

# PublicSector

M A N A G E R

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outlines SA's role  
in shaping a just  
global order

## Dr Dineo Mazibuko

on the signing of  
landmark terminal  
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## Workers' Month

Celebrating  
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**G20** SOUTH AFRICA 2025

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**Publishers:**  
Government Communication and  
Information System (GCIS)  
Enquiries: +27 012 473 0010  
Switchboard: +27 012 473 0000  
Tshedimotso House:  
1035 Francis Baard Street  
(corner Festival Street), Hatfield, Pretoria,  
Private Bag X745, Pretoria,  
South Africa, 0001  
[www.gcis.gov.za](http://www.gcis.gov.za)

**Acting Director-General**  
Nomonde Mnuakwa

**Acting Deputy Director-General:  
Corporate Services**  
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**Deputy Director-General:  
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& Stakeholder Management**  
Michael Currin

**Acting Deputy Director-General:  
Content Processing &  
Dissemination**  
Sandile Nene

**Head of Editorial  
and Production**  
Zanele Mngadi  
[Zanelemngadi@gcis.gov.za](mailto:Zanelemngadi@gcis.gov.za)

**Managing Editor**  
Tshepo Nkosi  
[tshepon@gcis.gov.za](mailto:tshepon@gcis.gov.za)

**News Editor**  
Miriam Mokoena  
[miriam@gcis.gov.za](mailto:miriam@gcis.gov.za)

**GCIS Photographic Unit**  
Elmond Jiyane  
Ntswe Mokoena  
Siyabulela Duda  
Kopano Tlape  
Busisiwe Malungwane

**Production Assistants**  
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**government  
communications**  
Department:  
Government Communication and Information System  
REPUBLIC OF SOUTH AFRICA

# Forging a path towards global cooperation:

## South Africa's commitment to peace and progress



Minister of International Relations and Cooperation  
 Ronald Lamola.

**A**s world leaders gather to tackle the myriads of existential challenges confronting humanity, South Africa reaffirms its commitment to a foreign policy informed by human rights, constitutional principles and the pursuit of national interests. The Government of National Unity's statement of intent emphasises solidarity and the peaceful resolution of conflicts, with an unwavering aim to achieve the African Agenda 2063. This commitment extends to fostering cooperation between the Global South and North and reinforcing multilateralism, ultimately striving to create a just, peaceful and equitable world.

The contemporary global landscape is fraught with challenges: climate

change, disruptive technologies, geopolitical fragmentation, illegal migration, rising living costs, growing inequality, social unrest, and pervasive insecurity. These issues know no borders; they provoke social instability worldwide. Therefore, solidarity and collective action among progressive forces are essential to constructing effective responses.

In an era of a shifting international order, we understand the necessity of strengthening the Non-Aligned Movement. South Africa's policy of active non-alignment does not equate to passivity; rather, it positions us as proactive leaders seeking dialogue to achieve peace, particularly for developing countries

that refuse to be pawns in great power rivalries. Our commitment to independent foreign policies that resonate with our developmental priorities allows non-aligned nations to mediate conflicts, as exemplified by our role in the ongoing war between Russia and Ukraine.

This conflict has significant ramifications for Africa, evident in the soaring food and energy prices affecting our continent. We must collectively address these concerns through cooperative strategies to end such conflicts and mitigate their economic repercussions. Last year, South Africa took a pivotal step by coordinating the first-ever Africa Peace Initiative beyond our



Officials at the 45th Ordinary Session of the African Union (AU) Executive Council in Accra, Ghana.

borders, where President Cyril Ramaphosa led a delegation of six African heads of state to Ukraine and Russia.

Our commitment to silencing the guns in Africa has never been more critical. Sustainable peace is the foundation for development, and we are resolute in our efforts to address the root causes of conflict across the continent. By fostering dialogue and reconciliation, we aim to prevent the cycle of violence and ensure that our resources and energies are dedicated to building rather than destroying.

The road to economic prosperity hinges on stability, peace, and the respect for the rule of law. We cannot claim peace while oppression continues. South Africa's foreign policy will centre Africa, steadfastly aligning with Agenda 2063 and the Sustainable Development Goals. We take pride in our progress, confident in our future contributions as we

deepen and harness relationships with our partners across the continent.

To this end, we have established 46 Structured Bilateral Mechanisms, including 12 at the Presidential level, fostering dialogues on national, regional and global issues.

A robust African Union will enhance our collective influence on global matters. The African Continental Free Trade Area stands as a flagship initiative of Agenda 2063, aimed at creating a single market that eliminates trade barriers and promotes intra-African trade. Recent reports indicate that Africa continues to rank among the fastest-growing regions globally, with an average projected gross domestic product growth of 3.7% for this year. This resilience serves as a testament to our foreign policy's positive impact.

As we ramp up our manufacturing capabilities and infrastructure development in the

Southern African Development Community (SADC), it is imperative to ensure our mineral resources benefit our local communities. Strategic development of our critical minerals, like lithium, is essential in preserving our supply amid the global race for these resources.

Economic diplomacy is crucial to stimulating growth. South Africa remains a prominent investor in Africa, with over 450 projects across the continent. We aim to enhance partnerships to tackle business challenges and create a conducive environment for investment and entrepreneurship. Collaborative ventures in sectors such as oil and gas, green hydrogen, and water resources will bolster regional economies and uplift local livelihoods.

Our commitment to peace extends to our participation in SADC peace efforts, particularly in Northern Mozambique and in support of the Democratic Republic of Congo. We

honour our soldiers who have sacrificed their lives for peace, recognising their contribution to our shared aspirations.

We also stand resolute in solidarity with those oppressed by occupation and human rights abuses, notably the Palestinian people. South Africa will continue to act within global institutions to uphold their rights, advocating for their self-determination while supporting the Sahrawi people in Western Sahara.

Multilateralism is a cornerstone of our foreign policy. We advocate for responsible governance in international institutions, including calls for reforming the United Nations Security Council to better reflect global realities. As we engage in platforms such as BRICS and the G20, we amplify Africa's voice, promoting an equitable global order.

The vision of a better South Africa, a better Africa, and a better world fuels our mission. Together, through cooperative action, we can meet our most pressing challenges and lay the groundwork for lasting peace and prosperity. South Africa stands ready to lead this journey, committed to fostering unity and collaboration on our continent and beyond. ❖

# Celebrating and empowering workers

**M**ay is a special month for workers in South Africa, as we commemorate Workers' Day and observe Work-

ers' Month. The month is dedicated to honouring the commitment and resilience of the workers who power our economy and contribute to building a better nation.

During this time, we also recognise government's ongoing commitment to protecting workers' rights.

Workers' Day does not only celebrate the rights of workers but reminds us of the sacrifices and victories of workers and trade unions in the struggle for fair standards and dignified employment. This year's theme, "Industrialisation, Trade, and Decent Work for Social Jus-

tice," stresses the importance of promoting fair treatment, dignity and well-being in the workplace.

As managers in the public sector, we should promote labour rights and build fair and inclusive workplaces – guided by our constitutional values of dignity, equity and social justice.

Over the past 31 years, government has consistently demonstrated its commitment to protecting workers' rights through progressive legislation and initiatives.

The Labour Relations Act of 1995 promotes collective bargaining, and allows workers and employers to negotiate wages, terms and conditions of employment, and other matters of mutual interest. It also encourages employee participation in workplace decision-making and provides a framework for the effective resolution of labour disputes. Additionally, the Act safe-

guards the right to strike while fostering industrial peace.

The Basic Conditions of Employment Act of 1997 establishes minimum employment standards, including regulations on working hours, leave and termination. The Employment Equity Act of 1998 addresses unfair discrimination and promotes equal opportunity and transformation within the workplace.

The Employment Equity Amendment Act of 2022, which came into effect on 1 January 2025, aims to reduce the regulatory burden on small employers and enable them to focus more on job creation.

Meanwhile, the National Minimum Wage (NMW) Act of 2018 protects low-income workers by laying a foundation for reducing income inequality and closing wage gaps. In a move expected to provide vital economic support to the six million workers earning within the NMW bracket, the NMW



Nomonde MnuKwa, GCIS Acting Director-General.

# INTERNATIONAL WORKERS' Day



went up by 4% – from 27.58 to 28.79 per hour, as of 1 March 2025.

Despite unemployment remaining high at 31.9%, government continues to implement programmes designed to create and support employment, and training opportunities for South Africans. Through the Expanded Public Works Programme, government provides income support and skills development opportunities through public infrastructure and service delivery projects. Meanwhile, the National Skills Fund and Sector Education and Training Authorities are responsible for upskilling the workforce and empowering workers with competencies that are crucial for the employment demands of the future.

Through the Unemployment Insurance Fund, government offers temporary financial relief to unemployed workers, as well as those on maternity, illness or parental leave. The Presidential Employment Stimulus, introduced to mitigate the economic impact of the COVID-19 pandemic, has successfully created thousands of jobs in sectors such as education, infrastructure and the environment.

Statistics indicate that a large number of young people remain unemployed. Initiatives like the Basic Education Employment Initiative (BEEI) play a pivotal role in addressing this challenge and ensuring that no one is left behind. The programme not only helps reduce youth unemployment

but also equips participants with valuable skills, preparing them to pursue further opportunities beyond their time in the programme.

Phase V of the BEEI is currently underway, with a goal of creating 204 676 job opportunities across the country.

As we celebrate the hard-won rights of South African workers, we have a shared duty to not only implement policies but to shape an inclusive future of work – one that is grounded in dignity, innovation and decent work for all.

This commitment is fulfilled by applying relevant policies across our respective departments and organisations, including those promoting gender equity and creating accommodating environments for employees with disabilities.

Government is committed to job creation and the inclusion of youth, women and people with disabilities into a fair, just and supportive labour market. Despite this, gender inequality in the workplace remains. According to Gender Series Volume XI: Women Empowerment, 2014 – 2024, a report published by Statistics South Africa in August 2024, women in South Africa are more likely to face unemployment and are less likely to participate in the

workforce compared to men.

Let us also use this Workers' Month to champion the Batho Pele principles. We should all be reminded as employees in our organisations that these hard-won rights come with equally important responsibilities. While our rights continue to be protected, we must remember our duty to ensure that the rights of South Africans are realised through effective service delivery.

We should contribute to building a capable, ethical and developmental state by enabling employees under our leadership to grow and receive the necessary training and support. The National School of Government offers various courses designed for the Public Service, including those focused on ethics.

