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MANAGER

THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

PSM

FEBRUARY 2013

Winning streak

- Home Affairs chases excellence
- SARS at the cutting edge
- Gauteng – top of the class
- North-West Arts & Culture takes gold

Driving change in 2013

- Minister Gugile Nkwinti on land reform
- State of the Nation preview
- GEPF targets new investment and growth

Switching lanes

PSM creator Vusi Mona moves on

Plus

Quit smoking

Don't forget Valentine's Day!

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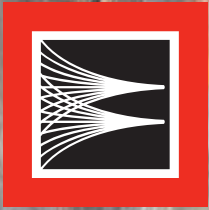
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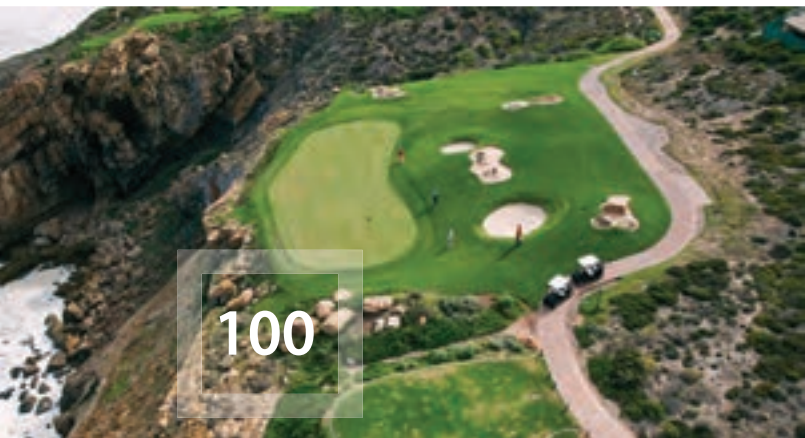
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NYDA catches them young



Youth development in our country is, and has always been, part of the priorities of Government. As a country, we have developed policies and programmes aimed at assisting the youth to realise their potential. Key among these priorities is access to education.

In 2009, informed by the results of many surveys and available research, special emphasis was placed on the quality of our basic education and the development of skills required by the economy through higher education.

South Africa has a large population of people under the age of 35 years, representing almost two-thirds of the population. This demographic profile provides an opportunity to explore and implement policies and programmes that will derive maximum benefits from our youthful population.

The National Youth Policy 2009 – 2014 recognises education as key to unlocking the future of South Africa's youth. With the formation of the National Youth Development Agency (NYDA), education and skills development were further given a special focus, with a bias towards the young people of our country.

South Africa has adopted policies and programmes that are slanted towards young people. Investing in the education of young people will continue to remain a priority for Government and for the NYDA.

The benefits of education include the promotion of social cohesion and the fostering of law-abiding citizens through the inculcation of social and political values.

A further social benefit is the positive effect of education on economic growth. According to the National Youth Policy 2009 – 2014, an important consideration is that it is not just the amount of education possessed by the population, but also the quality of education that leads to economic growth.

At an individual level, one can view education as having intrinsic value through the insights and enjoyment of knowledge that it affords, including the empowerment it affords individuals to participate meaningfully in society.

As Government, we congratulate the 2012 class of matriculants, who achieved a pass rate of 73,9%; an improvement of 3,7% on 2011. We owe this improvement to the dedication and hard work of our learners and educators, and the interventions we have introduced as Government to improve our education system.

However, as we celebrate these achievements, we must spare a thought for learners who failed. Such students are either left out of the job market as they do not possess the required skills and minimum requirements, or fail to gain entry into our tertiary education institutions.

Giving matriculants a second chance

To help students who have failed, the NYDA has introduced the Second Chance Matric Re-write Programme, which gives learners who failed three subjects or less an opportunity to gain remedial learning through classroom-based tuition. The programme helps learners obtain a National Senior Certificate, preparing them for admission to institutions of higher learning as well as the world of work. Since its inception in 2010, it has proven to be a success.

Getting it right the second time

In 2012, out of the 3 040 learners who sat for the matric exams through the NYDA Second Chance Programme, 2 870 were successful. The programme is delivered jointly with the Education, Training and Development Practices Sector Education and Training Authority and Star Schools as the selected service provider to deliver revision services. Matriculants from all nine provinces sat at the Star Schools Vaal and Braamfontein campuses to rewrite their exams.

Highlights from the Vaal campus include a 100% pass rate for English Home Language and English First Additional language, 84% for Business Studies and 79% for Geography.

One of the successful participants of the programme, Anastacia Masingi (18), originally from Mpumalanga, rewrote her exams at the Vaal Star Schools campus and achieved an average of 60% >>



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for Mathematics and Physical Science. Today, Anastacia is looking at studying Chemical Engineering at the Vaal University of Technology.

Meanwhile, highlights from the Braamfontein campus include an overall pass rate of 72%, with a total of eight distinctions, four of which were in Mathematics.

Career counselling

The NYDA recognises that many learners struggle to identify which career opportunities are demanded by our economy. We are also aware of the need for the promotion of scarce skills among learners.

The NYDA made an investment of R450 000 this year towards the My Future, My Career project, a partnership initiative between the Department of Basic Education, Primestars Marketing and Nedbank, aimed at providing secondary school learners with career education screening in cinemas nationwide. This project aims to help learners make the right career choices early in their schooling lives.

The NYDA's support for this project stems from a firm belief that career guidance, with emphasis on promoting scarce skills, is critical for the growth and development of the country.

It is when the foundation of a good education is matched with effective career guidance support that the country can be certain that it is on course. Once these basics have been covered, it will make it easier to address other social ills. The country will come closer to achieving the important goal of creating a productive nation able to contribute to sustainable growth and development.

Our role as the NYDA in particular does not end with supporting and being part of this initiative. We want to make sure that there is sustainability beyond choosing the right career path. One of the challenges faced by learners after matric is access to institutions of higher learning, often as a result of a lack of funds. The NYDA has therefore introduced a bursary scheme that assists needy and deserving learners to pay for their tertiary studies.

The NYDA's annual Start Here Campaign is also aimed at providing a comprehensive career guidance programme to help young people access reliable and up-to-date information upon which to make informed decisions about their lives and their future.

Helping learners

Recently, the NYDA adopted a campaign to promote Mathematics and Science as subjects of choice among learners. Through this project, the NYDA supports schools in disadvantaged communities by providing them with mobile science labs, equipped with the necessary apparatus to undertake experiments. This helps learners to conduct practical experiments beyond reading about them in textbooks and to develop the expertise and passion needed to excel in these critical subjects.

Government is also aware of the social challenges facing our communities, particularly poor communities. The NYDA has taken measures to help girls overcome some of the factors that keep them away from school. According to research, a girl who is absent from school for four days per month as a result of a menstrual cycle loses the equivalent of two weeks of learning every school term. This prompted the NYDA to adopt the Sistaz4Life Campaign to help female learners access free sanitary towels.

To sustain the project, the NYDA is looking at the possibility of creating an economic opportunity for young entrepreneurs from across all provinces who can manufacture sanitary towels. This will have the added benefit of creating employment within communities.

Over and above this, the NYDA offers a range of other financial and non-financial support services specifically geared towards helping young people to develop holistically and become productive citizens. These range from facilitating access to business and business funding, mentorship, market linkages, promoting the involvement of youth in the National Youth Service as well as skills development initiatives.

Government has laid a foundation, through the NYDA, for the private sector, civil society and those operating in the education space to make investments in the education of our nation. It is not going to be without challenges.

However, it takes the entire nation to educate future leaders, entrepreneurs and academics.

For our country to overcome the challenges of poverty, unemployment and underdevelopment, skills must be nurtured. Government at all levels must partner with the NYDA to extend these services to their localities.

Working together we can do more. 🤝



Othniel Collins Chabane

**Minister in The Presidency for Performance
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The February edition of *PSM* magazine coincides with the delivery of the State of the Nation Address, in which President Jacob Zuma will set out his vision for the country, which, in turn, provides the marching orders for the Public Service.

