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THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

MAY 2022

Operation Vulindlela

Helping SA grow

Discipline management

Building an ethical state

The green hydrogen economy

Decarbonising our
industries

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REPUBLIC OF SOUTH AFRICA

Giving workers' rights meaning



Mondli Gungubele
Minister in The Presidency

The exploitation and abuse by bosses of South Africa's mainly black workforce before 1994 gives Workers' Day added significance. It is a celebration of the hard-won rights that people enjoy today and gives us a chance to remember the role played in defeating apartheid by the country's trade unions and other labour organisations.

Twenty-eight years later, our labour laws are internationally known to be as progressive as our Constitution, into which they are enshrined – and government continues to find ways to protect vulnerable workers.

Recent developments include the implementation of the National Minimum Wage Act in 2019, which prevents exploitation and will help re-

duce inequality; subsequent adjustments to this wage base rate to combat inflation; the scrapping of exclusions to the minimum wage, which means that domestic workers and farm workers are now also entitled to R23.19 for each ordinary hour worked; the registration of domestic workers with the Compensation Fund; and the ramping up of equity and labour law audits and inspections by the Department of Employment and Labour.

These developments are on the back of existing laws and mechanisms that protect workers' rights, including the Labour Relations Act of 1995; the Basic Conditions of Employment Act of 1997; the Employment Equity Act; the Occupational Health and Safety Act; Skills Develop-

ment Act; the Commission for Conciliation, Mediation and Arbitration; industry bargaining councils, labour courts; the Labour Appeal Court; and the Unemployment Insurance Act.

Workers in South Africa have the right to participate freely in the activities of trade unions, which in turn have the right to form federations to facilitate collective bargaining.

While employees' rights need to be safeguarded, both public and private sector employers must be able to ensure productivity, sustainability and the ability to carry out their mandates. This highlights the responsibilities of workers. A symbiosis between committed, enthusiastic employees and enabling, caring employers will result in positive outcomes in workplaces that will ripple across communities.

This is especially true for

the public service. As leaders, we are here to serve the people of South Africa, many of whom depend on us for their basic needs. In a time of massive unemployment and an economy weakened by Covid-19 – which hurt the working class and the poor the most, we must recommit to rebuilding South Africa.

Each one of us has a role to play in building the society that was envisaged when as a fledgling democracy over two decades ago, we rewrote national laws, policies and principles to 'build a society in which all South Africans, both black and white, will be able to walk tall without any fear in their hearts, assured of the inalienable right to human dignity'.

I salute the thousands of public servants who work tirelessly to give life to this vision and who understand that a good government starts with good people. ○



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Africa and South Africa: Reflection and Development

It has been 28 years since South Africa rejoined the international community and added its voice to African countries determined to take their place on the global stage.

In the years following our democratic election, we have been active members of the African Union (AU) – particularly in the areas of peace-keeping, security and conflict resolution. We have helped represent African interests in several international organisations, including the G20 and the United Nations.

Gone are the days when our continent was divided by colonial powers and we are coming into our own. The continent has undergone a remarkable change in recent decades. Leaders have united to diversify Africa's economy and move away from our economic dependence on Western states. We have set a course to find African solutions for African problems.

A recent example of this is the push by President Cyril Ramaphosa to establish an African vaccine manufactur-



Phumla Williams,
GCIS Director-General.

ing facility so that the continent is 'no longer last in line to access vaccines against pandemics.

A milestone of the past decade has been the creation of the world's largest free trade area, which connects over one billion people across 54 African countries. The aim is a single market for goods and services to deepen the economic integration of Africa.

These and other strides must be acknowledged as we celebrate Africa Month,

during which we commemorate the founding of the Organisation of African Unity in 1963, the precursor to the AU.

It is a time to rejoice in our diversity, culture, innovation and ability to overcome challenges. Global perceptions of Africa are changing as the world takes note of our developing economies, blooming democracies, growing middle classes and energetic population. It is also a time to look at the real problems of poverty, the pockets of politi-

cal instability, the corruption and the xenophobia.

African countries have faced similar challenges and still share many common obstacles. We need to share success stories and learn from our collective mistakes. We need to look to each other for solutions – especially with regard to good governance, without which our continent will not live up to its potential.

In the words of former United Nations Secretary-General Kofi Annan: "Good governance is perhaps the single most important factor in eradicating poverty and promoting development."

To achieve this, we need to embrace the African Peer Review Mechanism, which serves as a yardstick to measure our progress and as a tool for sharing best practices and identifying deficiencies.

South Africa has an integral role to play in rewriting the African narrative while upholding the ethos behind our national anthem – Nkosi Sikelel' iAfrika. God bless Africa! ○

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World's first hydrogen truck a "giant leap" for SA

President Cyril Ramaphosa says the launch of a hydrogen-powered truck is a "giant step" in the right direction for South Africa's budding green hydrogen economy.

The President was speaking at the launch of mining giant Anglo American's clean energy powered 290 tonne payload mine haul truck in Limpopo.

The truck – which was converted from diesel to hydrogen – is also powered in part by lithium-ion

batteries. It is a world first.

"What we are launching here today is not merely an impressive piece of machinery. It is the genesis of an entire ecosystem, powered by hydrogen.

"Developing the hydrogen economy is a strategic priority for our country. Not only will it be a valuable driver of economic growth and employment; it will also contribute to our decarbonisation efforts.

"The nuGen project provides demonstrable

proof of the potential of this sector. It takes us from conceptualisation to reality," he said.

The green hydrogen economy has been billed as a new frontier for clean energy as it emits low carbon emissions with a global potential of about \$300 billion in exports.

South Africa holds approximately 80% of the world's platinum group metals (PGMs) and 40% of the world's platinum and palladium supplies – key

components in the production of hydrogen.

President Ramaphosa said this could be catalytic for the country with plans already afoot to capitalise on this potential.

"The proposed hydrogen valley, stretching from Limpopo to Gauteng to KwaZulu-Natal, will position South Africa as a global centre for green hydrogen production.

"It will lead to the creation of new industries, aid the decarbonisation of sectors like transportation, manufacturing and construction, and create new jobs for our people in all these provinces," he said.

The President added that the green hydrogen economy is also part of the country's critical Economic Reconstruction and Recovery Plan borne out of the economic devastation of the COVID-19 pandemic.

"The National Hydro-



gen Society Roadmap that was approved by Cabinet late last year will give added impetus to the task of building a sustainable and resilient economy," he said.

