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MARCH 2015

State of the Nation 2015

Assessing progress, moving forward

Conserving energy

SA can to rise to the challenge



Provincial focus

MEC Botes ensures Northern Cape municipalities deliver



Lifestyle

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- Dangers of salt
- Summer inspired fashion

SANRAL has a key role in Government's infrastructure plans

The primary role of road and transport infrastructure in the economic development of South Africa was strongly emphasised by President Jacob Zuma when he delivered the 2015 State of the Nation Address in Parliament.

SANRAL is the state-owned agency responsible for the planning, design, construction and maintenance of the national road network and will play a decisive role in the provision of the strategic infrastructure required to **achieve the 5% economic growth** rate envisaged by Government.

With a broad theme of "Moving South Africa Forward" President Zuma emphasised that the National Infrastructure Development Plan continues to be a "key job driver and catalyst for economic growth."

Road improvement and the expansion of transport networks is a priority focus area of the country's plans to invest more than **R4 trillion in strategic infrastructure** and this "augurs well for economic growth," he said.

In the coming year the Department of Transport will spend about **R11 billion on the upgrading** and maintenance of roads which are not tolled – and a further **R9 billion on the Sihamba Sonke programme**, intended to maintain provincial roads. SANRAL is increasingly responsible for the upkeep of provincial roads at the request of provincial governments.

The President's remarks were also reflected in submissions recently made by SANRAL and the Department of Transport to the e-toll Advisory Panel appointed to consider the socio-economic impact of e-tolling in Gauteng.

The Minister of Transport, Ms Dipuo Peters stressed at the submissions that the road funding policy is determined by Government and SANRAL is the implementing agency which operates and manages the **21 403 km national road network.**

Unlike other state-owned companies, SANRAL is not a business enterprise and is not allowed, in terms of its statutes and mandate, to make a profit, the Acting Director General of Transport, Mawethu Vilana said.







SANRAL receives funding for its non-toll roads from the fiscus but it is also required to generate additional funds for its toll roads through the issuing of bonds and other borrowing instruments to fund its tolled roads portfolio. This debt is, in turn, serviced by means of toll payable by users who make use of the modern and well-maintained toll roads.

In his address to Parliament, President Zuma also said the government will spend about **R6 billion in**

13 cities in the country during the next financial year to plan and implement integrated public transport networks. SANRAL has already played a role in helping with integrated public transport networks as it was the implementing agent for construction for the Tshwane Rapid Transit A Re Yeng bus system.

The roads agency will continue to play a key role in this vital part of the Government's infrastructure plans.

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SoNA outlines plans for a better future

he State of the Nation Address (SoNA) is one of the highlights on the Parliamentary calendar. It brings together both houses of Parliament - the National Assembly and the National Council of Provinces - in a joint sitting.

The SoNA sets the tone for the year ahead, and the President uses the platform to outline the plans and focus areas of the administration.

It is informed by the discussions and decisions from the Cabinet Lekgotla, which precedes the SoNA. It also seeks to build on priorities identified in the Medium Term Strategic Framework and the National Development Plan (NDP).

This year's SoNA took place against the backdrop of a sluggish global economy, while the European Union, one of our key trading partners, continues to struggle with growth. Closer to home, there have been challenges with the electricity supply.

President Jacob Zuma used his address to deal with the challenges that we must still confront and rightly dedicated much of his speech to energy interventions.

It would be incorrect to dispute that energy constraints are a

major inconvenience and that the disruptions caused by load shedding hinder economic growth. Nevertheless, the nation should rest assured that government and its partners are doing all we can during this trying time

We appeal to South Africans to continue assisting us by conserving energy. We all have a role to play and by working together we can navigate through the current situation. If we work together we will be able to reduce our demand, thereby reducing the severity of load shedding.

As it stands, the power supply remains under pressure. There is a shortage of generation capacity, which is caused when units go out of service due to planned and unplanned maintenance. Government is doing all it can to return offline units back into service to increase available capacity.

Electricity supply in the next few months will remain tight and there are no quick fixes to our electricity challenges. The plan unveiled by President Zuma during the SoNA involves short, medium and long-term responses, and is both pragmatic and workable.

The short and medium-term plan involves improved maintenance of Eskom power stations, enhancing the electricity generation capacity and managing electricity demand. The long-term plan will see the energy security master plan being implemented over a number of years.

With the need to create jobs and grow the economy high on the agenda, the President unveiled an ambitious nine-point plan to ignite growth and create jobs. It includes a package of interventions to resolve the energy challenge.

The plan recognises the importance of agriculture to our shared future and will unlock the inherent potential in our soil by revitalising agriculture and the agro-processing value chain.

Another aspect of the plan is to advance beneficia-



tion and add further value to our mineral wealth. For too long our mineral wealth has been extracted from the bowels of the earth only to depart our shores without adding any further benefit.

The plan also pushes for the more effective implementation of the Industrial Policy Action Plan (IPAP). IPAP is based on the need for sustainable, long-term development that is underpinned by higher growth in exports and labour-intensive, value-adding economic activity in the production sectors, led by manufacturing.

A central pillar of the plan is to boost the role of stateowned companies. Coupled to this is the realisation that there must be greater state reform. We must find ways to work smarter so that we deliver faster to the people of South Africa.

Notably, the plan also identifies the need to encourage private sector investment. Government cannot move South Africa forward on its own; our partners in the private sector must do more to create jobs and foster faster economic growth. Related to this goal, the plan recognises that more must be done to moderate workplace conflict.

A crucial aspect of the plan is to boost small business. Throughout South Africa there are countless entrepreneurs who have the potential to turn growing enterprises into sustainable businesses. Government recognises that we must do more to unlock the potential of small, medium and micro enterprises (SMMEs), cooperatives, township and rural enterprises.

If we are to move South Africa forward our technology must keep pace with a fast moving world. The plan therefore calls for a sustained roll-out of broadband, which will facilitate greater economic and social growth.

The final two legs of the plan are ensuring water, sanitation and transport infrastructure and the further

implementation of Operation Phakisa, which aims to grow the ocean economy and other sectors.

We are confident that these interventions will bear fruit and will bring real and meaningful change to the people of South Africa

For centuries the question of land has beset our nation. Our history of dispossession is a painful one and the wrongs of the past have not yet been fully redressed. Last year government reopened the second window of opportunity for the lodgement of land claims.

President Zuma indicated that more than 36 000 land claims have been lodged nationally thus far with the cut off date for claims 2019. Through the Land Reform Programme, more than 90 000 hectares of land have been allocated to small holder farmers, farm dwellers and labour tenants.

During the SoNA, the President detailed countless other achievements and plans. I invite you to read the full speech (at http://www.gov.za/president-jacob-zuma-state-nation-address-2015) to become better acquainted with the interventions that will move South Africa forward.

However, the SoNA is not just about mere words. Ultimately, it's a barometer of the state of our nation. South Africa, for all its challenges, is steadily moving forward. Since 1994 the lives of millions have changed for the better, and we continue to the fight to ensure a better and more prosperous life for all.

We have made strides as reflected in the Quarterly Labour Force Survey for the last quarter of 2014. "The report shows that there are now 15.3 million people who are employed in South Africa. Jobs grew by two hundred and three thousand," said President Zuma.

He also announced that government was poised to meet the annual target of a million job opportunities.

"We have thus far created more than 850 000 work opportunities." Although these figures are encouraging there is still a need to do more. The triple threat of poverty, inequality and unemployment still looms large and must be defeated if we are to move South Africa forward. In this regard we all have a role to play, together we can build the nation of our collective dreams. ®

f government is to deal decisively with corruption, it has to start in its own backyard to demonstrate its commitment.

It is for this very reason that it was heartening to hear President Jacob Zuma sound a warning to public servants about the fate that awaits them, should they abuse their position for financial gain.

In his 2015 State of the Nation Address, the President detailed government's efforts to root out corruption which include anti-corruption institutions and laws, to name a few.

"Government has in place seven anti-corruption institutions and 17 pieces of legislation which are intended to combat corruption. This demonstrates a concerted effort by government to break the back of this scourge in the country," he said.

The fight against corruption has also been given a boost through the establishment of the Anti-Corruption Inter-Ministerial Committee.

This committee has been mandated to coordinate and oversee the work of state organs aimed at combating corruption in the public and private sectors. The role and functions of the Anti-Corruption Task Team have been expanded to operationalise government's anti-corruption agenda and make corruption a national priority.

In the 2013/14 financial year, 52 people were convicted in cases involving more than R5 million, the President said.

But of particular importance of us, public servants, is the news that 31 of our colleagues were convicted in the first quarter of 2014/15. Freezing orders for their assets to the value of R430 million were also obtained.

It should be our conscience and integrity, not the law, that deters us from engaging in acts of fraud and corruption. But if we fail to be guided by these, then let us be warned that the laws of the country will hold us accountable and there will be consequences.

As public servants, it is to our jobs, through our respective departments, to serve the millions of people who call this country their home.

Serving ultimately means putting others first, a concept we all know well thanks to the Batho Pele principles.

If we are to adhere to these principles, the interests and needs of ordinary South Africans should always take precedence over the need to enrich ourselves at their expense.

President Zuma recently signed into law the Public Administration and Management Act, which among others,



prohibits public servants from doing business with the state and provides for the establishment of the Public Administration Ethics, Integrity and Disciplinary Technical Assistance Unit.

This is yet another indication of how seriously government views corruption, particularly when its own officials are the offending parties.

The Act aims to keep public servants on the straight and narrow.

Government is doing its bit and now it's up to us, who are often seen as the face of government, to do our share to ensure that there is no place for corruption in the Public Service.

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FEATURE Writer: Amukelani Chauke



Govt hard at work to improve SA

overnment is on top of the challenges facing the country and is developing as well as implementing plans to address these.

That's the assurance President Jacob Zuma gave South Africans when he responded to the questions during *The New Age* briefing a day after delivering his State of the Nation Address (SoNA).

From the energy challenges, attacks on foreign-owned shops to violent protests, the President tackled some of the pressing issues the country has to deal with.

He said government would embark on a fact-finding mission to understand why power stations had gone for long periods without being serviced.

The President noted that South Africa's consumption demand had increased after 1994, as government has had to connect millions of citizens to the grid.

This, he said, means maintenance of the grid must be a priority.

"The demand has rocketed after 1994 and therefore undermined the capacity that we have and that is what we are dealing with.

"I can't understand, as the President, why we should have power stations that are not serviced. You can't have one power station failing after the other, and that is what I am going to look into as President," he said.

A day earlier, the President revealed short, medium

and long-term plans to deal with the energy challenges.

As part of the short-term measures, R23 billion was allocated to Eskom to stabilise its finances.

While calling on citizens to use electricity sparingly, and encouraging individuals and households to switch to gas, the President also announced that government would pursue alternative energy sources and detailed a comprehensive energy procurement plan.

Addressing the briefing, he stressed that there was no crisis with regards to electricity.

"We have got a plan. We have a challenge and we have got a solution. If you have a solution to deal with the problem, then you don't have a crisis."

Uniting Africans

President Zuma said the recent attacks on foreign-owned shops were regrettable, and that while South Africa was generally not an intolerant country, more needed to be done to unite Africans.

"We can't have a situation where people have an attitude towards other Africans.

"I think we need to do more to educate people that we are one people on the continent; we are just divided by borders. It is a matter that needs political understanding and tolerance," he said.

Proposals to deal with these challenges and foster social cohesion were in the pipeline, the President added.

Dealing with protests

With regards to the spate of violent protests in which state property was destroyed, the President said it might be an indication that people had not yet dealt with the trauma of apartheid.

"We had, unlike many other countries, a system in the country which was very racist and became very violent. That provoked counter violence - when you had a problem with authority, you would destroy and burn. We need to find a way to say that authority is no longer an enemy. "We have agreed with the religious leaders that we will meet and come up with proposals to deal with issue. People have not dealt with the psychological trauma [of apartheid]," he said.

Foreign ownership of land

"We have got a plan. We

have a challenge and we

have got a solution. If you

have a solution to deal

with the problem, then

you don't have a crisis."

One of the major announcements by the President during his SoNA was that government would propose a new law that would disallow foreign nationals to own land in South Africa.

He said the Regulation of Land Holdings Bill would be submitted to Parliament during the course of the year.

"In terms of our new proposed laws, a ceiling of land ownership will be set at a maximum of 12 000 hectares.

"Foreign nationals will not be allowed to own land in South Africa but will be eligible for long-term lease," he explained.

In an interview with the SABC, the President said the proposal was "fair" and protected the interests of locals who would want to own property.

He added that government

could not sit by and watch until it ended up with a situation where most of the country's land was in the ownership of those living abroad.

"I think we are taking a very fair decision to say if you are coming for business, you need land, we lease it. You can get a lease for no matter how long. I think that is fair.

"To buy it and make it your property when a good percentage of your South African cities have got no land, I think it will be very difficult to justify, when people say we don't own land and part of our country is being owned by people out there.

"We now know that people come and buy the best part of the land. So the local people are not going to have an opportunity to enjoy and do business in their own country because it has been bought. Where will you stop? You might end up with three quarters of the land in South Africa being owned by the people out there and we end up paying rent to them." he said. ®

Public Sector Manager • March 2015



Writer: Amukelani Chauke and SAnews

overnment will set its sights on growing the economy and creating jobs to better the lives of all South Africans.

Addressing a joint sitting of Parliament and the nation about future plans for the country during his recent State of the Nation Address (SoNA), President Jacob Zuma unveiled practical plans to tackle unemployment, grow the economy and deal with the country's energy challenges, among others.

The President noted that the country's economy needs a push forward.

Government has a nine-point plan to help achieve this, he added.

The plan includes:

- Resolving the energy challenge.
- Revitalising agriculture and the agro-processing value chain.
- Advancing beneficiation or adding value to the country's mineral wealth.
- More effective implementation of a higher impact Industrial Policy Action Plan.
- Encouraging private sector investment.
- Moderating workplace conflict.
- Unlocking the potential of Small, Medium and Micro Enterprises (SMMEs), cooperatives, township and rural enterprises.
- State reform and boosting the role of state-owned companies, Information Communication Technology (ICT) infrastructure or broadband roll out, water, sanitation and transport infrastructure.
- Operation Phakisa aimed at growing the ocean economy and other sectors.

Creating jobs

The President said the latest Labour Force Quarterly Survey showed that there was light at the end of the tunnel on the jobs front.

"The report shows that there are now 15,3 million people who are employed in South Africa. Jobs grew by 203 000."

Government's investment in combatting youth unemployment was also paying off, and the Employment



Tax Incentive, which was introduced last year, was progressing very well, he noted.

The President said R2 billion had been claimed to date by some 29 000 employers, who have claimed for at least 270 000 young people.

In the previous SoNA, the President announced that government aimed to create six million job opportunities by 2019.

"We have thus far created more than 850 000 work opportunities. This means that we are poised to meet the annual target of one million job opportunities.

"In addition, our environmental programmes such as Working on Waste, Working for Wetlands, Working for Water and Working on Fire have created more than 30 000 work opportunities and aim to create more than 60 000 during the next financial year," he said.

Government aims to grow the economy to a rate of 5 per cent by 2019, an ideal target for the economy to notably bring down the unemployment rate.

Energy

Leading up to the President's speech, the country faced electricity challenges with Eskom having to implement load shedding to ease the pressure on the power grid.

President Zuma unveiled a battle plan aimed at resolving short- and long-term energy challenges.

"We have developed a plan which involves both short, medium-term and long-term responses. The short- and medium-term plan involves improved maintenance of Eskom power stations, enhancing the electricity generation capacity and managing the electricity demand.

"The long-term plan involves finalising our long-term energy security master plan. As a priority we are going to stabilise Eskom's finances to enable the utility to manage the current period. In this regard, government will honour its commitment to give Eskom around R23 billion in the next fiscal year," he said.

Energy constraints hinder economic growth and are also a major inconvenience, the President pointed out.

He appealed to all individuals, households, industries and government departments to play their part by saving electricity to avoid load shedding.

An instruction has been issued to all governmentowned buildings, through the Department of Public Works, to be energy efficient.



From diesel to gas

"Given the high cost of diesel, Eskom has been directed to switch from diesel to gas as a source of energy for the utility's generators.

"Households are also being encouraged to switch from electricity to gas for cooking, heating and other uses," he said.

The President added that the construction of three power stations – Kusile, Medupi and Ingula – would add 10 000 megawatts of power to the national grid.

Government is also pursuing alternative energy sources.

Operation Phakisa

Talks around introducing Operation Phakisa in the mining sector are gaining momentum, with the President saying that government would forge ahead with plans to explore the implementation of Operation Phakisa in mining.

"I have instructed government to partner with the mining sector to develop win-win solutions to beneficiate our mineral resources," said President Zuma.

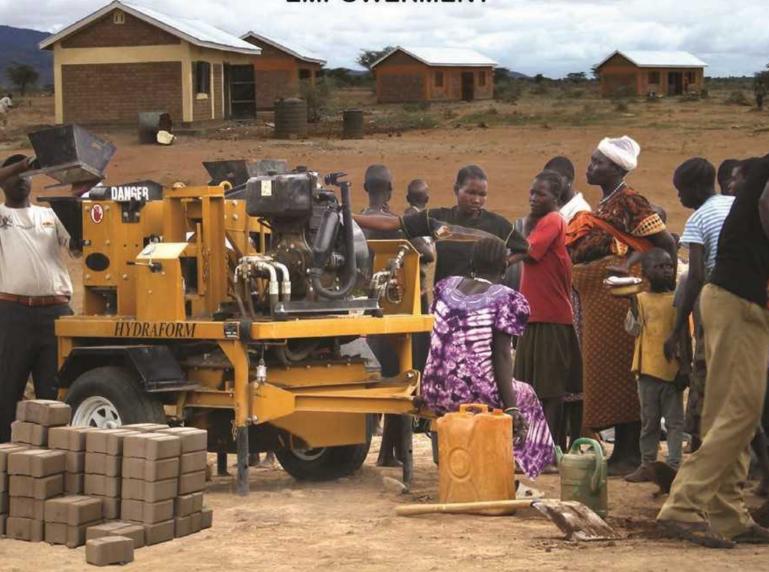
Operation Phakisa is an adaptation of the Big Fast Results methodology that was first applied by the Malaysian government successfully in the delivery of its economic transformation programme.

The operation, which chiefly focuses on unlocking opportunities in the ocean economy, was launched last year. \Rightarrow



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It involves exploring growth avenues in the shipping, fisheries, aquaculture, mining, oil and gas, bio-technology and tourism sectors.

"We have committed a R9.2 billion investment in gas and oil exploration in the port of Saldanha as part of the Operation Phakisa initiative," said President Zuma.

Improving health

The second phase of the plan focuses on building the ideal clinic, which is aimed at promoting efficiency, effectiveness and professionalism in primary health care.

The President said over the past five years, government has scored significant gains in health care.

This year, South Africa is going to launch a massive programme to turn the tide against tuberculosis (TB), with a special focus on three communities - offenders at Correctional Services facilities, mineworkers and communities in mining towns.

State-owned pharmaceutical company

President Zuma also announced that in fighting the scourge of HIV and AIDS, the state-owned pharmaceutical company, Ketlaphela, had been established and would participate in the supply of anti-retrovirals to the Department of Health.

Government would continue to promote healthy lifestyles.

"On 10 May 2015, we will mark the Move for Health Day, an international event promoted by the World Health Organisation. The day also coincides with the anniversary of the inauguration of President Mandela," said President Zuma.

Ending women, child abuse

He also noted the efforts being made to curb violence against women and children.

"The SAPS Family Violence, Child Protection and Sexual Offences Investigation Unit has secured 659 life sentences against perpetrators of crimes against women and children."

The President stressed that government would continue working harder to fight crime and create safer communities.

Ownership of land

One of the major announcements by the President during the SoNA was that government would propose a new law that would disallow foreign nationals to own land in South Africa.

He said the Regulation of Land Holdings Bill would be submitted to Parliament during the course of the year. "In terms of our new proposed laws, a ceiling of land ownership will be set at a maximum of 12 000 hectares. "Foreign nationals will not be allowed to own land >>

in South Africa but will be eligible for long-term lease," he said

The proposed law is aimed at protecting the interests of locals who would want to own property.