PSM therefore outlines key issues raised in the 8 January Statement of the African National Congress, which calls for stronger Government action in a range of sectors and situations.

We also feature a vox pop in which a selection of public servants around the country outline their expectations for the year ahead and what they would like to hear the President touch on in his address.

One of the focus areas for Government in 2013 is the 100th anniversary of the enactment of the Land Act of 2013 that dispossessed black South Africans of their land, and set off a chain of social and economic consequences that continue to confront the nation today.

We speak to Minister of Land Affairs, Mr Gugile Nkwinti, about progress that has been made and challenges experienced with the land reform process. In a candid interview, Minister Nkwinti admits that Government is unlikely to meet the target of redistributing 30% of the land by 2014. He outlines measures that the department is taking to speed up land claims and help emerging farmers to make productive use of the land.

We also examine the National Development Plan's focus on job creation and the target of reducing unemployment to 6% by 2030. We explore the nature of the relationship between the public and private sectors in the quest for jobs.

In our "Aerial View" feature, the Minister of Public Service and Administration, Ms Lindiwe Sisulu, tackles the scourge of corruption that continues to tarnish the Public Service as resources get diverted from sites of service delivery to satisfy the greed of a few. Minister Sisulu outlines concrete steps that are being taken by various arms of the State to deal decisively with this malady.

Minister Collins Chabane dedicates his message this month

to the work of the National Youth Development Agency (NYDA), paying particular attention to programmes to empower young people by broadening their horizons. With young people comprising the bulk of the unemployed, the work of the NYDA might appear daunting. The NYDA runs various projects to help young people upgrade their skills and qualifications.

For Government Communications (GCIS) and *PSM* itself, this is also the edition where we bid farewell to Vusi Mona, outgoing Deputy CEO: Communication and Content Management and founder of this magazine, which is a unique communication platform within the Public Service.



Mona, an educationist who has served in various high-level positions in the media industry and, in recent years, in The Presidency and GCIS, first mooted the idea of a publication for middle and senior managers in the Public Sector in 2010.

The idea was for a publication that would provide an outlet for managers to share ideas and best practice, one that would package and disseminate Government policies and programmes in plain language.

Three months later, the trial edition was out and today, the magazine occupies a pride of place as a premier publication for communicating with senior public servants.

Behind the scenes, Mona has also been a welcome editorial presence in his capacity as Head of Editorial and Production. He has overseen the production of the magazine, providing oversight and helping to shape its editorial direction. He took an active interest in every edition of the magazine and was a prolific contributor himself.

The *PSM* team will miss this tough taskmaster, whom many *PSM* readers experienced as the charming host of *PSM* forums, a subsidiary face-to-face platform that allows audiences to interact with leadership figures featured in the magazine.

*Vusi, we will miss you and wish you all of the best
in your new role at the South African National Roads
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Phumla Williams
GCIS: Acting Chief Executive Officer



Stepping up the fight against inequality



The year 2013 must be a year of action for Government, as the ruling party demands more intense efforts against inequality and for impactful land reform, among other things. Resolutions from the 53rd Conference of the African National Congress (ANC) in Mangaung, Free State, and ANC President Jacob Zuma's subsequent statement on 8 January, enjoin Government to act decisively to redress the inequalities of the past and to empower communities.

With 2013 marking the 100th anniversary of the Native Land Act of 1913, Government is under pressure to speed up and broaden the redistribution of land.

Writing in *Business Day* recently, Pallo Jordan, former Minister of Arts and Culture and member of the ANC National Executive Committee, described land as "... the most deeply felt grievance among blacks. While the wars had all ended with whites seizing African land, by legislative fiat, the 1913 law excluded the possibility of blacks ever reacquiring it on the open market, for example. There could be no clearer indication that the white minority had taken the land as the spoils of conquest".

Jordan said Government had been tardy in its tackling of the land issue, a point not contested by the Minister of Rural Development and Land Reform, Mr Gugile Nkwinti. Minister Nkwinti has conceded that Government has redistributed just 7% of the target. But he emphasised (see full interview on p18) that it is just as important to help emerging farmers put the land to productive use. This year will see the conclusion of the land audit process, which will provide a clearer indication of the patterns of land ownership in the country.

The ANC's 8 January Statement, made annually on the anniversary of the founding of the movement, gives the strongest indication yet that Government will overhaul the land reform process.

Admitting that the target of transferring 30% of the 82 million hectares of agricultural land that was white-owned in 1994 to black people by 2014 would not be met, the ruling party announced that it would replace the principle of "willing buyer; willing seller" with a "just and equitable" principle when expropriating land for land reform purposes. It is now up to Government to amend relevant laws to enable victims of land expropriation to lodge claims this year.

According to the ANC statement, the new law "will re-open the lodgement date for claims and provide for the exception to the 1913 cut-off date to accommodate historical landmarks, heritage sites and descendants of the Khoi and San who lost their land long before 1913. These amendments to our laws will take effect this year.

"We appeal for cooperation between those needing land and those who need to release land, both assisted by Government, so that we can meet the targets we have set for redistribution and restitution." This is one of a series of measures to alter South Africa's skewed economic dynamics.

National Development Plan

The ruling party places the National Development Plan

(NDP) at the centre of Government's efforts to boost the economy and redress inequalities. This year will see many Government departments implementing the NDP in earnest. Following its launch last year, the NDP has been punted as the blueprint of the country's economic development to 2030. It has been endorsed by the ruling party as a masterplan for the country's economic trajectory.

The 8 January Statement calls on Government to play a leading role in using the NDP as an instrument to "eradicate poverty, reduce unemployment and eliminate inequality by 2030".

It further states: "Some of the key programmes of the NDP are already being implemented. These include the New Growth Path framework with its major infrastructure development programme, as well as the State-led industrial policy."

Infrastructure development

A key aspect of the NDP will be the infrastructure development plan, which has stimulated infrastructure development in the country. Under the plan, the building of dams, roads, bridges, power stations, schools, hospitals, two new universities and other infrastructure that will change the landscape of the country will be centrally initiated and coordinated.

"We call on Government to hasten the implementation of all 18 strategic infrastructure projects, especially those directed at the 23 poorest districts in the country. The projects focusing on these 23 districts will ensure the provision of water, electricity and sanitation; and will change the lives of approximately 19 million people."

Mining

The ANC also addressed the turbulence that has characterised the mining sector since the violent strike in Marikana in the second half of last year. In recent months, many mining houses have announced job losses, putting them on a collision course with organised labour.

The recent announcement by Anglo American Platinum to cut 14 000 jobs has been met with outrage within Government and the ruling party, with ANC Secretary-General Gwede Mantashe calling for the company's mining licence to be revoked.

The 8 January Statement demands that Government be more actively involved in the mining industry. It expects Government to implement the

resolution "that the State must capture an equitable share of mineral resource rents through the tax system and deploy them in the interests of long-term economic growth, development and transformation".

In light of the adverse conditions exposed by the violence at Marikana, the party has called on the mining sector to improve working and living conditions for employees and local communities.

"In this regard, the ANC has directed the fast-tracking of the work of the Special Presidential Package Initiative, designed to improve the living and working conditions of workers in key mining towns, following the unfortunate Marikana tragedy."

Education

The party places education and skills development at the centre of transformation and development of the country.

The 8 January Statement says education outreach will be achieved through "programmes such as no-fee schools, school nutrition programmes, expansion of Early Childhood Development and Grade R enrolments, as well as bursary and loan programmes at Further Education and Training colleges and universities".

Significantly, the statement implores learners and teachers to go back to basics. "We reiterate the non-negotiables in education and call on teachers to be in school, in class, on time, teaching for at least seven hours a day."

This year will also see Government lay the foundation for developing indigenous languages, following the ANC's call "to prepare for the introduction of the teaching of our indigenous languages by 2014".

National Health Insurance

The party expressed confidence that the rollout of the National Health Insurance (NHI) is on track, following its piloting in 11 districts last year. The party added that the NHI Fund, which will bankroll the NHI, will be introduced by 2014.