We should also create a motivating environment by recognising and rewarding best practices through initiatives such as Employee of the Month awards. It is crucial to remember that there is no limit to what a motivated workforce can achieve, in the case of the public service a committed public servant cohort is a key driver for efficient and impactful service delivery to the citizens we all serve. ❖

# TNPA's game changer

## investments to transform SA's maritime and energy sector

In a historic stride towards reshaping South Africa's energy and maritime logistics landscape, the Transnet National Ports Authority (TNPA) has signed two major Terminal Operator Agreements in the South Dunes Precinct of the Port of Richards Bay, KwaZulu-Natal.

TNPA Acting-General Manager for Commercial Services,

Dr Dineo Mazibuko, described the development inked in February as a "transformational energy project".

The agreements, signed with Zululand Energy Terminal and FFS Tank Terminal, herald the birth of South Africa's first Liquefied Natural Gas (LNG) import terminal and the revitalisation of a liquid bulk

terminal, respectively.

"We can say [this] is the first LNG import terminal in South Africa to actually address the country's energy challenges by introducing additional gas-based electricity capacity by 2027.

"It supports the gas-to-power programme of South Africa and aligns with the Depart-

ment of Mineral and Petroleum Resources' (DMPR) strategic plan for 2020 – 2025, enhancing energy security and transitioning to cleaner energy sources. So, it is indeed the cornerstone of South Africa's decarbonisation strategy."

These developments are designed not only to bolster the nation's energy supply but to



Port of Richards Bay.

Photos: Transnet



Photo: TNPA

Dr Dineo Mazibuko.

spark socio-economic development through job creation, infrastructure investment and the realisation of Transnet's long-term strategic objectives.

## The importance of the LNG terminal agreement

The LNG terminal agreement follows an 18-month long development process that began with the issuance of a request for proposals in December 2022. After rigorous evaluation and negotiation processes, the signing ceremony marked the culmination of years of planning, intergovernmental coordination and private sector engagement.

"The project involves the

design, development, finance, construction, operation and maintenance of the LNG terminal over a 25-year concession period," Mazibuko said. "It creates infrastructure capacity at the Port of Richards Bay to import LNG, with an initial throughput of 2 million tons, [and] potentially growing to over 5 million tons over the concession period."

The LNG terminal, backed by an investment of approximately R7 billion, is expected to inject over 1 000 direct and indirect jobs during the construction and operational phases.

"It is a game changer for the region and the country," Mazibuko noted, emphasising the broad socio-economic

ripple effects – from skills development to small business opportunities in the design and construction phases.

## Strategic enabler

Alongside the LNG project, TNPA has finalised a 25-year concession with FFS Tank Terminal for the development and operation of a brownfield liquid bulk terminal. Occupying a site formerly used by Engen, this project is underpinned by a R123-million investment.

"The FFS project is a strategic enabler on our side. It ensures we modernise the existing infrastructure to enhance the port's capacity to handle liquid bulk, securing economic growth," said Mazibuko.

"It complements the LNG terminal and forms part of our broader vision to make the South Dunes Precinct a hub for energy transition and maritime logistics."

The upgraded terminal will offer state-of-the-art bunkering services and increase the port's ability to accommodate various vessel types – from bulk carriers and container ships to oil tankers and break-bulk vessels.

"The facility is expected to deliver bunker fuel services to a range of vessels, ensuring a reliable fuel supply and increasing maritime efficiency," said Mazibuko. "At the same time, the LNG terminal will enable storage, regasification and distribution of LNG, which is vital to supporting the growing use of LNG as a cleaner bunker fuel."

## A major step towards energy diversification

For TNPA, these developments are not just infrastructure projects but key components of a national logistics and energy transformation strategy.

"These terminals align with Transnet's strategic objectives of lowering the cost of doing business, ensuring security of supply and providing appropriate port and pipeline infra-

structure,” explained Mazibuko.

“This is being achieved through partnerships with the private sector and reflects a step towards aligning our freight logistics business with the country’s key commodities.”

She added that the project gives expression to Transnet’s strategy posture of positioning ports like Richards Bay, Ngqura and Saldanha Bay as energy logistics hubs capable of supporting South Africa’s 6 000-megawatt gas-to-power goal.

“The LNG terminal alone will enable the introduction of about 2 000 megawatts of additional electricity capacity by 2027, as part of the Integrated Resource Plan,” she said. “That is a major step towards energy diversification and national resilience.”

## A magnet for investment and growth

The anticipated benefits extend far beyond the energy grid. “Beyond construction and operations, we are talking about opportunities for engineers, finance professionals, legal experts, and technical personnel in maritime logistics,” she said. “There is also space for local SMMEs to participate in service provision,



Port of Richards Bay.

Photo: Transnet

making this a truly inclusive development”.

These efforts will play a crucial role in fostering transformation within the maritime and energy sectors, particularly in KwaZulu-Natal, where the Port of Richards Bay is already a key driver of provincial economic activity.

“These projects reaffirm the port’s role as a leading energy ecosystem hub and a magnet for investment. The anticipated employment and enterprise development opportunities will drive inclusive growth and skills development in the region,” Mazibuko added.

President Cyril Ramaphosa’s announced national priority

initiatives during the State of the Nation Address.

“This is a critical project that will assist in diversifying the country’s energy supply, a priority given the energy challenges we have experienced [as a country],” said Mazibuko. “It is also a key enabler in South Africa’s decarbonisation strategy. TNPA’s role is to facilitate trade and ensure the critical infrastructure needed for national growth is developed and delivered.”

The success of these projects has been made possible through collaboration with a wide range of stakeholders, including the DMPR, Eskom, Transnet Freight Rail, Transnet

Pipelines and the National Energy Regulator of South Africa.

“We ensured that every relevant entity – public and private – was consulted. Interested participants were given equal opportunity to bid and participate in this historic venture,” said Mazibuko.

The signing of these agreements is not the end, but the beginning of a new era for the Port of Richards Bay and for South Africa’s energy landscape.

“TNPA is proud to be playing its role in building a diversified, decarbonised and competitive economy,” she said. ♦



# Employment Equity

## Amendment Act, No. 4 of 2022

*Key Considerations Regarding the Two Sets of Employment Equity Regulations Following the Implementation of the EE Amendment Act, No. 4 of 2022*



### 3. Introduction of Sectoral Numerical Targets

The Minister of Employment and Labour is now empowered to set sector-specific numerical EE targets to ensure equitable representation of the suitably qualified designated groups (such as African, Coloured, Indian individuals, women, and people with disabilities) across all four upper occupational levels. These targets are tailored to each sector and are designed to be achieved over a five-year period.

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REPUBLIC OF SOUTH AFRICA



**G20** SOUTH AFRICA 2025

# MEC Mathabo Leeto making remarkable strides to combat social ills in the Free State

“It has come to light that children are violated by those entrusted with their safety. We are also concerned about teenage pregnancy, bullying in school and suicide among young people.”

This critical reflection was

echoed by the Free State Department of Social Development (DSD) MEC Nokwanje Selina “Mathabo” Leeto, who is passionate about women’s development and the protection of children.

“The DSD is there to provide

a safe environment and support to victims and their parents to ensure that our children are protected,” she told *Public Sector Manager* magazine ahead of the National Child Protection Week.

The purpose of this annual event, which will be commemo-

rated from 29 May to 5 June, is to raise awareness of the rights of children as articulated in the Constitution of the Republic of South Africa, 1996 and the Children’s Act of 2005.

The week is an important event on the United Nations Children’s



MEC Nokwanje Selina Leeto is mobilising communities to fight social ills in the Free State.



Fund calendar and has been celebrated in South Africa since 1997.

The MEC reiterated that it is in citizens' hands to stop the cycle of neglect, abuse, violence and exploitation of children. She said this at a time when the country is up in arms, calling for justice for children in various provinces who are victims of abuse.

She added that her department ensures that social workers in the province are capacitated on how to support children who have been victimised. As an added precaution, everyone who works with children across all sectors is thoroughly screened.

"Child Protection Week must be considered as a 365-day campaign. In the Free State, we

will be launching the campaign on 11 May to increase efforts on working together to end violence against children," said the MEC.

It was her activism against social injustices that led her to a career in politics.

### Improving service delivery

The MEC was deployed to her current portfolio in 2024 and has since ensured that the department employs an extra 128 social workers to improve service delivery in the province. The department has also completed its organisational structure review and conducted skills audit among its employees.

"In my first year as the MEC for this department, we successfully

launched the Molo Makhelwane campaign in the province. [The campaign] seeks to unite our communities and families by intensifying moral regeneration programmes and social cohesion," she said, adding that the department's key focus is on social security, poverty alleviation and communities' social welfare.

The department's key programmes include social assistance, developmental social welfare services, women empowerment, youth development, poverty reduction, victim empowerment, child protection and disability services.

The MEC said that the department will intensify the Molo Makwelwane campaign during the 2025/26 financial year to focus more on household profiling to get a "better understanding of community needs and [to] streamline our services in order to meet those needs effectively".

### Fighting social ills

This initiative will be scaled up across all five districts in the province, expanding the reach and impact of the department's efforts to serve communities and fight pervasive social illness such as gender-based violence and femicide (GBVF), unemployment, poverty and substance abuse among others.

She reiterated that ending GBVF in the province is chief to the department's priorities. This is in alignment with govern-

ment's commitment to fight the scourge.

In line with the National Strategic Plan on GBVF, the department has ensured that there are shelters for victims of GBVF throughout the province.

"In March this year, we managed to launch another shelter in Bethlehem. The Tshepong Ya Rona Shelter was launched in the area to provide services to vulnerable members of the community who have been abused," she said.

### Protecting the elderly

The MEC said ageism and the abuse of elderly people is another social challenge that many communities experience, but the department is working around the clock to combat it.

"We are working with other stakeholders such as elderly people's forums in protecting the constitutional rights of our elderly people. We [plead with] our people to adhere to [the] Older Persons Act of 2006, which promotes and maintains the status, rights and well-being and security of older persons. Being an elder is not a sin or a curse. Therefore, our elderly people should be treated with respect and dignity," she said.

The MEC urged the private sector in the province to collaborate more with government to address social ills and create a better South Africa. ❖

# Young professional makes strides in the engineering field

**P**ortia Maposse is among a growing number of young Black South African women making their mark in traditionally male-dominated industries. At just 25 years old, she serves as a Systems Engineer at the

Gibela Rail Transport Consortium in Nigel, Gauteng.