The President emphasized, however, that local

businesses must not be left behind in projects such as the development of the hydrogen-powered truck.

"The green hydrogen value chain that Anglo is playing such an integral part in developing must

lead to the creation of new businesses and supply chains.

"It must result in more opportunities and employment for the South African people, starting right here in Limpopo," he said.

Anglo American Chief Executive Duncan Wanblad said this is the company's first step in replacing its fleet with zero-emissions emitting trucks.



Rebuilding lives and livelihoods after the floods

It has been almost two months since heavy flooding wreaked havoc across parts of KwaZulu-Natal, the Eastern Cape and North West, causing extensive loss of life and damage to property and infrastructure.

I recently visited eThekweni in KwaZulu-Natal to

meet with business people in the city to lend our support to their efforts to restore their operations.

When this natural disaster struck, there was some concern that authorities had neither the capacity nor the will to respond efficiently and effectively to

the dire situation of those who had lost everything.

Having paid my second visit to the city since the floods, I am clear that this concern was misplaced. In KwaZulu-Natal, as in the Eastern Cape and North West, all stakeholders have been hard at work to recover from these tragic events.

The National Disaster Management Centre has been coordinating all spheres of government in their efforts to provide humanitarian relief to the many households that have been affected. It has been pleasing to see the non-governmental organisation community, business and relief organisations joining in working with government to provide much-needed

relief assistance.

All these stakeholders have provided food, clothes, blankets, dignity packs and school uniforms to vulnerable families to meet their basic needs. Sheltering services are currently being provided to over 7,000 people in the four most affected districts in KwaZulu-Natal. Work has started to build temporary residences for affected families on state-owned land parcels have been identified in KwaZulu-Natal for possible resettlement.

The Departments of Home Affairs, Health and Social Development have been assisting affected communities to access important services. For example, mobile units are helping those who lost



critical documents in the floods to get new smart IDs and to re-issue birth certificates. Mobile health services, including COVID-19 vaccinations, are being provided to people in areas where the physical facilities are not yet fully operational. Mechanisms are in place to pay out the social grants of affected individuals.

Mobile classrooms are being procured so that learning and teaching should not be interrupted for longer than necessary in flood-affected schools.

Work is underway to repair damaged waste water treatment works, pump-stations and reticulation. Damaged roads are being repaired. Eighteen new bridges are planned as part of the Welisizwe Rural Bridges programme.

There has also been considerable progress in fixing key infrastructure supporting the Port of Durban. Given the importance of the port to the national and continental economy, port traffic has been restored, terminal operations are back at full capacity and work to

repair damaged rail infrastructure is underway.

Additional measures are being put in place to

and that jobs can be sustained.

At different times in our democracy's history, we

We have seen extraordinary solidarity and support to affected communities in KwaZulu-Natal, Eastern Cape and North West. Municipal and provincial governments have been working closely with national departments and agencies to enable people to rebuild their lives and to get local economic activity back on track.

They have been working with all stakeholders in all of these areas to ensure that we effectively coordinate recovery efforts and that we plan and rebuild in a manner that is more resilient to extreme events of this nature in the future.

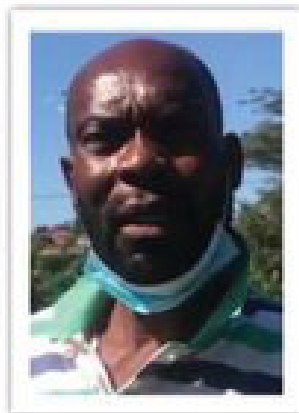
The perseverance of affected communities, their determination to succeed and their ability to rally together in times of crisis has been an inspiration. We salute all those who have been part of the effort to help the people of the affected provinces.

As government, we are mobilising all available resources and undertaking every effort to ensure that, as we rebuild, no-one is left behind.



provide financial support to both big and small businesses in distress. This is needed as a matter of urgency to ensure that businesses can stay afloat

have been confronted with events and circumstances that have severely tested the resolve of our people and the effectiveness of our institutions.



“I lost my house in the flood, it is terrible, but I see government here helping”

BABA THEMBINKOSI QWABE, ILEMBE



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SASOL: 500x food packs
 hygiene packs
 blankets
 5L water

“N2 & N3 repair work is underway, at a total cost (funded by SANRAL) of

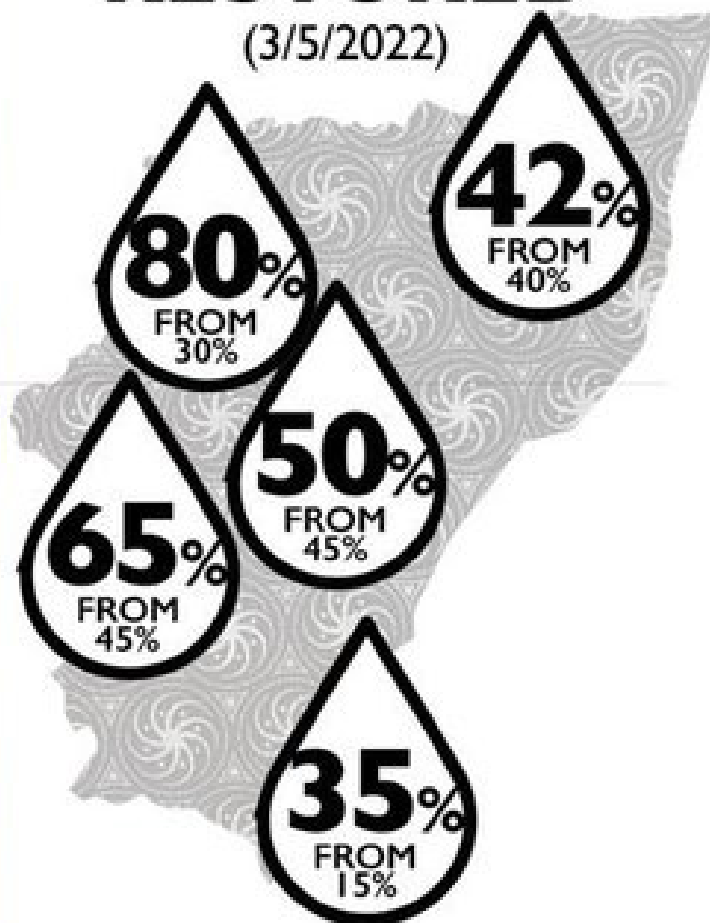
R542.5 million”

MINISTER MBALULA, DoT



Water Supply RESTORED

(3/5/2022)



REPUBLIC OF SOUTH AFRICA



VACCINATE TO SAVE SOUTH AFRICA



MR VUSUMUZI
TSHELIMNYAMA

“
I'm happy
today to get
my ID from
Home Affairs,
the previous
one got lost in
the floods.
”

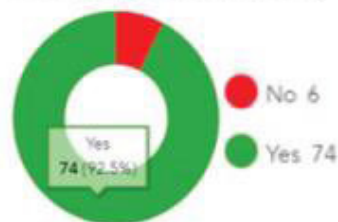


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BEFORE



AFTER



REPUBLIC OF SOUTH AFRICA



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Sharpening

policy-drafting skills for public servants



Building a capable state calls for the advancement of professional values, including honesty, integrity and accountability in the public service.