Protesting peacefully

President Zuma also appealed to communities to obey the law and protest in a peaceful manner.

"We are a democratic state and recognise the community's right to protest. We however appeal that these protests should be within the ambit of the law and must be peaceful as stated in the Constitution," he said.

Broadband roll out

The year 2015 will mark the beginning of the first phase of broadband roll out in South Africa to give the economy of the country a major push.

President Zuma said government has designated Telkom as the lead agency to assist with broadband roll out.

Government will connect offices in eight district municipalities.

"These municipalities are Dr Kenneth Kaunda in North West, Gert Sibande in Mpumalanga, O.R. Tambo in the Eastern Cape, Pixley ka Seme in the Northern Cape, Thabo Mofutsanyane in the Free State, Umgungundlovu and Umzinyathi in KwaZulu-Natal, and Vhembe in Limpopo," he said.

Smart ID cards

In an effort to accelerate the rollout of the new smart ID card, government has partnered with local banks, President Zuma said.

"To further improve access to identity documents, citizens will from this year be able to apply for the new smart ID card at their local bank due to a partnership between the Department of Home Affairs and some banks in the country."

In 2013, Home Affairs introduced the smart ID card and the new passport as part of its modernisation programme.

The new ID card and passport bear strong security features, which significantly reduce the chances of fraudulently producing these two essential items.

Revitalising mining towns

The President also had good news for those living in mining towns.

Government has ring-fenced a total of R2.1 billion to revitalise distressed mining towns in the country, he said.

President Zuma added that R290 million had been approved for informal settlement upgrading in Mpumalanga, North West, Gauteng, Northern Cape, Limpopo and the Free State.

"One hundred and thirty-three informal settlements are being assessed or prepared for upgrading through the National Upgrade Support Programme.

"Thirty-two settlements are being upgraded and 87 housing projects are being implemented across the prioritised mining towns."

He said a lot was being done to build mining towns as government, the mining sector and the Banking Association of South Africa had signed a social contract for the development of sustainable human settlements. ®



President Jacob Zuma holds his smart ID card. The public can now app for smart ID cards at banks.

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FEATURE Writer: Amukelani Chauke

Ministers give SoNA the thumbs up

resident Jacob Zuma's recent State of the Nation Address (SoNA), in which he outlined future plans for the country, has earned the praise of a number of Cabinet Ministers.

Among these were the Ministers of Agriculture, Health and Small Business Development and Public Enterprises, who shared their thoughts on the SoNA with *PSM*.

Agriculture Minister Senzeni Zokwana welcomed the President's speech, saying it highlighted government's plans to transform the economy and deal with poverty and unemployment.

The Minister added that his department would continue to attract young people to the agriculture sector in a bid to set the sector on the road to prosperity.

"The President's speech commands us, as the department work-

Minister Senzeni Zokwana.

ing with the Department of Land Reform and Rural Development, to ensure that as land is made available to the people, our department is ready to ensure that those who receive land are able to receive assistance, even financing.

"We believe that if we are able to reach our target of one million hectares of land to be tilled by 2019, we would have dented the scourge of poverty," he said.

During the SoNA, President Zuma announced that government was working with the private sector to develop an Agricultural Policy Action Plan to bring one million hectares of under-utilised land into full production over the next three years.

"If we are to win against the scourge of poverty, we need to get young people in agriculture to make sure that people don't dream about being involved in agriculture when they retire, we need them young, we need them energetic, we need them knowledgeable. It is cool to be in agriculture," said Minister Zokwana.

Tackling TB

Another highlight of the President's address was the plan to deal with Tuberculosis (TB), with a special focus on three communities - offenders at Correctional Services Centres, mineworkers and mining communities.

Health Minister, Dr Aaron Motsoaledi, welcomed the announcement.

"I am absolutely happy because ... people know a lot about HIV and AIDS and even an ordinary person on the street can talk a lot about HIV and AIDS but they don't know enough about TB.

"Eighty per cent of people who die and are HIV positive are actually killed by one disease – TB," he said.

On World TB Day, which is commemorated on 25 March, and going forward, government planned to go to six mining districts to conduct screenings for the disease.

"We have looked closely to check who is most



affected by TB and we found that there are three vulnerable groups.

"Firstly, there are the people in the Correctional Services facilities and there are 150 000 of them. Secondly, there are the mineworkers, and there is half a million of them and then there are the people staying around the mines. We have selected six districts where there is intense mining activity...to screen them for TB," he said.

The Minister added the six most affected districts included the Lejweleputswa District in the Free State, Kenneth Kaunda in North West, Carltonville in Gauteng, the Waterberg and Sekhukhune districts in Limpopo as well as the Bojanala District in the North West, which includes Marikana.

"These are the areas where we know TB is most prevalent. When you go to that district for screening, you screen every single living human being. You go to schools, churches, crèches, hospitals, clinics, mines, Correctional Services centres," Minister Motsoaledi explained.

He said it would be a comprehensive screening programme, which would be followed by treatment for whoever has TB, especially latent TB, which is not active.

Improving health care

During his SoNA, the President said the recently launched Phase Two of Operation Phakisa, which focuses on the Scaling Up Ideal Clinic Realisation and Maintenance Programme, was aimed at promoting efficiency, effectiveness and professionalism in clinics.

Minister Motsoaledi pointed out that the National Development Plan (NDP) envisages that the cost of private health care be reduced while ensuring that health care facilities are of a high quality.

"Health care must be affordable and cost less. We must have public health facilities of good quality. If you move further into the NDP, it describes seven things that must happen in health. One of them says

the health care services must be efficient, equitable and of good quality," he said.

Energy challenges

The President also announced key plans to deal with short-, medium- and long-term energy challenges.

He said to boost the economy, there was a need to deal with the energy challenges as a matter of urgency.

Public Enterprises Minister Lynne Brown said she was happy with the plan to turn around Eskom, which produces 95 per cent of electricity in the country.

"While on the one hand the grid is constrained, on the other hand we are also looking at a process that helps to stabilise Eskom and in the long-term bring new energy on-line," she said.

The President also called on members of the public to use electricity sparingly and encouraged individuals and households to use gas stoves to cook, while instructing state-owned buildings to be energy efficient. >>



Small business is big business

When President Zuma announced his new-look Cabinet last year, one of the exciting new additions was the Small Business Development Ministry, which he appointed Minister Lindiwe Zulu to head.

The NDP calls for an increased focus on the small and medium enterprise sector, identifying it as a key driver of 95 per cent of all new jobs by the year 2030.

During the SoNA, the President announced that government would set aside 30 per cent of all state procurement for purchasing from SMMEs, cooperatives as well as township and rural enterprises.

Minister Zulu welcomed the move, saying it was important to give small and medium enterprises and cooperatives the necessary support.

"Government has realised that there is potential in almost each and every department where small and medium enterprises and cooperatives can get an opportunity to offer a service to these departments.

"So when the President says small business is big business, it is a much bigger statement than a statement that just focuses on a department itself.

"It is a statement that has to go to all government departments, but also it is a statement that has to go to the private sector."

She said for the small business sector to grow and make a meaningful contribution to the economy, it was important for it to receive the support of both the private and public sector.

"The most important thing that the President spoke about is the 30 per cent of procurement for small businesses. Our responsibility is to empower them...

"Government also decided, not long ago, to set aside certain products that can be sourced from small and medium enterprises because one of the challenges that they face is related to the market.

"If government says 30 per cent procurement plus about 10 products have to be sourced from small businesses, then it means already they have a market," the Minister pointed out.

She said government would strive to create a conducive environment for business. ®







Changing the face of South African infrastructure

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resident Jacob Zuma delivered the State of the Nation Address (SoNA) to a joint sitting of Parliament on 12 February 2015.

During his speech, the President talked about government's achievements of the past year and looked to the future by presenting a programme for the coming year.

PSM captured all the highlights of the SoNA.









Dr Watson steers the RAF on the road to recovery

bout three years ago the Road Accident Fund (RAF) was mired in serious administrative challenges.

According to the RAF's CEO, Dr Eugene Watson, the agency had to deal with fraud, corruption, collusion among stakeholders such as medical and legal practitioners, poor performance and too many strategies.

Finances were in disarray, qualified audit reports from the Auditor-General were common and staff morale was at an all-time low, he added.

Then Dr Watson and his team developed a five-year strategic plan that defined the agency's mandate, which ushered in an exciting phase for the organisation.

That period was also defined by an annual performance plan, which specifically set out what the organisation had to achieve. Having a clear mandate was a turning point for the RAF.

"We wanted to have an organisation that is efficient, excellent and cost-effective and makes the lives of road accident victims better," explained Dr Watson. "The first thing we did was to clarify what our mandate is. We are not a law firm, we are not an insurer, nor are we not an administrator. We are an entity of state that is the consoling arm of government.

"Our first and foremost objective is to make the lives of victims of car crashes better. We help them at a time when there is a great deal of pain and suffering," Dr Watson pointed out.

The RAF is an agency of the Department of Transport and is responsible for providing all users of South Africa's roads with compulsory cover against injuries or death arising from accidents involving motor vehicles.

"Our role is to compensate and rehabilitate people affected by car crashes where there has been wrongdoing. If a breadwinner is involved in a crash and unable to work, we will compensate that household.

"We pay for medical and burial costs in the case of death. We also pay for what we call general damages, which is pain and suffering. If you are a model and your



face sustains injuries during a car crash and you are unable to model, we will compensate you for pain and suffering."

Over the past few years, thanks to the efforts of Dr Watson and his team, the RAF has been on the road to stability.

"In 2013 the fund achieved 83 per cent of its targets," he said. In 2012, the RAF managed to reach only 53 per cent of its target.

The RAF also received clean audits in the past two financial years and is now recognised as an innovative service delivery institution, he added.

The agency paid over 7 000 funeral claims and settled 240 000 claims in 2013.

"In the past two years we have paid record claims of R22 billion and reduced our backlog of claims."

Dealing with RAF-related fraud is also high up on Dr Watson's list.

"In the 2013/14 financial year, 478 arrests and 573 convictions were made for proven fraud," he said.

Increased footprint

During the current financial year, the agency has also been increasing its footprint countrywide.

"Our national footprint was expanded with 83 hospital service centres in place and a claims officer present in every province."

Four new customer service centres have also been opened in the Free State (Bloemfontein), North West (Mahikeng), Limpopo (Polokwane) and Northern Cape (Kimberley).

Empowering women

Recently, the agency's staff complement increased by 22 per cent. Currently, the fund employs over 2 000 employees and most of the new appointments were internal appointments.

The agency has also increased the number of women on its payroll.

"For the past 18 months, the RAF has implemented various initiatives to advance talented women in the organisation. Currently, females occupy over 58 per cent of the total staff complement."



RAF on the road

As part of taking its services to the people, the agency recently embarked on a national roadshow called RAF on the Road.

As part of the roadshow, the agency interacted with the public in four provinces concurrently, processing R152 million worth of claims.

"Over 5 800 claimants heeded the call to come directly to the fund and save on expensive contingency fees.

"On the day they were able to register new claims, make enquiries and settle their claims, while those who were ripped-off by unscrupulous attorneys reported the fraudulent activities," said Dr Watson.

Various stakeholders supported the RAF during the roadshow, including local and national government, traditional leaders, the taxi industry, as well as the medical and religious fraternity.

With strong leadership, support from the necessary quarters, an increased staff complement, a clear mandate and clean audits, it seems Dr Watson and his team are more than capable of overcoming whatever speed bumps the RAF comes across on the road ahead.

About Dr Eugene Watson

Dr Watson obtained his medical degree from the University of the Witwatersrand in 1999.

He is no stranger to the claims environment, having previously served as Principal Officer (CEO) at the Government Employees Medical Scheme.

In that role Dr Watson oversaw the establishment of scheme and its growth into the second largest medical scheme in the country.

He has been the CEO of the RAF since July 2012.



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Fast facts at your fingertips

n his 2015 State of the Nation Address, President Jacob Zuma outlined the progress made so far in developing the country and new measures to better the lives of South Africans.

PSM takes a look at some of the important numbers from the President's speech with more to follow in the next edition.

Employment

- 15,3 million people employed in South Africa for the last quarter of 2014.
- 203 000 jobs created.
- R2 billion claimed to date by employers from the Employment Tax Incentive.

Energy

- R23 billion to be given to Eskom in the next fiscal year.
- 10 000 megawatts of capacity to be added to the national grid by Kusile, Medupi and Ingula power stations.
- 4 000 megawatts procured by government from Independent Power Producers, using renewable sources.
- R140 billion money from private investors following the first three bid windows of the renewable energy procurement process.
- 3 900 megawatts of renewable energy that has been sourced.
- 32 renewable energy projects completed.
- 100 megawatts being delivered to the grid by Eskom's Sere Wind Farm.

Land and agriculture

- 36 000 land claims lodged nationally to date before the cut-off date in 2019
- 50 farming enterprises to be identified for the 50/50 policy framework, which proposes relative rights for people who live and work on farms.
- 12 000 maximum of hectares to be set as a ceiling of land ownership in terms of the 50/50 policy framework.
- 90 000 hectares of land allocated to smallholder farmers, farm dwellers and labour tenants through the Land Reform Programme.

Manufacturing

- R24, 5 billion private-sector investment in the Automotive Investment Scheme.
- R103 billion value of exports from automotives and components in 2013
- 152 countries that South Africa's world-class auto sector exports to.

• 60 million – pairs of shoes that the South African leather and footwear sector produces.

Human settlements

- R2,1 billion ring-fenced to revitalise distressed mining towns.
- R290 million approved for informal settlement upgrading in Mpumalanga, North West, Gauteng, Northern Cape, Limpopo and the Free State.
- 133 informal settlements being assessed or prepared for upgrading through the National Upgrade Support Programme.
- 32 settlements being upgraded through the National Upgrade Support Programme.

Youth issues

- R25 million amount disbursed by the National Youth Development Agency to youth-owned micro enterprises in the last financial year.
- 765 youth-owned micro enterprises that received funding from the National Youth Development Agency in the last financial year.
- R2,7 billion value of fund for young people supported by the National Youth Development Agency in partnership with the Industrial Development Corporation and the Small Enterprise Finance Agency.

Infrastructure

- R9 billion to be spent by the Department of Transport on the Provincial Roads Maintenance Grant or the Sihamba Sonke Programme.
- R11 billion for the upgrading and maintenance of roads that are not tolled.
- R6 billion to be spent in 13 cities on planning, building and operating integrated public transport networks during this financial year.
- R9, 2 billion investment committed in gas and oil exploration in the port of Saldanha as part of the Operation Phakisa.
- R1,5 billion value of the Infrastructure Investment Programme for South Africa, in partnership with the European Union.



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Human Rights Day

21 March 2015

South Africa will mark Human Rights Day on 21 March. This is a national day that is commemorated every year to remind South Africans about the hardships and sacrifices that were endured in the struggle for democracy.

On 21 March 1960, thousands of people took part in a protest march against pass laws.

It was during this protest that apartheid police shot and killed 69 people at Sharpeville.

The tragedy came to be known as the Sharp-eville Massacre and it exposed the apartheid government's deliberate violation of human rights to the world.

The commemoration of this day provides the country with an opportunity to reflect on progress made in the promotion and protection of human rights.

1st Annual Municipal Billing & Accounts Payable Conference

25 - 26 March 2015

The 1st Annual Municipal Billing & Accounts Payable Conference comes after National Treasury revealed late last year that most of the country's metropolitan municipalities were owed billions in outstanding debt for the services they offered to communities.

The conference will focus on challenges and solutions in terms of reports, audits, standardised billing, infrastructure and analysing the Consumer Protection Act (CPA) within municipalities.

Speakers will focus on key issues and challenges that municipalities currently face in dealing with debts and billing.

These include sustaining high revenue collection standards and debt management; key elements for capturing credible billing information; the impact of the current municipal billing system on revenue collection as well as balancing risk in line with the CPA requirements.

The conference will take place at the Indaba Hotel, in Fourways, Johannesburg.

16th Cape Town International Jazz Festival

27 – 28 March

The Cape Town International Jazz Festival (CTIJF) is the biggest music event in sub-Saharan Africa. This proudly South African event is well known for delivering a star-studded line up each year.

The festival boasts five stages and more than 40 artists performing over two nights. This event is also known for its crowd pulling effect of bringing about 38 000 music lovers together in one place over the period of two days.

The CTIJF is not just a fun filled event as it also focuses on training and development.

Enjoying the excitement and the unique learning experience of being exposed to a world-class event will be some 200 Grade 11 and 12 students. They will participate in the training and development workshops and programmes.

The CTIJF will take place at the Cape Town International Convention Centre. The Department of Arts and Culture is an official sponsor of the Cape Town International Jazz Festival.



Easter Road Safety

3-6 April 2015

With thousands of South Africans expected to take to the roads over the Easter holidays, government has called on all road users to exercise caution. Government has also urged road users to obey the rules of the road, fasten their seat belts, not to drive under the influence of alcohol, inspect



their vehicles, especially when taking long trips and ensure that vehicles are roadworthy.

Government plans to ensure that the country's roads are safe over the holidays and that South Africans arrive at their destinations safely.





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From the classroom to the boardroom

Having started her career in the classroom, Maphefo Anno-Frempong tells **Noluthando Mkhize** how it came to be that a woman born in Diepkloof, Soweto, is now heading an organisation with an annual budget of over R549 million in an industry that is at the heart of the country's economic development.

he notion of limits, especially when it comes to her career, is not one that the CEO of the Transport Education and Training Authority (TETA), Maphefo Anno-Frempong, is familiar with.

"I have a passion for making a difference in people's lives. I am a person who can do things that others feel are impossible. I don't put limits on myself.

"I believe that as long as I am competent in an area I can succeed in it. I am not defined by what people think of me. I am very comfortable with who I am," she says.

Although initially trained as a teacher, Anno-Frempong has grown

to love the transport sector, which she says is essential to the country's economic and social development.

As CEO of TETA, she provides strategic leadership, ensures corporate governance and oversees financial management at the organisation.

Anno-Frempong explains that TETA's responsibility is facilitate skills development for both public and private sector institutions.

This means that TETA provides funding for skills intervention in the entire industry.

"For example, if the public sector identifies a skill that is needed for a transport department to excel in the work they do, we then find the funding to develop these skills. We almost play the role of a broker - somebody who brings parties together.

"We have the funding so we then find an institution to do the training and link up beneficiaries with the institution."

In some instances, TETA also helps those who have received training find placement in the workplace.

TETA works with all government entities and departments nationally and provincially, and receives its revenue from the skills levy certain companies pay.

TETA is funded by the skills development levy paid by companies within the transport sector that employ more than 50 people and have a payroll expenditure of over R500 000.

This levy is 1 per cent of the total payroll expenditure of the company.

The levies are collected by SARS and then transferred to the Department of Higher Education for the distribution. Sector Education Training Authorities

(SETAs) get 80 per cent of the levy and the National Skills Fund (NSF) 20 per cent.

The organisation also does research on which sector in the transport industry has the greatest need.

In South Africa, the transport sector is di-





Projects TETA are involved in include:

- Strategic Infrastructure Programmes (SIPs) focusing on supporting the rail infrastructure development.
- Contribution of over R26 million in support of learners studying towards a Master's Degree in Maritime Studies, lecture capacitation in maritime and road logistics in partnership with the World Maritime University.
- Funding for TVET colleges offering National Vocational Certificate in transport.
- Placement of 1 000 graduates in work places within the transport sector and other related sectors.
- Direct bursary contributions of over R143 million towards the unemployed youth pursuing studies in transport related disciplines.
- Over R33 million invested in the Leadership Development Programmes designed for middle managers in the sector in partnership with other institutions.
- TETA has adopted and supported more than 54 schools.
- Support of SMMEs, NGOs and CBO through the Small Business Development Strategy which funds up to R50 000.
- Investing more than R10 million in career development services, providing career guidance and community outreach programmes.

vided into rail, maritime, aerospace and road. To ensure optimum service delivery, TETA divides these further into eight sub-sectors - railway, maritime, taxi, road passenger, road freight, freight handing, forwarding and clearing and aerospace.

Professionalising the taxi industry

Another important sector is the taxi industry.

"Many South Africans use taxis to get around. We place a lot of investment in the taxi industry to get them to a level where they can stop emerging and become established businesses.