Gibela is a black economic empowerment rail transport consortium comprising Alstom and uBumbano Rail. It was established in 2013, as a ring-fenced company for the execution of the

Passenger Rail Agency of South Africa's (PRASA) rolling-stock fleet-renewal programme. This contract is meant to deliver 600 trainsets to PRASA and provide technical support and related services.

Maposse joined Gibela in 2023 as a Process Manufacturing Engineering Intern and worked her way up to becoming a Systems Engineer in 2024, bringing her dream to fruition.

"The journey started in high school. I went to a technical high school, where I chose the Mechanical Technology Stream. Then at university I pursued Mechanical Engineering," she told *Public Sector Manager*, in a recent interview.

Her story was featured during a recent visit to the consortium's train manufacturing facility in Dunnottar, Nigel, as part of the celebration of the Decade of the Artisan, with a special focus on female artisans.

According to the Department of Higher Education and Training, the initiative aims to encourage more young people – both high school learners and unemployed youth – to view artisanship as a viable and rewarding career path.



Portia Maposse is breaking the mould as a Systems Engineer at Gibela Rail.



The visit was part of the Government Communication and Information System's celebrations of 30 Years of Democracy.

## Inclusion and diversity

Asked about working in a traditionally a male-dominated industry, she said: "Women are now leading in the industry. The industry caters, protects and accommodates women. Opportunities are endless. Always keep in mind that results matter and that women are more powerful."

Her role involves collaborating with suppliers to develop systems that meet the company's specifications. She then works closely with cross-functional teams to ensure seamless integration of these systems into the final product – the train. Additionally, she is responsible for overseeing the overall performance of the systems.

"My role aligns with all five

values of our company namely; customer focus and care, innovation, trust and respect, teamwork, and partnership, finally focus and accountability," she added.

## Advice to young professionals

Despite being the only woman and youngest in her team, Maposse confidently holds her own in this male-dominated industry.

"Age is not a disadvantage, and I will not be young forever. Therefore, I am embracing this by being open to learning and appreciating the opportunity given to me. Gender has never been an issue. Not once have I felt different in the work setting thanks to the Gibela culture on gender-equality.

She advised young women who are not sure about their career choices to follow their passion.

"It is important to be confident

in your abilities and participate actively on the day-to-day work activities. Be yourself and maintain confidence.

"Education is key to success. Never stop learning; seek mentorship. Being in positive circles, networking is important in building long term connections within the industry," she advised.

When asked about her most memorable moments at Gibela, the young engineer recalled her induction days, when she had the opportunity to witness a train being built from the profile stage all the way through to testing and commissioning.

"It was during the same period that I had my first train ride experience here on site and it was an amazing and unforgettable experience."

## Democracy

For the young engineer, democracy holds deep significance, as it has paved the way for her to

reach where she is today.

"To me democracy means the importance of youth voices in shaping the future of our country [followed by] the right to free education for all. One might ask why? I would say that is the opportunity I had, and it has led me to where I am today".

Maposse hopes to be remembered as a team player who contributed to the success of the Gibela project through innovation and by fostering a collaborative work environment.

Gibela employs over 1 200 staff members, with women making up 43% of the workforce – a notable stride in gender representation within the rail industry.

The company's vision is to transform South Africa's commuter rail system into the transport mode of choice. ❖

# TIA's visionary leader defying odds to help innovative SMMEs fledge their wings

**T**he Technology Innovation Agency (TIA) plays an instrumental role in helping South Africa's small, medium and micro enterprises (SMMEs) fledge their wings by availing billions of rands in grants, loans and credit guarantees.

At the helm is Executive for Innovation Enabling at TIA Patrick Krappie, a seasoned public sector executive with a formidable background in economic policy and international negotiations. His deep understanding of the innovation landscape ensures that the country's approximately 3 million SMMEs, which, according to FinScope Trust, employ an

estimated 13.4-million workforce, have a fighting chance.

Krappie comes from a strong management background, having held senior positions in government institutions specialising in economic policy and negotiations. His Honours Degree in Economics prepared him for senior positions in government institutions, specialising in economic policy and negotiations. He boasts vast international experience, having worked in countries such as England and Switzerland.

In these roles, he served as a diplomat for eight years, representing South Africa as a negotiator in the World Trade

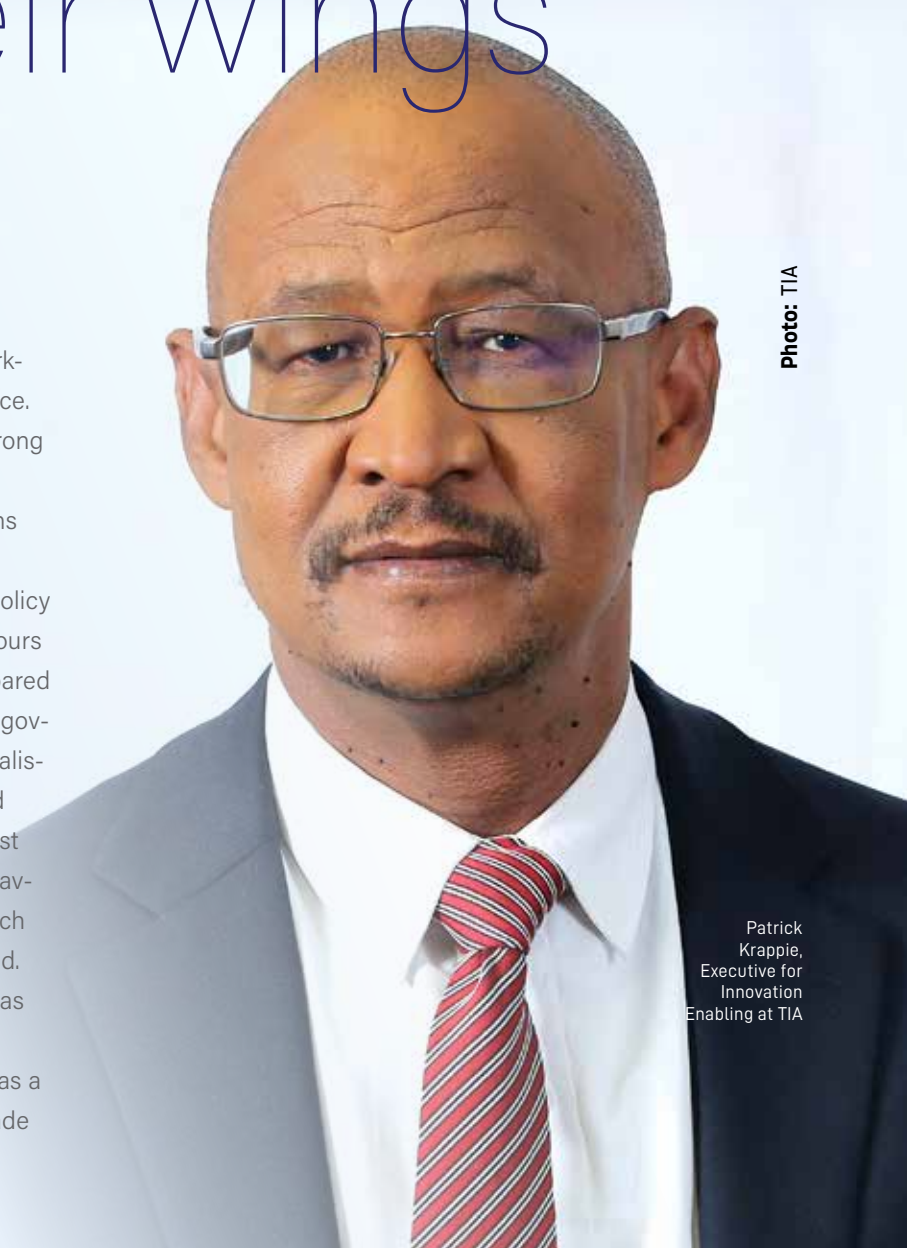


Photo: TIA

Patrick Krappie, Executive for Innovation Enabling at TIA

Organization, World Intellectual Property Organization and the United Nations Conference on Trade and Development. He also represented South Africa in the Development Assistance Committee of the Organisation for Economic Co-operation Development, where the country is an associate member.

Krappie was instrumental in the establishment of TIA in 2009 and has held various senior management and executive roles in the agency.

### Achieving more with less

Krappie's leadership is underpinned by big-picture strategy, collaborative leadership, and team-building. His strengths lie in stakeholder management, partnership building and the execution of impactful strategies – all vital for an agency under pressure to deliver innovation amid tight budgets.

In 2023/24, TIA disbursed R75 million to new projects – some of which were conceived in backyard shacks.

"...we have got a seed funding instrument for SMMEs who are garage innovators, guys coming with great ideas, but some of them are university graduates," he told *Public Sector Manager*.

The agency does not only fund entry-level innovation.

A significant portion of its resources support inventors working on more advanced, high-impact projects.

"With instruments in the Technology Development Fund, you can go up to about R15 to R20 million or even R30 million. We have funded a couple of projects but it is stretching our budget."

### Collaborative leadership

In April, Krappie's collaborative leadership was aptly demonstrated, when TIA partnered with the British High Commission in South Africa and multinationals Unilever and EY.

This partnership led to four local innovators receiving R9-million worth of grant funding, business support and mentorship through the TRANSFORM initiative – a global impact accelerator backing entrepreneurs

committed to reducing, collecting and processing plastic waste.

"We had a vested interest in this because we are also running a clean tech programme



Photo: TIA Facebook

Linah Mapanga was one of the innovators who received funding through the TRANSFORM initiative.

**"..we have got a seed funding instrument for SMMEs who are garage innovators, guys coming with great ideas, but some of them are university graduates."**



that is looking at issues around renewable energy technologies that help us to respond to climate change," he said.

A similar project is TIA's R34-million partnership with the United Nations Industrial Development Organization (UNIDO) in the Global Cleantech Innovation Programme. With UNIDO's funding, TIA supports entrepreneurship focused on climate and environmental challenges.

The agency also works with the Department of Science, Technology and Innovation on the Commercialisation Support Fund. This, Krappie says, is "a market traction instrument" that funds the development of technology and the preparation of the technologies developed for commercialisation.

Beyond these, the agency

has 18 transformation-targeted technical centres aimed at driving inclusion. These target women, youth and people living with disabilities.

"It does not matter who you are, you can walk into [these centres and] they [will] help you develop [your idea] from a sketch into a prototype. And then investors [will] begin to take interest in what you have. [These] are very powerful interventions," he added.

While these initiatives stretch the agency's financial muscle, Krappie finds solace in the impact they make.