This can be done through training that produces professional, responsive and meritocratic public servants. Government continuously identifies areas and skills that can help officials deliver effective services to South Africans. One such area is policy drafting.

The National School of Government (NSG) invites public servants involved in consulta-

tive policy making and the legislative development cycle to enrol for Socio-economic Impact Assessment System (SEIAS) training. These include officials who are involved in commissioning, writing, researching, analysing, monitoring and evaluating policies and legislation, as well as stakeholder consultation.

Policy-drafting skills

The course is aimed at improving public policies by equipping participants with policy-drafting skills. Attendees will get skills and knowledge on the SEIAS

– an analysis tool aimed at determining the likely costs and benefits of a particular policy proposal, including public policies, legislation, regulations and other highly impactful regulatory instruments. As a quality assurance tool, the SEIAS improves public policy through designing and selecting evidence-based policy options. The goal is to ensure policy co-ordination and coherence, alignment with strategic national priorities, minimising unintended policy consequences, anticipating and mitigating implementation risks, and embedding a costed implementation plan.

In 2015, Cabinet approved the SEIAS to create a consistent assessment of the socio-economic impact of policy initiatives, legislation and regulations. The approval followed a study commissioned by The Presidency and National Treasury in response to concerns about the failure in some cases to understand the full costs of regulations, especially the impact on the economy.



Building capacity on impact assessment

On completing this online course, policy creators will be capable of undertaking critical due diligence in developing public policies, legislation and regulations, and entrenching evidence-based policy making and data-driven decision making. The course supports government efforts to build impact assessment capacity and improve policy development and implementation.

The course covers the following components:

- conceptual understand-

ing of the SEIAS,

- socio-economic context of policy implementation,
- socio-economic impact assessment processes, and
- communicating SEIAS findings and recommendations.

Course duration

At the end of the self-paced online part of the course, participants will be required to attend a four-hour virtual classroom session. Below is the summary of the course duration:

- Self-paced online learning: 36 hours (four-and-

a-half working days).

- Synchronous collaborative learning: four hours (half a working day).
- Summative online assessment: eight hours (one working day).
- Total hours: 48 (six working days).

The SEIAS training is a non-credit bearing course and costs R4 390 per person. Participants will receive certificates of completion when they finish all course requirements. Officials can register for the course on the NSG website or send an email to eLearning@thensg.gov.za for more information.



SANSA: Reimagining the space sector

While the South African National Space Agency (SANSA) was launched in December 2010, South Africa's involvement with space research and activities started decades earlier when it helped early international space efforts and began observing Earth's magnetic field at stations around Southern Africa.

The agency, which falls under the Department of Science and Innovation, was launched to provide for the promotion and use of space and cooperation

in space-related activities, foster research in space science, advance scientific engineering through human capital and support the creation of an environment conducive to industrial development in space technologies within the framework of national government policy.

While significant strides have been made, SANSA aims to enhance its contribution and significant change is thus taking place within the organisation.

While it is not restructuring, it is changing its

business model, organisational culture, systems and processes, and revising all 70 of its policies to align them to the new business model. It is also rebranding. The aim is to grow the agency to take advantage of various opportunities that are on the horizon.

Demystifying space science and technology

When we talk about space science and technology, immediately the mind is cast towards landing on the Moon or going to Mars,

but there's a lot more to space science and technology that people don't realise.

When SANSA was established, government departments were asked what they wanted it to assist with. A list of priorities was then included in the National Space Strategy, including disaster monitoring and relief; hazards forecasting and early warning; cross-border risk; disease surveillance and health risk; asset monitoring; regulatory enforcement; and defence,

peacekeeping and treaty monitoring.

All of these priorities can be tracked in space and are important for the National Development Plan (NDP). For example, in terms of environmental and geospatial monitoring, seven of the 13 aspects are being looked at in the NDP. This applies across government policies.

In addition, 60% to 70% of the Sustainable Development Goals require satellite information. For example, 70% of the climate change variables come from space.

Reimagining the future

Due to the extent of its work, SANSA has numerous strategic infrastructure projects on the cards, including the Space Infrastructure Hub, a 24/7 regional space weather centre and a deep space ground station to support missions to the Moon and Mars.

The Space Infrastructure Hub, worth about R4.5 billion, will see a series of satellites built to orbit Earth and collect information in

different sectoral bands.

SANSA's new Space Weather Centre, which costs about R100 million, will be fully operational in September 2022 and will provide space weather information to the entire African continent.

SANSA is also looking at moving an assembling and testing facility, that belongs to Denel, into SANSA, and has about R75 million in funding to completely upgrade the facility.

Another big initiative is upgrading its ground and data infrastructure, working with industry to build products and services that will be used by government departments and the private sector.

The agency is also building a concurrent design facility in partnership with the European Space Agency. While it currently takes about 12 to 16 months to design a satellite, the design facility will make this possible within three to four weeks, bringing costs right down. This service will be on offer to industry as well.

SANSA is also in conversation with the NASA

Jet Propulsion Laboratory to host the fourth Deep Space Network in Matjiesfontein in the Central Karoo. An environmental impact assessment has already been completed and SANSA is looking into getting the ground infrastructure ready. The project is worth about R3 billion.

The agency is also commissioning 20 antennas, which will talk to about 900 satellites at a time. These teleport services will provide global internet access, which means people won't need to rely on a

fibre network anymore, but rather a satellite dish – which is about the size of a teacup – placed on their roof. They will also be able to provide internet access in rural areas.

Another pipeline project is SANSA's data platform. The agency has data that goes back to 1972. If government wants to make important decisions on a water body, for example, historical data is needed. This enables government to ensure evidence-based policymaking.