The ANC urged Government to improve the management of hospitals, and welcomed the recent employment of more than 100 qualified chief executive officers to bring about efficiency in hospitals.

The statement further said the "responsibility for the management of academic hospitals directly attached to medical schools" lay with national Government.

Tackling corruption

The ANC statement pledged support for initiatives to clamp down on corruption and the abuse of vulnerable members of the community.

Describing corruption as "the enemy of development", the statement pledged support for "law enforcement agencies to fight corruption, including the Chapter 9 institutions".

Government is now tasked with responding to these marching orders. 

Dear Editor

I would like to comment on the article by Samona Murugan titled "Keeping SA on a healthy footing" in the December 2012 issue. It was interesting to read about Government's plans and achievements in the health sector.

I liked that the article referred to primary health activists. This programme encourages communities to take better care of their health. The Minister of Health, Dr Aaron Motsoaledi, indicated that primary health activists go from door-to-door, spreading health information to people in communities.

In my opinion, this programme will also assist in moving away from the stigma attached to HIV and AIDS by providing relevant information.

I would also like to give Minister Motsoaledi a big 10 out of 10 for his dedication to the health sector, coupled with the energy that

We hear you!

he brings to his job. It makes me proud as a South African that he wants to ensure that there is an increase in

access to treatment for people living with HIV and AIDS.

It is very encouraging that there are now more people who are on anti-

retrovirals and that the number will increase, thanks to the efforts of health activists.

Thank you to the *PSM* team for providing such an informative piece on the health sector. Well done to the Department of Health on their achievements!

- Nomaswazi Nkosi, KwaZulu-Natal.

Dear Editor

I read your January issue with great interest. As usual, it did not fail to disappoint me.

Having read a few editions, I must say that I enjoy the manner in which the articles are researched and presented.

In particular, I enjoyed reading "Municipal Clean Audit Efficiency." The article is well-researched and written. It is also supported by a diagram that enabled me to better

understand the dynamics referred to in the story.

In a world where people cruise (and speed!) when navigating the information highway, the snappy "Vital Statistics" in every issue is very reader-friendly and welcome indeed.

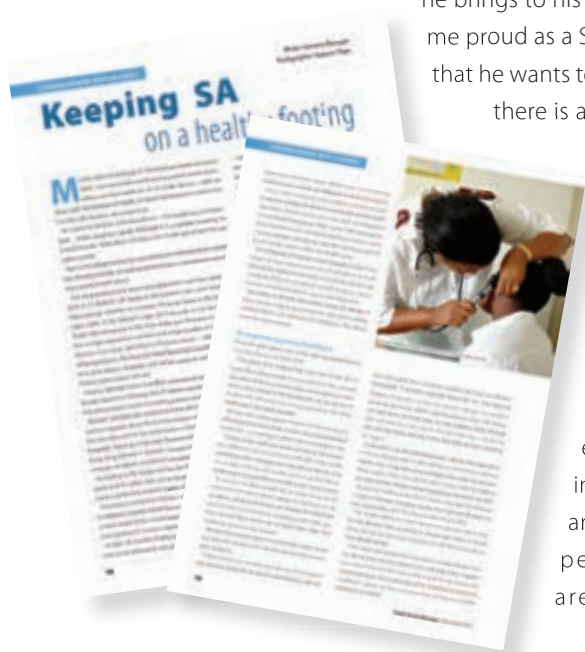
I find *PSM* to be a relaxing read. Apart from well-written content, the design elements make for a pleasant experience for the eye and the innovation in terms of layout and design is highly commendable.

The profiles that you feature give the personalities a "voice" that the reader can both identify with, and aspire to. People like Minister Ben Martins are given "life" beyond the Government environment, making him a more human figure overall.

Such profiles are made to enter the psyche of readers and enable us to see our politicians and other high-profile people as ordinary human beings who are doing their jobs.

Keep up the good work!

- Yuven Gounden, Pretoria.



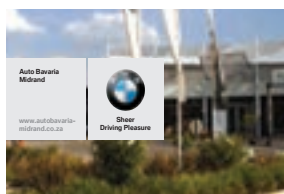
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Compiled by: Noluthando Mkhize

UPCOMING EVENTS

The Orange Africa Cup of Nations

19 January – 10 February

South Africa is hosting the Orange Africa Cup of Nations, in which 16 teams are battling it out for the number one spot in Africa. The opening ceremony was hosted at the National Stadium (formerly Soccer City), with the tournament's theme as *Celebrate Africa – the beat at Africa's feet*.

The winner of the tournament will represent the African continent at the 2013 FIFA Confederations Cup™, to be hosted in Brazil in June.

Mbombela Stadium (Nelspruit), Nelson Mandela Bay Stadium (Port Elizabeth), Royal Bafokeng Stadium (Rustenburg), Moses Mabhida Stadium (Durban) and the National Stadium are playing host to the tournament.

National Water Week

18 – 24 March

With South Africa being a water-scarce country, relying on rainfall for much of its water, the Department of Water Affairs is continuously educating South Africans on the importance of conserving water.

Each year, National Water Week is observed to raise awareness about water usage in society and in the economy. The Department of Water Affairs strives to ensure that every person in South Africa has access to good, clean water. It is every South African's responsibility to take care of this precious natural resource.

State of the Nation Address

14 February

On Valentine's Day, a cross-section of South Africans, dressed in their finest, will make their way to Parliament to hear President Jacob Zuma deliver his 2013 State of the Nation Address (SoNA) during the opening of Parliament.

This is the occasion for President Zuma to give an overview of the state of the country and outline Government's plans for the year ahead. He will address a joint sitting of the two houses of Parliament, the National Assembly and the National Council of Provinces.

Fashion experts also get a chance to critique Members of Parliament on their fashion sense.

Human Rights Day

21 March

Before the advent of democracy, 21 March was observed annually in remembrance of the 69 activists shot dead by police during a protest against pass laws at Sharpeville in the Vaal Triangle in 1960. With the dawn of democracy, the day was converted into a public holiday and renamed Human Rights Day to instil a culture of respecting the values of human rights, as entrenched in our Constitution. It is also a reminder of the sacrifices made by anti-apartheid activists.

Budget Speech 2013

27 February

Minister of Finance Pravin Gordhan delivers the 2013/14 Budget Speech in Parliament, just under two weeks after the President's SoNA. The budget sets out how Government will use public funds to address the country's priorities.

World TB Day

24 March

South Africa joins the international community in marking World Tuberculosis (TB) Day and raising public awareness about a disease that continues to ravage communities, especially in poor areas.

It was on this day in 1882 that Dr Robert Koch amazed the scientific community by announcing that he had discovered the cause of TB, the *tubercle bacillus*. At the time of Dr Koch's announcement in Berlin, TB was raging through Europe and the Americas, causing the death of one in every seven people. Dr Koch's discovery opened the way toward diagnosing and curing TB.

In South Africa, HIV counselling and testing campaigns are also used to extend TB awareness, testing and the initiation of treatment. ©

World Consumer Rights Day

15 March

World Consumer Rights Day is observed globally to raise awareness of consumer rights. The National Credit Regulator stipulates the importance of educating consumers on money-related matters. During March, consumers are empowered with information on how to better handle their finances.

On 15 March 1963, then President of the United States of America, John F Kennedy, gave an address in which he formally addressed the issue of consumer rights, becoming the first world leader to do so.

Fast facts at your fingertips



Education for all

2,2 million – the number of adults who benefitted from the Kha Ri Gude Mass Literacy Campaign between 2008 and 2011. In 2012, the campaign attracted **665 246** adult learners. This strengthens the Department of Basic Education's efforts to halve illiteracy by 2015.

1 million – the number of learners who were welcomed into the school system in 2013.

Community upliftment

R9,2 billion – the amount allocated to the Municipal Infrastructure Grant in 2011/12. This enabled municipalities to provide water to **98 394** households, sanitation to **217 349** households, and to provide **1 184 km** of municipal roads. In addition, **23** sports facilities were completed.



Creating jobs

Some **12 000** construction and full-time jobs will be created through the independent power producers' procurement programme, in line with Government's strategy to create green economy jobs.