"We work with a budget of R450 million on average, per annum, [and] R200 million of that is already committed to previous projects. So we have got about R200 million or so

just available for new investment. You do not go too far with that," he said.

### Fruitful strategic partnerships

The agency is addressing the challenge through strategic partnerships.

"I think the partnerships are the ones that are really carrying us as well. And we know that budget is not going to get any easier," he said.

Another pressure point is the increasing demand for TIA's services. "We have accepted that we are a small organisation. We have to leverage on existing capabilities in the country and help get other people do some of the work that we are supposed to be doing," he explained.

This includes allocating some of the resources to incubators, accelerators and other like-minded partners to help the entrepreneurs.

Krappie has a tenacious and unconquerable spirit. Despite all the challenges facing TIA, he is committed to continue forging creative ways and partnerships that will support and empower the country's innovators, whose chance to fly higher hangs on TIA's limited, yet very capable resources.

Despite the challenges, Krappie said he remains motivated by the lives TIA is transforming. He explained that witnessing the faces of young people whose lives have been changed – even in small ways – is one of the things that keep him going. ❖



**Visit the Nelson Mandela Museum in Qunu, the birthplace of the iconic leader, for an enriching journey through his life and legacy.**

**The museum spans three significant locations: Bhunga in Mthatha, where Mandela's story is shared through his own words from *The Long Walk to Freedom*; Mvezo, the open-air museum marking his birthplace; and the Nelson Mandela Heritage and Youth Centre in Qunu, where he spent his childhood. This unique heritage trail offers an intimate look at Madiba's journey, providing visitors with a deep connection to his life and the values he stood for.**



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# Fair and inclusive trade is important for growth and jobs in SA



**T**rade between nations is a vital part of economic progress.

That is why, as part of our G20 Presidency, South Africa is promoting a trade agenda in which G20 members commit to

measures to promote expanded, more inclusive and more sustainable value chains.

I recently came across an inspiring story of a farmer from Elukwatini in Mpumalanga that highlights how deepening G20

trade can support the growth of local industry. In February, Bongani Thobela took part in the world's largest fresh produce trade fair in Germany, a G20 member and the third largest market for South African exports.

There he was able to meet potential buyers and has since secured an export license and sent samples of his produce to Germany and China.

He was part of an initiative by the Department of Trade, Industry and Competition to support local producers to attend international trade fairs and exhibitions to expose them to international markets. This reflects our conviction that greater exports of a more diverse variety of goods and service are essential for the growth of our economy and the creation of more jobs.

We are committed to measures that support industrial development and bolster the value of our exports. At the same time, we are pursuing a trade policy that uses international trade agreements to secure fairer terms, promote market access and facilitate expansion into new markets.

Developing economies such as ours are vulnerable to volatility in international trade. This is particularly the case in the face of unilateral actions and coercive measures that undermine multilateral agreements and the global rules-based trading system.

We are, therefore, working in different ways to make our domestic industries more resilient.

“We are working to make effective use of the African Continental Free Trade Area (AfCFTA). Last year, we commenced trading under the AfCFTA. A shipment of ‘Made in SA’ consumer goods, copper, cement, electrical and pharmaceutical goods and fresh produce left the port of Durban for markets elsewhere on the continent”.

To bolster the value of our exports we are strengthening the regulatory regime. For example, last month we signed the Plant Health Act into law. This will improve domestic biosecurity and ensure there is greater alignment with international export requirements.

We are intensifying our efforts to diversify destinations for South African goods, products and services.

Last year marked a number of ‘firsts’ for South African agricultural exports. We gained access to the Thailand market for apples for the first time in 16 years and exported our first container of avocados to Japan. This month we also gained market access for South African table grapes to the Philippines.

We are deepening relations with countries and regions with

which we have regional and bilateral trade agreements that provide preferential trade terms. These include the Southern African Customs Union and the Southern African Development Community Free Trade Area.

We are working to make effective use of the African Continental Free Trade Area (AfCFTA). Last year, we commenced trading under the AfCFTA. A shipment of ‘Made in SA’ consumer goods, copper, cement, electrical and pharmaceutical goods and fresh produce left the port of Durban for markets elsewhere on the continent.

At last month’s European Union-South Africa Summit in Cape Town we signed a trade and investment package worth around R90 billion. This package will support the export of more SA-made products into the EU.

We are increasing investment in domestic industries that contribute to exports. The 2025 Budget allocates increased funding to boost manufacturing and agro-processing, as well as for incentive programmes that strengthen local value chains and open access to key international markets.

As we undertake all these measures, South Africa will continue to advocate for a level playing field in global trade.

Trade must remain free, predictable and governed by a rules-based system. This is particularly critical for developing economies, many of which remain locked into the lower end of global value chains.

South Africa endorses the reform process underway within the World Trade Organisation that seeks to address deficien-

cies in the global trade regime that work against developing economies.

South Africa remains committed to maintaining favourable relations with existing trade partners and to forging new trade relationships.

As Government, business and labour, we will continue to deepen our collaboration as we navigate a global trade environment that has become increasingly complex.

Our ultimate goal is to secure favourable trade terms that advance our national interest, drive inclusive growth and create jobs for the South African people. ❖

**\*This message was first published on 14 April 2025**

# Government celebrates five years since launch of Nyukela Senior Management Programme

It has been five successful years since government introduced a compulsory pre-entry programme for persons applying to be appointed as senior managers in the Public service – the Nyukela (Step-Up) senior management service (SMS) Pre-

Entry eLearning course.

The launch of the Nyukela programme in April 2020, offered by the National School of Government (NSG), was a decisive step towards professionalising the Public Service, and towards pushing the

boundaries of performance and leadership.

Anyone from within government seeking a promotion, or someone outside the Public Service wishing to join the SMS, must complete the Nyukela programme and pass the

necessary assessments before being considered for the post. Nobody will be appointed as a Director, Chief Director, Deputy Director-General (DDG) or Director-General (DG) in the Public Service, without producing a Nyukela certificate. The



purpose is to ensure that only those who demonstrate the competencies and mindset needed for optimal performance are entrusted with leadership roles.

Since its inception, 20 436 participants have completed the course, equipping them to take on critical leadership responsibilities. This also demonstrates commitment towards professionalising the Public Service.

## Catering for various levels

The NSG is now expanding this initiative to make it more inclusive and tailored to various occupational levels. A special pre-entry programme for the executive management level 15 and 16, the DDGs and DGs as well as special advisors to Ministers and other political executives, will be introduced.

Currently there has been one Nyukela programme for every-

one in the SMS and with this new development, the executive managers will have their own programme. The executive Nyukela programme will incorporate more rigorous evaluations to ensure readiness for the complex demands of executive management leadership. The NSG will also extend the Step-Up approach to local government, state-owned entities and security sector institutions.

As we celebrate five successful years of Nyukela, the NSG will continue contributing to the efforts of building a public service staffed by skilled, selfless and honest professionals.

Nyukela is part of a suite of compulsory programmes that have been introduced by the NSG, following approval by Cabinet. These include the following;

- Compulsory Induction Programme (salary levels 1 – 14);

- Executive Induction Programme (salary levels 15 – 16);
- Khaedu training and deployment to service delivery sites (salary levels 13 – 16);
- Ethics in the Public Service (salary levels 1 – 16);
- Managing of Performance in the Public Service (salary levels 6 – 12);
- Supply Chain Management for the Public Service (salary levels 9 – 16);
- Financial Management Delegations of Authority (salary levels 9 – 16);

- Re-orientation in the Public Service (salary levels 1 – 16);
- Basic Project Management for the Public Service (6-12); and
- Advanced Project Management for the Public Service (6-12)

These courses contribute to the implementation of the National Framework towards Professionalisation of the Public Sector, which promotes a stronger emphasis on merit-based recruitment and appointments, as well as lifelong learning for public servants. ❖

To enrol and complete the Nyukela programme, please register for the self-paced course on the NSG's website at: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme>

“Currently there has been one Nyukela programme for everyone in the SMS and with this new development, the executive managers will have their own programme”.

# G20 must tackle inequality,

gender gaps to build just labour markets – Minister Meth



Employment and Labour Minister Nomakhosazana Meth delivers the keynote address at the G20 Employment Working Group in Umhlanga, KwaZulu-Natal

**E**mployment and Labour Minister Nomakhosazana Meth has called on G20 member states to urgently address growing inequality and the erosion of labour income share, warning that these trends threaten global economic stability and social cohesion.

The Minister was delivering the keynote address at the second G20 Employment Working Group meeting in Umhlanga, KwaZulu-Natal in April.

“The growing erosion of labour’s share of national income poses a significant threat to broader economic resilience and inclusivity goals by widening wealth disparities, weakening the social fabric, and limiting upward mobility. Addressing this trend is crucial for global progress,” the Minister said.

Meth emphasised that economic progress must not be measured solely by gross domestic product (GDP) or trade metrics, but by the ability to uplift vulnerable communities through decent work, fair wages and inclusive opportunities.

### **Closing gender gaps**

She underscored the need to close gender gaps in employment and pay, describing it as both a moral imperative and a driver of innovation and prosperity.

“We find ourselves at a critical juncture, where the global landscape is marked by increasing disparities threatening the fundamental principles upon which just and dignified societies are built.

“Millions of workers worldwide remain mired in precarious employment conditions, receiving stagnant wages and experiencing shrinking opportunities for social mobility. Policies and initiatives that aim to alleviate poverty and economic despair encounter resistance from those who prioritise narrow economic interests over workers’ inherent dignity and rights,” she said.

However, Meth said it must be clear that economic growth must not be evaluated solely through GDP metrics, trade balances or other numerical indicators. While such measures are important, she said, they cannot be the only barometers of success.

“Millions of workers worldwide remain mired in precarious employment conditions, receiving stagnant wages and experiencing shrinking opportunities for social mobility”.



**G20** SOUTH AFRICA 2025

“Genuine progress must be evident in our collective commitment to uplift the most vulnerable of our society. The real test of our achievements is ensuring that economic expansion leads to substantive social justice, employment figures correspond to quality jobs with decent pay, and that work provides financial stability, dignity, fulfilment and security,” the Minister said.

She emphasised that at the core of the discussions was the principle that labour is not a commodity, workers are human beings with rights, not disposable economic inputs.

The Minister stressed that an international system prioritising profit over people is unsustainable and unethical, calling for the rejection of transactional approaches that compromise fairness, equity and dignity.

As the G20 President, South Africa remains steadfast in upholding the values of solidarity, equality and sustainability.