Operation

Vulindlela turning the economic tide

South Africa's economic reforms are beginning to set the country's economy on a growth trajectory, an Operation Vulindlela (OV) progress report has revealed.

OV was established in October 2020 as a joint initiative of The Presidency and National Treasury to accelerate the implementation of structural reforms.

It is a government-wide approach through which ministers, departments and entities implement

structural reforms, and a Vulindlela Unit in The Presidency and National Treasury monitors progress, addresses challenges and actively supports implementation.

OV sought to accelerate structural reforms in five key areas:

- Stabilising the supply of electricity and noting how critical this is for economic growth and development.
- Reducing the cost and increasing the quality of

digital communications.

- Ensuring a sustainable water supply that meets demand in the short and long terms.
- Ensuring a competitive and efficient freight transport regime.
- Ensuring a visa regime that attracts skills and grows the tourism sector.

In the first quarter of 2022, OV recorded progress in various areas.

These, said Nomvuyo Guma, the Chief Director of

Microeconomics at National Treasury, included the conclusion of the spectrum auction.

She said: "There was some concern that pending litigation from one of the players in the market would stymie the result and that would have negatively impacted that result. However, we've seen the settlement between industry players and the regulator reaching finality and bringing finality to the auction outcome. We're



Minister Mondli Gungubele

expecting a further flurry of investment to support this allocation in that sector.”

Renewable energy programme

In the energy sector, OV in the quarter opened bid window six of the renewable energy programme.

“Preferred bidders [from bid window five] have been announced and [are] expected to reach financial close soon,” she said.

In the same period, there was publication of the draft Electricity Regulation Amendment Bill that opened for public comments.

“The aim here is to ensure a more competitive electricity market. This reform is occurring alongside the unbundling of Eskom, which is proceeding

according to schedule,” she said.

This period also saw the White Paper on National Rail Policy approved by Cabinet, providing clear policy direction on critical third party access and the devolution of passenger rail.

Water progress

On water progress, Guma said OV has revived various water quality monitoring systems.

“We’ve had the green draft report published recently for the first time since 2014. This allows for better monitoring of water and wastewater treatment quality and allows for greater accountability and allows for government to assess where municipalities may need support in implementing and improv-

ing water quality,” she said.

During this quarter, the revised critical skills list was published for the first time since 2014, allowing for government to reflect on the current skills shortages in the economy, and where necessary, allow businesses to attract the skills from outside the country in the short term.

Achievement and progress

Minister in The Presidency Mondli Gungubele said the achievements are examples of the commitment of the sixth administration to overcome inertia and drive progress on the economic reform agenda.

He said OV is playing an important role in providing a clear policy direction and ensuring policy certainty in several areas.

“Departments and entities themselves remain responsible for the implementation of the reforms. Operation Vulindlela does not replace their role but rather provides active support for implementation, especially where capacity is lacking,” he said.

One of the most important roles of OV is to ensure effective coordination of the reform agenda across government, especially where there are multiple departments involved in the single reform, said the Minister.

He added that government has made significant progress since OV was established to accelerate the implementation of reforms that are needed to lift economic growth.

However, he said, there is still much work to be



Minister Enoch Godongwana



done and the challenges should not be sugarcoated.

Job creation

Finance Minister Enoch Godongwana, said well-implemented reform programmes could raise confidence levels, supporting a market easing of sovereign risk and borrowing cost.

This, he said, could free-up much needed fiscal space.

"In this way, with the net, it enables greater job creation, supports fiscal sustainability and spares the economy, even in the short term. We can raise economic growth

significantly beyond this anaemic level and create over one million jobs relative to a scenario without reforms."

Structural reforms

A total of 26 structural reforms were prioritised to modernise and transform network industries, including electricity, water, transport and digital communications; and to attract key skills and promote growth in tourism through reforms in the visa regime.

Of the 26, eight reforms have been completed and 11 are progressing.

The Minister said some reforms are already bear-

ing fruit in digital communication.

"In rail, estimates suggest that the industry will invest over R50 billion. In transport, the successful implementation of third party access to the rail network can spend an additional investment of R8 billion.

In electricity, where government and the private sector are working together to unblock the remaining challenges to free-up embedded generation, a R54 billion investment could be realised, he said.

He said: "While we welcome the progress of OV, this has seemingly been misinterpreted as

premature for ignoring the very real frustrations on the ground that are not progressing well. In the case of restoring Eskom's energy availability to 70%, [this may] seem completely unattainable.

"We're mindful of these reforms, and over the coming months, we'll redouble our efforts to resolve the energy crisis and ensure that reforms facing implementation challenges access the support they need to progress. Because we're committed to unlocking the dynamism of this economy, and placing our growth on a permanently high trajectory."



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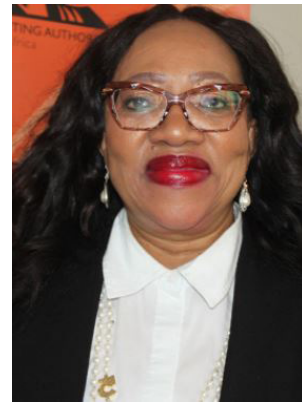
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Eating the state capture elephant one bite at a time



The National Prosecuting Authority (NPA) has made a significant breakthrough in the ongoing effort to end impunity for high-level corruption in South Africa.

The preservation orders in the Optimum Coal Mine case are a demonstration that the wheels of justice in relation to complex crime are starting to turn in meaningful ways.

The case also demonstrates the multifaceted nature of the NPA's response to complex corruption matters, which includes civil processes to preserve assets with the ultimate aim being to

bring back the money stolen and looted during the state capture years.

The Gauteng High Court granted preservation orders to the Asset Forfeiture Unit (AFU) of the NPA against those who, in 2016, were involved in 'financing' the purchase of Optimum Coal Mine (OCM) for R2.1 billion by the Gupta-owned Tegeta Resources.

The preservation orders – issued in terms of section 38 (2) of the Prevention of Organised Crime Act (POCA) – effectively prevents any further steps to remove or dispose of the OCM assets, as they are now regarded as

having been bought with the proceeds of criminal activity.

A curator has been appointed by the court to provide a proper valuation of OCM. The curator will also find a purchaser at fair value – which is good news for all the people who have been concerned about the fate of the mine, and the community in which it is situated.

A mammoth heist

The scale of the 'heist' at OCM is unprecedented, as demonstrated by the size of the preservation orders; at least R3.4 billion. This is the largest preservation order in the history of the NPA.

