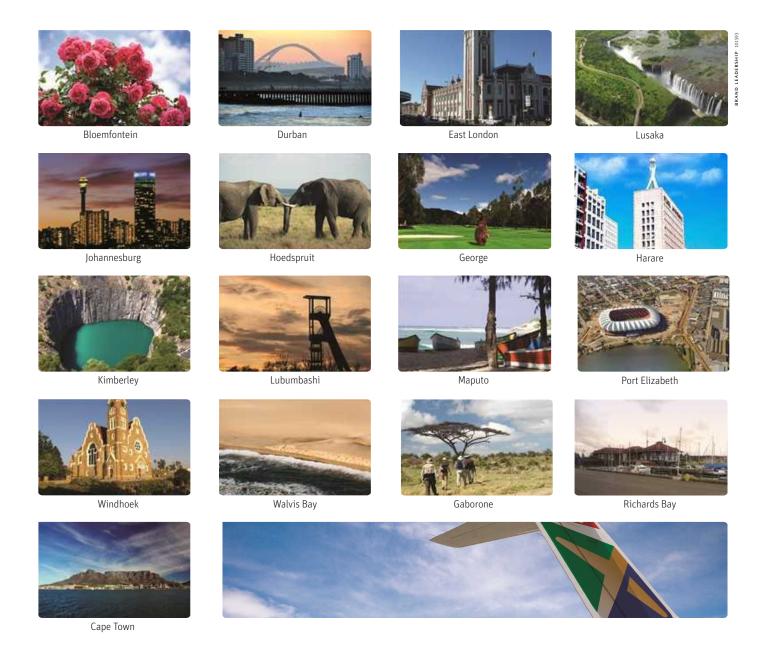
When you are pregnant:

- Visit your antenatal clinic or doctor regularly.
- If there is any one with a birth defect, or mental, visual or hearing impairment in your or your partner's family, ask your medical professional to refer you to your nearest genetic counselling clinic.
- Get sufficient rest and light exercise.
- Follow a balanced, vitamin-rich diet.
- Obtain information on breastfeeding.
- Contact your clinic or doctor immediately if you experience bleeding from the vagina, severe and persistent nausea, vomiting or headaches, swelling of the feet or legs, excessive or sudden weight gain, abdominal pains, a marked decrease in urine or a sudden, strong flow of water from the vagina.
- Ask your clinic sister or doctor to inform you about screening tests on pregnant women and a sonar examination to detect certain abnormalities in the unborn baby.

After the birth of your baby:

- Visit your clinic or doctor about six weeks after the birth of the baby for a thorough post-natal examination.
- Take your baby to the baby clinic regularly for a general examination and the necessary vaccinations.
- Consult your family-planning clinic or doctor with regard to an appropriate contraceptive.
- Ask your clinic sister or doctor about laboratory screening tests that can be done on your newborn baby.

Source: KwaZulu-Natal Department of Health



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Simply delicious meals

e all love a scrumptious restaurant meal that is pleasing to both the eyes and tummy but dining out every day is impractical and expensive. If you

take the time to go through your fridge and cupboards you will find all the ingredients needed for that delicious meal. We have chosen breakfast, lunch and supper ideas

that look and taste great and the best part is it won't cost you an arm and a leg because you can make it yourself.

Greakfast: Savowry omelette Ingredients

1/3 cup water

4 large eggs

2 tbsp butter

1/4 cup each of mushrooms, onion, peppers (red, green or yellow) and diced tomato

Directions

Sauté the onions, mushrooms, sweet onion and peppers in a pan. When the vegetables reach the desired texture remove from the stove and add the tomato and set aside. In a bowl mix the eggs and water until there are no streaks. Preheat a pan on medium heat

and melt the butter in the pan.
Pour the egg mixture into the pan,
making sure the mixture is evenly
distributed. The outside edges of
the egg mixture will cook first. While
the middle is still a little wet, add
the precooked veggies and fold
in half. Once you are satisfied with
the texture, remove from pan and
place it on a plate.

Lunch: Pan fried chicken breast with couscous

Ingredients

3 tbsp olive oil

4 skinless chicken breasts

(boneless)

1 tsp paprika

2 tsp ground cuminSalt and black pepper3/4 cup couscous2 cloves garlic (crushed)3/4 cup cherry tomatoes,quartered

1/4 pound snap peas, thinly sliced crosswise (about one cup)

1/2 cup torn fresh basil

2 tbsp fresh lemon juice

Directions

Heat a tablespoon of oil in a large pan over medium heat. Season the chicken with cumin, paprika, salt, and pepper. Place chicken breasts in heated pan and cook for five to six minutes per side until golden brown and cooked through. Transfer to a cutting board and slice evenly.