“These are not abstract ideals or rhetorical flourishes; they serve as the foundation upon which our policies, governance structures and international engagements are built. We categorically reject any notion that human suffering can be reduced to a mere footnote in pursuing political expediency or economic dominance,” she said.

## Youth jobs and gender equality top of the labour agenda

The Minister said that the Employment Working Group was prioritising youth employment and women's economic empowerment, with bold targets such as the Nelson Mandela Bay Goal to reduce global youth unemployment by 5% by 2030.

"This is not merely an employment target; it represents an investment in the future of our societies. We must actively create quality jobs, foster skills development and champion youth-led innovation to ensure young people have a place in the evolving labour market," she said.

The group is also pushing to renew and expand commitments like the Brisbane-eThekweni Target to close gender gaps in labour force participation. The Minister emphasised that workplace equality and youth inclusion are essential for sustainable growth, warning that the cost of inaction would be far greater than intervention.

## Call for resilient labour policies amid global trade shifts

Meth raised concern over disruptive global trade develop-

ments, warning that they risk driving economic stagnation and widespread job losses, especially in developing countries. She urged like-minded G20 countries to rise to the occasion and forge resilient labour market policies that protect jobs, safeguard economic stability, and ensure that economies remain viable despite mounting global uncertainties.

"South Africa stands firm and shall not waver in pursuing fairness, inclusion and social justice. We will continue to advocate for decent work, robust labour protections and equitable economic opportunities for all.

"We will resist any effort, whether domestic or international, that seeks to undermine our sovereignty, our people's dignity and the fundamental rights of workers," she said.

The Minister told delegates to remain mindful that deliberations have profound real-world implications.

"The decisions we make today will shape the future of work for millions of people across the globe. Our efforts must not be confined to policy frameworks alone, but must translate into tangible, measurable improvements in people's lives," Meth said. ❖





# Employment Equity

## Amendment Act, No. 4 of 2022

*Key Considerations Regarding the Two Sets of Employment Equity Regulations Following the Implementation of the EE Amendment Act, No. 4 of 2022*

### 1. The EEA, 2022



The Employment Equity Amendment Act, 2022, came into effect on 1 January 2025, introducing significant changes to South Africa's employment equity framework. Here's an overview of the key amendments:

### 2. Redefinition of "Designated Employer"



Previously, employers with less than 50 employees, but with an annual turnover equal or exceeding sector-specific thresholds in Schedule 4 of the EEA were classified as "designated employers." The amendment removes the turnover criterion (Schedule 4 is repealed), meaning only employers with 50 and more employees are now considered as designated employers. This change aims to alleviate the regulatory administrative burden on small businesses.



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# Ukrainian president's historic visit strengthens SA foreign ties

In a historic first, Ukrainian President Volodymyr Zelenskyy arrived in South Africa on 24 April 2025, signaling a push to strengthen ties and boost collaboration on trade, energy, and peacebuilding.

This marked the first visit by a Ukrainian Head of State to South Africa in the 33 years since the establishment of formal diplomatic relations. Both nations have shown growing interest in deepening cooperation in peace diplomacy, post-conflict reconstruction and development and the empowerment of women.

Amid global tensions and economic uncertainty, President Zelenskyy's visit highlights South Africa's growing role in fostering dialogue and multilateral cooperation. The visit also aligns with South Africa's G20 Presidency, a key platform for bringing together global leaders and policymakers to share knowledge, pool resources, and address pressing international challenges.

President Zelenskyy engaged with President Cyril Ramaphosa and senior government officials on mutual interests and opportunities for collaboration in areas

such as agriculture, trade, education, Infrastructure and social exchanges.

## Strengthening diplomatic ties

During a press conference held as part of the visit, President Ramaphosa reaffirmed South Africa's commitment to peaceful conflict resolution and multilateral diplomacy.

"Our engagement today was an opportunity to discuss our shared interest in advancing peace, security, stability and sustainable development on the

continent, in Ukraine and across the world" he said, welcoming President Zelenskyy's outreach to nations in the Global South.

President Zelenskyy, in turn, expressed gratitude for South Africa's willingness to serve as a bridge between different geopolitical blocs.

"Today we talked with President Ramaphosa about how important it is that global efforts are now as united as possible and that there should be pressure on Russia to end the war. Pressure for peace. We also talked about opportunities at

the G20 level. South Africa now presides over the G20, and the role of the G20 countries may be much greater in the defence of life. And we are very much counting on it," he said.

## **Economic and trade prospects**

A key focus of the visit was enhancing economic ties. South Africa, with its diversified economy and strategic position in Africa, presents opportunities for Ukrainian investment in agriculture, particularly in seed technology and food security projects. Discussions also covered potential partnerships in trade and infrastructure, areas where both nations are seeking sustainable development paths.

President Ramaphosa also noted the significant strides that Ukraine has taken, and in particular the efforts of President Zelenskyy, to expand relations with Africa.

"We note the provision of grain in areas of food stress in west and east Africa, the expansion

of agricultural cooperation, and the opening of a grain hub at the Port of Mombasa in Kenya," added President Ramaphosa.

President Zelenskyy emphasised that joint projects in agriculture and other industries can increase bilateral trade between Ukraine and South Africa.

## **Inclusive dialogue and academic collaboration**

Both Presidents also emphasised people-to-people links. President Ramaphosa acknowledged and appreciated the support received from Ukraine during the country's liberation struggle, when a number of exiled South Africans received training and education in Ukraine.

South Africa has voiced deep concern over the ongoing conflict in Ukraine, particularly the loss of civilian lives, damage to critical infrastructure and deteriorating humanitarian situation. The country maintains that lasting peace can only be achieved through diplomacy, inclusive

dialogue, and a commitment to the principles enshrined in the United Nations (UN) Charter.

President Ramaphosa added that, "If there is one thing that our history has taught us, it is that diplomacy and dialogue are more powerful than any weapon".

## **A Visit of symbolism and strategy**

President Zelenskyy's visit to South Africa marks a new chapter in diplomatic relations and highlights the importance of inclusive global dialogue. As the international order evolves, South Africa's balanced and principled foreign policy continues to provide a platform for constructive engagement across ideological divides.

South Africa's global influence and power was revealed during the press conference when President Ramaphosa told journalists that he spoke to both President Donald Trump and President Vladimir Putin and discussed the peace process in Ukraine.

South Africa stands ready to

continue to support all credible and inclusive multilateral efforts aimed at achieving a just, sustainable and comprehensive peace.

## **Redefining global power dynamics**

South Africa, as a member of BRICS and an influential voice in the Global South, holds sway in global forums such as the UN. Its non-aligned position on the Russia-Ukraine conflict has attracted international attention and made its support valuable for both sides of the conflict.

Ukraine's working visit to South Africa represents a significant diplomatic effort to forge stronger ties with a key Global South nation.

In an interconnected world, where challenges such as food insecurity, climate change and conflict transcend borders, partnerships like these rooted in mutual respect and shared interests are more necessary than ever. ❖

**“If there is one thing that our history has taught us, it is that diplomacy and dialogue are more powerful than any weapon.”**

# Digital Transformation 2.0: Scaling Innovation at the National School of Government

The spread of the infectious disease caused by the SARS-CoV-2 virus in 2019 (COVID-19) ushered in a new reality for many institutions across the globe. For almost a century, the global community had never experienced an event with such profound consequences for interactions and trade. Even during wars, we have never experienced such widespread lockdowns and curfews. Our futuristic models never fully anticipated some of the consequences of what unfolded, although it was always expected that health pandemics remain a threat to wellbeing.

The responses to the spread of the disease substantially altered norms, including those related to the air we breathe and our approach to human contact. Even to this day, people continue the practice of using hand sanitisers and face masks. Our responses highlighted vulnerabilities in global governance and the way we operate. Remote work (also



Professor Busani Ngcaweni, Principal of the NSG.

Photo: GovernmentZA X account/GCIS

known as telecommuting or working from home) and virtual meetings became the norm, with sometimes hilarious episodes of video cameras capturing situations that were not intended for others.

One of the most significant outcomes of the pandemic is that it propelled digital transformation and the rapid growth of artificial intelligence (AI). Since

the pandemic, digital transformation and cybersecurity are the new buzzwords in the boardrooms of the public and private sectors. The number of cybersecurity attacks, including ransomware and malware, grew exponentially during the pandemic. South Africa was not immune and remains vulnerable, as demonstrated by the most recent attacks against

the National Health Laboratory Services and the South African Weather Services.

## Embracing technology

As the National School of Government (NSG), we faced a similar reality during the period of lockdown that had severe consequences for our operations. The onset of the COVID-19

pandemic further presented financial sustainability challenges for the partially self-funding institution.

During the spread of the virus, the NSG significantly cut service delivery, as most programmes before the pandemic were delivered in person. Hard lockdowns meant these face-to-face classes could not be convened. This forced the organisation to make a digital leap, guided by a digital transformation strategy driven internally and peer-reviewed by experts within and beyond the public sector. As head of the institution, I argued that digital transformation requires hardware, software, and ‘brainware’ (employees who can fully utilise available new technologies in a transformed ecosystem) to improve business processes, drive efficiency, and have an impact. It meant building systems that incorporate machine learning-driven algorithms, enabling us

to press a button from anywhere and access dashboards showing what training is underway, where it is taking place, who is attending, and who is being trained.

Five years later, the NSG's strategic choices and interventions have delivered a measurable impact, strengthened state capacity, and advanced its mandate. Open Distance eLearning (ODEL) experienced unprecedented growth, with a record enrolment of just short of 140 000 in the most recent annual intake. We introduced additional programmes and enhanced system capacity for greater scalability to support this expansion. We implemented real-time performance monitoring and reporting dashboards with AI-driven virtualisation capabilities to improve insights into training metrics and revenue. A new integrated training management system was introduced to streamline operations

and enhance user experience. The process, from enrolment to payment to certification, is now seamless. The NSG's strategic digital leaps over the past five years have yielded significant performance gains and reinforced its domestic, continental and global position. Digital success is not a destination but a continuous journey. As the SARS Commissioner advised the NSG, a long-term, cost-effective, user-centric approach is required. Our digital transformation journey is yielding significant gains.