The NPA developed a well-coordinated case strategy that was implemented by a team of expert prosecutors, who successfully brought two applications.

The first pertains to all the Gupta-owned Tegeta shares in OCM and Optimum Coal Terminal, and the entire

OCM business. The second pertains to a claim of R1.3 billion from Templar Capital Limited in relation to OCM.

In respect of the second application, Templar's owner, Daniel McGowan, had stated under oath that the funds advanced to his company derived from 'money stolen from the South African government'.

The funds in question were advanced by Griffin Line – a company nominally controlled by Ajay Gupta's son, Kamal Singhala – and, in Mr McGowan's words, 'laundered via Mr Singhala on behalf of his father and wider family members'.

These funds were, in effect, part of the elaborate 'washing machine' used by the Gupta family and their associates to launder billions of Rands of money stolen from the people of South Africa, to fund the purchase of OCM.



Legitimising the proceeds of crime

The High Court rulings stop any further attempts to implement a so-called business rescue plan at OCM, which the NPA has long argued would effectively have legitimised the proceeds of crime.

Moreover, the OCM ruling is significant for a number of reasons:

The civil court orders clear the way for criminal proceedings against those involved in the various money-siphoning and money-laundering aspects of the Optimum deal.

It confirms the central role played by the Gupta family in structuring the various 'loans' and transactions, through various business entities.

The names of Gupta-owned companies and associates litter our court documents, naming them as recipients of millions of Rands stolen from the public purse, and misappropriated through front companies as 'loans' and 'advances'.

These companies include well-known Gupta companies such as Sahara



Computers, Islandsite Investments and the then-JSE listed Gupta flagship, Oakbay Investments.

It confirms the large-scale theft of public funds to build the Gupta empire – including the corruption and deception which took place at Eskom, where rules were broken to steal public funds by rushing through contracts, which would enable Tegeta to part-fund its purchase of Optimum Coal. It also confirms the misappropriation of pension money from the Transnet Defined Benefit Scheme, facilitated by Gupta facilitators such as Trillian and Regiments.

Finally, it demonstrates the effectiveness of the NPA's AFU, working with investigators in the Investigating Directorate (ID) from the Directorate for Priority Crime Investigation (DPCI), in applying the provisions of the POCA to deal with

the proceeds of crime and corruption, whether through criminal or civil actions.

A well-coordinated approach

The rulings also demonstrate the coordinated approach of the NPA and the DPCI, and send a strong signal about the NPA's growing capacity to deal with state capture and ensure accountability for those involved, and to seize, recover and return the stolen money.

It is a first and meaningful step in asserting the NPA's capacity to use all avenues at its disposal to ensure justice is delivered for the most complex crimes in our country. The next step is to obtain a forfeiture order which will allow the curator to sell the property to a legitimate buyer at the correct market value.

What's next?

The matter has been handed to the NPA's ID for further criminal investigation and prosecution.

Colleagues are already hard at work preparing case files against all implicated roleplayers, and will be building on the court orders this week to ensure that the case is effectively and fairly prosecuted.

A prosecution to hold accountable those responsible in this seminal case, will go a long way towards restoring confidence in the criminal justice system in the country, and will be a powerful demonstration to state capture looters, that crime in South Africa does not always pay.

This article was first published by SAnews.

***Advocate Ouma Rabaji-Rasethaba is Deputy National Director of Public Prosecutions: Asset Forfeiture Unit**

DPSA

adopts strategy to reinforce discipline

The Department of Public Service and Administration (DPSA) has adopted a discipline management strategy aimed at strengthening basic discipline management processes in the short term within the public service space.

Acting Public Service and Administration Minister Thulas Nxesi shared this and other measures taken to tackle ineffective discipline management with the National Assembly when asked about the findings of independent research,

funded by the Canadian government, into why South African government departments battle to finalise disciplinary cases.

The Acting Minister said that the adopted strategy also addresses procedural knowledge gaps. In the long term, it will address challenges posed by the decentralised nature of discipline management and strengthen basic discipline management procedures.

"We will assist departments with long overdue

cases to update their records on discipline management, to interrogate the reasons for case backlogs and to provide monthly feedback through the Public Administration Ethics, Integrity and Disciplinary Technical Assistance Unit

(PAEIDTAU) on progress made and steps taken.

"An electronic tool was developed to be used by those departments with long overdue backlogs. The PAEIDTAU monitors progress and plans technical assistance based on

**Public Service and Administration
Acting Minister Thulas Nxesi.**

the submitted progress reports,” he said.

The Acting Minister said the strategy also focuses on addressing the Personnel and Salary System (PERSAL) inefficiencies through consolidating and reducing the number of categories for transgressions. This should improve the capturing of data and the standard of reporting. The PAEIDTAU will also be able to download electronic reports that can identify disciplinary trends.

“This project will make it easier for data capturers to capture relevant data in a sensible way. Non-compliance letters are addressed to those departments not providing reports to the DPSA and failing to keep within the specified timeframes. Feedback reports are monitored every month.

“Non-compliance is furthermore highlighted in quarterly reports and submitted to the Forum of South African Directors-General.”

Addressing knowledge gaps

Nxesi said the DPSA will guide labour relations officials on discipline management, through the adopted

guide on managing discipline in the public service, which was approved on 1 April 2021. This consolidated all relevant discipline management frameworks into one guide.

He said a pilot was conducted in December 2021 and the training course for discipline management will be rolled out in the 2022/2023 financial year.

With regard to adopting

their job descriptions.

“We are also planning to use an online platform to provide labour relations officials with easy access to discipline management courses and material. We will also focus on maintaining a record of those employees who were trained in discipline management, so that they can be consulted when departments



a directive on discipline management, Nxesi said this is currently being finalised and will enforce the implementation of the guide. This, he said, will direct the use of PERSAL in recording disciplinary cases, with designated officials in departments responsible for recording these cases. This responsibility will be included in

request assistance with initiators and chairpersons. We will be providing continuous technical assistance to departments, based on needs identified in quarterly reports,” he said.

Long-term interventions

As part of the discipline management strategy,

the DPSA will initiate a review of the disciplinary code, which came about as a result of the Public Service Co-ordinating Bargaining Council, Resolution 1 of 2003, to address identified shortcomings contributing to case backlogs. The matter will be tabled for negotiation in the last quarter of the current financial year (2022/2023).