"For the past four years we have been training taxi drivers in customer care and business management. This training intervention forms part of the skills programme."

"Taxis have a national footprint. You can never be lost in a taxi because taxi drivers know every corner of our communities."

Anno-Frempong adds that TETA, in partnership with the taxi industry, is exploring opportunities in parcel hitching, which has been an informal business mode in the industry.

To better position this business opportunity, TETA

funded an international study trip to the Netherlands for representatives of the taxi industry to benchmark with international operators on supply chain and logistics.

"We believe that our contribution will go a long way especially if business owners create a legal framework for the parcel hitching business and further work together as cooperatives, which are manageable groups fitting for a business coach to hand hold them as they become express delivery partners."

She says this programme will make young people look at careers in the taxi industry differently, as they realise that being a taxi driver is something that can be professionalised.

The journey to the top

Born in Diepkloof, Soweto, Anno-Frempong later relocated to Zebediela, Limpopo, where she completed matric at Matladi High School in 1985 and then pursued a BA Pedagogy degree at the University of the North.

In 1990 she started teaching at the Madlayedwa Secondary School in Mpumalanga.

She later became a Subject Advisor at the Ermelo District before joining the national Department of Education as a Deputy Chief Education Specialist (DCES).

As a DCES in the Teacher Development Directorate, her role was to coordinate projects that focused on curriculum and teacher development from 1998 until 2001.

"We worked with the United Nations Educational, Scientific and Cultural Organization (UNESCO) and Commonwealth of Learning (COL) to harmonise curriculum matters focused on science, maths and technology in the SADC region. This is where we brought all the SADC countries together to see how we could harmonise curriculum matters."

Another project Anno-Frempong was instrumental in was the roll out of the National Teaching Awards and the Developmental Appraisal System. This included advocating the awards to the provinces and ensuring that the unions also got on-board.

"The unions' thinking at the time was that you couldn't compare apples with pears in the sense that schools with more resources might have teachers who would appear to be more competent than those schools that didn't have resources.

"We had to come up with categories looking at these areas of concern and recognising teachers in the areas from which they come. This project took a lot of my time and also forced me to interact with the unions. This was where I mastered the art of negotiation and stakeholder engagement, by getting the buy in from the unions because we needed them to observe how this programme was run," she says.

Anno-Frempong says that after four years in this position she felt she was not growing.

It was at this time that the Department of Transport established a road safety education unit, and she became Section Manager for Pedestrian Safety Education. This was during the time of Arrive Alive and she brought to the project education and curriculum development expertise.

She later became a Regional Director in the North West Department of Transport, Roads and Community Safety where she truly fell in love with the transport sector.

"I had an interesting time working in this section because if anything went wrong, as the regional director, I was held responsible."

"I had to learn quickly... it was a job that needed me to be hands on all the time."

In 2007, Anno-Frempong was appointed Chief Director: Road Transport Regulation at the National Department of Transport and was in that position for just eight months when the opportunity at TETA presented itself.

"I thought to myself: 'I love road traffic regulation but I would like to be a CEO and see what it feels like'. I joined TETA in 2008 and have been here ever since."

This and that

How do you juggle being a mother, wife and CEO?

I make sure I am surrounded by excellent people who excel in the work that they do. Micro-management is not my style, so my team has space to apply themselves to their tasks. At home, I have a husband who understands that I thrive under pressure and love travelling uncharted grounds. I have allowed my children to be independent and I am blessed to be surrounded by a supportive, loving family.

What is your favourite food?

I love bananas and am addicted to bread.

What book is on your bedside table?

John Bevere's *Breaking intimidation* is on my bedside table

Favourite holiday destination?

Mauritius and Umhlanga Rocks.

Chiefs or Pirates?

My family supports Chiefs. I also love Bafana Bafana and the Black Stars of Ghana

Anno-Frempong has an Honours degree in Education from the University of South Africa and Masters in Education Psychology from the former Rand Afrikaans University.

She also completed the Presidential Strategic Leadership Programme with the Public Administration Leadership and Management Academy, a Management Advancement Programme (MAP) from Wits Business School and Executive Leadership Development Programme from the UNISA School of Business Leadership.

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Wind, rain or sunshine keeps Dr Bopape smiling

othing gets Dr Mary-Jane Bopape excited like wind and air pressure or even humidity.

In fact, predicting these very things is all in a day's work for the meteorologist based at the Centre for Scientific Industrial Research (CSIR) in Pretoria.

Bopape's love for not just the weather but also weather conditions began in high school and eventually led her to a career in meteorology.

"My favourite subject in Grade 11 and 12 was geography, specifically the climatology chapter, because I loved understanding why the weather and climate changed as it did."

She explains that a meteorologist studies the atmosphere and that the weather forecasts seen on television everyday are some of the work produced by meteorologists.

"A meteorologist makes seasonal forecasts to give indications on the likelihood of the season being drier or wetter, and cooler or warmer than normal."

Meteorologists also study the influence of anthropogenic gas concentrations on the future climate.

Anthropogenic fumes are human-caused gases which impact the environment negatively.

"There are different specialisation areas in meteorology. For example one can specialise as a short-term forecaster or the development and use of atmospheric models, while another can specialise in studying the atmosphere, using observations to help improve the forecasts."

These forecasts are useful to industries, farmers, event planners and the general public, she adds.

An exciting, enjoyable job

Dr Bopape specialises in atmospheric modelling. This is a specialist field of meteorology in which scientists develop computer models to forecast weather and predict climate variability and changes.

She describes her job as very exciting and thoroughly enjoyable.

"I really love the processes of working on a programme,

either from scratch or developing it from a pre-existing one, and seeing it do what I expect it to.

"Analysing simulations from an experiment is also very exciting because when one starts with the analysis, we sometimes don't know what to expect but with the analysis comes new information. I also enjoy seeing what I developed being used."

South Africa relies on models developed in first-world countries to study the atmosphere, Dr Bopape explains.

"At the CSIR we are trying to change that by making contributions to the development of a fully coupled model with partners in Japan and Australia.

"We are also in the processes of developing a highresolution model that can be used as a test bed for new schemes before they are introduced into the coupled model.

"I have an opportunity to contribute to these wonderful developments, which are new to our country and continent."

Broadening horizons

Dr Bopape is currently on a sabbatical and is at the University of Reading in the United Kingdom as a postdoctoral research fellow. Her tenure at the university ends next year.

"After finishing my PhD, I wanted to gain experience outside South African borders. I told my superiors at the CSIR about it and they were all in support of the idea. I started applying for opportunities and that was when I was offered a position in the UK."

"I am currently working on different models compared to those I work on at the CSIR, but the experience I am gaining in the UK, from people who have been developing models for many years, means that when I return home I will be able to make quick progress with our developments."



Dr Bopape is originally from the village of Kgokong in Limpopo. She started her studies with a Bachelor of Science degree at the University of Pretoria and worked her way up to a PhD in meteorology by 2013.

She joined the South African Weather Service in 2003, where she specialised in regional climate modelling on seasonal time scales and added to her long list of achievements.

"My Master of Science research, which focused on the internal variability of a regional climate model, was part of my work and I co-authored a paper titled *The Internal Variability of a Regional Climate Model Over South Africa*. I was one of the two recipients of

the 2008 World Meteorological Organisation Research Award for Young Scientists for the paper."
She moved to the CSIR in 2008.

At the end of her postdoctoral research, Dr Bopape will return to the CSIR to continue working on the development of a high-resolution model and also help with the development and improvement of the coupled model.

"I believe that the experience I am gaining now in the UK will help me progress faster in that work. I will also continue working on climatechange research. I would also like to supervise Masters and PhD students as well so that we can get more South African PhDs."

Dr Bopape also wants to play a role in educating schoolchildren about meteorology.

"Hopefully they will then choose a career in this field, especially those that are passionate about mathematics and physical science," she says.®

What do you do for fun?

I have just started singing in a choir.

How do you relax?

I like watching dramas as well as scientific and religious documentaries.

Who is your role model and why?

My role model is Professor Madipoane Masenya who is a Bible scholar at UNISA. She grew up in the rural areas and followed a unique career. While most people read the Bible as a devotional book, she chose to approach it as a book that can be critiqued, while being spiritual at the same time.

I met her when I was a teenager, and she was already a professor. From watching her I knew early on that the sky is the limit.

She still makes an effort to connect with women in the rural areas to share her ideas.

What is your favourite food?

Pap, rice, gravy and spinach.

Municipal managers pledge to improve service delivery



unicipal managers from across the country have vowed to improve service delivery, enhance working relations between themselves and the political heads of municipalities (mayors), and uphold ethical behaviour.

They made these commitments at the launch of the Institute of South African Municipal Accounting Officers (iSAMAO) in Boksburg, Gauteng.

The institute was formed after municipal managers decided in 2013 to launch a body that would help bring together municipal managers, equip them with the relevant skills to effectively manage the funds of municipalities they lead.

"The historic resolution taken at a municipal manager's forum held in Rustenburg in April 2013 was that we establish an 18-member national steering committee to lead the process of establishing a professional institute," said the Chairperson of the iSAMAO, Dan Mashitisho.

Two municipal managers represent each province in the institute. Mashitisho explained that the institute would play an important role in setting professional norms and standards for municipal managers.

"We hope that this body will help us run municipalities effectively. It will be a platform where we can exchange ideas on some of the best practices that we have in our municipalities."

He added that members of the institute were aware of the difficult task they face in running municipalities and that certain skills were

required, which they would provide.

"The job of managing a municipality, with such a complex array of responsibilities, requires a special incumbent with requisite skills, knowledge and abilities as well as adherence to professional norms, standards and ethical etiquette." Mashitisho stressed.

The institute is also expected to help implement the 'Back to Basics' approach, which is aimed at improving local government service delivery.

"It is our sincere belief that as municipal accounting officers we shall make a sterling contribution to improve the quality service delivery in the context of 'Back to Basics'."

He added that iSAMAO would not replace existing institutions with similar aims.

"We are mindful of several professional institutes within the local government sphere including the Institute of Municipal Financial Officers and Institute of Internal Auditors, and we are not replacing any of them," he emphasised.

iSAMAO would work closely with other institutions to improve service delivery.

"There will be collaboration and cross-pollination >>

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This product is distributed and marketed by Doves, an authorised financial services provider FSP 40442. Underwritten by Union Life Limited. Terms & Conditions apply. Standard SMS rates apply. of ideas between iSAMAO and such institutes in the quest for professionalisation of local government."

According to Mashitisho, the work of iSAMAO will not be confined to the borders of South Africa, with the institute willing to offer help to its counterparts on the African continent, should a need arise.

"We shall encourage collaboration and sharing of best practices with our counterparts in Africa and abroad where necessary with the establishment of similar institutes where there is a void in this regard."

Municipal managers who need assistance will be able to turn to the institute for support.

"We shall ensure that accounting officers that are struggling in certain areas leverage on the best practices of those that are doing well, thereby reducing reliance on consultants and wastage of state resources."

Mashitisho is hopeful that the institute would not only help current municipal accounting officers but also help the next generation of municipal managers.

"We believe that by launching iSAMAO, we are metaphorically planting a tree not for ourselves but the next generation of municipal accounting officers who shall enjoy both the fruits and the shade thereof," he said.

With the support from a newly established institute, municipal managers will be equipped to perform their role with distinction and zeal while addressing the challenges facing municipalities. ®



Municipal manager's pledge

Municipal managers who are part of iSAMAC pledged to:

- Uphold the provisions of Constitution of the Republic of South Africa, the Constitution of the institute and all the country's legislation geared towards serving the people of the Republic.
- Ensure that the Batho Pele principles are meticulously adhered to by all office-bearers and officials in their interaction with the members of the communities they serve.
- 3. Be steadfast in ensuring that the democratically elected representatives of the people and the appointed officials work harmoniously for the betterment of the communities they have pledged to help by providing services of the highest quality and standard as humanly possible within the constraints of available resources.
- Ensure that the communities are served in an efficient, effective and economic manner through democratic local governance
- Be steadfast in the belief that the local government has been established to serve the best interests of the communities under its jurisdiction.
- Scrupulously ensure that the political leadership and the administration of the municipality that they serve work co-operatively in interest of their community.
- Uphold the highest professional and ethical standards of behaviour expected from an official occupying the position of the chief administrative and accounting officer of a municipality.
- Be judicious in ensuring that their professional judgment is devoid of personal partisan political beliefs in dealing with political parties represented in outside of the council and those outside of it.
- Promote the principles of honesty, probity, objectivity, integrity, impartiality and loyalty to the prescripts of both the Constitutions of the Republic and the Institute amongst peers.
- Desist from any act, by commission or omission which is fraudulent, dishonourable and unprofessional.



CEO of Breede-Gouritz Catchment Management Agency: Phakamani Buthelezi

"The main aim is to continue building on the success of the organisation and enhance sound water management policies through IWRM principles."



Breede Gouritz map

WATER QUALITY FOR ALL, **FOREVER**

The Breede-Gouritz Catchment Agency was first established in November 2007 as the Breede-Overberg Catchment Management Agency (BOCMA), but changed in May 2014 to the Breede-Gouritz Catchment Management Agency (BGCMA), named after the two main rivers: Breede River and Gouritz River. The change was informed by the then Minister of Water and Environmental Affairs' decision to augment and merge water management areas. Breede-Gouritz is the second Catchment Management Agency (CMA) to become operational in South Africa and the first in Western Cape.

The CMA aligns with the policies laid out by the National Water Act of 1998. It is the lead agent for the water resources management within the Breede-Gouritz Water Management Area. BGCMA plays a key role in planning, protecting, developing, conserving, managing and controlling water resources.

The BGCMA, since its establishment, has accomplished a number of the goals it set out to attain. In addition to the expansion of the water management area's boundary; the Agency successfully implemented the Validation and Verification (V&V) project; initiated mobilisation of water users as part of the stewardship initiatives; provided reliable water resource management advice; installed water quality monitoring points and improved water quality; funded community-based water related projects as living cases that promote integrated water resource management (IWRM) principles; and is currently spearheading the transformation of the sector and providing support for emerging farmers, and resource poor farmers.

The BGCMA continues to push forward, implementing progress by way of programme and project management, through funding received from the Department of Water and Sanitation: the Validation and Verification Projects help monitor areas where there is greatest water stress due to illegal use; the BGCMA issues a certificate of verification to confirm the status of existing lawful use of water.

The Catchment Management Strategy (CMS), in terms of the Water Resource Planning Programme in support of the IWRM principles, is a project that was implemented and is already complete.

Stakeholder engagement includes mobilisation of water users as part of the BGCMA stewardship initiatives; and the Water Resource Protection project ensures constant monitoring of water resource points in support of water quality.

BGCMA short and long-term goals:

- The main aim is to continue building on the success of the organisation and enhance sound water management policies through IWRM principles
- The BGCMA aims to ensure water quality in the water management area as part of its ad infinitum exercise
- The organization aims to ensure that water as an important resources its plays a major role towards socio-economic development
- Aims to create the balance of water use and access to all the users

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IN OTHER NEWS

Govt gets techno-savvy

Communications Deputy Minister Stella Ndabeni-Abrahams has unveiled a mobile app for the South African Government website.

The app links users to the recently re-launched, mobile friendly government website, www.gov. za, which bridges the digital divide and can be accessed on any cellphone.

It allows users to view, among others, the latest available jobs in the public service; tender bul-

letins; news and radio bulletins as well as information on services like renewing your driver's licence or car licence disc.

The app, which is available for free download on your play store, also gives users contact details of all government departments across all spheres of government.

The South African Government app also gives users quick access to government leaders, events, speeches and other government information. It is available on both Android and Apple mobile devices.

The Deputy Minister said the launch of the South African Government app comes after her department launched the Vuk'uzenzele newspaper app in November last year.

The app allows users to download and read the government newspaper that is distributed nationwide.

Win an iPad

We are giving away an iPad, sponsored by DEP Technologies, to one lucky reader. To win, simply download the free South African Government app by searching for "SA Government" on the Google or Apple Appstore or download the free Vuk'uzenzele newspaper app by searching for Vukuzenzele on the Google or Apple Appstore between 11 February 2015 and 31 May 2015.

KZN Prof receives AU award

The African Union (AU) has honoured South African AIDS researcher Professor Salim S. Abdool Karim by conferring on him the Kwame Nkrumah Scientific Award.

Prof Karim received the award in recognition of his research on HIV prevention and treatment in Africa.

Through the award, the AU Commission acknowledged Prof Karim's great scientific achievement and contribution through science for



the socio-economic development of Africa.

He was presented with the award at an awards ceremony during the recent AU Summit in Ethiopia.

Prof Karim is the Director of the Centre for the AIDS Programme of Research in South Africa (CAPRISA) at the University of KwaZulu-Natal.

He has contributed to 30 years of research on the conlinent, especially in the field of HIV and AIDS.

He is also the Pro Vice-Chancellor (Research) at the University of KwaZulu-Natal, chair of the UNAIDS Scienlific Expert Panel and is scientific advisor to the Executive Director of the Joint United Nations Programme on HIV/AIDS.

He said he was humbled by the award, noting that science had a key role to play in Africa's future growth and prospects.

President Jacob Zuma also congratulated Prof Karim on his achievement.

Green municipalit<u>ies rewarded</u>

The Mogalakwena Local Municipality in Limpopo has been declared the greenest local municipality in the country, while the City of Johannesburg was named the greenest metropolitan municipality.

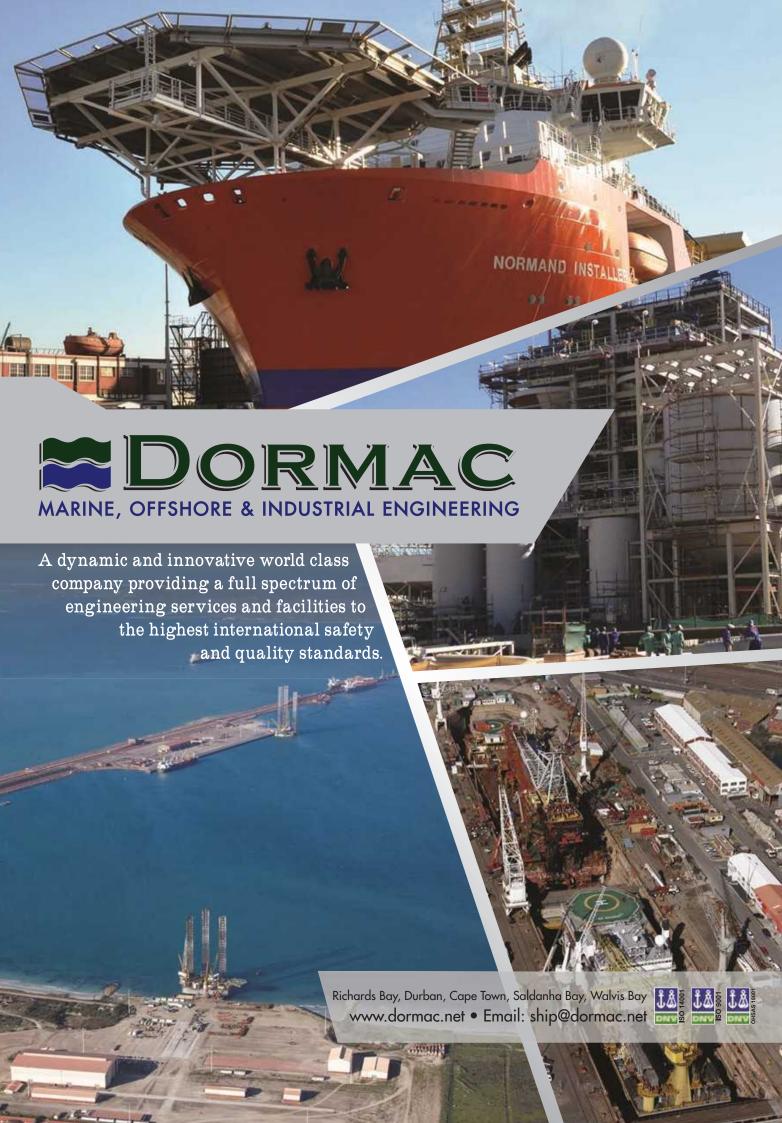
The two earned the accolades at the 4th Greenest Municipality Competition Awards.