Sources: gov.za; southafrica.info; sanews.gov.za; anc.org

Hunting down poachers

668 rhinos were lost to poaching in 2012, while **267** arrests were made.

Take a SIP – and change South Africa

18 – the number of strategic infrastructure projects (SIPs) that are being implemented by Government. Projects include the building of dams, roads, bridges, power stations, schools, hospitals, two new universities and other infrastructure. The projects are expected to change the lives of approximately **19 million** people.

Crime does not pay

R541 million – the value of the assets seized by the Asset Forfeiture Unit. Assets worth **R61 million** have already been forfeited to the State.



Youth development

138 990 – the number of youths who served their communities through participation in the National Youth Service Programme.

Afcon 2013

Approximately **70 000** soccer fans attended the opening ceremony of the the 22-day 2013 Orange Africa Cup of Nations in Johannesburg.

SA troops deployed

400 South African National Defence Force soldiers have been deployed to the Central African Republic as part of South Africa's efforts to bring peace and stability to the region. ®

Interesting fact:

Cape Town has the **fifth-best** blue sky in the world, according to the British National Physical Laboratory.



Back to the land:

growing the skills to go with the numbers

The land question will come into sharp focus this year as the country marks 100 years since black South Africans were legally dispossessed of their land through the Land Act of 1913. The Act reserved 87% of the land for white South Africans and legalised the evictions of blacks from their ancestral land.

As the country prepares to commemorate this day on 19 June, efforts to undo this historical injustice continue apace, albeit at a slower rate than anticipated. Driving the process of land restitution is the Minister of Rural Development and Land Reform, Mr Gugile Nkwinti.

Following the democratic elections of 1994, the new Government undertook to transfer 30% of the land (24,5 million hectares) to black farmers by 2014, a target that is unlikely to be met, admits Minister Nkwinti.

The 65-year-old towering but soft-spoken Nkwinti faces the daunting task of overseeing Government's process of handing back land to its rightful owners.

Speaking to *PSM*, Minister Nkwinti said the aim of land reform should not just be about how much land is given back to people, but also how to equip land claimants with skills to create jobs, ensure food security, attract young people into farming and sustain farms for future generations.

Establishing a new department

Minister Nkwinti's love for agriculture goes back to his tenure as MEC of Agriculture in his native Eastern Cape between 2005 and 2009, before he was appointed to the newly-established Department of Rural Development and Land Reform – formerly known as Land Affairs – in 2009.

The formation of the new department provided clarity on what needed to be done to deal with the challenge of land reform. "With this new department, you can see an element that had not been there with the Department of Land Affairs; a qualitative element or developmental component. This aspect of land reform now exists.

"You will appreciate that land was given back to people and we always complained that nothing was happening with it, because there was no development component in the mandate of Land Affairs."

The quest for skills

Dealing with a new department presented more challenges than anticipated, including, according to Minister Nkwinti, dealing with the mindset of people within the department.

"I think the challenge has more to do with the mindset of people thinking 'land affairs', without the infusion of the developmental aspect. Some people are still locked in this thing of saying 'we need to transfer so many hectares of land', leaving out the important aspect of development."

He says the unstructured taking over of productive farmland and handover to unskilled beneficiaries dealt a blow to Government's noble idea of handing back land.

It also creates, in his view, social ills such as crime and unemployment, especially in townships, where municipal resources became depleted as a result of the influx of people whose land is taken away by Government because they are not able to develop the farms.

One of the key issues the Minister has tackled is making people understand the importance of transforming old habits.

"I am frustrated because of the lack of deeper understanding and appreciation of the importance of transforming customs and institutions. This translates into the slow process of coming up with policies that really matter when it comes to rapid and fundamental change in relation to land."

Progress with land restitution

Minister Nkwinti is concerned about the quantitative tendency of pursuing 30% redistribution by 2014. "We have redistributed about three million hectares to >>



The Minister of Rural Development and Land Reform, Mr Gugile Nkwinti.



“... I am not chasing numbers; I am chasing development and food security.”

communities, which constitutes only 7% of the set target. [The target of] 30% by 2014 is a challenge and I hope we will get there, but I am not very optimistic. I am not chasing numbers; I am chasing development and food security.”

At the centre of the process of handing back land, Minister Nkwinti identifies some challenges.

The first is that only 37 000 commercial farmers produce 90% of the food in the country. “That is unsustainable. We are told by researchers that the figure 10 years ago was about 90 000. The number of commercial farmers does not reflect redistribution, but a deeper concentration of ownership in fewer hands.

“This cannot continue; we have to find a way of disentangling this and our view is that we must move people from 13% to 87%.”

Minister Nkwinti says that over the past 18 years, there has been progress in terms of land ownership. “We are not at that level anymore. Some people say we are talking about that 87% and 13%, but things have moved since 1994. There are many people who bought land and there are many people who received land from the Government.”

The Minister expects to have exact numbers soon on how much land is owned by Government and how much by individuals, because 95% of State-owned land has already been audited.

Avoiding distress

In 2009, the department introduced one of its key programmes, the Recapitalisation and Development Programme (RADP). This followed a revelation by a study conducted between 2005 and 2008 that over 3 000 farms given to beneficiaries were in distress.

The department put those farms under the recap programme, as the RADP is commonly known. The aim of the RADP is, among other things, to increase the number of farms that produce food for households, enhance food security and create jobs for people in farming communities. It also sets out to improve income for farmers and employees, increase the capacity of emerging farmers and grow productivity in land reform farms.

“To ensure the success of these farms, the department selected strategic partners who are farmers or have experience in farming as mentors for the emerging farmers.”

Minister Nkwinti’s passion about RADP is clearly visible. On the morning of the interview with *PSM*, >>



(Right) Minister Nkwinti talks to locals at the handing over of livestock handling equipment to the community of Disake Village in the North West.

he watched an interview on Agri TV in which farmer Jeff Avry was talking about the RADP.

“Jeff Avry said that this is one wonderful programme that Government had introduced. He said that in this programme, the money that is invested by the State goes to where it matters. Firstly, it goes to the people who Government wants to assist. Secondly, it goes to the ground; I mean actual development. He further said that we as people with expertise are working with the people on the ground, and that the production is done by us jointly.”

Avry added that, due to the strategic partnerships that the programme introduced, emerging farmers, too, have a stake in the success of the programme; and that they learn from their strategic partners.

Minister Nkwinti points out that at its award ceremony celebrating the Farmer of the Year, Grain South Africa lauded the RADP as well. “They said that the recapitalisation programme is rapidly closing the gap between what we historically know as emerging farmers and commercial farmers.” He adds that the RADP was successful because it did not only recapitalise farms

redistributed by Government, but it also assisted other emerging farmers.

Minister Nkwinti emphasises that, for Government to succeed in reversing the injustices of the past, such as the evictions of 1913, it should not just channel energy into numbers; but it must also develop and assist beneficiaries with skills to manage the farms they receive. ^{PSU}



Minister Nkwinti (pipe in hand) during a visit to a rural development initiative in the Eastern Cape.

The **Film** and Publication **Board** (FPB)

Protecting our people, especially our youth, from the scourge of pornography.

The Film and Publication Board is a statutory body established by the South African Films and Publications Act of 1996. Its task is mainly to classify films, interactive games and certain publications for suitable age viewership and to provide the public with the relevant information to make informed choices about what they and their children should or should not view.

The purpose of the FPB is to ensure efficient and effective consumer protection, through regulation of media content, while empowering the public, especially children, through robust information sharing.

In 2010, the Film and Publication Board resolved to intensify work in promoting awareness and empowering children and communities with regards to the dangers of child pornography; exposure of children to pornographic material and other undesirable content; and the need to report incidents of such acts when identified.

The campaign was intended to raise the profile of child pornography as a social ill that confronts communities across racial, economic and social classes.

The strategic objective of the campaign was to empower children, parents, caregivers, educators and the general public to protect children against exposure to child pornography and other undesirable content. The key objective was to ensure that children become vigilant and are equipped to protect themselves against the unscrupulous criminal elements that use new media technology and the Internet to lure young children into child pornography networks.