## **Digital Transformation 2.0**

Still, the reality is that the digital ecosystem is in a state of constant flux – driven by technological advancement and ever-growing and evolving user expectations. The NSG implements its learning interventions across all spheres of government, supporting capability-

building at scale. While we are advancing our digital transformation, a broader, government-wide shift toward digitalisation is essential. The real impact depends on embedding learning within a connected ecosystem, enabling continuous, system-wide improvement. Our continued success as the NSG hinges on a commitment to keeping up with the digital evolution. We simultaneously seek to enhance inclusion and access, conscious of the vast and ever-evolving range of access constraints. We are now advancing into the next phase of the digital journey by transitioning to Digital Transformation 2.0 to capitalise on the new waves of innovation.

## **Digital public infrastructure**

In the 2025 State of the Nation Address, President Cyril Ramaphosa stated that technology must be leveraged to trans-

**“We are particularly excited about the launch of the National AI Skilling Initiative that will focus on providing AI skills training for public servants. We look forward to the signing of the MOU between Microsoft, the NSG and the National Electronic Media Institute of South Africa”.**

form government operations to reform the Public Service and enhance the State's capabilities. In this regard, government will invest in digital public infrastructure to provide South Africans with access to government services and implement a digital identity system, which will transform the relationship between citizens and government, creating a single, accessible government that is within reach of every person at the touch of a button.

Exciting developments are underway in South Africa's AI landscape. President Ramaphosa recognised this shift and the need for partnerships. He spoke at the Microsoft Investment and AI Skilling Initiative in March this year: "We are particularly excited about the launch of the National AI Skilling Initiative that

will focus on providing AI skills training for public servants. We look forward to the signing of the MOU between Microsoft, the NSG and the National Electronic Media Institute of South Africa."

### Microsoft AI Skills Initiative

The Microsoft AI Skills Initiative is set to train one million South Africans in digital skills by 2026 – including public servants. This effort aligns with the country's National Digital and Future Skills Strategy and the National AI Policy. These initiatives will also be advanced under South Africa's G20 Presidency, particularly within the AI, Data Governance, and Innovation for Sustainable Development Task Force. The NSG is now a key and established partner in implementing digital skills programmes for

the public sector. Government frameworks require us to design and implement digital literacy programmes for frontline and senior public servants, focusing on, among others, data management and analytics, digital leadership, and prioritising courses in AI, data science, robotics, and the Internet of Things (IoT).

For this reason, we are now partnering with industry leaders such as Microsoft, Amazon Web Services (AWS), and the National Electronic Media Institute of South Africa (NEMISA). NSG-designed programmes in Public Service Innovation, Foresight and Scenario Planning, and Design Thinking are beginning to shape the thinking of public servants. In the short term, we will introduce a simulator as an interactive learning tool – similar to those used by pilots and

Formula 1 drivers – to enable leaders to plan and implement their performance plans, much like a flight plan.

We will also partner with Asia's technology company, Huawei, to fully leverage the available expertise.

### Global partnerships

The NSG has established strategic global partnerships to enhance innovation and digital transformation in the South African public sector. Collaborations with institutions such as the Institut National du Service Public (France), the German Institute for Development and Sustainability, and INSEAD have strengthened capacity-building initiatives.

A notable example is a partnership with the World Economic Forum's (WEF) Strategic Intelligence platform, which provides free access to a comprehensive global knowledge repository, including country profiles and critical insights on global trends.

In an increasingly complex and interdependent world, access to information is essential for evidence-based decision-making and enhanced organisational performance. This platform is helpful for public servants at all levels, includ-



Photo: Freepik

AI offers a significant opportunity for policymakers to enhance public policy development.

## Public sector leaders and employees must become proficient in using AI tools, including predictive analytics, scenario modelling, forecasting capabilities, data-driven policy development, monitoring and evaluation.

ing policymakers, advisors and researchers. In recognising the rapid evolution of digital content and the need for ongoing adaptation, the NSG also formed several other global strategic partnerships with various partners, such as Brazil's National School of Public Administration (ENAP). Through these partnerships, we have been building innovation and digital transformation capacity.

We are now turning our focus to the application of AI tools in public policymaking and governance. AI offers a significant opportunity for policymakers to enhance public policy development and governance while navigating the complexities of the public sector.

Public sector leaders and employees must become proficient in using AI tools, including predictive analytics, scenario modelling, forecasting capabilities, data-driven policy development, monitoring and evaluation.

They must understand and

apply AI and data science to improve public service delivery and citizen engagement and its implications for social justice in South Africa. The relationship between AI and public value is multifaceted and significant. AI can enhance public value by improving the efficiency and effectiveness of public services. For example, the SARS has now enhanced tax filing with AI, predictive modelling, machine learning and a chatbot – all intended to increase public value and the user experience. The use of AI assisted in identifying more than 156 000 tax non-compliant individuals. That is the power of AI and the difference it can make in the government's public value proposition.

### **National AI Policy Framework**

Our public sector faces immense potential and significant challenges in harnessing AI effectively. Critical success factors identified across recent reports

and policy frameworks emphasise the need for coordinated strategies addressing technological, regulatory and human capital dimensions.

Finalising the National AI Policy Framework will provide essential guidelines for ethical AI development, sector-specific strategies, regulatory guardrails and cybersecurity.

Our data infrastructure must be modernised to address information limitations and massify cloud-based solutions. To build an AI-driven South Africa, all sectors of society, led by the public sector, must fully commit to implementing the National Digital and Future Skills Strategy. If revisions are necessary, they must be made urgently. Leadership across all sectors must demonstrate a strong commitment to AI, learning from the Chinese economy, where enterprises leverage AI innovation to enhance efficiency and productivity. Data analytics and modelling should be ingrained

to support evidence-based decision-making.

Public servants must be reskilled to focus on data analytics and AI implementation. This requires a shift in our performance management and development systems to prioritise innovation, such as design thinking and strategic foresight, over mere compliance.

Creating spaces for public servants to ideate and innovate is essential. Public-private partnerships are crucial, like those that the NSG is forging with Microsoft, AWS and NEMISA. Every sector must seek partners to collaborate with and ensure no one is left behind.

Committed and resilient leadership is vital, with heads of public and private entities dedicating resources, redesigning jobs, and implementing change management interventions to drive AI innovation and implementation. Together, we can build an AI-driven South Africa.❖

# SA ready to welcome visitors for G20 Summit



President Cyril Ramaphosa officiated the first meeting of G20 Foreign Ministers earlier this year.

**T**he eyes of the world are firmly focused on South Africa as President of the G20 and the host nation of the G20 Summit in November.

This gathering will see the country welcoming over 40 global Heads of State to our shores. The G20 accounts for

85% of the global economy, 75% of international trade, and about two-thirds of the world population.

The summit will be held under the theme; “Solidarity, Equality and Sustainability”, which aligns with our vision of inclusive growth, where all individuals and

nations benefit from economic progress.

As the first African nation to host the G20, South Africa will highlight issues such as economic inequality, development, climate change and fair-trade practices. The platform of the G20 will also help to further con-

nect countries on the continent and beyond.

The G20 is centred on creating a secure foundation for global economic stability, which is a vital catalyst for economic development and in implementing far reaching global commitments such as the Pact for the Future

and the 2030 Agenda for Sustainable Development (Agenda 2030).

Our hosting of the G20 Summit is an opportunity to showcase all that South Africa offers to the world. This includes strengthening our brand as a tourism and business events destination.

## Leading business events destination

The latest International Congress and Conventions Association rankings affirmed South Africa, as the leading business events destination in Africa and the Middle East. South Africa is renowned for its exceptional ability of hosting world-class, high-profile international events, such as the BRICS Summit. In 2023, we hosted the Netball World Cup, and in 2010 we became the first African nation to host the FIFA World Cup. These and a myriad of other successful events have cemented our reputation of being able to host safe and successful global events.

We have also worked to make our country more accessible to international and continental visitors. South Africa has visa waivers for travellers from 132 countries for periods of between 30 and 90 days and our e-Visa system is available to travellers from 34 countries. The Department of Home Affairs also intro-

duced an online e-Visa application system, which has simplified the visa process for travellers from eligible countries.

Speaking at the World Trade-show 2024, the Minister of Tourism Patricia de Lille, emphasised that travellers to the country will be greeted by world class travel infrastructure with active international routes connecting 72 cities worldwide, serviced by 55 airlines, offering over 7.8million seats across over 52 000 flights scheduled for 2024.

## Boosting tourism and investment

The attention generated by the G20 is expected to attract visitors from around the world and will boost international tourism in the years to come. Over 200 meetings are expected to take place in South Africa, which present opportunities for the country's tourism, manufacturing, trade and other investment growth. The approximately 200 meetings will be spread across the different provinces of the country, and the tourism industry will see direct benefits with increased bookings for meeting venues and private tours.

The G20 Summit promises to have an economic ripple effect as local businesses will also receive a boost – contributing to sustaining jobs and growth

in the tourism and other sectors. Furthermore, South Africa is an attractive destination for business services, and has sophisticated digital infrastructure, including mobile networks and high-speed broadband.

Our hosting of the G20 will reinforce the country's stature as an attractive and reliable destination for tourism related to meetings, incentives, conferences, and exhibitions (MICE). This will boost not only business events sector but also the greater South African tourism sector. The South African MICE industry was valued at R121.8 billion in 2023, and is projected to grow fourfold over the next eight years, reaching R477.9 billion by 2032.

A number of successful G20 meetings have already been held, including the high profile first Foreign Ministers Meeting, and the first Finance and Central Bank Ministerial Meeting. As part of efforts to showcase our nation to the world, G20 meetings are being hosted across the country.

Recently, South Africa was crowned the friendliest country in the world according to a global study by international money transfer service, Remitly. In its report Remitly said: "Residents are known for being warm and welcoming, making it easy

for travellers and visitors to feel at ease around them."