The Greenest Municipality Competition is aimed at ad dressing issues around environmental protection, social upliftment and economic growth, as per the recommendations of the 2006/07 Cleanest Town Competition (CTC) Report

In the Local Municipality Category, the overall winner was Mogalakwena. The first and second runners up were uMhlathuze in KwaZulu-Natal and Nkomazi in Mpumalanga respectively.

In the Metropolitan Municipality Category, the overall winner was the City of Johannesburg with Nelson Mandela Bay and Buffalo City, both in Eastern Cape, first runner up and second runner up respectively.

Speaking at the awards, Environmental Affairs Deputy Minister Barbara Thomson encouraged municipalities to keep doing their best to keep the environment clean.



Africa unites to address the continent's challenges

ore than 50 African leaders gathered in Ethiopia's capital Addis Ababa in January for their annual Heads of State and Government Summit. We sumup some of the decisions that came out of that gathering.

A few months ago, not many people knew about Boko Haram. It was when the terrorist group kidnapped more than 200 Nigerian schoolgirls that they began to be noticed and caused widespread panic throughout the continent.

International organisations were outraged. Never before had any terrorist group managed to capture that many people, let alone innocent children.

Boko Haram fighters seized the 276 teenagers from the government-controlled Girls' Secondary School in the remote town of Chibok, in Borno state, northeast Nigeria, on 14 April last year. The capture took place in broad daylight and in full view of horrified bystanders.

About 57 girls managed to escape. But with the rest of the girls still being held captive with reports that some were being used as suicide bombers, calls have intensified for tougher measures to fight Boko Haram.

And with the group's attacks increasingly spilling over from Nigeria into neighbouring nations, the African Union (AU) has been forced to escalate its efforts to break the back of this terrorist group.

The AU's concern over Boko Haram was evident during the recent summit in Ethiopia, during which heads of state endorsed a decision to send more than 8 000 troops to fight the terrorists' insurgency in northern Nigeria. The move came after five western African countries agreed that they would contribute troops to fight Boko Haram, who escalated its attacks in February ahead of the national elections in Nigeria.

The two-day summit at Addis Ababa commended the bravery of the five nations for combating Boko Haram's five-year reign of terror in Nigeria, which has left thousands dead. While the United Nations (UN) Security Council was mulling over the decision, UN Secretary General Ban Ki Moon backed the move by Benin, Cameroon, Niger, Nigeria and Chad, who have announced contributions totalling 8 700 military personnel, police and civilians to fight Boko Haram.

Chad reportedly already has troops fighting Boko Haram on two fronts, with soldiers deployed in Niger and Nigeria. The summit also authorised the establishment of a Trust Fund by the United Nations to sustain the operations of the task force and the international community was called upon to provide support to the force.

Marching towards a prosperous Africa

African leaders also used the AU summit to rally the continent behind its Agenda 2063 programme, an AU initiative for inclusive growth and sustainable development on the continent. The programme, which was endorsed at the summit, envisions that in 50 years, "Africa will be a world leader, setting the standard for inclusive economic development, democratic governance and a humane and just social order".





President Jacob Zuma interacts with Tanzanian Deputy Minister for Foreign Affairs and International Cooperation Mahadhi Maalim at the AU Summit.

South Africa's International Relations and Cooperation Minister Maite Nkoana Mashabane said at the end of the summit that the AU Commission was requested to conclude all consultations in order to finalise the first Ten-Year Plan and to submit it for adoption by the June/July 2015 Summit.

Leaders also took note of developments and progress on several flagship projects including the implementation of the continent-wide Integrated High Speed Train Network, the creation of the Continental Free Trade Area by 2017, the African Passport and Free Movement of People as well as the implementation of the Grand Inga Hydroelectricity Dam Project.

Intensifying the Ebola fight

With regard to Ebola, the heads of state recommended the extension of the mandate of the African Union Support to the Ebola Outbreak in West Africa. The leaders called on member states who have not yet done so, to lift all restrictions imposed on Ebola affected countries and requested international financial institutions and partner countries to cancel the debt of the three affected countries - Guinea, Liberia and Sierra Leone. By February, deaths from Ebola in the three countries had exceeded 7 000 since the outbreak of the deadly disease in 2014.

Now the AU wants to speed up the process for the establishment of the African Centre for Disease Control and Prevention by June this year. The coordination office for the centre to be funded by member states should initially be at the Headquarters of the AU in Addis Ababa.

Peace and security

The summit tasked the Peace and Security Council of the AU to immediately report deployment of the African intervention forces within 90 days or to the next meeting of the Assembly for rectification.

Two years ago the AU decided to establish a continent-wide response force called the African Capacity for Immediate Response to Crises (ACIRC) to deal with crises such as coups on the continent. Countries, including South Africa, contributing troops to (ACIRC) were expected to pay for a mass of about 1 000 troops. It is meant to be a temporary measure until the permanent African Standby Force is established.

The AU has indicated that the volunteering nations or those contributing resources to an intervention force would be represented and would participate in the deliberations of the Peace and Security Council on a possible ACIRC intervention mission.

Public Sector Manager • March 2015

A NOTE FROM THE EXECUTIVE DIRECTOR OF THE TAKEOVER REGULATION PANEL

Introduction

The Companies Act No 71 of 2008 (the Act) has been in operation since May 2011. With its promulgation the Act established the Takeover Regulation Panel (the Panel) in terms of section 196. The Panel is not a new regulatory body. It replaced the Securities Regulation Panel which performed the same functions in terms of the Companies Act of 1973.

The implementation of the Act initially led to uncertainties and the Panel encountered a number of challenges in implementing the new takeover and merger provisions set out in Chapter 5 of the Act and in the Takeover Regulations. The Panel believes that it has effectively dealt with the challenges as indicated by the reduced number of enquiries it receives.

The nature of the regulatory functions and the mandate of the Panel requires that the Panel be able to provide approvals, consultations and advisory opinions on application of the Act and the regulations speedily and efficiently.

The Panel has an obligation to be accessible, responsive, act speedily but thoroughly, and be fair in undertaking its regulatory mandate.

The essence of the Panel's role is to look after the interests of minority shareholders by ensuring that certain information is available to shareholders whenever a takeover of a company occcurs. Based on the information, shareholders can then make an informed decision to protect their investment.

Mandate of the Panel

The mandate of the Panel is set-out in section 201 of the Act.

It includes the following:

- regulation of affected transactions and offers;
- investigation of complaints with respect to affected transactions and offers:
- application for a court order to wind up a company, in appropriate circumstances;
- consultation with the Minister in respect of additions, deletions or amendments to the Takeover Regulations.

The Panel may also:

- consult with any person at the request of any interested party with a view to advising on the application of any provision in respect of affected transactions or offers, or the Takeover Regulations;
- issue, amend or withdraw information on current policy in regard to proposed affected transactions or offers, to serve as guidelines for the benefit of persons concerned in such proposed transactions;
- receive and deal with representations relating to any matter with which it may deal in terms of this Act;
- perform any other function assigned to it by legislation.

Rationale for regulating affected transactions and offers

The objectives of the Panel in regulating affected transactions and offers are includes to:

- ensure the integrity of the marketplace and fairness to the holders of the securities of regulated companies; provision in respect of affected transactions or offers, or the Takeover Regulations;
- ensure the provision of
- necessary information to holders of securities of regulated companies, to the extent required to facilitate the making of fair and informed decisions; and
- adequate time for regulated companies and holders of their securities to obtain and provide advice with respect to offers; and
- prevent actions by regulated companies designed to impede, frustrate, or defeat an offer, or the making of fair and informed decisions by the holders of that company's securities.

The companies regulated

- public companies;
- state-owned companies; and
- private companies, which had 10% or more of their issued securities transferred between unrelated parties within a period of 24 months immediately prior to the date of the particular affected transaction or offer.



Madimetja A Lucky Phakeng

The transactions regulated

Affected transactions or offers regulated are:

- disposals of all or the greater part of the assets or undertaking;
- amalgamations or mergers;
- a schemes of arrangement;
- the acquisition of, or announced intention to acquire, a beneficial interest in any voting securities;
- the announced intention to acquire a beneficial interest in the remaining voting securities not already held by a person or persons acting in concert:
- a mandatory offer if 35% or more shares are acquired; and
- compulsory acquisition of shares.

In regulating the above transactions the Panel must not express any opinion or view about the advantages or disadvantages of these transactions. Shareholders are entitled to this based on the information provided.

Panel operations and activities

The day to day regulatory functions of the Panel are undertaken by the Executive Director of the Panel, with the Deputy Executive Director and Legal Counsel (the Executives). They are ably assisted by the Chief Financial Officer and 2 Administration Staff. The Panel also has an internship programme which provides training for two individuals. The interns are involved on all operations and activities of the Panel.

For the year ended 31 March 2014, the Executives of the Panel regulated and approved 51 affected transactions and offers compared to 45 transactions for the previous year.

The Executives have also issued 164 rulings in respect of affected transactions and offers compared to 177 rulings for the previous year. The majority of the rulings relate to regulated private companies. The Executives also gave 12 advisory opinions.

In addition, the Panel attended to consultations and telephonic enquiries with various parties and their advisers.

Panel members

Currently, the Panel has 17 members. The members represent wide interest groups and include; representatives from the Department of Trade and Industry (the dti), Competition Commission, Companies Commission, The JSE Limited, the legal profession, the accounting profession, the banking sector, academia and other members who have been appointed by the Minister of the dti based on their knowledge and experience in regulation of securities and takeovers.

Legislative development

In undertaking its mandate of regulating mergers and takeovers, the Panel has noted that certain sections of the Act may have unintended consequences. In particular, the Panel noted that section 118 (2) of the Act relating to regulated private companies may be unduly restrictive for private companies undertaking mergers and takeovers. It has also noted that section 48(8) (b) of Act, relating to repurchase of 5% of the shares of a company is not clear, leading to contradictory interpretations.

In order to correct the situation, the Panel has made recommendations to the relevant authorities to have both sections amended as a matter of urgency.

The Panel continuously reviews and consults in respect of other sections of the Act and the Takeover Regulations. The Panel will make recommendations for amendment of the relevant sections of the Act and the Takeover Regulations where necessary.

Madimetja A Lucky Phakeng Executive Director 04 February 2015

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MEC Botes keeps N Cape

municipalities in check

nsuring that 32 municipalities deliver basic services to communities is no easy feat, but it is one of the many important responsibilities MEC Alvin Botes is tasked with.

As the Northern Cape MEC for Cooperative Governance, Human Settlements and Traditional Affairs, Botes has to ensure that municipalities are governed efficiently and deliver services effectively.

The MEC says he has made it clear to mayors that the non-performance of municipalities is unacceptable.

His department has also introduced a programme, which sees officials meeting with mayors on a monthly basis to discuss municipalities' finances and areas that need serious intervention.

"If a municipality is to improve there needs to be serious commitment on the part of the mayor. We have put systems in place to ensure that mayors get monthly reports from municipalities, which explain the state of the municipality. This also empowers them to take remedial action."

In the past, mayors would receive these reports on a quarterly basis, MEC Botes points out.

"This meant that it would take some time before the mayor became aware of areas that needed attention. Now we call the mayors on a monthly basis and highlight problem areas that they should attend too."

He adds that the department had also stressed to municipalities that non-compliance of the Municipal Finance Management Act (MFMA) and Public Finance Management Act (PFMA) would be dealt with.

"I must be able to ensure that all funds, in terms of the PFMA, that get disbursed is properly accounted for by municipalities."

"We also have to ensure good corporate governance in municipalities and that the monies of tax payers and rate payers are accounted for."

The Auditor-General's report for 2013/14 showed that only one Northern Cape municipality received a clean audit.



MEC Botes says steps have been taken to improve the audit outcomes of municipalities.

"As of December 2014, the latest MFMA audit outcomes release by the Auditor-General indicated that there are now two municipalities in the Northern Cape with unqualified reports with no findings. They are the Francis Baard District Municipality and ZF Mgcawu District Municipality."

He also notes that two years ago 19 municipalities in the province received disclaimers. Currently there are nine municipalities with disclaimers.

"This can be attributed to the fact that we have passed the stage of rationalising and are engaging in dialogue with the municipalities. Our approach for the past two years is to ensure that punitive measures are taken. Where municipalities are not performing we are invoking the law."

Tackling fraud, corruption and wasteful expenditure

MEC Botes and his department are also on a drive to ensure that supply management processes are followed to avoid irregular and wasteful expenditure.

"We have put a stop to municipalities printing T-shirts with the mayor's face on them. We have also put a stop to catering and unregulated travel, where you would

have 10 officials attending one workshop in Kimberley.

"We have put in place regulatory measures to ensure that we streamline travel, meetings and conferences by officials or councillors. We have been unequivocal that we only want one representative at political level and one at administration level attending these events."

The MEC believes that appointing skilled people in senior management level at municipalities is key to dealing with fraud and corruption.

"Fraud happens when you do not have sufficiently skilled officials. No skilled, qualified, experienced person will allow fraud to be committed on his or her watch.

Only those with a tertiary qualification and a minimum of five years strategic and senior management experience get appointed as senior municipal officials such as chief financial officer, corporate services manager and municipal manager."

Municipal Infrastructure Grant

In the past financial year, the Northern Cape spent 75 per cent of its Municipal Infrastructure Grant, a figure MEC Botes plans to increase to 80 per cent in the current financial year.

"Our ultimate objective is for 100 per cent of the Municipal Infrastructure Grant to be spent. This is a grant intended to be utilised to ensure that there is substantial infrastructure in municipalities."

He adds that there are consequences for municipalities that do not spend their grants.

"Half way through the financial year, if financial indicators show a particular municipality will not achieve a full spend of its grant then, with the collaboration of Treasury, we shift the funds to performing municipalities.

"We have punished those municipalities [that have underspend] but the problem is that at the end of the day non-performance of municipalities has an impact on people living in those areas."





MEC Alvin Botes, Deputy Minister of Human Settlements Zou Kota-Fredericks and Northern Cape Premier Sylvia Lucas hand over houses at part of the Letsema Youth Build Programme.

Skilling the youth

MEC Botes says the province has a programme called the Letsema Youth Build project that encourages young people to volunteer to build houses.

"Young people are trained on the construction site after they have volunteered for the project. In Lindelani in Kimberley young people have built face brick houses."

He said 303 houses were built by young people after the department entered into an agreement with a construction company to use their services and ensure skills were transferred to them.

As a result of this programme, the National Home Builders Registration Council (NHBRC) has entered into a partnership with the department. The NHBRC gave R10 million for young people who were part of the project to get formal training at a technical college.

"This is a massive victory for young people. While studying at FET colleges they will get a stipend of R1 500 monthly. This is part of the efforts to ensure skills acquisition."

Back to basics

Last year Minister of Cooperative Governance and Traditional Affairs Pravin Gordhan introduced the Back to Basics strategy for municipalities.

MEC Botes says the programme will be formally launched in the Northern Cape in March.

The MEC says the strategy would ensure that communities receive basic services such as water and electricity as well as ensure that municipalities respond to the needs of the people.

"Moving forward our 32 municipalities must do the basics right by putting people first and making sure that we are a caring society," he adds. ®

POLYCO TO INVEST R7mil

in loans to fund polyolefin recycling projects around SA

OLYCO, the Polyolefin Recycling Company, has released the names of the six successful applicants who will be receiving total investment loans of R7 million over the next 6 months to fund their existing polyolefin recycling operations. The company invited recycling companies to submit proposals for funding that would be used to grow their recycling production volumes and have a direct impact on the sustainable growth of the polyolefin plastics recycling industry.

According to Mandy Naudé, CEO of POLYCO, these funds will increase the recycling capacity of plastics bearing the polymer identification codes 2,4 and 5 by almost 8 000 tonnes per annum or 24 000 tonnes in the three year cycle. A major positive for POLYCO, is that this capacity growth is directly linked to an increase in recycled tonnes, as the loans are guaranteed against the applicants' projected volume growth.



"We received a total of 19 applications for the second round of funding for the 2014 cycle. Of these, we selected the six most suitable applications based on their business plans, financial stability and ability to guarantee waste source to deliver their projected growth," explains Mandy.

Most of the applications received, were for funding that would address bottlenecking or production constraints in recycling plants. "Several applicants were also looking at upgrading their wash plant facilities as this would improve the cleanliness and quality of their products. Investments in new extrusion, granulation and shredding equipment also featured prominently on the applicants' business plans," she says.

The successful applicants are:

Myplas. This Western Cape based recycler is busy addressing the production constraints in his plant in Stikland, Belville. With POLYCO's assistance, the company will be able to easily unlock additional capacity over the next 6 months. They will be upgrading the wash plant and extruders, which will help the company meet a growing demand for their recyclate – which currently far outstrips their ability to supply.

Italian Plastic Technologies. Based in Gauteng, this recycler of difficult to recycle waste has been in operation for over

POLYCO's funding will **increase** the recycling capacity of plastics bearing the polymer identification codes 2,4 and 5 by **24 000 tonnes** in the three year cycle

17 years. In order to meet the growth in customer demand, they need improved shredding and washing facilities, and POLYCO's funding will go a long way towards assisting them to achieve this goal.

Mountain View Plastics. Also based in Gauteng, this recycler bought an existing business, which now has old equipment that is unreliable and costly to maintain. Unable to expand and grow without a cash injection, POLYCO's funding will allow them to take their operation to the next level by acquiring a modern wash plant facility, which is automated and energy efficient.

Polymark Recycling. This recycling facility is in the North West Province and has been operational for the past twenty years. However, the business is currently at a stage where they need to upgrade their washing and drying facilities to take their business to the next stage of development. Partnering with POLYCO will allow them to significantly increase their volumes and produce a higher quality product for their clients on a plant that promotes sustainability, through the use of considerably less water.

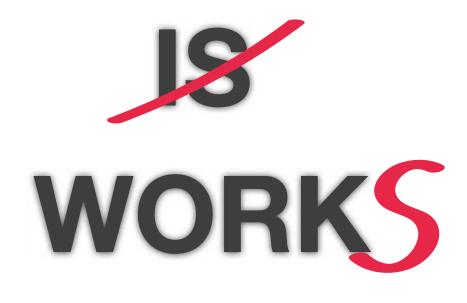
EMET. Another Gauteng based recycler, EMET will use POLYCO's grant to automate and optimise operations, as well as introduce more energy efficient equipment. They will be moving their operation next door to their sister company, InWaste Green, in Tembisa so as to minimize logistic costs and to streamline operations.

Moiware t/a Coastal Recycling. POLYCO's funds will be assisting the previously known Collect-All Plastics, to start up again, and to rebuild their business gutted by fire earlier last year. Funding received will go towards an extruder and granulator, so as to be able to assist them to service the East London area, an area that they have dedicatedly serviced for the past 20 years.

66

Concludes Mandy: "It is POLYCO's goal is to achieve a recycling rate of 35 % (or 239 000 tonnes) recycled out of a total market share of an estimated 680 000 tonnes by 2020. We cannot do it without the help of the collectors and recyclers around the country, who are already making a difference in the communities where they are operational. We extend our sincere congratulations to all the successful applicants and we look forward to seeing each of them grow and prosper, and are privileged to be part of this exciting journey for their businesses".

RECYCLING





In the last year, POLYCO and other plastic EPR organisations successfully diverted 24 000 ten-tonne trucks of plastic packaging from landfill which created 4 510 formal jobs and 43 000 informal jobs.



Working together we can achieve more

POLYCO represents a group of extraordinary companies that understands its extended responsibility within the SA plastics industry. POLYCO supports the complete recycling industry value chain and to achieve our commitment of sending zero plastic packaging to landfill by 2030, we're all going to need to work together.



FEATURE Writer: Amukelani Chauke

New Act to keep public servants in check

he signing of a new Act has sounded the death knell to public servants doing business with the state.

In December, President Jacob Zuma signed the Public Administration Management Act into law, bringing the Public Service a step closer to what the National Development Plan (NDP) and the Constitution envisions.

Chapter 10 of the Constitution envisages having the entire Public Service as one entity in order to uphold basic values and principles in the running of the administration.

The fight against corruption remains one of government's top priorities and to win this fight, the entire administration should be professionalised.