Place the couscous in a large bowl and add one cup of hot water. Cover it and let it absorb for five minutes. Fluff with a fork once done.

Heat the remaining oil in a large pan over medium heat. Add the garlic, snap peas, basil and tomatoes. Sauté for one minute and then add mixture to the

Public Sector Manager • March 2018



Spoon your desired amount of couscous onto plate, place chicken breast on top and drizzle with lemon juice.

Supper: Creamy salmon pasta

Ingredients

500g packet of pasta of your choice

500g salmon steak

- 1/2 finely chopped onion
- 1 finely chopped clove of garlic
- 3 tbsp butter
- 2 tsp flour
- 1/2 cup white wine
- 1 cup fresh cream
- 1 cup coarsely chopped spinach

1/2 cup chopped chives, basil and oregano

2 tbsp olive oil

Directions

Cook the pasta in a large pot of salted boiling water until al dente. Drain the pasta, oil lightly and set aside. Melt two tablespoons of butter in the same pot and add the onions and garlic. Let it simmer for a few minutes and then sprinkle with the flour and cook for about one minute, stirring constantly. Add in the white wine and bring to a boil, stirring with a whisk. Gently add in the

whisk and bring to boil. Add the herbs, spinach and cheese and mix. Add the pasta to the pot and mix together until the sauce coats the pasta. Take pot off the stove and set aside.

Heat one tablespoon of butter and oil in a large pan over medium heat. Once it's hot, add the salmon and cook for a couple of minutes on each side. Take the salmon out of the pan and set aside. Once cooled, dice or cut into strips and mix into the pasta. Spoon the desired amount of pasta onto a plate, garnish and enjoy. O

Chasing storms in

gasped for a breath, completely winded, lifting my head to see another flawless wave reeling down the Supertubes point in Jeffreys Bay. The surf spot's machinelike perfection draws surfers from all corners of the country. Raw galeforce winds which rage in winter months cause cold fronts which batter the southern coast of South Africa and generate large swells that sweep the coast's numerous jagged point breaks. When five metre high swells or even larger move up from a southerly direction, phone calls go out to bosses,

school children complain of a sudden stomach bug and surfboards are shovelled into cars.

One Sunday morning while lazing around in bed, I woke up quickly when I saw the swell forecast had changed. Moderate light colours on my weather app suddenly turned to bright reds and pinks later in the week. A swell was heading towards Jeffreys Bay and I wanted to be there. With an open schedule and no obligations, I packed my wetsuits, boards and a couple of peanut butter sarmies into my little Tazz and took to the open road. Nearing Jeffreys Bay, the towering wind turbines spun furiously as I approached the small surfing town, while faded surf posters of world surfing championship tour competitions in the 90s still hang along the main road. A good sign I was heading in the right direction.

A surfer's dream

I arrived to greetings from the friendly staff at Island Vibe Backpackers, a two minute walk from numerous surf brand factory shops and right in front of Kitchen Windows, a 'mellow' option for the less experienced surfer. That evening, after a delicious traditional Cape Malay bobotie, I escaped to bed before being offered a second beer. After all, I was here to surf. The squid fishing boats glinted in the distance as the skies started to lighten well before sunrise. I didn't have to walk further than my balcony to see the swell had started to roll in while a dark bank of clouds from the south suggested there was more to come.

There were three days of swell and I had to pace myself. Allowing a slow morning, I drove five minutes across town, turned down the road that read Pepper Street, alongside a sticker covered stop sign. The parking lot looks over the aloe-covered sand dunes onto the backlit reeling swells chasing down the point. Sluggish, shaggy looking surfers, still in their pyjamas and UGG boots, sipped coffee admiring the perfection. There wasn't a drop of water out of place as the first surfers on the dawn patrol enjoyed







a short window with immaculate conditions before the masses appeared.

A faultless ride

By 6.30am there were more than 40 surfers in the water already. It had been a slow season as Supertubes emerged from inertia to reveal its majesty. With haste I ran to my boot to fetch a wetsuit and wax my board and then made my way to the key hole up the point. Sharp rocks protruded from the sand, covered with mussels and barnacles.