Let us, therefore, continue to live up to this reputation by welcoming visitors from around the world with our unique brand of home-grown hospitality. Let us show visitors all that our beautiful country has to offer, and make sure that every visitor leaves our shores with cherished memories and joyful hearts. ❖



**\*Sandile Nene is the Acting Deputy Director-General for Content Processing and Dissemination at GCIS.**



Dr Ayanda Madyibi

# Digital public infrastructure:

## Unlocking South Africa's path to inclusive growth

In today's fast-changing technological world, Digital Public Infrastructure (DPI) plays a vital role in driving socio-economic development. It encompasses foundational digital systems like

digital infrastructure, digital identity frameworks, payment systems, and data exchange platforms that enable seamless interactions between governments, businesses, and citizens. These tools

enhance service delivery, promote economic participation and foster social inclusion. For South Africa, which struggles with challenges such as inequality, unemployment and inefficient public services, DPI

**Writer:** Dr Ayanda Madyibi  
**Credit:** Images supplied

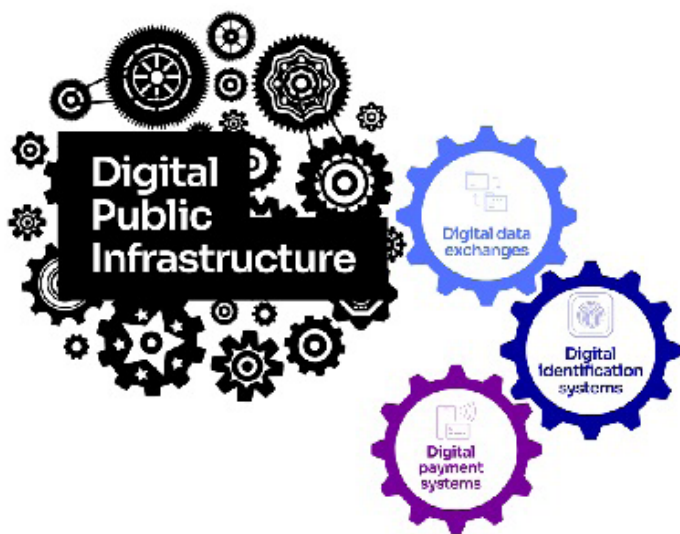
offers a transformative solution. Lessons from G20 countries, especially Brazil, highlight how DPI can address these issues and drive meaningful change.

### The global significance of DPI

DPI is more than just a technological innovation; it is a socio-economic enabler. It provides the digital backbone for governments to deliver services efficiently, businesses to innovate, and citizens to access opportunities. For example, India's Aadhaar system, a biometric-based digital identity platform, has transformed service delivery for over 1.4 billion people. Coupled with the Unified Payments Interface (UPI), India has created a robust ecosystem that promotes financial inclusion, reduces welfare programme leakages and drives economic growth.

### Brazil's DPI success: A model for South Africa

Among G20 nations, Brazil stands out for its innovative DPI initiatives. The country's digital identity system, ICP-Brasil (Infrastructure for Public Keys), and its e-Gov platform have significantly improved citizen services and government efficiency. ICP-Brasil provides a secure digital identity framework that allows



citizens to access services such as signing contracts digitally and filing taxes. This system has enhanced convenience, reduced fraud and lowered administrative costs.

While Brazil's achievements are noteworthy, comparing its approach with other G20 nations provides further insights into best practices and lessons learned.

## Indonesia: Decentralisation and inclusivity

Indonesia's DPI strategy emphasises decentralisation and inclusivity. Its National Digital Identity system integrates biometric data with existing civil registration systems, ensuring that even remote communities are included. Additionally, Indonesia has prioritised digital literacy programmes to ensure

that citizens can effectively use DPI platforms.

## Challenges and lessons

The experiences of G20 countries reveal several challenges in implementing DPI, many of which are relevant to South Africa:

- **Digital divide:** Access to digital infrastructure remains uneven, particularly in rural and underserved areas. Bridging this divide requires significant investment in connectivity and digital literacy.
- **Data privacy and security:** Protecting sensitive citizen data is critical. Countries like the United Kingdom demonstrate the importance of robust data protection frameworks to build trust and prevent misuse.
- **Interoperability:** Fragmented

systems can undermine DPI's effectiveness. Brazil's focus on interoperability offers a valuable lesson in creating integrated ecosystems.

- **Adoption and usability:** High adoption rates depend on user-centric design and effective communication strategies. Citizens must see tangible benefits to embrace DPI platforms.
- **Policy and governance:** Strong policy frameworks and governance structures are essential to guide DPI implementation and ensure accountability.

## DPI in the South African context

South Africa faces unique challenges that make DPI an essential tool for transformation. With one of the highest levels of inequality globally, high youth unemployment rate and persistent inefficiencies in public service delivery, the country needs innovative solutions to drive inclusive growth and development.

## Addressing inequality

DPI can reduce inequality by ensuring that all citizens have access to essential services. A robust digital identity system can enable marginalised

communities to access social grants, healthcare and education without bureaucratic hurdles. Integrating DPI with mobile platforms can extend services to even the most remote areas, ensuring no one is left behind.

## Tackling unemployment

DPI can foster entrepreneurship and financial inclusion, addressing unemployment. Platforms like India's UPI can enable small businesses to accept digital payments, access credit, and participate in the formal economy. Additionally, digital skills training programmes can equip young people with the tools needed to thrive in a digital economy.

## Enhancing service delivery

South Africa's public service delivery has been plagued by inefficiencies and corruption. DPI can enhance transparency and accountability by digitising processes and reducing human intervention. For example, e-government platforms can streamline service delivery, enabling citizens to access services online and reducing opportunities for corruption.

## Recommendations for South Africa

To harness DPI's potential, South

# DIGITAL PUBLIC INFRASTRUCTURE



Africa must adopt a strategic and collaborative approach. The following recommendations can serve as a roadmap:

- **Develop a national DPI strategy:** A comprehensive strategy should outline the vision, objectives and implementation roadmap for DPI, prioritising inclusivity, interoperability and data security.
- **Invest in digital infrastructure:** Bridging the digital divide requires significant investment in connectivity, particularly in rural and underserved areas. Public-private partnerships can play a crucial role in expanding access to high-speed internet.
- **Strengthening data protection frameworks:** Building trust among citizens requires robust data protection regulations. South Africa has the Protection of Personal Information Act of 2013, and can draw inspiration from the European Union's General Data Protection Regulation approach to ensure citizen data is secure and used responsibly.
- **Promote digital literacy:** Digital literacy programmes should be integrated into the education system and targeted at marginalised communities to ensure citizens can effectively use DPI platforms.
- **Foster collaboration:** DPI development requires collaboration between government, the private sector and

civil society. Multi-stakeholder partnerships can drive innovation, ensure sustainability, and maximise impact.

- **Leverage existing platforms:** South Africa can build on existing initiatives, such as the South African Social Security Agency payment system, to create an integrated DPI ecosystem.
- **Focus on user-centric design:** DPI platforms must be intuitive and accessible to ensure high adoption rates. Engaging citizens in the design process can help create solutions that meet their needs.

## Call to action

Government officials, policy-

makers and technology experts must prioritise DPI development, recognising its transformative potential. The private sector must step up as a partner in innovation and investment, while civil society must advocate for inclusivity and accountability. Together, South Africa can build a digital public infrastructure that drives economic growth, fosters social inclusion, and ensures every citizen can thrive in a digital world. ❖

**\*Dr Ayanda Madyibi is an Information and Digital Technology Specialist at Eastern Cape Socio-Economic Consultative Council, an entity of the Office of the Premier, Eastern Cape.**



# Employment Equity

## Amendment Act, No. 4 of 2022

*Key Considerations Regarding the Two Sets of Employment Equity Regulations Following the Implementation of the EE Amendment Act, No. 4 of 2022*



### 4. Legal requirements of designated employers in relation to Employment Equity Plans

Designated employers are required to review current EE Plans and develop and implement Employment Equity Plans during the period from 1 September 2025 to 31 August 2030. These EE Plans must align with the sector-specific numerical targets and consider factors like workforce composition in relation to the demographics of the economically active population (EAP) data either national or regional, recruitment, promotional and termination trends.



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# Block exemptions help energy sector to collaboratively address electricity supply constraints

Over the last year, a concerted effort by government and stakeholders across the value chain has greatly contributed to a reduction in load-shedding.

The Competition Commission, working closely with the Department of Trade, Industry, and Competition (dtic), played a crucial role to address electricity supply constraints by introducing the Energy Users and Energy Suppliers Block Exemptions in May 2023.

These exemptions allow users and suppliers to engage in activities that are normally prohibited under the Competition Act 89 of 1998 (as amended). The Competition Commission seeks to create an enabling framework for a collaborative approach for joint investment and financing of energy projects.

Collaboration among energy users and suppliers remains key to increasing and optimising the supply of alternative energy sources in the market to alleviate



electricity supply constraints.

Some of the agreements or practices by suppliers include joint investment in shared energy infrastructure, joint financing and risk-sharing in energy projects, joint training and skills development or collaboration on optimising the level and timing of energy supply.

Reducing the cost of energy supply may range from joint

negotiation and purchasing of energy supply inputs and related products or services to joint procurement and the sharing of security services for purposes of securing infrastructure.

## Facilitating market participation

In terms of energy users, the block exemptions underscore similar efforts including to secure

backup or alternative energy supply. Importantly, these block exemptions do not allow energy users and suppliers to engage in anti-competitive conduct or practices such as fixing selling prices, collusive tendering and resale price maintenance, an agreement between a manufacturer and a wholesaler or retailer to not sell a product below a specified price.

Despite the cessation of load-shedding, the Competition Commission continues to engage with energy stakeholders in the gas sector to share information on how making use of these block exemptions could facilitate greater market participation, address market concentration and reduce barriers for entry in the gas sector.

Prevention remains better than cure and our legislative efforts will now pave the way for more stable energy supply in the future.

## Addressing barriers at upstream level

The Competition Commission's Advocacy Division recently hosted a workshop for stakeholders

across the gas energy user and supplier value chain to unpack the block exemptions and explain how they may be used to foster collaboration with small, medium and micro enterprises and firms owned or controlled by historically disadvantaged persons that operate at all levels of the energy users and suppliers value chain.

Addressing the barriers and market access issues at the upstream level of the natural gas value chain will help reduce cost for the downstream segments, as well as the prices paid by the end user. This may ultimately improve the security of gas supply and lower prices.

During the workshop, attendees shared their understanding

of how the block exemptions may be further applied in the industry to achieve these goals. The Advocacy team also discussed when users and suppliers should inform the Competition Commission and dtic when seeking confirmation on their agreements or engage in practices covered by the exemptions.

Notification must be made within seven business days after the implementation of the agreement or business practices to both the Commission and the dtic at [exemption.conditions@compcom.co.za](mailto:exemption.conditions@compcom.co.za) and [exemption.conditions@thedtic.gov.za](mailto:exemption.conditions@thedtic.gov.za), respectively.

Greater cooperation between agencies that fall under the dtic can drive the economic change



Siyabutela Makunga, Spokesperson, Competition Commission.

the country needs. By working together with the aim of securing a stable energy supply in the years to come, we can continue to identify legislation mechanisms, such as the block exemptions, that can lead to greater collaborations among established and new entrants across the energy supplier and user value chains. ❖



The Competition Commission's Advocacy Division recently hosted a workshop for stakeholders across the gas energy user and supplier value chain.