Particular attention was paid to encouraging and empowering the youth to be responsible when utilising cyberspace and the media technologies that are currently available.

The campaign set out to reach 10 million South Africans using a range of platforms such as various media, outreach activations, awareness campaigns, school visits and new social-networking media programmes.

A project office was established within the Film and Publication Board to oversee the implementation of the campaign and co-ordinate all matters related to it, as well as ensuring that the campaign is accounted for in line with legal requirements on annual performance. The FPB have Back to School Campaigns that run throughout the

country and have been continuing with for the past three years. Throughout the year they do Cyber Safety Awareness, Workshops and programs .

THE CAMPAIGN SEEKS TO ACHIEVE THE FOLLOWING CRITICAL OBJECTIVES:

- educate children, parents and care-givers about the existence of child pornography and the associated dangers and risks to children exposed to and involved in the creation, possession and distribution of general and child pornography
- promote responsible usage and self-regulation by children while using new media social networking sites and other communication technology
- promote understanding among children and parents about the reasons for and the meaning of the classification tools utilised by the FPB for film, games and publications encourage responsible behaviour.
- promote and advise children, parents and caregivers about the reporting channels for cases of child pornography and related incidents. (0800-148-148) is the key telephonic means of reporting cases.

SV

SL

WELCOME TO PRO CHILD

The Internet hotline – an initiative of the Film and Publication Board – affords the public an opportunity to report, online, any child pornography or sexual abuse images discovered accidentally on the Internet. This may also include child grooming activities hosted in the chat rooms.

The Internet hotline provides and guarantees a secure and a confidential environment for members of the public when reporting child pornography (child sexual abuse images). Hotline staff adhere to the code of ethics (which puts emphasis on confidentiality) as prescribed by national and international bodies such as the International Association of Internet Hotlines. The primary purpose of the hotline is to prevent the distribution of child pornography (child sexual abuse images) when detected through the Internet.

Internet content analysts who make up the hotline team assess the content of the alleged child pornography and take

appropriate action. Where the content is verified as containing child pornography, it is removed and the website blocked. The hotline will also forward a detailed report relating to the child pornography to law enforcement agencies within the country for prosecution. An international networking partnership with INHOPE allows the FPB to take action against child pornography appearing on those Internet sites hosted outside of South Africa.

These international partners will then pass on the FPB's reports to the appropriate law enforcement agencies. The website is also intended to alert Internet Service Providers of any criminal activities, relating to child pornography and or sexual abuse images hosted on their servers or distributed through their infrastructure. The purpose of the hotline is to enable members of the public to immediately report any discovered child pornography and child sexual abuse images. All reports will be acknowledged, processed and appropriate feedback will be provided.



Film and Publication Board

We inform. You choose.

CONTACTS:

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Email: information@fpb.org.za

Website: www.fpb.org.za

*The Film and Publication Board was established by the South African Films and Publications Act of 1996. Its task is mainly to classify films, interactive games and certain publications for their suitable age viewership and to provide the public with all the relevant information to make informed choices about what they and their children should or should not view.

Heading with the Heart



Yoliswa Makhasi

Yoliswa Makhasi is an enthusiastic, self-motivated activist who has been involved in various organisations representing young people and community structures, both as a member and a leader. She has played an active role in conceptualising and ensuring implementation of the country's youth policy and other key programmatic interventions such as the National Youth Service Programme, which aims to promote patriotism and volunteerism among young people.

As the current Chief Executive of the Film and Publication Board (FPB), she plays a critical role in safeguarding the moral values of our people, especially our youth.

As part of the PSM editorial team, I interviewed Yoliswa about the work of the FPB. When we touched on areas pertaining to youth, there was a palpable smile in her voice.

Q. What are the challenges facing the FPB, in terms of effectively screening and managing the content of films, games and publications available to the public, particularly, our youth?

A. The main challenge remains the proliferation of content on new media mobile platforms such as cellphones, leading to unmediated 24 hr access to content by children of all ages online and offline. We have also observed an increase in the volumes of content delivered through digital platforms.

User-generated content among young people (recordings done mainly through

cellphones), in particular involving explicit sexual conduct, seems to be a growing phenomenon. This poses a serious challenge as generally the young people involved are below the ages of 18. These images end up in the public space and lead to embarrassment and even suicide in some cases.

Q. The FPB has embarked on a campaign to engage learners in the dangers of child pornography and pornography in general. How successful has this campaign been, and for how long will it be sustained?

A. Since the launch of the campaign in 2010, we have directly engaged and spoken to more than 300 000 educators, parents and guardians; and more than 100 000 learners across the country, both rural and urban. Judging by the feedback, we are contributing positively towards changing the lives of these young people and communities at large. We hope and believe that our interventions contribute towards sustainable behavioural change in the long term. This is difficult to prove, as behavioural change is influenced by many factors and social conditions. Ours is simply one intervention among many from different stakeholders, who work with the same target group on similar issues.

Q. Could you elaborate on your belief in the value of engaging and educating South Africans, especially the youth, in the importance of self-regulation?

A. Government has made laws and regulations to protect and empower vulnerable groups, among others. In the context of our developmental state, those of us in positions of power have a moral obligation to educate and empower others; in the case of the FPB our establishing legislation clearly mandates us to undertake consumer education in an effort to empower and protect. Self regulation by South Africans in this context is simply about taking responsibility for the content that comes into to our households and our mobile platforms. Having outlined challenges in point 1, this content is easily accessible and we have a responsibility to self regulate what to watch, read and play with. A cornerstone of self regulation is education and empowerment within the community and household; and to some extent, the FPB focuses on this issue. Industry also has a responsibility to create appropriate and user-friendly content and educate consumers about the likely effect of consuming certain content and, where necessary, block distribution of offensive and unacceptable content.

Yoliswa is clearly passionate about both her and the FPB's role in protecting the youth from exposure to undesirable content. She maintains that the largest part of this moral responsibility is ensuring that the youth are well educated, enlightened and empowered, enabling them to make informed and sensible choices.



We inform. You choose.

CONTACTS:

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INVOLVES THE EXAMINERS
JUST A SET OF GUIDELINES
CLASSIFICATION
A PANEL OF EXAMINERS
EXAMINERS WERE APPOINTED

- B
- L
- N
- P
- S
- V
- H
- SV
- D
- A
- PG
- 7-9 PG
- 10-12 PG
- 10
- 13
- 16
- 18

CLASSIFICATION MADE EASY

THE SOUTH AFRICAN CLASSIFICATION AUTHORITY
FOR MOVIES, GAMES AND CERTAIN PUBLICATIONS

The Film and Publication Board (FPB) is a statutory body established by the South African Films and Publications Act of 1996. Its task is mainly to classify films, interactive games and certain publications for their suitable age viewership, and to provide the public with enough information to make informed choices about what they and their children should or should not view.



Film and Publication Board

We inform. You choose.

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Facebook Group: Film and Publication Board

Passport

to a new reputation

The Department of Home Affairs has, for many years, been living under a dark cloud, marred by corruption and slow service delivery. But that is changing, and the department that was once one of the worst-performing in government is now working hard to be the best.

Over the last five years, there has been a significant improvement in service delivery. Identity documents (IDs) are now delivered within 54 days; passports within 24 days and birth certificates and temporary IDs issued on the spot. There has been a reduction in corruption and the department has become more accessible and transparent to its citizens.

PSM met with Director-General (DG) Mkuseli Apleni, the man who is steering the ship into steady waters, in his modest office in central Pretoria. Top of the agenda is to find out how the department managed such a massive transformation. Home Affairs is a large, complex department that delivers its services through 413 offices, 72 ports of entry, 54 consulates abroad and four refugee reception centres.

The department has a dual mandate. Its civic mandate centres on its role in civil registration – primarily this concerns the identity and status of citizens. In terms of its immigration mandate, only Home Affairs can give permission to enter or leave South Africa, and determine the conditions of the stay of foreign nationals. The department thus plays a pivotal role in service delivery, access to rights, security and supporting economic development.