This is everything the NDP stands for. It proposes the professionalisation of the Public Service that comprises about 1.3 million employees in a bid to promote employee ethics and improve service delivery.

But what does the signing of the Act mean to all public servants?

According to The Presidency, it will contribute to the running of an effective, efficient, transparent and accountable state machinery that will go a long way in serving the needs of the people.

"As part of promoting professional ethics and integrity by employees, the Act prohibits public servants from conducting business with the state or being a director of a public or private company that conducts business with the state.

"The Act also requires employees to disclose their financial interests. Failure to comply with the obligation to disclose financial interest as required constitutes misconduct," The Presidency explained.

The Act seeks, among others, to:

- Provide for the promotion of basic values and principles referred to in section 195(1) of the Constitution in the public administration.
- Provide for the transfer and secondment of employees in the Public Service.
- Regulate for the prohibition of employees to do business with the state.
- Regulate the candidature of employees during elections.
- Provide for anti-corruption measures that include the establishment of an anti-corruption bureau.
- Inculcate a culture of compliance by institutions and employees within the public administration by



- providing for the establishment of the Office of Standards and Compliance.
- Regulate capacity development and training within the public administration by providing for the school of government. Public servants can soon expect the Act to be implemented in phases and this will include the development of the regulations, norms and standards.

To give effect to these goals, the National School of Government and the Office of Standards and Compliance were established. These will be followed by the establishment of the Public Administration Ethics, Integrity and Disciplinary Technical Assistance Unit.

Act prohibits business with the state

Dubbed the "anti-corruption Bill" prior to it being signed into law, it has over the years been seen as a necessary tool to deal with public servants – those who used their close corporations to win lucrative contracts from other departments while they remained in their full-time government jobs.

Some went as far as using their companies to apply for tenders in their own departments or municipalities.

According to *In Session*, a Parliamentary newsletter, during a performance audit of government employees doing business with national departments in 2007/8, the Auditor-General found at the time that approxi-

mately R35.7 million was paid into companies or close corporations staffed by government employees, 49 of whom served as directors or board members.

A section within the Act now prohibits all Public Service employees from conducting business with the state, or of holding directorships in a public or private company that is doing business with the state.

It now criminalises such practices, and "any person found guilty of the offence is liable to a fine or imprisonment for a period not exceeding five years or both such fine and imprisonment..."

Employees found to be in contravention of the Act can also be charged with mis-

conduct and this may result in the termination of their employment.

Disclosure of financial interests

Civil servants are required to disclose all their financial interests to the state to avoid being trapped in a situation where a conflict may arise.

Seen as one of the most important tools for rooting out corruption in the public sector, government departments ask all employees to disclose all their financial interests on an annual basis.

The Public Service Commission has gone to great lengths to ensure that senior managers are encouraged to declare their interests.

It went as far as placing newspaper advertisements and getting government departments to send senior managers text messages – even when they are on leave – to remind them to submit their disclosures before the deadline.

But despite these efforts, including introducing e-disclosures, non-compliance remains a huge challenge.

In October last year, the Public Service Commission told Parliament's Portfolio Committee on Public Service and Administration that of the 5 425 SMS members in national departments who were required to submit disclosure forms for the 2012/ 13 financial year, 4413 (81 per cent) did so by the due date of 31 May 2013.

The Act now requires all employees to disclose all financial interests, including those of their spouse.

The interests would include shares, sponsorships, gifts above the prescribed value, benefits and immovable property.

Failure by an employee to comply with the obligation to disclose constitutes misconduct and may result in disciplinary action.

National School of Government

For years, government has spoken about establishing the National School of Government to contribute to the training of public servants.

The National School of Government now the replaces Public Administration Leadership and Management Academy, and will be formalised through the Department of Higher Education and Training. According to the new >>



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Act, the school will be established as a higher education institution contemplated in the Higher Education Act, 1997 (Act No. 101 of 1997).

The new Act also governs how secondments are to be conducted.

It provides for secondments of employees from one department to another, or from one state organ to another, and across all spheres of government, provided

- He or she possesses the necessary skills and knowledge of the said position.
- The employee consents to the secondment.

that:

The remuneration and conditions of service are not less favourable than those on which the employee was employed immediately before the secondment.

In a case of a transfer, where an employee is transferred to another department or organ of state due to reasons linked to disciplinary measures as prescribed by the Labour Relations Act, an employee may only be transferred provided that:

- The transfer does not interrupt the employee's continuity of employment.
- The employee will not suffer a reduction in remuneration or conditions of service unless he or she consents.

New anti-corruption unit to be established

The new Act paves the way for the Department of Public Service and Administration to establish the Public Administration Ethics, Integrity and Disciplinary Technical Assistance Unit.

The unit would provide technical assistance and support to institutions in all spheres of government regarding the management of ethics, integrity and disciplinary matters relating to misconduct in the public administration.

While the unit will also be tasked with developing norms and standards on integrity, ethics, conduct and discipline in the Public Service, it will be roped in to strengthen oversight where systemic weaknesses are identified in the handling of all disciplinary cases.

The new unit will have the authority to conduct any investiga-

tion into misconduct and can work with the relevant municipal, provincial or national authorities.

The Minister of Public Service and Administration must report to Parliament twice a year on the work of the unit.

The road to professionalising the Public Service

net approved the draft Public Administration and Management Bill to be published for comment.

At the time, the Department of Public Service and Administration said the draft Bill aimed to create a uniform legal framework for human resources as well as certain orenisational and government

In November 2013, the Bill was introduced to the National Assembly, but soon thereafter withdrawn by the then Speaker Max Sisulu at the request of former Public Service Minister Lindiwe Sisulu to allow the National Council of Provinces (NCOP) an opportunity to consider the contents of the Bill.

The NCOP, one of the two houses of Parliament, deliberated on whether the Bill took provincial interests into account when the legislation was being drafted.

On 26 February 2014, the NCOP passed the Bill and referred it to the National Assembly the following day

The Minister at the time briefed the National Assembly on the Bill on 6 March 2014 and public hearings followed.

The National Assembly eventually rubber stamped the Bill on 12 March last year and sen it to the President for his assent

The President signed the Bill into law on 19 December FEATURE Writer: Albert Pule

Higher Education and Training opens doors of learning

t's dark. The rain comes pelting down and the streets are deserted. A young woman carrying an umbrella and blue file scurries across the road.

As if to signal the challenging journey that lies ahead for her, the rain comes down harder within minutes, making it difficult for her to get to the other side.

She is soaking wet while the matric certificate she carries in the blue file has only just escaped the downpour.

Gladys Koape has just finished registering for her first year at the University of Pretoria where she will study towards a degree in Civil Engineering.

She is one of the more than 200 000 first year students who will study at universities across the country during the 2015 academic year.

She was also among the 532 860 Grade 12 learners who were the first to write the Curriculum and Assessment Policy Statement (CAPS)-aligned matric examinations in 2014.

Out of that cohort, 150 752 learners qualified for admission to Bachelor studies at higher education institutions, 166 689 learners qualified for admission to diploma studies and 86 022 learners qualified for admission to higher certificate studies.

"Many of those who have met the entrance requirements for university study will be pursuing degrees, diplomas and higher certificates at one of 26 public universities.

"This includes the Sol Plaatje University and University of Mpumalanga, both of which are new universities entering their second year of operation, and the Sefako Makgatho Health Sciences University (SMU)," says Minister of Higher Education and Training Blade Nzimande of the class of 2014.

New universities, more opportunities

The Sol Plaatje University and University of Mpumalanga opened its doors to its first students in January 2014.

SMU is the third new university to be established since 1994. It incorporates the former Medunsa campus of the University of Limpopo and its first intake was expected to be of more than 1 000 new students registering for the 2015 academic year.

"All continuing students of the former Medunsa campus of the University of Limpopo will be registered as SMU students in 2015. Therefore, this new comprehensive health and allied sciences university will start its life with a total enrolment of just over 5 000 students," explains Minister Nzimande.

He adds that the higher education sector is expected to welcome more than 425 000 young people at 26 universities, 50 Technical and Vocational Education and Training (TVET) colleges, and 21 Sector Education and Training Authorities (SETAs) during the 2015 academic year.

This means that more opportunities now exist for potential students compared to last year.

"This is an increase of 28 646 opportunities on the 396 449 opportunities provided in 2014," says Minister Nzimande.

These include 204 522 new entrant opportunities at universities as well as 44000 engineering and business studies opportunities at TVET colleges, 37 000 national certificate vocational programme opportunities at TVET colleges, as well as 85 900 occupationally directed (apprenticeship or learnerships) opportunities in collaboration with TVET colleges, SETAs and employers.

There will also be 16 250 artisan opportunities, and an additional 37 423 learning programme opportunities in the form of 3 380 apprenticeships, 4 513 bursaries and 29 530 learnerships will be further provided by SETAs.

National Student Financial Aid Scheme

With the number of students growing, the demand for money to study also grows. This growth puts the National Student Financial >>>

A statement for a statesman.

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Aid Scheme (NSFAS) under immense pressure.

In 2014, NSFAS provided student loans and bursaries totalling over R8.3 billion, which excluded the once off allocation of R1 billion for the servicing of the 2013 shortfall of R700 million and 2014 shortfall of R300 million.

In 2015, the department has increased the allocation to R9.5 billion for the academic year.

"NSFAS will be funding 205 000 first time entering and continuing eligible students at universities and 200 000 students at TVET colleges in 2015 by providing student loans and bursaries totalling R9.5 billion," says Minister Nzimande.

Despite the expansion of financial aid, problems remain in the allocation of funds to deserving students, leading to disruptions on campuses.

There have also been allegations of collusion between officials and students.

Minister Nzimande says the department will investigate all allegations of corruption.

"We have received allegations of corruption and fraud involving both students and people working in the administration of funds.

"A forensic investigation into financial aid provided through NSFAS to determine the levels of corruption and fraud will be conducted in 2015."

Financing students with disabilities

He adds that students with disabilities will not be left behind as the department has made provision for them.

"The department is committed to expanding access and success in our institutions for students who have special needs.

"At our TVET colleges, for example, government pays 80 per cent of the programme cost of the student's choice with an additional allocation being made dependent on the type and severity of the disability."

In addition, NSFAS has earmarked R69.3 million in the 2015 academic year to provide financial aid to students with disabilities at universities.

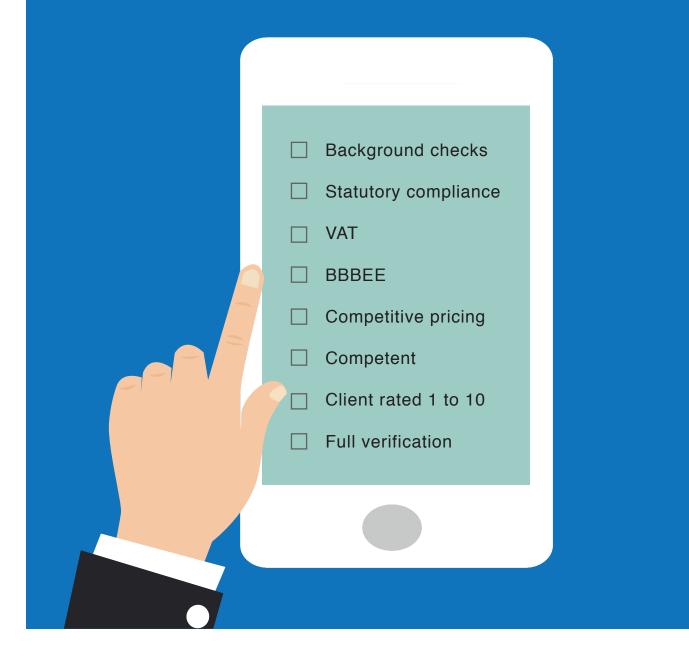
Accommodating potential students

With the growing number of students pursuing higher education, Minister Nzimande says he is confident the country's higher education system will be able to accommodate them.

"The Department of Higher Education and Training welcomes the class of 2014 into the post-school education and training system where learning and growth can take place at our 26 universities, 50 TVET colleges and 21 SETAs."

One of those who will be exposed to that learning and growth is future civil engineer Gladys Koape. ®

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FEATURE Writer: Stephen Timm

Selling SA to the world

outh Africa is open for business, the world is often told. And if the figures are anything to go by, the world is listening. Efforts to market South Africa to the rest of the world are bearing fruit.

Trade and Investment South Africa (TISA), a division of the Department of Trade and Industry, recorded R60.5 billion of potential investment projects in the 2013/14 financial year, exceeding its target to net R50 billion.

The amount includes the value of investment from when a foreign company starts working with TISA to conduct feasibility checks, to the moment before a factory or office is completed.

TISA's Acting Deputy Director Yunus Hoosen is confident that his division will meet its target of R40 billion in potential investments for 2014/15.

The figure forms part of the department's plan to target R135 billion in potential investments between 2014 and 2017, up from a target of R115 billion in such investments between 2010 and 2013.

Hoosen, who attributes the good performance in the 2013/14 year to investment made in round two and three of the country's renewable energy programme, says South Africa has much to offer investors.

"South Africa is a favourable destination and has more greater points than challenges," he says, stressing that investors look at the long-term opportunities of the market, rather than just the shortterm challenges when considering an investment.

His team regularly works with investors to remove blockages, whether these are issues of skills challenges, permits, work visas or challenges at municipal level.

Research by Brand SA on international investor perceptions found that investors view South Africa's infrastructure as a key attraction for setting up a business here, while the country's transition to de-

mocracy and diversity are seen as important reputation enhancers.

Petrus de Kock, Brand SA's General Manager of Research, says South Africa still enjoyed a lot of respect from European investors, who see the country as part of a number of promising emerging economies, along with countries like India, China and Brazil.

"All in all [the perception of South Africa] is quite strong," says De Kock, who adds that South Africans often have the ability to "cut their faces off to spite their noses" when it comes to talking about the country's weak and strong points.

On the African continent for example, there is a strong respect from Ghanaians of South Africa's strong managerial ability, he says.

Brand SA fieldwork also reveals that South African products are cited as reputable, reliable and in some cases competitively priced. For example, in some markets, such as Nigeria, sever-

al interviewees indicated that

Shoprite's entry has to some extent changed the shopping culture.

But De Kock says
South Africans have
also unfortunately gained a
reputation on the continent as
"know-it-alls" who shun advice from
local advisors.

"Fieldwork interviews in Kenya and Nigeria indicate that South Africans can from time to time come across as somewhat aggressive, imposing and

unwilling to listen to the advice from partners or local

advisors.

"This raises an important issue pertaining to the internationalisation strategy South African corporates deploy when considering entry into peer African markets," he pointed out in a research note last year.

In addition to the perception by investors, research released last year by Brand SA reveals that South Africa has a reputation comparable to emerging peers like Chile and Korea.

The research also revealed that South Africans are

seen as welcoming and that South Africa's culture remains its strongest asset and that the country is viewed as enjoyable to visit. Negative perceptions include those on governance, crime, corruption and poverty. The country is also not perceived as technologically advanced.

Commonwealth nations and western European countries continue to be South Africa's greatest admirers. The country is also perceived very positively in India, followed by China. Those in central and eastern European countries, and the east Asian countries of Japan and South Korea, as well as Mexico have the most negative perception of the country.

When it comes to what factors influence a country's reputation, De Kock points out that a nation brand encompasses all the attributes, strengths, and innovations a nation offers the world in various spheres of activity such as business, arts, tourism, science and infrastructure.

It means the reputation of a nation brand is shaped by far more than the interaction that politicians have among one another, but by the interaction that academics and corporates from across the world have among one another. South Africans, he says, don't always realise that many local sagas don't always feature in news overseas.

Brand SA also attempts to make a difference in the way the country is viewed. De Kock says the organisa-

tion will at times get involved in on-going news stories to attempt to positively influence the narrative or angle of a story. He points to the Oscar Pistorius case. In the beginning, there was a lot of confusion around gun control. Brand SA helped influence the narrative by running stories on its news site SouthAfrica.net on how the country's gun control legislation has led to a 20 per cent drop in gun-related crime, he says.

De Kock says Brand SA has several objectives with the reputation research it conducts.

"Foremost among which is to develop a more integrated understanding of the scope of SA's multi-sectorial engagements in peer African markets.

"We share the research with a range of stakeholders, for example the Department of International Relations and Cooperation, the Department of Trade and Industry and we are also advising the Department of Public Enterprises through their Africa Strategy Committee on issues, dynamics, perceptions that impact on SA's market entry strategies on the continent."

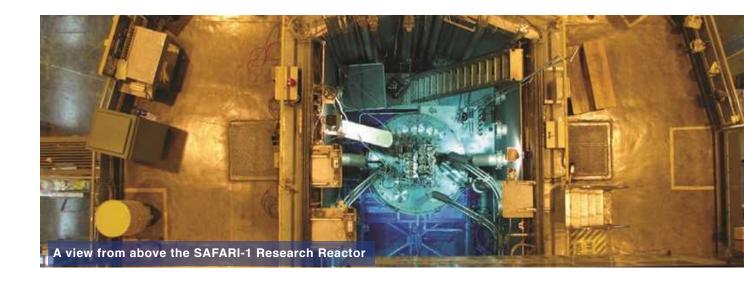
Brand SA also regularly briefs trainee diplomats, while some of the results of reputation research on the continent are also fed to the respective bi-national business chambers that South Africa has with Kenya, Nigeria and Ghana – where reputation research by the organisation is currently conducted.

He says there is a plan to expand this to include other countries on the continent, such as Tanzania, the Democratic Republic of Congo and Angola, if the organisation's budget allows it to do so.

Brand SA has also hosted two competitiveness forums to gain a thorough understanding of what it is that the economy offers. ®

Some of the figures from Brand SA's most recent reputation research and investor surveys, carried out last year, reveal that:

- British investors, followed by those from India, China, the US, France and Germany, were more likely to express that they knew something about South Africa, than Russian and Brazilian investors.
- Over half of Brazilian investors said they had not visited South Africa, but planned to do so in the future, compared with 44 per cent of Indian investors, 42 per cent of Chinese, 38 per cent of British as well as French and 34 per cent of Russian investors. Only 20 per cent of American investors and 18 per cent of German investors said they had not visited SA and planned to still do so.
- Indian and Chinese, along with Germans, were more likely to view South Africans as competent and honest than Brazilians, Russians, Americans, French and British.
- Indians and Brazilians were more likely to view South Africans as welcoming, followed closely by Germans, Americans, French and Chinese. Russians, followed by the British were the least likely to say South Africans were welcoming.
- Among the BRICS members, Brazil is perceived by other countries to be the strongest nation brand, with its people, culture and tourism being its biggest strengths, according to research from the Nation Brand Index.



CELEBRATING SAFARI-1 RESEARCH REACTOR 50TH ANNIVERSARY

The South African Fundamental Atomic Research Installation-1 (SAFARI-1) has reached an impressive milestone as it celebrates 50 years of operations. SAFARI-1 is a tank-in-pool research reactor owned and operated by the South African Nuclear Energy Corporation (Necsa), under the auspices of the Department of Energy (DoE). The reactor reached criticality (stable low power level) at 18h33 on 18 March 1965. This moment marked the beginning of decades of valuable nuclear research and development for South Africa.

Over the past 50 years, the Reactor has operated safely, with impressive efficiency, providing the world with numerous scientific breakthroughs and saving millions of lives through its nuclear medicine production capability.

SAFARI-1 has reliably provided a nuclear research and development platform to South Africa and other international organisations such as universities and a variety of research facilities. Today, in terms of product output this reactor is the most productive in the world, thanks to its efficient and pro-active management and maintenance operations. This research installation has become an iconic figure in the hills of Pelindaba not far away from the famous Sterkfontein caves, the site of the 'cradle of mankind' and, a stone's throw from the city of Pretoria. South Africa can be justly proud of this half century nuclear achievement, which has clearly demonstrated our country's capacity to operate, maintain and refurbish a nuclear installation of this complexity.

While SAFARI-1 gracefully nears its retirement, it is continues to serve as a hub for the growth of South Africa's nuclear capacity in terms of skills, research and provision of nuclear solutions in everyday life.