The PAEIDTAU will continue to provide technical assistance to those departments and provinces with the biggest case backlogs. Scheduled visits will be made to these departments and provinces, and interventions will be planned in collaboration with the Offices of the Premiers. Support, such as the sourcing of initiators and chairpersons, will be provided to ensure cases are finalised.

The Acting Minister said these initiatives should enhance discipline, institutionalise ethical conduct and professionalism and foster labour peace as part of building an ethical, capable and developmental state.



Russia-Ukraine conflict: Another view

The escalation of the Russia-Ukraine conflict shocked the world and almost brought it to the brink of a world war. But this conflict needs to be carefully considered, taking into account its root causes.

In an opinion piece printed in the Daily Maverick, the Deputy Director-General of Public Diplomacy in the Department of International Relations and Cooperation, Clayson Monyela, wrote: "Documents at the National Security Archive at George Washington University indicate that in his meeting with Soviet leader Mikhail Gorbachev on 9 February 1990, then US Secretary of

State James Baker assured the Soviets that North Atlantic Treaty Organisation (NATO) would not expand 'not one inch eastward'. On 31 January 1990, West German Foreign Minister Hans-Dietrich Genscher said that NATO should rule out 'an expansion of its territory towards the east'. He advocated for NATO and the Warsaw Pact to be eventually dissolved into a model for a common approach to European security.

"Instead of honouring these commitments, NATO has admitted 14 eastern European countries to join as members since 1999, despite Russia's statements that NATO expan-

sion is a serious provocation. In direct breach of these commitments, NATO actively sought to admit Ukraine and Georgia as active members. These moves have been accompanied by declarations that name Russia and China as adversaries in need of containment. This has proved to be needlessly provocative, especially as many politicians in leading NATO countries have warned against this, given that they are known redlines for Russia."

South Africa believes that as a global community, we should be working to end the war by calling for a cessation of hostilities as this is the first step in a

comprehensive humanitarian response and would create the necessary environment for a political process that would lead to sustainable peace.

Too many countries have suffered the consequences of wars that were not of their own doing. In most cases, the majority of countries have never invaded or colonised other countries, yet have suffered their consequences. For the past decades, it was NATO and the Western countries that have been party to most of these conflicts, often in the form of proxy wars in other countries or regions. Presently, we see how Ukraine is being used as a proxy to

wage a war against Russia.

Africa has experienced its fair share of these proxy wars and their destructive outcomes. We, therefore, empathise with the people of Ukraine who find themselves caught in a conflict not of their making.

Monyela explained in his opinion piece: "South Africa has repeatedly called for the international community to de-escalate tensions and bring the sides closer to dialogue and not further apart. The door of diplomacy should never be closed, even after a conflict has broken out. We are deeply concerned about the humanitarian impact, the loss of life, injury, and the displacement of people as a result of this conflict. The conflict is also having a devastating impact on the global economy, and higher fuel and food prices are something that none of us can afford."

He warned that the continued imposition of sanctions could 'shut the door to a resolution of the conflict'.

Monyela raised the fact that despite the war dominating international headlines, 'very little is said about the causes of the

conflict'.

"Had NATO given Russia the security assurances they required and were promised since the dissolution of the Warsaw Pact, the region would not likely find itself in the situation it is currently in. Russia has been asking NATO for legally binding guarantees that NATO membership would be denied to Ukraine and Georgia, and that NATO's eastern expansion would end. Russia also wants assurances that no missiles will be deployed near its borders that could be used to strike its territory, and that NATO military drills not take place in the vicinity. Just as Russia will not tolerate NATO positioning missiles near its territory, the US would never tolerate Russia deploying missiles in its neighbourhood. This was the very issue that brought the world to the brink of nuclear war during the Cuban Missile Crisis in 1962," he wrote.

Although South Africa abstained from voting when the UN general assembly adopted a resolution condemning Russia's invasion of Ukraine, we support several aspects of

the resolution, including the immediate cessation of hostilities; the establishment of humanitarian corridors; the protection of civilians, humanitarian personnel and vulnerable people; the call on all parties to the conflict to respect international humanitarian law; and the voluntary and safe passage of civilians, including foreign nationals, without discrimination.

We have also noted that Russia in its attack on Ukraine has focused its targets on military installations, and avoided launching attacks in areas where there are civilians. Leaked US security information emphasises this. "Russia's conduct in the brutal war tells a different story than the widely accepted view that Vladimir Putin is intent on demolishing Ukraine and inflicting maximum civilian damage – and it reveals the Russian leader's strategic balancing act," reported Newsweek in an article entitled, 'Putin's bombers could devastate Ukraine, but he's holding back. Here's why.'

The piece quotes an unnamed analyst at the Pentagon's Defense Intelligence Agency saying, "The

heart of Kyiv has barely been touched and almost all of the long-range strikes have been aimed at military targets."

We have also noted with concern that when people were being evacuated from Ukraine, Ukraine soldiers discriminated against African immigrants, allowing Ukraine people safe passage while endangering the lives of African immigrants. This racist behaviour sends a message that African or black lives do not matter.

South Africa is willing to work with all interested parties towards a ceasefire and lasting peace. As a middle-power, we depend on responsive institutions of global governance to assist in working towards security. We call on the big powers who use their militaries disproportionately more than they do diplomacy, to work with us within the UN to settle this and other conflicts that have been raging for many years. We repeat our call for a peaceful resolution of this crisis.

Sifiso Moshetsi,
Chief Director: Cluster
Coordination (GCIS).
Moshetsi writes in his
personal capacity.

Free State fun for nature lovers

From wildlife in the middle of a capital city to a breathtaking hike, the Free State has many hidden gems waiting to be discovered.

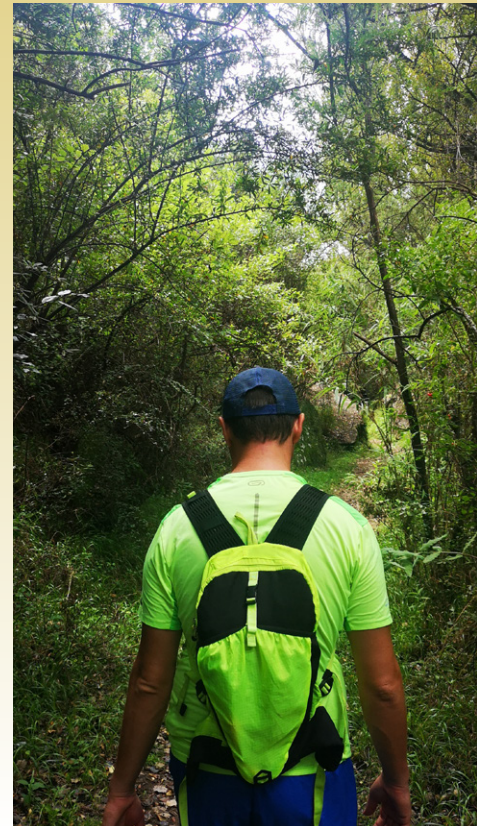
One of the highlights of our trip to the province was game viewing in the middle of Bloemfontein, the judicial capital of South Africa. We approached the Franklin Game Reserve and I started looking for my wallet to pay the entry fee. "How much does it cost?" we asked.