Prior to 2007, the reputation of the department hit rock bottom. There was widespread public discourse on corruption and poor service delivery. Following the worst possible audit finding, a disclaimer, then Minister Nosiviwe Mapisa-Nqakula requested assistance from the Public Service Commission, the Department of Public Service and Administration and National Treasury. A support intervention team wrote a damning report that called for action to remedy deep-seated problems.

In response, a large-scale turnaround programme was launched in 2007, which achieved major gains in service delivery. Processes were made more efficient, secure and reliable. This changed the reputation of the department from “horror affairs” to one that shows everyday how seriously Government is taking service delivery.

The thrust of the transformation strategy, says Apleni, was to transform the department to have the ability and agility to respond to the needs of citizens in a caring manner.

Home Affairs embarked on this journey in partnership with its current employees, rather than replacing them. “The success of anything that we wanted to do was, therefore, dependent on our staff. As part of the strategy, we teamed employees with the appointed consultants so that they could learn the necessary skills.”

Apleni joined the department towards the end of the turnaround programme and immediately took steps to ensure that the transformation was taken wider and deeper. In terms of the implementation strategy, the department followed a three-pronged approach, which involved improving service delivery, pushing back the frontiers of corruption and investing in the capacitation of staff. There has been continuous engagement with employees to ensure that they understand that the department exists to serve the people.

“Because we are a monopoly and offer services that are not offered anywhere else, our service needs to be efficient, so we use internal forums to inculcate in our employees the need to serve people with care, efficiency and diligence.”

Organised labour has been part of the transformation process and not outside it; and agreements have been signed in this regard.

To root out corruption, the department secured systems and introduced biometric access control. Another major improvement has been online verification of fingerprints, which it has made available to other departments and to banks.

By aligning its structures with all three spheres of Government, the department has been able to monitor what is happening on the ground. “We also established >>



Director-General of Home Affairs, Mkuseli Apleni.

stakeholder forums to ensure community involvement.”

These forums, says the DG, are made up of traditional leaders, councillors, community representatives, the police and the departments of health, social development and home affairs. Through these forums, people are able to understand the responsibilities of Home Affairs, and share their knowledge with their communities. It also assists the department in ensuring the delivery of services, in particular to the poorest communities and people.

Changing public perception

Public perception of the department is changing and people have more positive things to say about it. Apleni believes that they were able to achieve this by being honest with the public and admitting that there were problems within the department – the biggest of which were poor service delivery and corruption.

To fight corruption, the department created a branch at Deputy Director-General level that is responsible for protecting its systems and making sure that culprits are brought to book in partnership with State law enforcement agencies. There is also the Presidential Hotline, where people can phone and report corruption or bad service. Dedicated units within the department monitor and follow up on reports received from the hotline.

“Our weekly media briefings are also assisting in making us more accessible to the public. At the briefings we inform the public about our successes, our challenges and also where we need support from them. By informing the public, we know that we have ambassadors that help to inform their communities about the programmes of the department.”

A key factor in improving service delivery has been adopting an operations-management approach. Processes have been streamlined with the involvement of staff, and performance is closely monitored to ensure end-to-end control by managers. “By giving employees targets, each one knows what is expected of them on a daily, weekly and monthly basis – the systems that we have in place help us to monitor our offices in all the provinces at any given time,” says Apleni.

A track-and-trace system is used to record the progress of an application at key stages of each process. This enables citizens to be kept informed either through contacting a client service centre or by receiving an SMS that informs them when and where to collect the document for which they applied. This has drastically reduced time spent in queues and trips made by citizens to offices.

Furthermore, Home Affairs engaged in a process of improving financial management. This resulted in obtaining the first unqualified audit in 16 years in 2010/11. This process is continuing, despite challenges regarding systemic issues.

Home Affairs is probably the only department that has made its management’s cellphone numbers available to the public. All Home Affairs offices have photographs of top managers displayed, including Apleni’s, and if people receive bad service or experience a delay with their documents, they can call them. “It is helping, because if clients do not receive satisfactory service, they let us know. Also, staff have no choice but to give good service – if they do not, management will know about it.”

A new queue-management system is being introduced at the department’s high-volume offices. When a person arrives at one of these offices, they are given a ticket that monitors how long it takes to get help. The plan is to install cameras so the queues can be monitored from head office.

“As a department, we are in our transformation trajectory. We are building something, but we have many years of issues and we know we cannot build Rome in one day. But we have set targets for ourselves.”

One major challenge is that the department provides consular services at over 54 foreign missions. There are technical and logistical challenges in managing processes such as the collection of revenue from people who are applying for visas and other services.

Out with the old, in with the new

Early in 2012, it was announced that the department would be piloting a Smart Card that will replace the green ID book. The Smart Card is an electronic card

Interesting fact:

The departments of higher education, labour, economic development, trade and industry, the South African Revenue Service and home affairs are working on an initiative that will attract 50 000 highly skilled migrants into the country on a yearly basis. These will be people who have scarce skills and transfer these to the country.

that will use biometrics to identify the cardholder. Unlike the green ID book, it will be difficult to manipulate pictures and names. The biggest advantage is that it is instantly verifiable.

"The other thing is that this card can potentially be used by other departments to verify citizenship and identity. So in future, citizens may only have one card to identify themselves."

The pilot started in the previous year, and the roll-out programme is likely to start in 2013/14. The scale of the project is huge, with the department having to deliver cards to approximately 30 million South Africans over a relatively short period. "We are thinking about the approach of the roll-out and looking at the best options. The advantage of this process is that it gives an opportunity to clean up and uproot people with fake IDs."

Winds of change

In 2012, Minister Naledi Pandor joined the department. She has been part of Cabinet for many years, and is well conversant with Government processes and the mandate of Home Affairs. "The Minister told us is that she wants a department that gives efficient delivery of services, in a caring and accountable manner."

Minister Pandor took over from Dr Nkosazana Dlamini Zuma, who is now the Chairperson of the African Union Commission. Apleni worked with Dr Dlamini Zuma for more than 10 years and learnt a lot from her as a person and a leader. "She always reminded us that we are about people, so people must take priority. She was able to equip us and gave us space to grow."

African Nations Cup 2013

In January 2013, South Africa once again got a chance to show off our hosting skills, when 16 of the continent's best footballing nations



This & that ...

Where were you born?

Idutywa, Eastern Cape.

Qualifications:

Bachelor of Commerce degree in Accounting, Diploma in Management and Administration, both from the former University of Transkei (University of Walter Sisulu).

What motivates you?

I really want to make a difference and I want to succeed. I always tell my team that I'm like a hunter. A hunter understands that today when he goes to hunt, he will get something, but the opposite can happen the next day. The important thing about a hunter is that he does not give up, but thinks of new strategies to ensure that he will be able to catch something. So, although I always want to be successful, the reality is I can't always be – but I can't give up and must press on.

descended on our shores. The department was ready for the thousands of supporters who came into the country from all the corners of the continent.

"The systems that were developed for the FIFA World Cup™ were used to ensure the efficient and secure movement of fans through ports of entry, and we deployed enough numbers of officials," Apleni says.

Key systems improvements included an enhanced movement control system and the advanced passenger processing system.

Finding the balance

For the Eastern Cape-born father of three, the most fulfilling part of his job is knowing that he changes people's lives for the better.

Trying to find a balance between personal and professional life is tough. The higher one goes, the less time there is to spend time with family. His boys, Sinaye, Zingisa and Khanya, understand the challenges of their father's job, and learned early in their lives that their father had to work hard for them. Thankfully, his wife of 25 years, Nobahle, continues to keep the home fires burning.