Nuclear skills development and careers South Africa has come a long way in the development of skills in engineering and technology. Back in the 80's when cellphones and the internet were still a curiosity, many young people saw an opportunity

in studying Information Technology. Today, there are more internet devices than there are people in the country, these have revolutionised the way we do business and communicate - we basically cannot do without them. The point to be made here is that while one might perceive the nuclear industry as a niche market for a few high level skills only, the fact of the matter is that if you don't create work opportunities for a certain technology there will be uncertainty on whether there will be jobs for the graduates. There is also the perception that South Africa does not have the skills to support a nuclear programme which needs electrical, mechanical, chemical and civil engineers, nuclear engineers as well as nuclear physicists. However, this isn't necessarily so. Rather, the real challenge is that we are not producing enough engineering projects in the country as yet. To prepare for the nuclear new build and other engineering projects, Necsa is already training hundreds of Artisans and Technicians annually, including coded welders but, if we don't have projects that attract young people, they will not choose engineering careers. Young people are very particular and will only choose careers where they see meaningful opportunities. We must start building nuclear power plants and create the excitement and assurance for work. And while we do that, we must see South Africa as a well-resourced nation in terms of people and never doubt our capabilities.

For example, many South African private and government institutions have achieved the most challenging technological breakthroughs over the years. To name but a few, the completion of SALT (the Southern African Large Telescope) was a great milestone that demonstrated our capabilities when the telescope opened its giant eye for the first time in 2005. The Sumbandila satellite, built by students and lecturers at Stellenbosch University is yet another great demonstration of innovation. The successful launch of the 64kg Sunsat satellite in 1999 was an overwhelming breakthrough. The Square Kilometer Array (SKA) championed by the DST is one of the most advanced technologies on earth today and it is hosted by South Africa. The magnificent Guatrain and 2010 World Cup Infrastructure are some of the megaprojects that have been



Necsa trains hundreds of artisans and technicians through its 'Nuclear Skills Development' facility every year, and also provides decentralised trade testing for graduates. Many local companies and municipalities benefit from the 'technical skills pool' generated by Necsa

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and Visagie Street, Pretoria

successfully undertaken in the country. These achievements should cement the confidence that we can undertake to build and operate a fleet of nuclear power plants and more. It is not entirely true that South Africans should not 'blow their own trumpet' because, the celebration of our successes and biggest milestones is important and will build our confidence.

On nuclear myths, facts vs fiction

"If the metamorphosis of a butterfly took several years – this would be seen as gene mutation" – unknown.

It is not true that you will glow in the dark after receiving nuclear medicine to treat a cancer, or that low doses of radiation have long lasting genetic effects. Radiation is a natural phenomenon, it is in the food we eat, the water, air and building materials we use to build our homes - our bodies are built to tolerate it to some extent. A lot of research has been done to support this fact. Nuclear installations all over the world operate under highly controlled levels of radiation, nuclear installations in South Africa are no exception. A good example of human beings' tolerance for controlled levels of exposure to radiation can be found in the fact that thousands of people fly long distances without any fear of radiation contamination. Consider the fact that while commercial airline crews and passengers spend hours at a height of about 9-12 km above the earth's surface, well above the 'Stratosphere', a layer of atmosphere which protects us from ultraviolet and cosmic rays, they do so without radiation fears. Truly speaking, everyone who flies at these altitudes and above, will obtain a small dose of cosmic rays but, there is no need to worry, as you'd need to spend months sitting around in a nuclear plant in order to obtain the same amount of radiation as you'd obtain from flying from Johannesburg to London, this is the same amount of radiation you'd also receive from eating 60 bananas or receiving about 6 chest x-rays.

Bananas contain naturally radioactive potassium but their radiation is not cumulative as food is excreted from our bodies, so you can still have your banana smoothie.

The building materials used to build nuclear facilities are also carefully selected to ensure low levels of background radiation – they are less radioactive than the bricks used to build your

house. Moreover, all personnel working in these facilities are subjected to compulsory medical checkups hence they are the healthiest in any population due to early detection of any medical condition.

The SAFARI-1 Research Reactor celebrates its 50 anniversary in March this year (2015), and many of its retired personnel are living testimony of the longer life expectancy observed in radiation workers. This reactor produces nuclear medicine and saves about 10 million lives in more than 60 countries worldwide. A global milestone was achieved in June 2009 when the SAFARI-1 Research Reactor core was entirely fuelled up with non-weapons grade uranium (Low Enriched Uranium, LEU), becoming the world first and only research reactor producing nuclear medicine from 'LEU'. The catch here is that LEU cannot be used for making nuclear weapons, and using it greatly enhances our business as a preferred supplier to other countries.

Nuclear medicine is indeed an important part of health care, in South Africa, patients are treated daily at hospitals. In 2012, NTP donated a R15million Positron emission tomography (PET) scanner to Tygerberg hospital, the scanner is a modern medical functional imaging instrument used in the diagnosis of cancers. The Western Cape Department of Health contributed a further R15-million to cover the cost of the development of a new building, related infrastructure and equipment accessories. The new scanner, operating at a maximum of about 100 patients per week has since saved many lives and brought new hope to cancer patients in the Western Cape. While these medical facilities find their main applications in oncology, the scanners could also be used in the areas of infection and inflammation, cardiology and neurology. It is also intended to use the Tygerberg Hospital facility for tuberculosis and potentially HIV research





Power to people facing adversity

hen South Africans stand together, we are able overcome the odds. It is a characteristic that has long defined us as a nation. We demonstrated this tenacity when we successfully hosted the 2010 FIFA World Cup.

The hosting of the event demonstrated our capabilities to the world and earned us the reputation of a country that can deliver.

Our national power supply remains under pressure as Eskom is at times unable to produce the full electricity required due to maintenance and unexpected breakdowns at power stations.

In this instance it becomes necessary to interrupt supply to certain areas through load shedding.

Our demand for electricity has reached the point where at least Level 1 load shedding, a point which requires that 1 000 MW be removed from the grid and sometimes Level 2, which is equal to 2 000 MW, are necessary.

Government apologises for the inconvenience caused as a result of the unplanned electricity disruptions and remains deeply concerned over the effect it has had on the lives of South Africans. Its impact on business is equally concerning as our economy is dependent on electricity for economic growth.

Government is working to secure South Africa's future energy supply through an energy mix which comprises coal, solar, wind, hydro, gas and nuclear energy.

In the meantime, let us assist the country by trying to work around load shedding. We should take time to familiarise ourselves with the schedule in our areas.

This way we are able to plan ahead so that the power disruptions have less of an impact on our family life and businesses. Households and businesses are encouraged to make provision for the fact that there will be at least two-hour power outages between 7am and 10pm daily.

Be aware of the national energy alerts on radio and television, and immediately respond to them by switching off high-energy appliances such as geysers, pool pumps, ovens and air conditioners so that we pass the

> critical period with limited disruptions.

*Writer: Lynne Brown

The energy situation going forward remains extremely tight. But let's bear in mind, we are all in this situation together and need to do everything possible to get through this short-term strain.

Government is confident that its analysis of the situation and the measures it is introducing will bring relief in the foreseeable future.

We are supporting the national grid through the more frequent use of diesel powered open-cycle gas turbines to help bridge the immediate gap between supply and demand.

Work is under way to reduce maintenance backlogs and improve the performance of power plants to reduce unplanned outages; these are a major concern.

There are also plans in place to restore 960 MW of generation capacity at Majuba Power Station by the end of the year, after one of its storage silos collapsed last year.

These immediate interventions are receiving our





highest priority through the War Room established by Cabinet to fast-track the implementation of a five-point plan to turn the current situation around.

The War Room is led by Deputy President Cyril Ramaphosa, who is supported by an Inter-Ministerial War Room comprising of relevant Ministers and is supported by a Technical War Room of Directors-General.

Our energy crunch is a result of a number of complex factors. It includes the legacy of apartheid, where millions of marginalised black South Africans were deliberately excluded from the national grid.

Over the last 20 years, electricity has been provided to more than 5.8 million households, reducing the percentage of households without electricity from about 50 per cent in 1994 to 14 per cent.

Over the medium-term, the government is working to secure the national grid by buying an additional 1000 MW from private power producers, which will come

on stream within 18 months.

The launch of an independent power producer programme that harnesses waste energy from the sugar, paper, and pulp industries to produce about 800 MW is part of the department's plans.

A number of potential gas-to-power projects have also been identified to alleviate our energy supply constraints. These include both new gas-fired power stations and conversion of diesel-fired power stations to gas.

Our energy situation affects all of us. In the interest of the nation, we need to work together to solve our collective problem in the spirit and manner in which we rose to the challenge of 2010.

Like in our preparation for the 2010 FIFA World Cup, failure is simply not an option. We can and will overcome this tight energy situation when we stand together.

*Lynne Brown is the Minister of Public Enterprises.

Public Sector Manager • March 2015







Tshwane's distintive heritage: Ndebele buildings and decorations



A diverse culture: The Voortrekker monument reflects the country's history

TSHWANE OPEN 2015:

Il eyes will turn to the City of Tshwane as this year's Tshwane Open golf tournament gets under way on 12 March.

Television broadcasts of this highly-anticipated event are expected to reach more than 215 million households across the world.

You can bank on the quality of the competition: it features a field of 156 top-flight golfers from home and abroad; is part of the 2015 Sunshine Tour; and is co-sanctioned by the European Tour.

The four-day event takes place on the fast greens and narrow fairways of the Gary Player-designed Pretoria Country Club in the scenic suburb of Waterkloof.

But the event is about more than just golf!

Says the member of the mayoral committee for economic development and planning,

TSHWANE IS THE ONLY CITY ON EARTH IN WHICH THE BIG FIVE ANIMALS ROAM WILD

Subesh Pillay: "The tournament gives us the opportunity to take golf and use it as a catalyst to stimulate economic growth and tourism."

The City is encouraging visitors – players and fans – to take the opportunity to spend a few extra days exploring Tshwane.

In March the city, as it moves gently into early autumn, offers wonderfully warm sunny days, matching the warmth and hospitality of the local residents.

It is this warmth that people remember long after they have left Tshwane.

Tshwane has something for everyone.

South Africa's rich and diverse history is reflected in the city's many heritage sites: from the reflective surrounds at Freedom Park to the bustle of Church Square in the city's CBD, from the quaint country feel of Cullinan, where the world's largest diamond was found a century ago, to the people-friendly precinct of the Union Buildings and the iconic statue of Nelson Mandela welcoming all with outstretched arms.

Visitors need not travel far to experience the country's wildlife. Tshwane is the only city in the world in which the Big Five - the lion, elephant, leopard, buffalo and rhino roam wild within municipal boundaries.

They can be seen at the Dinokeng Game Reserve, located a short drive north-east of the city centre. The reserve is also home to giraffe, kudu, waterbuck and wildebeest, as well as many smaller animals.





The city's famous jacarandas as seen at the Pretoria Country Club



The world's largest memorial statue to Nelson Mandela, in front of Union Buildings



You can spot the Big Five in the wild within the city's own limits

MORE THAN JUST GOLF

TSHWANE USES THE OPEN TO DEVELOP YOUNG GOLF TALENT WITHIN THE METRO

Some 40 kilometres north-west of the CBD, in Soshanguve, is another awe-inspiring natural attraction – the Tswaing Crater, a 220 000-year-old meteor impact site and the only ecotourism destination of its kind on the continent.

Shoppers are also catered for, in modern malls or local markets. And the range of eateries is also vast, from homely Italian to

Portuguese classic to the finest of fine dining.

Visitors can also enjoy a traditional African meal at a shebeen while experiencing another of Tshwane's riches - its jazz.

Atteridgeville, with more than 50 clubs and numerous bands, is known as the jazz capital of South Africa, while Mamelodi (its name means "mother of melodies") was the birthplace of Molombo jazz; a combination of mbaqanga with traditional drumming, gospel music and African jazz guitar.

Golf development

More than simply being the host of the Tshwane Open, the City of Tshwane uses the event as a springboard to develop the sport in the city. The Tshwane Open development programme

and golf clinics serve as an aspirational example for programmes elsewhere.

As part of the development project, the City ensured the upgrade of the Mabopane Driving Range. It is here that tour professionals oversee the technique of young golfers from around the region at clinics preceding the Tshwane Open.

The City is determined that in the future one of these development players becomes a South African champ!

See www.tshwaneopen.co.za







t has been more than four months since the lives of 81 South Africans were lost when a multi-storey guesthouse belonging to the Synagogue Church of All Nations collapsed in Lagos, Nigeria. The tragedy stunned us, and left the nation with a feeling of great sadness and compassion.

President Jacob Zuma expressed the nation's shock when he stated: "This is a particularly difficult time for South Africa. Not in the recent history of our country have we had this large number of our people die in one incident outside the country."

The President also directed the relevant government departments and entities to act with the utmost urgency to repatriate the injured and mortal remains of the deceased back to the country.

In response to the tragedy, an Inter-Ministerial Committee was immediately established to oversee the repatriation. The National Joint Operational and Intelligence Structure (NAT-JOINTS) was activated to coordinate various role players and lead technical planning for the identification and repatriation of both the injured and the deceased South Africans.

On 22 September last year, government repatriated 25 injured South Africans back to the country. All of them have now been discharged from hospital and are back at home trying to put their lives back together.

This was followed by a long, rigorous victim identification process, which resulted in the return of the remains of 74 deceased South Africans on 16 November. We also assisted the families by transporting the remains of the deceased back to their respective home provinces.

We continued to work tirelessly with the Nigerian government to identify the remaining 11 victims. Fresh DNA samples were collected from the families for further verification.

On 6 February we closed the final chapter of this tragedy when we returned the last 11 mortal remains. Although the repatriation will bring much needed closure for the families

and friends of the deceased, we know they still face a long, painful road to come to terms with their loss.

No one can fathom the pain and difficulty faced by those families on a daily basis. Government, therefore, urges them to seek help when needed by making use of our grief counselling services. The Department of Social Development offers this service free of charge and it can be accessed on 0800 428 428. Alternatively those in need can send a "please call me" text message to: *120*7867# and a professional counsellor will call them back.

Government also wants to convey our deepest gratitude to all neighbours, friends, communities and churches that have reached out to the affected families and those injured in the Nigerian tragedy. We urge them to continue offering their support over the foreseeable future.

We also want to express our appreciation to both the Nigerian Federal Government and Lagos State authorities for their cooperation.

Over the past four months, the repatriation was a priority task for many public servants. The dedication, professionalism and attentiveness of these officials were truly heart-warming. Their conduct and especially that of the members of NATJOINTS could not have made us any prouder as a nation.

We would also like to extend our appreciation to the Inter-Ministerial Committee for their support and commitment.

Lastly, we would like to acknowledge the role the media played in reminding all South Africans of the tragic event and the impact it has had on the lives of many. ®

* Jeff Radebe is the Minister in The Presidency for Planning, Monitoring and Evaluation.



Mr Donald Mafomane recieves Ubank Best Established SMME Award

We are a Level 1 B-BBEE contributor according to Veridex, accredited by Services SETA, programme approved by SA Board for People Practices (SABPP), as well as Mining Qualifications Authority (MQA) as the training provider.

Values

Our core values are: Professionalism, quality, passion and delivery with strong emphasis on what the learner should know and do.

The Phungwayo People Development Resource difference

Phungwayo People Development Resource was borne out of learning and experience and is growing from deep passion to train and develop people. We have discovered through a supply chain network company that our competitors improve their efforts on the standards that we set, and continue to follow in our foot steps.

Why choose us

We have been recognised on numerous occasions since 2002. Our record of excellence in the past three years includes the following:

Award Winner: ubank Best Established SMME, South Africa's Premier Black Business Awards, hosted by Motlekar Holdings, BBQ Awards 2014 at Emperor's Palace on 31 October 2014

First Runner-Up: Opel Astra New and Innovative Business Award, South Africa's Premier Black Business Awards, hosted by Motlekar Holdings, BBQ Awards 2014 at Emperor's Palace on 31 October 2014

Second Runner-Up, Best Training Programme: Small Company, hosted by Achiever Magazine (Cape Media Corporation) and sponsored by BHP Billiton at the Centre for Science and Industrial Research (CSIR) International Conference Centre (ICC), on 7 August 2013

Certificate for Independent Small Business Education, Training and Development by West Rand Chamber of Business and Tourism on 7 March 2012.

In the book, "Wisdom from Mentors" edited by Marius Meyer, Knowres Publishing 2011, Donald Mafomane is quoted as follows, "If you always do what you have always done, you will always get what you have always got, but, if you want something you have never had, you must do something you have never done before". To enhance performance at work, always bear in mind that vision without action is a day-dream; and action without vision is a nightmare.

To turn your vision into reality, let Phungwayo People Development Resource partner with you in your journey to the summit of the skills development, thereby ensuring that your road to success is not always paved with obstacles.

What we do

We offer the following learning and development programmes, and short courses:

1. Leadership Skills Development Programme: NQF Level 6 Module one: How to direct and lead people in the organisation (ID: 120300)

Module two: How to conduct a disciplinary hearing (ID: 10985)

2. Supervision Skills Development Programme: NQF Level 5

Module one: How to supervise and manage people at work (ID: 14667)

Module two: How to write a workplace specific report (ID: 115790)

3. Skills Programme: Occupational Health and Safety Activities for Workplace Representatives and Shop Stewards in the Mining and Minerals Sector (MQA/ SP/0120/10): NQF Level 2

Module one: Explain basic health and safety principles in and around the workplace (*ID*: 259639)

Module two: Conduct continuous hazard identification and risk assessment within a workplace (*ID*: 244383)

Module three: Describe the functions of the Workplace health and safety representative (*ID*: 259622)

4. Personal Accountability Development Programme: NQF Level 4

Module one: Know your company (ID: 14342)

Module two: How to motivate and build a team (ID: 242819)

5. Short Course: NQF Level 4

Statutory and Legal Compliance (Legal Liability):

Health and safety legislation (ID: 120344)



For further information about Phungwayo and its services:

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FEATURE *Writer: Nhlanhla Nene

South Africa's place in the centre of the world

President Jacob Zuma, accompanied by his Cabinet Ministers, interacts with former UK Prime Minister Gordon Brown as he delivers his opening remarks at the Africa Infrastructure Breakfast session.

or one week of the year, Davos becomes the centre of what is increasingly a complex world. Corporate, political and thought leaders as well as representatives of civil society groupings converge on this snow-covered town in the Swiss Alps. For this one week, rank and status fall away as we seek solutions to the challenges that face the global community.

In our discussions this year, what struck Team South Africa is that the challenges faced by developed economies are similar to those faced by developing countries like South Africa.

Youth unemployment, achieving faster inclusive economic growth, job creation, competition for global investment, cost of energy – all these challenges are common to all of our respective nations.

Of course there are differences. The scale and depth of the challenges differ. For example, 90 per cent of the youth population lives in developing countries. And as the International Labour Organisation (ILO) points out, labour markets for young people

in developing economies are very different from those in developed economies.

The irregular nature of employment among youth and the tendency for youth in developing economies to leave education early are the labour market characteristics that contrast most directly with those of youth in developed economies. Compared with advanced

economies, developing countries face the additional challenges of underemployment and working poverty, with young people making up the bulk of the workers in the informal economy in both rural and urban areas, says the ILO.

Reducing the cost of living

As emphasised in the National Development Plan (NDP), reducing the cost of living for low-income and working-class households is essential for broadening economic participation and inclusive growth. Government contributes to reducing the cost of living in three ways:

- Investment in the social wage, comprising education, health services, social development, public transport, housing and local amenities.
- Support to vulnerable households through the old age grant, the child support grant and other social assistance grants.
- Contributory social security, including unemployment insurance, injury compensation and death or disability benefits.

Government's infrastructure programme seeks to ensure that there is sufficient infrastructure to lower the cost of doing business. South Africa needs to invest in a strong network of economic infrastructure designed to support the country's medium- and long-term economic and social objectives. This economic infrastructure is a precondition for providing basic services such as electricity, water, sanitation, telecommunications and public transport, and it needs to be robust and extensive enough to meet industrial, commercial and household needs.

In South Africa we have identified a few key >>

The South African Weather Service



ISO 9001 Certified Organisation

An entity of the Department of Environmental Affairs

- providing quality weather, climate and air quality information services

Working towards a weather-ready nation

The South African Weather Service (SAWS) is a State-owned entity under the Ministry of Environmental Affairs. It is the national provider of weather and climate-related information and plays an integral role in assisting Government to minimise the impact of weather-related national disasters and climate change.