A small gap in the outcrop sucks out water, time it right and you are a few strokes away from being in the line-up. Miss-time the paddle and you will be scraping your board off the rocks. It might seem like a long drive just to go surfing,

until you take off on your first wave. Easily sliding into the crescent face it's full throttle ahead. A long wall lined up in front offering speed, power and flow - a surf judge's text-book criteria for a faultless ride. Then when the wave eventually closes out or races off ahead you are faced with a long paddle back. It was on that long paddle, after at least seven hours of surfing for three straight days, I felt my deflated arms sluggishly squeezing out one paddle at a time, gasping for air and watching another wave reeling towards me.

That evening there was nothing stopping me from entertaining a second or third beer at the Island Vibe bar. I was heading home the next day and still unimpeded by obligations, I planned a slow drive

KNOW BEFORE YOU GO:

- Island Vibe Backpackers offers accommodation to suit your pocket, from a site to pitch your tent or a bed in a dorm to a private room with a balcony overlooking the ocean (jbay.islandvibe. co.za).
- Just a short walk from Supertubes' car park is Nina's Real Food, which offers a wholesome menu or just a delicious coffee. To satisfy a surfer's appetite, indulge in freshly caught fish and chips at Catch of the Day (catchofthedayjeffreysbay.com).
- Visit Storms River Mouth Rest Camp (sanparks.org/ parks/garden_route/default.php) for swing bridges and a waterfall hike.The entrance fee is R45 for adults (free for Wildcard holders).

home to see what the garden route had to offer. •



Inspired by nature

ransform the mundane into the sublime by bringing these natural elements into your personal space. Breathe new life into your living areas, kitchen or bedroom with these décor items that range from pure cotton to leather, wood and metal.



- 1. Find comfort with this 100 percent cotton Hotel Collection throw for your bedroom or lounge, Boardmans, R487.
- There's nothing that says elegance like a hurricane lamp. This Eva Solo lamp from yuppiechef.co.za combines glass with a stainless steel base, R899.





- We love the natural look of this Bar Craft pine wood wine rack accentuated with a metal frame. It comfortably holds six bottles, Boardmans, R369.
- This woven basket offers up more than just storage space or a laundry basket, it's also very stylish and can be used to store throws in your lounge, @ Home, R499.
- Metal frame mirrors are perfect décor touches for a bedroom or living area, like this huge brass mirror from Weylandts, R1 995.
- Seven Swans is a stationery studio that crafts unique coppe



hot foiled art print complete with a copper frame. This Home Sweet Home frame is the perfect housewarming gift, yuppiechef.

co.za, R149. O





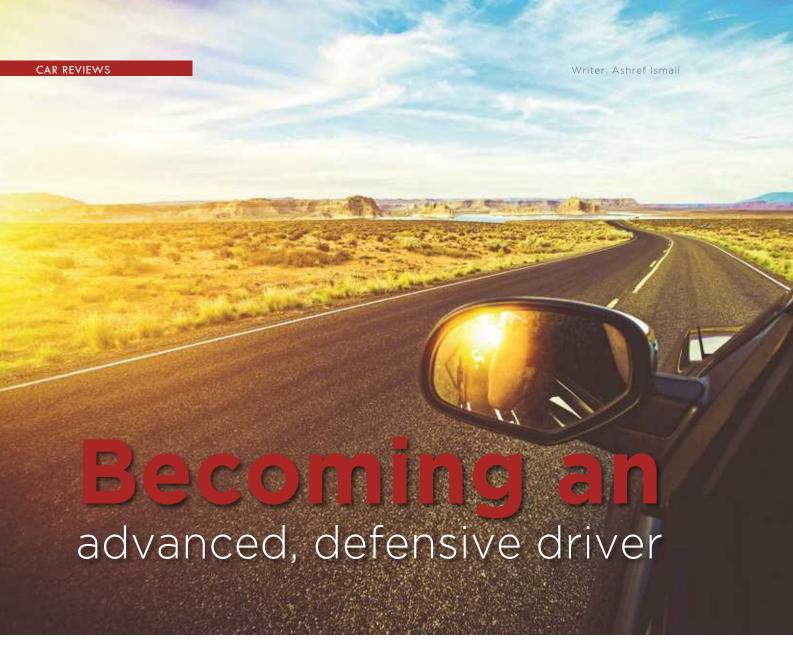


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t is no secret that accidents are a regular occurrence on South African roads leading to many fatalities, especially over the holiday period.