The future

Apleni's ultimate goal is for Home Affairs to be responsive to the needs of citizens and residents, and deliver on its mandate effectively. His view is that government departments can perform as well or better than the private sector; and that Home Affairs can be among the best in Government. Modernising information technology is a critical factor in achieving this vision in a globalised world. But people matter a great deal to him. Not surprisingly therefore, he ends off saying: "For the continued improvement in the department I want to thank my political principals, stakeholders of the department and the staff." 🇿🇦



LETS SETTLE OUR DUES
CORPORATION

SOUTH AFRICA MEET LESETT CORPORATION

A YOUTH OWNED COMPANY WITH A VISION
FOR THE FUTURE OF A NATION



Oscar Churchill Motsepe (34)
Founder & CEO
of Lesett Corporation



Sylvia Seapeng Motsepe (24)
COO
of Lesett Corporation

AN EXCLUSIVE INTERVIEW

WITH THE FOUNDER & CEO OF LESETT CORPORATION
MR. OSCAR CHURCHILL MOTSEPE

Lesett Corporation has a track record of a series of successful events with an ever increasing number of staff members and speciality subsidiaries.

Some of its successful projects and events includes:

- Gauteng Carnival, 2012 •
- United Manganese of Kalahari, Bursary Awareness Day •
- National Social Cohesion Summit, 2012 •
- Department of Transport, Welcome Minister Ben Motlana •
- National Freedom Day Celebrations, 2012 •

Question. So what is LESETT and how did you come up with the concept?

Answer. Lesett is a specialist project consulting and a Venture Capital Company. It specialises in the conceptualisation and roll out of small to very large and complicated indoor/outdoor events and campaigns. This is done for a wide variety of clients both from the private and governmental sectors. It owns four subsidiaries and a number of specialty companies that operate mainly in the townships.

A team of operatives overseen by a divisional Managing Director independently runs each subsidiary.

The divisional managing director is responsible for interpreting the overall strategy and direction of the corporation, including determining and implementing all operational and strategic activities of all divisions.

I created LESETT 100% in line with my believes and what I have been taught throughout my whole life. In retrospect it is always easy to substantiate and see how the puzzle fits together. My personal strongest point has always been 'resilience' on how to bounce back when things are not going my way.

SUBSIDIARIES OF LESETT



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NATIONAL FREEDOM DAY

27 APRIL 2012

Freedom Day is a South African public holiday celebrated on 27 April.

It celebrates freedom and commemorates the first post-apartheid elections held on that day in 1994.[1] They were the first national elections in South Africa in which the franchise did not depend upon race.

Lesett was given the management of the whole event from mass catering to audio & visual, security, marquees, transportation, carnival sound supply, photography & video capturing, branding, emergency services & many more logistics relating to the freedom day national event.



...continued

I think I got this in with my mother's milk. It is always so easy to blame someone else or a system for any failure, but to accept that something is not going to work and find an alternative, is a mind frame that acts as remedy to persist and to be successful. Unfortunately everybody in our country is not on the same page yet. We have to accept that the misconception that we are all the same might have contributed to this. To have you understand this, I can only give an example that you don't want to be in the plane that I would be flying (because I am not a pilot) or be at a major event that a pilot is organising. It all came together when I realised that we were all made for a specific purpose and we just need to accept and do the best with whatever is available at the time.

The other thing, I was lucky to have landed in places where people had so much influence on where I am today. Once again in retrospect it all boils down to one point and one point only; ATTITUDE. This is the one and only aspect that each person has to take a decision on. We have to accept the responsibility and accountability for the choices we make. Many people have asked me the question as to what it is that I inject my staff members with in order for them to behave and conduct themselves in the manner that is so humble and respectful? Every time I have responded by saying that I only appoint staff based on their conduct and attitude, nothing else. One thing that I had to learn the hard way is that when your conduct and attitude is right, all other things fall in place easily. I strongly believe that if we can focus our country on these two aspects (conduct and attitude), we will definitely be taking major strides in becoming a winning nation.

Question: What about education and the many unemployed young graduates out there?

Answer. Education lies close to my heart, but here the focus is out of synchronisation. We are creating the disillusion that a certificate, diploma or a degree is a passport to employment. We all know that this is not true, yet it remains good business, so don't make waves about it. I can tell you now that most definitely this is the one area that LESETT wishes to make waves on. They say only 33% of our Further Education and Training and High School learners obtain a matric certificate. My question is what happens to the other 66%? You see this very 66% is exactly where LESETT wants to make an input on, and not only do we want to draw the attention of this 66% because remember in our country, there are approximately 4 million young people between the ages of 16 and 32 who are just idling.

Lesett is prepared to mould partnerships with existing entities in order to create meaningful and sustainable employment opportunities for these young people as target group. My belief is that energy needs to be managed and if we don't do that, we may find ourselves as many countries do north of the equator on our continent and Sasolburg much closer to home. All the signs are indicating that we might be heading the wrong way. We have a few suggestions to those who have decision making powers who are willing to listen and are open to suggestions.

It is not a question that LESETT has all the answers, but rather a suggestion in opening an item for debate and constructive input. At LESETT, we believe in meaningful and sustainable partnerships in order to alleviate pressure.

SOUTH AFRICA MEET LESETT CORPORATION

A YOUTH OWNED COMPANY WITH A VISION
FOR THE FUTURE OF A NATION

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AN EXCLUSIVE INTERVIEW

Question: You talk about a certificate not being a passport to employment and meaningful partnerships in order to alleviate pressure, please explain further.

Answer. Well firstly we need to ask ourselves and say what is it that young people are interested in and how we can direct that energy to create meaningful and sustainable employment for them? I stand to be corrected but most young people in our country wishes to become DJ's, actors, soccer players, entertainers etc. If that is true, why are we saying that they should study maths and science and not encouraging them to also study music, drama and other related courses? Lets look at one simple example, a movie produced in Hollywood would generate over a billion US Dollars in total sales, this would include DVD sales, advertising, shooting it at certain locations which the owners of the locations would be paying a large amount of money just to have their locations appear in that movie. To seal it off, some of the Hollywood actors who today are millionaires do not necessarily have a diploma or a degree of any sort, they only have talent and the right attitude.

So what exactly am I saying? I'm saying the only thing that I can think off right now is that we need to package our own culture and sell it to the world. I saw on the History Channel an advertisement about a forth coming documentary called Miracle Rising. Basically this documentary is about the history of South Africa particularly how it managed to avoid civil war and achieved democracy, reconciliation and the people of our country are able to live together in harmony today despite what happened in the past. We need to find ways and means to test the ground and if this is the way to go, create more opportunities for this group. All possible role players and stakeholders should be allowed to make constructive inputs on the mechanism as vehicle that can take us there.

I'm also saying South Africans should be the one's packaging the South African culture and selling it to the world, not the otherway round. This can only be achieved if the decision makers are on the same page and decide conciously on this matter.



KLUDUMANE MINE OPENING - LESETT ERECTED A MARQUEE ON THE DRY DESERTS OF THE NORTHERN CAPE, NO WATER OR ELECTRICITY. BUT BECAUSE OF ALL THE INFRASTRUCTURE LESETT POSSESSES, THE VENUE TURNED INTO A MARVELLOUS CORPORATE EVENT.



THIS SHOT WAS TAKEN AT THE 2012 SOCIAL COHESION SUMMIT WHERE LESETT WAS APPOINTED TO RUN THE SUMMIT FOR 3 DAYS - ANOTHER WISELY MANAGED EVENT. THOUGH LOGISTICS WERE TOO HIGH, LESETT MANIFESTED IT AS IF IT WAS DONE BEFORE.



LETT SETTLE OUR OVES
CORPORATION

SOUTH AFRICA MEET LESETT CORPORATION

A YOUTH OWNED COMPANY WITH A VISION
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..continued

LESETT Corporation wishes to create a system where young people can be employed and skilled meaningfully in the areas of their interest. Truly speaking our area of interest as young people ultimately lies in eventing and entertainment. You do not need a degree to pick up paper at an event, nor do you need one to place collapsible fencing or portable toilets and carry and place chairs in cinema style at a conference.

Many people who produce DVD's for some of our events will tell you that they taught themselves to be able to produce them, and when you ask them how old they are they will say 27 and when you look at the DVD you will almost be convinced that it was produced in overseas or in Hollywood.