The socio-economic benefits of national meteorological service

- The information generated by SAWS has assisted the country in developing long-term adaptation strategies for climate change.
- SAWS operates flash flood guidance and storm warning services that reduce the vulnerability of the public as well as weather-sensitive industries in this regard.
- The research done by SAWS supports its meteorological and climatological activities and also contributes to build a body of knowledge about climate change and related environmental issues.

SAWS manages a network of 23 weather and observations offices around) the country and employs approximately 380 people, who are committed to delivering a 24/7 service, 365 days a year. As an ISO 9001 certified organisation, SAWS complies with international aviation meteorological requirements, contributing to the safety of the South African skies.

Service offering

SAWS provides public good services (at no cost) which include weather forecasting on different time scales, provided to the public via various media platforms and the SAWS website www.weathersa.co.za. SAWS provides meteorological support for aviation and maritime search and rescue activities as a public good service under the Safety of Life at Sea (SOLAS) Convention. As part of its commitment to education, it conducts frequent educational and awareness programmes about weather and climate-related topics.

Recognised as a reputable scientific organisation, SAWS' researchers are highly respected internationally. SAWS' tailor-made applications can be beneficial to a variety of weather-sensitive industries such as aviation, agriculture, the construction industry, the insurance industry, sport, hospitality, retail and many affected government departments. Its commercial services include specialised meteorological services to the aviation industry, marine, contracted weather and climate research and the manufacturing and selling of meteorological equipment to the State and other users, as well as follow-up maintenance and standardisation.





SAWS manages the South African Air Quality Information System (SAAQIS) on behalf of the Department of Environmental Affairs and continues to play a significant role in combating air pollution, thereby contributing towards improved health and well being of the public.





Meteorological Training

SAWS is a World Meteorological Organization (WMO)-accredited Regional Training Centre (RTC) that provides meteorological training to South African and international learners. The RTC is accredited with the TETA-SETA to offer an NQF 5 qualification for Weather Observations. A number of bursaries are made available to promising students with good marks in mathematics and science on an annual basis. Since its accreditation in 2011, the RTC has trained forty six Meteorological Technicians, twelve Weather Forecasters and thirty six Honours students

SAWS' international footprint

The Chief Executive Officer of the South African Weather Service, Dr Linda Makuleni, is South Africa's Permanent Representative with the WMO, also serving on the WMO's Executive Council. She is also the Co-Vice Chair of the International Board on Climate Services (IBCS-1) Management Committee, which oversees, amongst others, the Global Framework for Climate Services (GFCS) which seeks to enable better management of the risks of climate variability and change and adaptation to climate change, through the development and incorporation of science-based climate information and prediction into planning, policy and practice on the global, regional and national scale.

Apart from its role in WMO, SAWS also acts as Secretariat for the Meteorological Organisation of Southern Africa (MASA), a body incepted to promote meteorological cooperation on the sub-continent.

Head Office Tel: 012 367 6000 Weatherlines 083 123 0500 *120*555# (Vodacom only)
Physical Address: South African Weather Service, 442 Rigel Avenue South, Erasmusrand, Pretoria, 0181
www.weathersa.co.za Twitter: SAWeatherServic



things that must be done to ensure we close the gap between expectations of our people and the reality they live:

Leadership of our institutions

We cannot build the country envisaged in the NDP without strong leadership. In fact this is so important that it is included as the sixth pillar of the NDP. When one looks at definitions of leadership, there are common features – trust, inspirational, common vision, ability to motivate and inspire others to participate in achieving a common goal. And in South Africa we need to combine this with an ethos of service to ensure that our public institutions serve the needs of constituencies they were established to serve. Leadership cannot be legislated – it must be something that we cultivate within ourselves and that we must exercise for the greater good.

The implementation of the policies we have drafted

South Africa's growth and development will not be achieved by writing more policies and legislation. At the same time, the mere presence of policies and legislation will not result in the growth and development of our country. We need to begin to fill the execution deficit – the gap between policy/legislation and implementation. This is the only way in which we can ensure that South Africa achieves the goals we have set for ourselves. We must begin to implement what are often described as some of the most progressive legislation and policies in the world.

Common purpose

The common purpose by which we should all be united is the NDP. This plan will, if implemented in earnest, ensure that we address the great disparity and inequality in our country – at all levels and in all spheres. We need to bring all our focus and determination to the implementation of this plan. The leadership in our country should be at all levels and in all sectors should be focused towards growing our economy in a way that meets the needs of our people. I am not suggesting that we do away with our respective roles – I am suggesting that we find, within our respective spheres, the common purpose of working towards South Africa's sustained growth and development.

South Africa is open for business

So how did South Africa fare at the centre of the world this



year? I believe that for an emerging economy we were able to communicate consistently and strongly that South Africa is open for business.

We were able to contextualise our growth and development imperatives for our investors and other members of the global community. We communicated awareness of our challenges, but equally explained how we are addressing them.

We communicated that we are committed to the growth and development of our southern Africa neighbourhood and the rest of the continent.

We also contextualised for investors the many opportunities available in South Africa, SADC and the rest of the continent. In this context, South Africa will be hosting the African chapter of the World Economic Forum in Cape Town from 2 - 6 June 2015.

This year's WEF Africa will be especially significant as the World Economic Forum will be celebrating its 25th anniversary in terms of meetings held in Africa. This year's theme will be "Then and Now: Reimagining Africa's Future" with the following subthemes:

- Marshalling resources.
- Enabling/Expanding business.
- · Inspiring creativity.

I am positive that the deliberations in Cape Town between government; business and other stakeholders will be vibrant and that it will also provide a platform to share and exchange ideas on how we can collectively position Africa to become a greater force in the global economy.

I was proud to be part of Team South Africa to Davos and I look forward to 2016 when we will be able to communicate to this microcosm of the global community the achievements and progress we would have made this year in delivering on our developmental agenda.

* Nhlanhla Nene is the Minister of Finance.

BETHE LEADER. BETHE DIFFERENCE.

Following an extensive process to re-evaluate and reposition itself in the current South African and African contexts, The Graduate School of Public and Development Management (P&DM) is now called the Wits School of Governance (WSG).

The school offers a range of Masters Degrees, Postgraduate Diplomas and Short Courses aimed at building a capable Public Sector in Southern Africa.

Masters Degrees and Postgraduate Diplomas offered:

Governance and Public Leadership
Humanitarian and Development Management
Monitoring and Evaluation
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Baby steps to planning for your child's financial future

xpecting a child brings with it a range of emotions from excitement and anticipation to severe anxiety. With the current high cost of living, more expectant parents are feeling anxious about the affordability of raising children.

There is no question that the cost of raising children today is considerably high but it is possible to provide your children with what they need if you are prepared to plan.

Planning for your child's financial future needs to start as early as possible. Here are some baby-steps you can take to providing your little bundle of joy with a solid financial future:

Step 1: Budgeting

How you allocate and spend your money is going to drastically change with the arrival of your little one. Even the line items of your budget will change to include things like 'diapers' and 'formula'.

Start your budget by listing all your sources of income. Remember to include any benefits you may be claiming such as UIF and how long it will take for the payouts to be received. Ensure you are well aware of how payouts from your employer will work.

You will then need to list all your expenses, which should include savings. While you are expecting, aim to save extra each month to cover any shortfall you may experience during maternity leave.

If you find yourself at a deficit, you need to review your budget and be ruthless in excluding unnecessary ex-

penses. If you have a surplus, consider investing the money in options, such as the Fundisa Fund, for your child's future educational needs.

Step 2: Investing for your child's future

One of the major expenses incurred when raising children is education. Every parent wants to ensure his or her child has the best education possible, but this does cost money. Start now by exploring different investment and savings options available to you.

Some options that you may want to consider include unit trusts, education-specific policies and investment options.

For households earning under R180 000 per annum, the Fundisa Fund, a government initiative, is an option. The Fundisa Fund is an educational savings account that rewards savings efforts with a unique bonus.

Every year your savings are enhanced by an additional 25 per cent to a maximum of R600 per year. The bonus is added to your savings annually. Shop around for what best suits your needs and goals, but the important thing is to start as soon as possible.

Step 3: Seeking reliable financial advice

With so much responsibility and so many financial products to choose from, it is vital that you get reliable and authentic advice to make an informed decision. Use a service provider authorised by the Financial Services Board (FSB) when seeking financial advice or doing your financial planning.

Dealing with an authorised Financial Services Provider (FSP) ensures that the FSP has met certain requirements set by the FSB, which will ensure that you receive proper financial advice.

It also ensures that you have a mechanism of recourse available should you feel that the FSP has not handled your money matters appropriately. When dealing with an FSP, ask for the FSP number - all authorised FSPs must have one. You can also contact the FSB call centre on 0800 202 087/ 0800 110 443 or check on www.fsb.co.za to verify if an FSP is authorised.

*Tammy Peyper is the Manager: Consumer Education Department at the Financial Services Board.

NEW MANAGEMENT AT J&G

effares & Green (J&G), the well-known engineering and environmental firm, has appointed Paul Olivier as its new Managing Director. J&G has offices throughout South Africa, Mozambique and Botswana and focuses on the provision of engineering services in all fields of civil and structural engineering, as well as environmental services. The Group also comprises specialist companies operating in the fields of geotechnical, environmental, geosciences, pavement technology, traffic and transportation, materials testing and institutional support. The Group has worked extensively throughout Africa.



PAUL OLIVIER

Managing Director

Paul Olivier has been elected to take over as Managing Director of Jeffares & Green from 1 March 2015. He recently celebrated 30 years with the firm.

Paul qualified at the University of Witwatersrand in 1982 with a B.Sc. in Civil Engineering, obtained a Diploma in Business Management in 1987 followed by a Master's degree (cum laude) from the University of Pretoria in 1990.

Paul has gained wide respect for his knowledge of pavement design and materials as well as for the management of pavements on all types of road networks as well as performance based contracts. He is frequently asked to assist in investigating the premature failure of pavements and to act as an expert witness in arbitration cases.

On reflecting his new position, Paul comments: "I am looking forward to the challenges in leading our 93 year old proudly South African owned company through the current era of our young democracy, where the need for our services and expertise in developing, rehabilitating and maintaining our infrastructure and protecting our scarce water resources is immense."



PHAKAMILE NGQUMSHE

Board member and Johannesburg Branch Manager

From bursary student to branch manager – Phakamile (Phaks) Ngqumshe takes over from Paul Olivier as branch manager of Jeffares & Green's head office in Sunninghill, Johannesburg and simultaneously becomes regional director (northern region) and a member of J&G's Board and EXCO.

Phaks joined Jeffares & Green in 1996 after receiving an engineering study bursary from the firm in 1994. He completed his diploma in Civil Eng. in 1996 and his BSc. Eng. (Civil) at Wits in 2002.

On his tenure with J&G, Phaks explains: "I believe I am one of a few from my graduating class who have stayed with one company. My reason for staying with J&G? The firm's commitment to its quality of work. This passion for quality has also meant that empowerment has always been based on merit and nothing else. The firm's core values resonate with my personal values."



OWEN DAVIS

Executive Associate

Owen has been promoted to Executive Associate. He is a professional technologist, based in Cape Town, whose expertise is mainly in the design of building and civil structures and who has been involved in a wide range of J&G's award-winning projects



MTHUTHUZELI GQOKOMA

Associate

Mthuthuzeli has been promoted to Associate. He is a professional technologist in the municipal engineering section in Port Elizabeth working on contract administration and design throughout the Eastern Cape, primarily in road, water and stormwater applications.



Experience | Quality | Integrity





Dr Beverley Damonse Acting Chief Executive Officer (CEO), National Research Foundation

Dr Beverley Damonse has been appointed acting CEO of the National Research Foundation (NRF) by the foundation's board.

Dr Damonse is the NRF's current Group Executive: Science Engagement and Corporate Relations and a member of the Corporate Executive of the NRF. Her current responsibilities include driving strategy development and implementation in the areas of science communication, education, public engagement with science and corporate relations. In this portfolio, she connects chiefly with government, researchers and scientists, both nationally and internationally, science centres, outreach and awareness partners as well as media partners.

Outside her NRF duties, she is a member of the International Women's Forum of South Africa (IWFSA); the Technology and Human Resources for Industry Programme (THRIP) Advisory Board; the Cape Town Science Centre Board as well as an invited member of the South African Young Academy of Science (SAYAS) Advisory Board.

She obtained a Bachelor of Science (BSc) in Microbiology and Plant Pathology, Bachelor of Education and Master of Education from the then University of Natal (now University of KwaZulu-Natal) and a Doctorate degree in Education Policy and Management from the University of Pretoria.

Dr Damonse will lead the organisation as it continues with the development and implementation of its new strategic plan.

Pamela Yoyo Manager, Transnet Port Terminals (TPT) Cape Town Terminals (CTT)

Pamela Yoyo has been appointed as Terminals Manager for Transnet Port Terminals (TPT) Cape Town Terminals (CTT).

Yoyo holds a Bachelor of Technology degree in Human Resource Management from Technikon South Africa, a Bachelor of Maritime Studies degree and a Master's degree in Transport and Logistics Management, both from Stellenbosch University.

Yoyo has worked within TPT for 11 years, having started as a Human Resources Manager at the Richards Bay Dry Bulk Terminal. She has since worked in this position at various TPT terminals including Durban Container Terminal, Cape Town Container Terminal and Multi-Purpose Terminal. She moved into operations management in 2009 as a trainee Operations Manager and climbed the ranks to Chief Operations Manager at the Cape Town Container Terminal.

Yoyo's role will be to provide strategic guidance on operations and overall administration of the terminals





EVERY DAY THERE ARE 22 INCIDENTS OF CIVIL UNREST. SO CAN YOU AFFORD TO GO ANOTHER 24 HOURS WITHOUT SASRIA COVER?

Briefing Parliament's police portfolio committee on September 3, 2014, national police commissioner Riah Phiyega stated that over the last three years, the country experienced more than 25 000 incidents of protest.

And every one of them was covered by Sasria. So it's little wonder that Sasria is trusted by South African short-term insurance companies for cover against loss or damage as a result of civil unrest.

Sasria's classes of insurance business include: material damage, business interruption, money, goods in transit, motor and construction risk - this means that we have you covered, even in the most extraordinary instances.

So, to rest easy during these times of unrest, speak to your broker or contact Sasria today.



Documenting the Matsimane family history

rivate Edward Ntokozo Ndlovu has always had a passion writing, so it comes as no surprise that the 30-year-old is a published author.

Ndlovu, who works for the South African National Defence Force (SANDF) as a personnel clerk at the School of Armour in Bloemfontein, is the author of Matsimane & His People.

Tracing his journey so far, Ndlovu says: "I have always had a thing for writing, so growing up my favourite subjects were the languages as I had a dream of becoming a journalist. Unfortunately, my mother could not send me to further my education so I explored other options."

In 2005 he applied to the SANDF and was soon being put through his paces in basic training.

He says working for the SANDF has taught

"The military background builds a person and helps them to develop and learn how to work and live with others through respect and understanding."

However, his dream of writing never died and in 2008 he started work on

> "As time went by I found a way to balance my work and writing so that neither falls behind. I usually focus on my writing during my spare time or when on leave"

Ndlovu was born in eMpendle in KwaZulu-Natal, where the head of the Ndlovu family, Matsimane, who features in the book's title, settled after leaving Lesotho.

"Matsimane, as I have come to learn through doing research, was the first person from Lesotho to settle in KwaZulu-Natal. Matsimane eventually changed his surname to Ndlovu to blend in with the people."

Through his book, Ndlovu tells the story of Matsimane and his descendants, tracing the family tree, origins, historical movements, culture and tradition.

"Matsimane & His People is about knowing one's family and reawakening the family bonds. We need to be able to create our identity as Africans and write and tell our own stories, because nobody can describe who we are, nobody can teach who we are.

"With this book I went as deep as I could to find firsthand information, pictures, stories, tales, nicknames, praises, locations, different family trees and the memories that the young generation must know, otherwise the Matsimane family will have no meaning."

Ndlovu says elders shared the family history with him and he also made contact with a family member is Lesotho, who also provided him with valuable information.

The book also documents Ndlovu's challenging childhood.

"Matsimane & His People offers fascinating insights into the desperation and the life lessons I have learned growing up in the rural areas."

Ndlovu explains that growing up in a country filled with historical richness inspired him to find out more about his own family history.

He says it's important for young people, especially, to know about their family background as it helps build character and gives a sense of belonging.

"From knowing our family history we are able to avoid making the same mistakes made by our ancestors and on the other hand we grow and learn from their strengths," Ndlovu points out. ®

For a copy of the book contact Ndlovu on 079 080 6112.

78



THINKING ABOUT SAVING WON'T EDUCATE YOUR KIDS.

Our children remind us a lot about ourselves. We look into their eyes and we are immediately transported to a time when we had an infinite wealth of potential, and now we want the same for our children.

The dreams that we have for our children will remain just dreams, until we start planning for them financially.

HERE ARE A FEW THINGS TO CONSIDER FOR YOUR PLAN:

 Saving for your child's education can start from as little as R250 per month with a SmartMax Education Plan that offers you a range of options and benefits to suit you. SmartMax Education Plan offers you the option of increasing your premiums according to education inflation, which is higher than the economic inflation. Education fees increase on average by 9% a year.

TAKE ACTION TODAY

You deserve to see yours and your children's dreams come to life by educating them. With over 168 years of financial wisdom to impart, we'll give you sound advice, together with a financial plan to help you achieve your dreams and goals.

POSSIBLE HURDLES YOU MIGHT ENCOUNTER

Life no doubt comes with the odd bump or two in the road. We'll be right by your side every step of the way. From divorce, to an inability to earn an income, a death in the family and debt, we have financial advisers who can assist you in getting your dreams and goals back on track.

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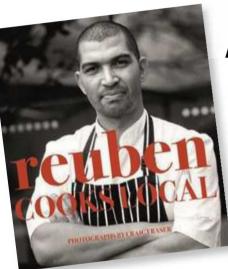
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DO GREAT THINGS



Sunday

with Reuben Riffel



judge on MasterChef South Af
i, brand ambassador for Robertsons

spices and owner of well-established restaurants in Western Cape, Reuben Riffel has come a long way from his humble beginnings. His culinary began at Chamo-

nix restaurant in his hometown of Franschhoek, where he worked as a waiter. That position was short lived however, as he was more interested in what was going on behind the scenes in the kitchen. Riffel worked his way up in the kitchen under the tutelage of Christoph Dehosse who was the chef of the restaurant. After the chef's departure Riffel took control of the kitchen and has not looked back.

He decided to broaden his horizons and travelled to Europe where he worked for many established restaurants including Monneaux. After many years abroad he returned home and opened his first self-named restaurant in his hometown. The success of the restaurant garnered him numerous awards. Television appearances locally and in the United States with the likes of Martha Stewart followed, along with endorsements, cookbooks and the opportunity to be a judge on MasterChef South Africa. This world-renowned chef and family man shared some of his favourite recipes with us.

Cow with cold feet

[Spicy seared beef carpaccio with mustard, fig and rocket salad]

Ingredients:

300g beef fillet, trimmed (Roll the fillet tightly with cling film, making sure the sides are covered. Place in the freezer for four hours or overnight.) Salt and freshly ground black pepper

- 4 ripe Adam's figs
- 12 caper berries
- 2 garlic cloves
- 6 tbsps extra-virgin olive oil
- 4 tbsps aged balsamic vinegar
- 100g rocket leaves
- ½ cup Parmesan cheese, grated
- 1 lemon
- ½ cup condensed milk
- 2 tbsps creamed horseradish
- 2 tbsps Worcestershire sauce



Method

Keep the fillet in the fridge until ready to braai. It will allow for the inside to warm up slowly, staying nice and rare.

To make the sweet mustard, stir all the ingredients together. Set aside.

Remove the fillet from the freezer 15 minutes before braaing. Remove the cling film and season the meat with salt and pepper.

Quickly braai the fillet over high heat until well darkened and seared on the outside. Remove from the heat and set aside to cool.

Slice the figs, capers and garlic. Mix together the oil and balsamic vinegar. Add the figs, capers and garlic.