"Nothing, it's free," came the reply. All we needed to do was fill in some details on a form and off we drove.

Not even 10 minutes into the drive, we spotted two meerkats affectionately grooming each other. Soon after, a young giraffe made an appearance from behind a tree, while a blue wildebeest casually chewed on some grass. This was crazy! I never imagined that one could go on a game drive in the middle of a city. It turns

out in Bloemfontein, you can.

Apart from Bloem, our idea of the Free State has always been cows and corn fields... uninformed perhaps, but we had never explored the north-eastern part of the province. From Bloemfontein, we took the N8 towards Maseru, Lesotho's capital city. We turned left on the R26 towards Ladybrand, Clocolan and Ficksburg, and aimed to get to



Fouriesburg before dark. Fouriesburg is situated in the eastern Free State, a mere 10km from the Lesotho border.

On this road, potholes are more prevalent than petrol stations and remnants of burst tyres decorate the sides of the road. The views can take your breath away, but so can a pothole when you don't see it in time. Stay alert and go slow, especially on the section between Ficksburg and Fouriesburg.

Constantia Cherry Farm Stall crept up on our left, and since we needed to stretch our legs and switch drivers, we decided this was the perfect stop. As is normally the case at a good farm stall, you can expect tasty treats, wine, clothing and décor items. Thanks to its location and proximity to cherry capital Ficksburg,

this stall boasts a diversity of cherry-infused products. From jams and juices to liqueur and ice cream toppings, you can have your cherry cake and eat it, too.

After setting off, we drove to Die Ou Pastorie, our overnight stop in the heart of the little village of Fouriesburg.

We got up early the next morning with hiking on the agenda but without having done much research about trails in the area. We called a couple of places to find out what they charge for day hikers and quickly decided that instead of spending petrol money, we would explore our immediate vicinity.

We started walking from Die Ou Pastorie towards Meiringskloof Nature Park, which is a magnificent kloof surrounded by sandstone cliffs and open



caves. The thick indigenous bush makes this a haven for birds. The reserve was named after J H Meiring, who was the mayor of Fouriesburg from 1925 to 1931. As day hikers, we had to pay R25 per person at the gate. If you also want to swim and braai, it'll cost you R50 per person.

We set out on the Holkrans trail, which took us over Meiringskloof Spruit via a small bridge. We kept to the main trail – a steady incline with a couple of steeper sections, but nothing too dramatic. The Holkrans (hollow cave) is a massive cave of approximately 100m in length and 30m in depth. We could have turned around there as that's technically where

the Holkrans route ends, but we decided to continue on through the cave and followed the path until we reached an intimidating, vertical chain ladder. Up we went to the top of the cliff, where we meandered along and enjoyed the views of the mountains and the municipal dam before heading back via the same route. What a hidden gem of a place!

We said farewell to this part of the world a few days later and made our way down to the Eastern Cape, along the Lesotho border.

Apparently, Ficksburg has a cherry festival every November, which means we will have to fix the spare tyre and hit that bad-yet-beautiful road again soon!



Your guide to iconic South African desserts

South Africa has its fair share of traditional sweet treats. We've put together a list of recipes, each with their own take on a local classic. They range in difficulty levels, with some suitable for novice culinarians and others for ambitious bakers.



Total prep and cook time: 50 minutes



Serves: 8

Visit tantalisemytastebuds.com for detailed images and prep notes.

Creamy Cape Malay boeber

By Razena Schroeder

Ingredients:

- 50g butter
- 80g fine vermicelli
- 80ml sago pearls
- 5 pieces of cinnamon
- 5 green cardamom pods
- 2l milk
- 395g condensed milk
- 125ml water
- 1 teaspoon rose water
- 125ml toasted almond flakes

Method:

1. Rinse the sago, cover with water and allow to soak for 20 minutes.
2. On low heat, melt the butter in a pot and add the vermicelli.
3. Add the cinnamon and cardamom pods and allow to fry for a while in the butter to release the essential oils.
4. Allow the butter to brown while stirring the vermicelli. This should not take longer than 5 minutes.
5. When you can smell and see that the brown butter and vermicelli are turning golden, add the milk.
6. Increase the heat to medium and allow the milk to come to a slow simmer.
7. Stir regularly to ensure that the milk does not burn.
8. After simmering for 20 minutes, add the sago.
9. Allow the boeber to simmer on low heat until the sago pearls are completely clear and cooked. This may take 15-20 minutes.
10. Add the condensed milk and fill the empty can halfway with hot water and add to the boeber.
11. Stir thoroughly and simmer for 5 minutes to allow for the flavours to combine.
12. Add the rose water and stir to combine.
13. Serve topped with toasted flaked almonds.



Total prep and cook time: 55 minutes



Serves: 8

South African malva pudding

By Chef Gemma Stafford

Ingredients (for the cake):

- 170ml whole milk
- 85g dark brown sugar
- 2 large eggs
- 3 tablespoons apricot jam, strained
- 2 tablespoons butter, melted
- 1 teaspoon apple cider vinegar
- 213g all-purpose flour
- 2 teaspoons baking powder
- 1 teaspoon baking soda
- A pinch of salt

Ingredients (for the sauce):

- 115ml heavy cream
- 115ml whole milk
- 115g butter
- 115g sugar
- ¼ teaspoon salt

Method:

1. Preheat the oven to 180°C and butter a 20cm square baking dish.
2. In a medium mixing bowl, whisk the milk, brown sugar, eggs, apricot jam, melted butter and vinegar

until fully combined.