It is only by displaying a positive mental attitude to driving that we can become professional, advanced, defensive drivers and in so doing, make our roads safer for all.

A professional driver refers to any person who earns money from transporting goods and/or passengers. In other words, anyone who needs a Professional Driving Permit, known as a PrDP, will legally be classified as a professional driver. One may argue that sales representatives, consultants, tradespeople and everyone who drives to and from work could fall in this definition, even if they do not require a PrDP.

The simple definition of professional in advanced, defensive driving would be a knowledgeable and

skilful driver. Such a driver will also be empathetic, compassionately understanding the behaviour of different road users and anticipating hazards. He/she would be 'driving the next person's car' as well as their own, looking through the other driver's windscreen and predicting hazardous outcomes before his/her brake lights come on. This would go a long way towards reducing stress and road rage in the country.

Advanced in this context means that the driving skills course undertaken passes way beyond what is offered in the now really outdated K53 driving license test system. A certified and reputable advanced driving skills course will cover many mental aspects, such as observation, concentration and the ability to identify hazards and manage these.

Enhancing one's mental ability

to drive means that a person's defensive driving skills are sharpened.
Not only will the driver be trained to concentrate and be alert, avoiding all distractions, he/she will also be able to look far ahead, have the foresight to identify potential hazards, make the correct

judgement and deal with them timeously before it become a crisis.

A competent driver also needs to possess basic.

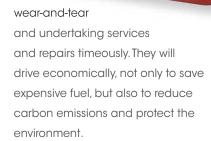
but sound, knowledge of how a car works, why it behaves the way it does in various conditions, appreciate the laws of physics and the forces of nature acting

on a vehicle, apply the rules of the road

and importantly, understand and anticipate the behaviour of different road users.

The defensive driver will operate the vehicle with 'mechanical sympathy', ensur-

ing that they enjoy optimal vehicle performance without excessive



SAFETY

A defensive driver should be street-wise and constantly aware of his/her surroundings to avoid becoming a victim of criminal activities. Constant vigilance at intersections and on quiet roads, choosing safe places to park and being careful of suspicious characters on the roads will ensure that they do not become easy prey for criminals.

An advanced, defensive driver will conduct regular pre-trip inspections of both the interior and exterior of a vehicle. This preventative exercise could save a great deal of time, inconvenience and heartache should a breakdown occur in an unsafe place.

Anyone can be an advanced, defensive driver, either through self-learning or by doing a formal course through a reputable driver training academy. It all comes down to displaying the right attitude.



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20/20 Insight improves the competitiveness of corporate companies by assisting them in terms of compliance with government's transformation and growth policy. We provide B-BBEE advisory services that drive inclusive economic growth. Through ESD solutions that connect corporate supply chains and funding institutions to SMEs, we reduce risk, enhance economic impact and improve returns for all our stakeholders.

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Improve supplier performance through targeted supplier development

Integrate your various B-BBEE initiatives and costs for high impact

Reduce compliance costs through collaboration and government grants

COMPANY VISION: To build a thriving and equitable society where business drives inclusive growth.

COMPANY MISSION: To provide strategic interventions with measurable returns, through systematic and sustainable transformation.

WHO IS YOUR TARGET MARKET?

- Government
- Corporates
- · Banks and DFIs
- SMEs

WHAT SERVICE DO YOU OFFER?

B-BBEE ESD PROGRAMME MANAGEMENT

SMME DEVELOPMENT

DO YOU HAVE A UNIQUE SELLING PROPOSITION?

- We provide a full end-to-end service to assist with efficient B-BBEE compliance
 through designing cost-effective ESD programmes and ensuring that SMMEs
 achieve real growth through impactful interventions that help them unlock
 opportunities with which they are presented.
- We bring together and manage multiple stakeholders, and harness each SMME's unique selling proposition to ensure that the development programmes have an impact far beyond what any of the individual stakeholders could achieve alone.

SPECIFIC SED INITIATIVES:

We were instrumental in the formation and management of the Barloworld Siyakhula Incubation Hub (BSIH). With over 100 incubatees in our ESD programme in the first year, we provided the following interventions:

- Market access
- Funding
- Business improvement

839 jobs were created for the beneficiaries' companies, through acquiring staff.

"Driving Empowerment & Transformation for inclusive economic growth" 20/20 Insight helping SMEs deliver.



Unleashing SME Competitiveness & Growth through:

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