Slice the meat with a thin, sharp knife and arrange on a serving platter. Drizzle with vinaigrette, figs, capers and garlic. Serve with a dollop of mustard, rocket, Parmesan and lemon.

Pan-fried baby squid on potato purée with tomato concassé and feta salad

Ingredients:

200g baby squid cleaned, tubes and tentacles kept separate

Pinch of sea salt

Pinch of black pepper

2 tbsps olive oil

3 cups waxy potato, cut into even chunks

3 cups water

1 tbsps sea salt

¼ cup cream

150g butter

Pinch of nutmeg

4 ripe tomatoes

1/4 cup extra virgin olive oil

2 cloves garlic, finely chopped

2 pinches of sea salt

Pinch of black pepper

½ cup feta, crumbled

2 cups water

Sea salt



2 cups ice 2 cups fresh basil 1 cup cream Pinch of sea salt Pinch of white pepper

Method

Potato purée:

Place the potato, water and salt in a pot and bring to the boil. Simmer until the potato is cooked. Strain the water away. Put the potato back in the pot. With a wooden spoon, stir the potato over a medium-low heat to dry out any excess moisture. When only a little steam comes from the pot it is ready (be careful that the potato doesn't start browning). Work the potato through a very fine sieve. Before serving, put the sieved potato back in the pot and add the cream, butter and nutmeg. Check seasoning. Warm over a medium heat and keep folding the purée with a rubber spatula.

Tomato concassé and feta salad:

With a small, sharp knife quarter and deseed the tomatoes. Carefully cut the skin from the tomato quarters: now you have rose petals. Cut the rose petals into even squares, 1½cm by 1½cm (this is tomato concassé). In a medium pan, heat the olive oil over a medium heat (the better the

olive oil, the better this salad will be). Fry the tomatoes in the olive oil for a minute. Add the garlic and seasoning. Remove from the heat. Cool for about 3 minutes and then add the feta.

Basil-cream sauce:

Bring the water and some salt to the boil. Keep the ice, covered with some water, next to the stove. Blanch the basil for a few seconds. As soon as it is cooked, plunge it into the iced water. When it has cooled, take the basil out of the water. Squeeze out any excess water. Put the cream, sea salt, pepper and basil in a saucepan. Cook over a medium heat until the liquid is reduced by half. Pour into a blender and process until smooth.

Prepare the potato purée, salad and sauce. Season the squid with the salt and pepper. Heat the oil in a nonstick pan.

Fry the squid on medium-high heat for about 2 minutes until cooked. Don't extend the cooking time or the squid will become tough and chewy.

Share the potato purée equally between two plates. Spoon the salad on top of each. Decoratively place the squid on and around the salad and drizzle around the basil-cream sauce. ®

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 OF CHOICE
- 2 RETHINKING HR IN A CHANGING WORLD
- 3 YOUR ABILITY TO ATTRACT, RETAIN AND INSPIRE YOUR EMPLOYEES
- 4 TALENT MAPPING
- 5 PROVEN METHODS
 FOR SUCCESSFUL
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Director for Standard Bank



MARC PRIVETT
General Manager
Careers 24



ALAN SECCOMBE
Director
PwC



MARIUS MEYER
CEO of the SA
Board for People
Practices (SABPP)

The good and bad of salt

e are all familiar with the notion that eating right and exercising can help improve our health but what many of

also has important health benefits. With World Salt Awareness Week from 16-22 March, PSM takes a look at what can de done to reduce salt intake.

us are unaware of is that decreasing our daily salt intake

Many people are surprised to discover that 75 to 80 per cent of the salt we eat is already in foods which make up a significant portion of our diet, like bread.

However, this is all about to change. High salt intake is such a serious health issue that in March 2013, the Minister of Health, Dr Aaron Motsoaledi, introduced legislation to make salt reduction in the food industry compulsory.

Different products have been set different timelines, allowing food producers to devise strategies to reduce sodium in their products. According to this legislation, food manufacturers will have until June 2016 to comply with the first set of guidelines.

Why we need salt

Our bodies need small amounts of salt to function properly. Salt influences the contraction and relaxation of muscles, helps transmit nerve impulses and helps maintain the right balance of fluids in our bodies. Adults need approximately one gram of salt per day and children

need even less. The daily maximum intake of salt recommended by the World Health Organization is five grams (one teaspoon) but it is estimated that

some South Africans are ingesting as much as 40 grams a day.

In order to reduce your daily salt consumption, you should pay special attention to the nutrition labels on food. If salt

(also called sodium) is in the top few ingredients, then it is best to avoid that product as it means it is very high in salt. More than 1.5 grams per 100 grams means that that food is high in salt, whereas products that have less than 0.3 grams per 100 grams of salt are low in salt.

Foods to be avoided

Foods that are usually high in salt include bacon, cheese, gravy, olives, ham, salami, prawns and anchovies. Other foods to be avoided include

smoked meat and fish, salt fish, pickles, salted and dry roasted nuts, soy sauce and stock cubes.

Read the nutrition labels on bread and bread products, breakfast cereals, chips, sandwiches, sausages, pasta sauces, soup, readymade meals, pizza and sauces carefully so you can choose the brands with the lowest salt content.

Tips to reduce salt intake

- Avoid adding salt during cooking and try other flavours such as spices and herbs. Watch out for the ready mixed herbs and spices in the supermarkets, as they often contain high levels of salt.
- Gradually reduce the amount of salt you add while cooking and at the table over a few weeks. This will give your taste buds time to adjust.
- When using stock cubes, choose those that are lower in salt or consider using half a cube instead.
- Steam vegetables to retain their colour and flavour and add a dash of lemon juice or vinegar.
- Avoid adding too many sauces and salad dressings to food.
- Make your own salad dressing from balsamic, cider or rice vinegars. 🕲

Sources: www.actionsalt.org.uk, www.heartfoundation.co.za, www.nhs.uk, www.health24.com and www.mayoclinic.org

H Salt I Salt G intake H is so DANGEROUS

that the Minister of Health, Dr Aaron Motswaledi, has introduced legislation to make

salt reduction in the food industry

compulsory

TOO MUCH SALT?

cheese prawns
salted roasted nuts
ham gravy
ham stock cubes olives anchovies
smoked meat
Salami

Check nutrition labels and choose brands with low salt (sodium) content.

≥0.3g per 100g

1.5g per 100g

- steam veggies and add lemon juice
- watch out for mixed herbs and spices that contain salt
- adjust your tastebuds by slowly reducing salt intake
- make your own low salt sauces and vinegar dressings
- ✓ avoid adding salt



The World Health Organization recommends that we eat no more than

South Africans are consuming about

times more than recommended

preakfast cereals sandwiches chips sauces

pizza pasta sauces Sausages readymade meals

It is important to have some salt to function properly. Adults need about

gram per day to contract and relax muscles, transmit nerve impulses and maintain the right fluid balance.

Morking towards a healthler you

The roads best travelled

This amazing picture was taken on the route between Oudtshoorn and Beaufort West on a chilly morning with a blanket of mist covering the Outeniqua Pass.

Off-road trails in KwaZulu-Natal are not for the faint hearted, especially, if you're afraid of damaging your vehicle.

t is often said that South Africa is a world in one country, boasting some of the most amazing landscapes, breath-taking scenery, legendary mountain passes, fabulous weather, delightful cuisine and the warmest hospitality

Ashref Ismail, was fortunate enough to visit some of the country's most iconic

routes and together with his intrepid co-driver, Anna Busi, captured their favourites on camera. These are just some of the top routes among the country's many stunning roads that are spiritually uplifting and awe-inspiring.

This year make a special effort to visit at least one of these special places.

Africa. Stop procrastinating – just go and don't forget your camera!

If you would like to join Ismail on one of these memorable trips contact him on: Annahm@rtmc.co.za or 082 826 5883.



This relic from days gone by can be found at the Sudwala Caves in Mpumalanga.

Needless to say, Lesotho, the mountain kingdom, is mountain pass country, but you will be comfortable doing the 120 km tarred road from Thaba Tseka to Maseru. The distance is one long combination of twists, turns and hairpin bends, making you feel like you're on one giant roller coaster.

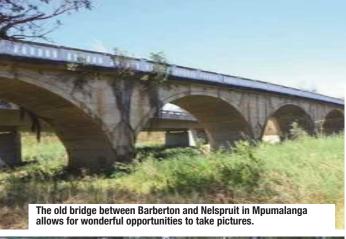


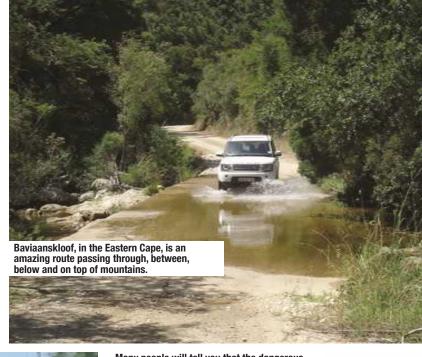
want an uninterrupted view of Robben Island and the city of Cape Town below.



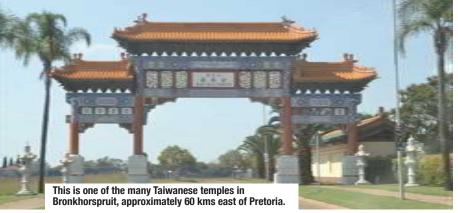














The iconic Table Mountain captured from Milnerton.

Public Sector Manager • March 2015

VISION 2030 SUMMIT

THE ANNUAL NDP CONFERENCE FOR PRIVATE COMPANIES, GOVERNMENT & SOES

VISION 2030

The National Planning Commission fully endorses the Vision 2030 publication as the key tool for engaging with the public and private sectors and the NDP

- National Planning Commission

FOCUS AREAS:

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- Health
- Transport

- Housing, Human Settlement and Construction
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- Manufacturing
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SUMMIT OUTCOMES

Government will unpack what help is needed from the private sector to reach the NDP goals

Private sector will demonstrate how business is contributing to the NDP Vision 2030

2 DAYS

OFFERING THE OPPORTUNITY FOR

NETWORKING
13 BREAK AWAYS
OFFICIAL DINNER





t's almost time to say goodbye to summer and start unpacking your winter wardrobe. But before you do, we take one last look at summer inspired dresses you can wear before the chilly weather sets in.

Monday

Who said Mondays have to be blue? Get your week off to a good start with some zesty, bright colours.

> Yellow dress, Mango R849

> > Jimmy Choo Riley Tote Bag R11 700

Erroll Arendz ankle strap heels with gold trim tan

R1 190

Ass bangl . . . eck, TopSh 🗲 🤏

Tuesday

Adam and Eve

panel dress

tote bag

R35 380

Soft and sleek, a panel dress is always a winner. The detailing is complimentary to a woman's silhouette.

R680 Saint Laurent Monogramme Cabas leather

Karen Millen leather open shoe boot R4 200

Wednesday

When sophistication meets simplicity. An all black and white ensemble with a touch of colour in your accessories is a musthave.

> Rhinestone wrist wear



Pringle of Scotland monochrome dress R1 500

Guiseppe Zanotti Donna **R9 200**

Public Sector Manager • March 2015

Monday to Friday



Lady in red. A well-fitted dress in a bold colour depicts confidence.



Pierre Cardin Stella Dome handbag **R579**



Dip-dye knot necklace TopShop **R700**

Public Sector Manager • March 2015

Ériday

It's our favourite day of the week. Have fun with some bold prints, which will help you transition from the office to a night out with ease.





The best, bold and wild

he Mercedes-Benz C-Class is the best medium-size car, while the innovative S-Class is the best car in the luxury category.

This is according to the results of the latest reader survey by the specialist automotive publication *auto, motor und sport.*

It asked readers to name the best cars of the year. Some 112 471 readers took part in this year's vote.

Models from Mercedes-Benz succeeded in securing two pole positions with the S-Class winning in the luxury category and the C-Class the resounding winner in the medium-size category.

This acknowledgement consolidates the reputation of the S-Class as a technological trendsetter and the epitome of luxurious travel. The saloon boasts innovative safety systems and is the first vehicle worldwide to feature suspension technology that is able to react in advance to road unevenness. It therefore offers an unprecedented level of ride comfort.

The C-Class won favour with the readers with its modern, aesthetic design, high-class interior and cutting-edge technology. Its features include exemplary safety and high efficiency, and it boasts sporty and agile handling.

Volkswagen launches bold new city car

Volkswagen is launching a small car that is full of charisma with great potential to become the leader of A00 segment. The award winning



up! will be introduced below Volkswagen Polo Vivo and Polo, which have been the top two best-selling passenger models in South Africa since 2010.

With its pure design, maximum space on a minimal footprint, quality and attention to detail as well as affordable innovations it embodies the core values of the Volkswagen brand.

The up! is one of the smallest four-seater cars on the market. Its overall length consists of short body over-hangs and a long wheelbase of 2,420 mm. Thanks to these dimensions the turning circle of the up! is an unusually compact 9.8 metres.

Use of space inside the car is exceptionally good, with space for four adults. This is due to the wheelbase, which is one of the longest in the segment, com-

bined with an engine that is mounted well forward. The 251 litre boot is also significantly larger than is typical in this class. When the rear seat is fully folded, cargo space increases to 951 litres.

Powering the up! is a new generation of three-cylinder petrol engine with outputs of 55 kW. Combined fuel consumption is 4.7 I/100km with CO₂ emissions of 108 g/km.

Two derivatives are available: Take up! and Move up! Both are competitively priced and offer a high level of standard equipment. A range of safety features including ABS and four airbags are available as standard features.

Lexus shows its wild side

Lexus is seriously flexing its muscle by adding yet another model to its high-performance 'F' Line - the allnew GS F sports sedan.

Sadly it is not destined for our shores anytime soon, we will however shortly be on the receiving end of the storming RC F (similarly engined), which blasts its way onto our roads within the next few months.

But back to the GS F. Based on the premium, mid-sized GS, this ballistic sedan breaks new ground for Lexus as the largest vehicle ever offered with an F badge.

Powered by a naturally-aspirated 5.0-litre V8 producing a robust 348 kW and a positively brawny 527 Nm of torque, the GS F doesn't sacrifice fuel efficiency on the power altar thanks to the innovative use of Atkinson cycle fuel delivery (borrowed from the Hybrid models) during narrower throttle openings.

The engine is mated to an eight-speed automatic gearbox with manual-shifting capabilities and three modes: Normal, Sport S and Sport S+.

The vehicle's handling was honed at the Fuji circuit in Japan as well as Germany's famed Nürburgring.

Demonstrating that the GSF is more than just power dressing, it features structural reinforcements and an exclusively designed suspension system to match the car's enhanced output, along with larger tyres (255/35-19 front, and 275/35-19 rear). There's also an upgraded braking system complete with bright orange callipers.

Lexus' Torque Vectoring Differential (TVD), also found in the RC F, features three operating modes: Standard





(default), providing a balance of agility and firmness; Slalom, emphasising nimble steering response and agility; and Track, which enhances stability during high-speed circuit driving.

And, proving that it's got the show to match the go, the GS F is decked out in distinctive sports livery including an enlarged and more pronounced version of Lexus' trademark spindle grille, with a distinctive mesh pattern and oversized gaping air vents.

Slim line headlights with the signature Lexus L-shaped daytime running lamps complete the car's elegant yet dynamic face.

In profile the GS F sits noticeably lower and wider than other GS models, combining with its front fender air outlets and 19-inch alloy wheels to make it instantly recognisable as an F model.

Indoors, the GS F cabin gains an F steering wheel and a new programmable electronic instrument cluster that can be configured between four different displays depending on preferred driving style: Normal, Eco, Sport S and Sport S+.

DEFENSIVE DRIVING *Writer: Ashref Ismail

Taking control of your driving

only safeguards themselves but other road users as well. They are taught skills in sharpening observations, predicting outcomes, avoiding various hazards and where situations are not preventable, dealing with

This is done through a number of systems, which will be discussed every month in *PSM* and will include the System of Vehicle Control, SIPDE System, Commen-

these dangerous situations.

Oriving System, ABC Principle, Forces of Na-

ture and Laws of Nature Acting on a Vehicle

well as various active and passive safety eatures built into today's modern car.

With this month's introductory defensive Iriving skills feature, let us stop denying

that we have a serious road safety challenge

n South Africa. Let us stop blaming everyone

else. Let us agree that we are going to start with getting our mind-sets right by agreeing that we can all learn to hone our driving skills further.

Finally there is one important item in the glove compartment of every car that we all ignore until we experience a breakdown or an incident - yes, it is the vehicle handbook or manual. I can bet the last rand in my pocket that more 80 per cent of drivers have never studied the contents of this important book. If you really do not have the time to go through the entire manual, at least familiarise yourself with the operating section of the manual, which could save you a lot of time, money, inconvenience, heartache and unnecessary danger on the road.

With this simple message, here's hoping that you would begin to see a regular and consistent improvement in your driving, which would really be the beginning of the much-needed paradigm shift on our roads.

Safe driving until next month when we will discuss "Pre-trip Inspections, Posture and Blind-spots".

*Ashref Ismail is a certified Advanced Driving Skills Instructor and a Director of Drive4Life Professional Driver Training Solutions.

riving in South Africa can be quite a challenging affair.
Whether it's the daily commute to work and back or the annual holiday season exodus,
South Africans can be aggressive, impatient and take risks when behind the wheel.

Of course we can all drive. When conducting presentations on defensive and advanced driving skills courses, we often ask attendees to raise their hands if they thought their driving skills were lacking. And, yes, you guessed right: no one would. So if all of us perceive ourselves to be such good drivers why are there so many road fatalities?

Currently, an average of 40 people are killed on our roads daily. During peak traffic flow seasons this figure rises to 45 giving an annual average total of around 14 500 people that are lost senselessly and needlessly to road trauma. The cost to the economy is estimated to be a staggeringly R306 billion.

So what can be done, immediately, that requires no legislative amendments and with limited resources but could still make a meaningful impact of our tragic fatality figures? This may not sound sexy or glamorous but one long term, sustainable solution is the presentation of a comprehensive and intensive Defensive Driving Skills Programme that addresses the psychological, social and physical acts of driving.

Through this programme drivers from the ages of 17 to 70 can be "re-trained" to drive in a manner that not

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And it's this phenomenal energy that makes Total South Africa one of the Top Employers of the Year. A badge that we will wear proudly, in honour of those extraordinary men and women who, with their determination and desire to do better every day, make Total South Africa the success that it is.





NICE-TO-HAVES Writer: Nicholas Francis

Take the stress out of the kitchen

With the rise of reality cooking shows and competitions, people have become more adventurous and are now spending more time in the kitchen trying out new dishes. To make your time in the kitchen less stressful, *PSM* has selected a few useful gadgets.



Bosch Electric Juicer R1 530

Make healthy juices in no time with the quick and powerful Bosch juicer by just adding fruits and vegetables.

Krups Ice Cream & Sorbet Maker, 1.6 Litre R789

There's nothing better than a tasty bowl of frozen dessert on a hot Summer's day. Whether it's a fruit sorbet or a rich ice cream, this semi-auto-

matic ice cream machine
has a pre-freezing system
which means that after
leaving the bowl in the
freezer for 24 hours,
you can have freshly
made ice cream in 20
to 40 minutes.



CHEF'N Garlic Zoom R129

Pop open the top, add some peeled garlic cloves, roll a few times and you have chopped garlic without getting your hands dirty.



Kenwood kMix Kitchen Machine R5 579

The kMix Kitchen Machine is a powerful stand mixer. The strong 500 watt motor is perfect for mixing large batches of dough or cake batter in the handy 5 litre stainless steel bowl. The unique fold function allows the bowl to revolve using

a 2.5 turns revolution mixing action to perfectly incorporate ingredients without losing air, which is important in baking mixtures.



Nespresso Lattissima Plus Automatic Espresso Machine R4 750

The ultimate in convenience. With a milk frothing function built into this machine, a touch of a button gets you a cappuccino or latte in no time. You can also make a plain espresso or lungo as is standard with all Nespresso machines.

Philips Avance Large Airfryer, 3L R3 599

If you can cook it in the oven or deep fryer, the Philips Avance Airfryer can do it also, whether it is French fries, spring rolls or tiny cakes. The Airfyer super heats air and swirls it quickly cooking, frying, and baking food using no oil.



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Powertech Lag

MAKING POWER PERFORM





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