Babina Noko Big Laptop Bag



Babina Noko Lipstick Bag

# Get yourself Ledikana accessories to celebrate Africa Month

**T**his month, the country joins the continent to celebrate Africa Month – commemorating the founding of the Organisation of Africa Unity (OAU) in 1963, now known as the African Union (AU).

To celebrate this month, *Public Sector Manager* magazine features accessories by Ledikana, a South African brand known for crafting contemporary African garments, hats and other fashion

accessories.

PSM Magazine had the opportunity to meet with Mapholo Ratau, the Managing Director and Founder of Ledikana, at the 2025 Proudly South African Buy Local Summit and Expo, where she presented some of her latest collections.

Among the collections showcased is the Babina Noko print, which Ratau describes as a tribute to the enduring spirit

and rich heritage of the Bapedi nation.

“It is inspired by the cultural legacy of the *Noko* – the porcupine, a revered totem of some of the Bapedi nation – this design carries deep ancestral meaning. The Bapedi, whose roots stretch across South Africa and Botswana, honour great leaders such as King Thulare and King Sekhukhune of Ga-Sekhukhune in Limpopo,” explained Ratau.

Every element of the pieces



Babina Noko Laptop Bags with Handles.



Babina Noko Laptop Sleeveless Bag.



Babina Noko Moonbag

crafted by Ledikana, is a celebration of identity, resilience and tradition.

Ratau explained that the porcupine quill motif is more than just a design – it is a symbol of wisdom, protection and the timeless beauty of Bapedi culture.

“Woven with purpose and pride, this print embodies the soul of a nation and the artistry of those who honour its story through their hands and hearts,” she explained.

Here is a range of the accesso-



Babina Noko Toiletry bag.

ries that you can purchase from the collection:

- Babina Noko Laptop bags with handles: **R799.99**
- Babina Noko Big Laptop Bag:

**R899.99**

- Babina Noko Lipstick Bag: **R299.99**
- Babina Noko Laptop Sleeveless Bag: **R 750.00**

- Babina Noko Moonbag: **R 399.99**
- Babina Noko Toiletry Bag: **R 499.99**
- Babina Noko Makeup Bag:

Babina Noko Toiletry Bag.



\* Prices correct at the time of publishing.

## About Ledikana

Ledikana is a sustainable business that embraces eco-friendly practices into every aspect of its operations. It prioritises sustainability by using locally sourced materials, supporting South African women from previously disadvantaged communities and promoting ethical production methods.

The brand fuses different African cultures, expressing them through unique patterns and prints that celebrate the continent’s rich diversity.

For more information visit [www.ledikana.com](http://www.ledikana.com), email [info@ledikana.com](mailto:info@ledikana.com) or call: 011 684 1049, 011 390 1071 or 066 138 1070.

You can also visit the stores at O.R Tambo International Airport and City Lodge at O.R. Tambo International Airport. ❖

# Cape Malay Kingklip



If you enjoy fish as a healthy and flavourful meal, you might consider trying Chef Thulani Mathebula's Cape Malay Kingklip recipe this winter.

Mathebula, an Executive Chef at Truffles on the Park botanical bistro that is located in Mushroom Farm Park in Sandton, shared the mouthwatering Cape Malay Kingklip recipe in this edition of PSM magazine.

### Malay Sauce

#### Ingredients:

- 80 g curry powder mild.
- 10 g cumin.
- 10 g coriander.
- 20 ml spirit vinegar.
- 80 g chopped onion.
- 3 bay leaves.
- 20 ml sunflower oil.
- 3 by 400 ml coconut cream (high fat content).
- 5 g salt.

#### Method:

- Mix all ingredients in a bowl except the oil, vinegar and coconut cream.
- Heat up the oil to medium and gently cook the spice mix for 10 -15 minutes.
- Deglaze the spices by adding the vinegar. Cook for 5 minutes and then add the coconut cream.
- Simmer the sauce for 20 minutes or till it coats the back of a spoon.

- Cool the sauce and blend to a smooth consistency.

### Basmati

#### Ingredients:

- 500 g basmati rice.
- 80 g coconut oil.
- 400 ml coconut cream.
- 400 ml water.

#### Method:

- In a baking dish, add all ingredients. Cover with grease proof paper and foil.
- Bake for 40 minutes. The rice should be fluffy and soft.

### Kingklip

#### Ingredients:

- 200 g poached kingklip.
- 20 g shrimp.
- 40 g mussels.
- 80 ml Cape Malay Curry sauce.
- Crispy Poppadom.
- Fresh coriander.
- Chilli flakes.
- 80 g coconut basmati.
- Toasted coconut.

#### Method:

- Season the fillet of kingklip with salt and pepper or fish spice. Cook in a double boiler or steamer for 12 to 15 minutes.

### The dish:

- Sauté the mussels and shrimp over high heat for 3



To have a delightful experience of meals prepared by Chef Mathebula, you can visit [www.trufflesbistro.co.za](http://www.trufflesbistro.co.za) or email [reservations@trufflesbistro.co.za](mailto:reservations@trufflesbistro.co.za) to book a table. You can follow his work on Instagram: [@2lanichef](https://www.instagram.com/2lanichef)

minutes. Add a ladle of the Malay Curry Sauce.

- In a bowl, layer the seafood sauce topping with the steamed kingklip.
- Garnish with the fried poppadom, coriander and chili flakes.
- Dish up the basmati in a separate bowl and top with toasted coconut.

### Bon appetit!

Restaurateur and co-founder of Truffles on the Park, Car-

men Graham, recommends that you accompany this delicious meal with the A.A. Badenhorst Secateurs Chenin Blanc.

"Its bright acidity and notes of peach, apricot, and citrus perfectly balance the dish's warm spices and subtle sweetness. With enough body to complement the richness of the Kingklip, it offers a refreshing and harmonious pairing that enhances every bite," she said. ❖

# A shot left to Marakele National Park



Explore Marakele National Park with a 4x4 drive.

Setting foot in Marakele, right in the heart of the Waterberg Mountains in Limpopo, allows one to discover a park like no other. Like the Setswana name suggests, “A place of sanctuary” is indeed what is to be expected.

This national park is located in the transitional zone between the dry western and moister eastern regions of South Africa, therefore, allowing for a remarkable variety of wildlife. A moderate and pleasant climate ensures an enjoyable stay, with

perfect summer rainfalls keeping the worst heat at bay.

Visitors flocking here can expect a welcoming mixture of tranquility, delight and overall satisfaction – and the picturesque paradise in which the park is set forms just part of

the promise. Rare yellowwood and striking cedar trees, grand mountains in the background, Cape vultures soaring through the royal blue skies, exciting mixtures of wildlife roaming the plains... certainly a bush experience unlike any other.

## Natural and cultural history

- The park was first known as the Kransberg National Park when it was first proclaimed in 1994.
- The Waterberg Region was the area that the naturalist, poet and author Eugene Marais lived in and inspired such works as his renowned novel, *Soul of the White Ant*.
- Ramolefe Boy Moatshe has lived in the area all his life. On 4 August 1981 he survived a 15-minute bare handed fight with a leopard (that he had surprised) after taking a calf from the herd he was tending. Ten hours after the attack he made it to hospital. He spent two months in rehabilitation in the hospital.
- The park also has an abundance of iron-age sites that will be made accessible to visitors in the future.

## Mammals

Marakele is home to most of the large mammals synonymous with the African bush, including elephant and leopard.

Large predators such as brown hyena, and now also lion, occur in the park.

Resident antelope include, sable, kudu, eland, impala, waterbuck, tsessebe and many smaller species. Chacma ba-



boon and vervet monkey are two species to be watched carefully for mischief, particularly around the rest camps.

## Birds

Arguably, the Park's biggest birding attraction is the largest colony of Cape Vultures in the world (around 800 breeding pairs). However, the park is also appealing to birders as it falls within the transition zone between the dry western regions and the moister eastern regions of the country.

Thus, it is possible to see certain closely related species alongside one another. These include (eastern species first)





Southern Boubou and Crimson-breasted Shrike, Arrow-marked and Southern Pied Babbler, Tawny-flanked and Black-chested Prinia, Pin-tailed and Shaft-tailed Whydah, Dark-capped (Black-eyed) and Red-eyed Bulbul, Grey and Cape Penduline Tit and White-browed and Kalahari Scrub Robin.

The park is an excellent place to look for raptors, with many species using the uplift generated off the cliff faces of the Waterberg to ride thermals.

Apart from the vultures, visitors should look for African Harrier Hawk (Gymnogone), Jackal Buzzard and several eagle species, including Verreaux's (Black), African Hawk, Black-chested (breasted) Snake and Brown Snake Eagle. In summer, Wahlberg's Eagle becomes prominent. Rock Kestrel are prominent on the mountain plateau, while Peregrine and Lanner Falcons should be watched for.

On areas of high ground Cape

Rock Thrush, Buff Streaked Chat, Mocking Cliff-Chat; Mountain Wheatear, Cape Bunting, Malachite Sunbird, Lazy and Wailing Cisticola, Gurney's Sugarbird and Sweet Waxbill should be searched for.

Other species to look out for in the lower lying bushveld and broadleaf woodland regions include Purple Roller, Black Cuckoo-shrike, Brubru, Southern White-crowned Shrike and White Crested Helmet-shrike and the exquisite Blue,

Violet-eared and Black-cheeked Waxbills.

Bee-eaters are conspicuous, particularly White-fronted and Little with Swallow-tailed (winter) and Carmine and European (summer) present as well. The Matlabas River (formerly home to the Tented Camp, but now only accessible from the Hoopdal Road) can be scanned for signs of Half-collared Kingfisher and African Finfoot.

From the relocated tented camp, now called Tlopi, water birds have a different profile. Black Crake may be seen in the rushes just in front of the units. A steady stream of woodland species uses the foliage around the safari tents to drink from the water's edge. At night Freckled and Fiery-necked Nightjars and Spotted Eagle and African Scops Owl compliment the pulse of crickets and cicadas.

## Activities

Visitors can enjoy activities, including 4X4 trails, birding, bush braais, game drives and guided tours. ❖

## Daily conservation fees

From 1 November 2024 to 31 October 2025, South African citizens pay R70 per adult and R35 per child, while SADC nationals pay R141 per adult and R70 per child, and international citizens (non-South African) pay R293 per adult and R147 per child.

For more information, email [sipho.zulu@sanparks.org](mailto:sipho.zulu@sanparks.org) or call: +27 (0)14 777 6928/29/30/31