3. In another bowl, whisk together the flour, baking powder, baking soda and salt, and then combine with the wet ingredients until thoroughly mixed.
4. Pour into the prepared baking pan and bake for 30-40 minutes, until a knife inserted in the centre comes out clean.
5. Just before the pudding is done, make the sauce: in a saucepan over medium heat

combine the cream, milk, butter, sugar and salt and heat until the butter is melted and the sugar is dissolved.

6. Once the pudding is done, poke holes all over the hot pudding with a skewer and then pour the warm sauce over the pudding. Allow it to rest for a minimum of 30 minutes.
7. Serve warm with a scoop of vanilla ice cream.

Trifle with a minty twist

By Catherine Spiller

Ingredients:

- 2 pkt red cherry jelly
- 1 pkt Tennis Biscuits
- 1 cup milk
- 1 tin Nestlé caramel treat
- 3 Peppermint Crisp chocolates
- 250ml whipping cream
- 2 tablespoons icing sugar
- 1 cup fresh cherries

Method:

1. Make the jelly according to the instructions found on the packet. Pour the jelly into your chosen bowl or dessert glasses. Allow the jelly to set, ideally overnight.
2. Prepare all the ingredients: crush the Peppermint Crisp and smooth the caramel with a fork so that it is easy to spread. Pour the milk into a bowl and remove the biscuits from their packaging.
3. In the bowl of an electric mixer fitted with a whisk attachment, whip the cream and the icing sugar. Set aside until needed.
4. Start layering the dessert. Soak enough biscuits briefly in the milk to create a layer on top of the set jelly.
5. Spoon a layer of caramel over the biscuits.
6. Continue layering until your ingredients are finished and your trifle dish is filled. Top with whipped cream, the remainder of the peppermint crisp and the fresh cherries.
7. Place the trifle in the fridge until ready to serve.



Total prep and cook time: 4hrs 15 minutes



Serves: 8



Find more online

Peppermint Crisp tart



By Chef Lorraine

Find it on tamarindnthyme.com



Total prep and cook time:
4hrs 20 minutes



Serves: 8

Traditional South African milk tart



By Mary-Lou Watkins

Find it on saltyginger.com



Total prep and cook time: 4hrs 40 minutes



Serves: 12

Howto

Report Crime Tip-Offs

1

Download MySAPS or
Dial *134*10111#
and follow prompts

2

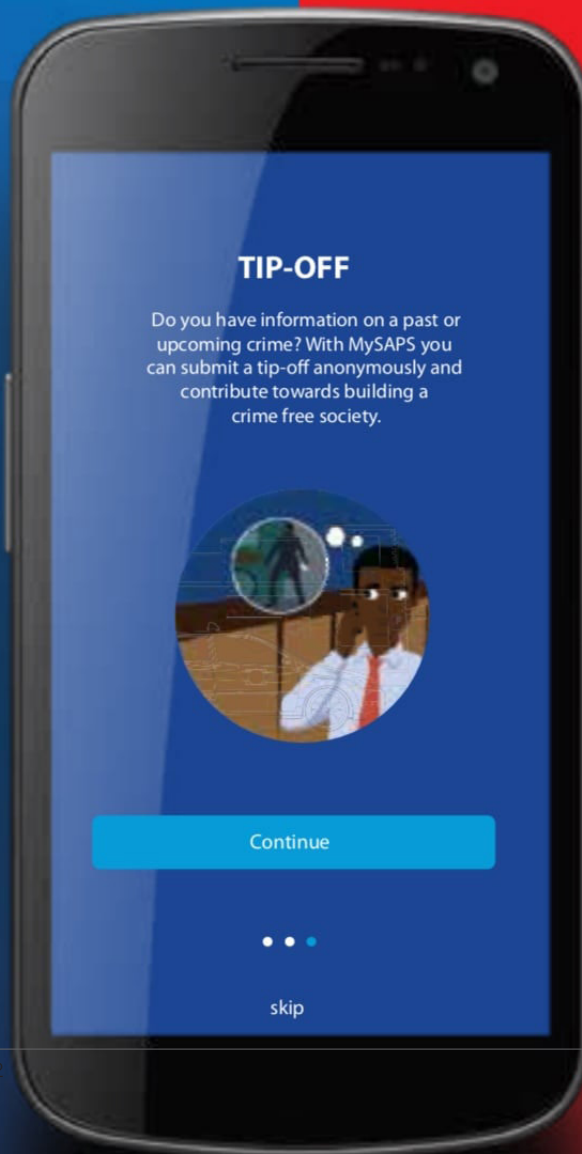
Select the Submit Tip-Off icon

3

Select the type of incident
you're reporting

4

SAPS will contact you ASAP
with further details



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USSD

T's & C's apply.



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Public Sector Manager • May 2022



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Warm and won

winter wear

With winter upon us, it's time to pack away your t-shirts and sandals and unpack your warm and snuggly clothes. If you haven't shopped for the colder season in a while, we've rounded up some cool options – from warm coats to boots.



1. How incredible does this faux fur coat look? It's a loose-fitting, hooded coat, with a quilted texture that is both warm and trendy. It is by New York design house Apparis and is available from online store 24s.com, **R3 641**
2. There is nothing as versatile as a denim jacket. Worn with pants or dresses, it can easily be layered with a jersey or hoodie. This one is from the H&M Conscious label, **R499**
3. These black ankle boots are a classic that will last you a few years, as the design – with its simple embellishment – is timeless. Available from Aldo, **R1 899**



* Prices correct at the time of publishing.

nderful



- 4. These straight-leg stretch jeans from Cotton On are made from recycled cotton and offer a comfortable fit with a high rise, **R699**
- 5. Keep your head warm and accessorise your outfit at the same time with this cute pink beanie from The North Face, available from Superbalist.com, **R379**
- 6. & 7. We love rapper Pharrell Williams' gender neutral Humanrace range. The fit is relaxed and the soft material is 100% French terry cotton. Available from Adidas, the track top is **R2 499** and sweatpants **R2 299**

** Prices correct at the time of publishing.*



8. Nothing says winter like a check flannel shirt. This one is from H&M's Sustainable range, **R399**

9. Looking for a pair of boots that will last a lifetime? Look no further than Timberland's iconic nubuck leather boots. They are sturdy and keep your feet nice and toasty. Available from Superbalist.com, currently on special for **R2 859**

10. How stylish is this bomber jacket from Puma? It's by French/Japanese electronic music record and fashion label Maison Kitsuné, **R3 750**

11. Bucket hats remain on trend. Opt for this one from Nike, with its worn-in look and stretchy woven fabric, **R649**

** Prices correct at the time of publishing.*