The problem is such young people are scattered and are not in a position to teach their fellow young stars, because there is no meaningful system in place. At LESETT, together with our partners, we are able and willing to create such systems.

Question: Are there any Special Lessons you learned when growing up?

Answer. Yes, I was taught that to have a job is a privilege and not a right. I have never considered any task beyond my states. My first lesson was on how to clean a car with a toothbrush and feel proud of it.

I have washed dishes, loaded trucks, made coffee, send faxes, slept the whole night under a bridge and many other non-appreciated tasks, only to find that I have accomplished a new skill in the end of everything.

I was coached that you need to know where every cockroach hides in a company before you can understand its operations. I was made to understand that things must not be created for the sake of being created, they must be created to inspire.

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Unlocking South Africa's potential

Brenda Bernice Ntombela is a tall, striking woman, at once professional and businesslike, yet with a warm, caring personality. She has that unmistakable X-factor.

As the Head: Secretariat to the Human Resource Development Council of South Africa (HRDCSA), Ntombela provides strategic, administrative, management and technical support to the national advisory body that is setting the agenda for South Africa's Human Resource (HR) Development Strategy.

She has a reputation for being an outstanding operative and campaigner for unlocking the HR potential of all South Africans; young and old, men and women.

She was born in Ladysmith and her family later moved to Durban. "My mama, Dolly Margaret Ntombela (Africa) is from Newcastle, while my papa, Titus Ntombela, is from Ladysmith. I am the fourth of five children; three brothers and two sisters." She has two children, Mlungisi and Lindelwa, as well as a daughter-in-law, Sibongile. She also has three grandchildren.

"My maternal grandfather was an Anglican Church minister and church was an important part of my life. My mother instilled much-needed discipline in our lives as children. Importantly, she believed in education."

Ntombela points out proudly that she attended Ohlange Institute, a school founded by John Langalibalele Dube, the founding president of the African National Congress. The ethos of the school was to provide education to black people in the context of a modern world.

Charting a career

Ntombela's career began as a nurse. After studying further, she was a lecturer at several tertiary institutions before joining the Public Service in 1996 as a deputy director. Her career in the Public Service has been varied: she worked in HR at the National Department of Health and later in Policy and Planning at the Gauteng Department of Health.



Brenda Ntombela is passionate about human resource development.

She then became a chief director at the Department of Communications, after which she became a councillor (commissioner) at the Independent Communications Authority of South Africa. She later joined the Department of Higher Education and Training.

At the HRDCSA, Ntombela's daily work interaction is multi-layered. She interacts with, among others, the Office of the Deputy President and the ministries of higher education, basic education, labour, home affairs and economic development.

She also interacts with other important social partners such as business leaders, organised labour, industry, tertiary institutions, civic organisations and non-governmental organisations (NGOs). The Secretariat is located in the Department of Higher Education and Training and one of its main functions is to get individuals and organisations within the HRDCSA structures to focus on an agreed-upon point of view. These are people who may sometimes have different approaches to issues. Her job requires sensitivity, tact, diplo-

macy and advanced negotiation and communication skills to meet the needs and concerns of all stakeholders.

Ntombela assists leaders and social partners at the highest level in the country to tap into South Africa's HR potential. This is no easy job. Given the country's education and training legacy, many challenges and blockages remain, which prevent an increase in much-needed skills.

The Secretariat has a budget of R55 million for the 2012/13 financial year. Its finances are handled by a fund manager.

About how she manages to be effective in such a challenging job, she says: "You need to be thorough and focused on the detail of the work at hand."

Her advice to public servants is simple: "Be exemplary in your work. Be honest at all times. If there are problems or mistakes, admit to them. With integrity, you can move forward in a positive and constructive way."

Ntombela's hectic work schedule is balanced by an active life outside the office. "I enjoy walking and travelling. But, most of all I enjoy spending time with my family, especially quality time with my grandchildren. I love reading stories to them. Reading is an important foundation for life-long learning."

The HRDCSA is edging forward, with Ntombela leading the secretariat. Our country's potential is being realised and guided by this smart and unforgettable woman, as she helps to make South Africans even more employable. *Phambili!* >>

Brenda Ntombela was born in Ladysmith, KwaZulu-Natal. Her family later moved to Durban, where she grew up and attended school.

After school, she attended Edenvale Nursing College, where she obtained a Diploma in Nursing and Midwifery in 1980. She received a B Cur I et A in 1985 from the University of the North. This was followed by a B Cur Honours in 1989 and an M Cur in 1993, both from the University of South Africa.

Ntombela worked as a lecturer at the University of Transkei (now the Walter Sisulu University) from 1990 to 1992; the University of Zululand from 1992 to 1994; and the Technikon Witwatersrand (now part of the University of Johannesburg) from 1995 to 1996. She has worked in the health and the information and communication technology sectors.

She currently serves as a board member for the Bertha Gxowa Hospital, the Avalon Home for People with Disabilities and the Family and Marriage Society of South Africa.



Sasria – Riot and strike insurer for South Africa

LEADERSHIP PROFILE



Mr. Masondo joined Sasria in 2009 as an Executive Manager: Underwriting, his appointment was following a new strategic position that Sasria embarked on at that time. He has been in the insurance industry for nineteen (19) years; he started his careers at Allianz Insurance as a trainee manager. I gained experience on various aspects of short term insurance internationally and locally, says Masondo.

Sasria functions through a network of Agents who have to be registered short term insurers. The Sasria Agents handle the day to day administration of the Sasria business, this includes computation of the Sasria premium, issuing of Coupons and Policies, and collection of premiums. In the Sasria value chain brokers also play a vital role by actively 'marketing' the Sasria cover to clients. Sasria provides technical support through product training and Agents and Brokers visits in order to ensure effective understanding of the product. Due to this business model, partnership between Sasria and agent companies as well as brokers is critical in providing adequate insurance covers to our mutual clients and giving optimal service.

Sasria is headed by Cedric Masondo, the managing director; he is supported by four executive managers. Karen Pepler is the Financial Director and is also responsible for organisational strategic matters; Keith Fick is responsible for Insurance Operations which involves underwriting and claims; Nomsa Mazibuko is the Executive Manager for Business Support and is responsible for governance, risk management, and human capital management; Thokozile Ntshiqqa, the Executive Manager for Stakeholder Management, is responsible for Customer Relationship Management, Marketing and Communication, and Corporate Social Investment Initiatives. Sasria has a total of 51 staff members countrywide.



Karen Pepler was appointed in July 2011 after acting as the managing and financial director for a year. Mrs Pepler has consulting experience in various industries such as the mining, transport, pharmaceutical and the media industry. Prior to Sasria she was with Deloitte and Touché Special Services Group from 2005 where she held various positions.



Nomsa Mazibuko is the Executive Manager: Business Support, this division is responsible for governance, risk management, and human capital management. Mrs. Mazibuko has ten years working experience in the financial sector; she has previously worked for ABSA Bank in various positions. She joined Sasria in 2006 as Executive Manager: Governance.



Keith Fick was appointed as Executive Manager: Insurance Operations in July 2012. Prior to joining Sasria he was with Hannover RE as the Head of Non Life Facultative business for almost 3 years. He has extensive experience in the insurance industry; he has been in the insurance industry for twenty two (22) years. Keith oversees the functioning of the Insurance Operations Division. This division is responsible for claims management, underwriting management, i.e. pricing, drafting policy wordings and underwriting procedures, and management of reinsurance.



The newly established division called Stakeholder Management is headed by Thokozile Ntshiqqa. Mrs. Ntshiqqa has been in the insurance industry for thirteen (13) years, nine (9) of those were in Sasria. She started her career in insurance at Mutual and Federal Insurance and has worked for various insurance companies before joining Sasria in 2003.

COMPANY PROFILE

Sasria SOC Limited (Sasria) is a short term insurance company for special risks such as terrorism, riots, and strikes. It was established in 1979 as a direct result of the 1976 Soweto uprisings; the short term insurance industry expressed its reluctance to provide insurance cover for damage that is overtly political in nature. Sasria was formed to plug a gap in the insurance market ie to provide insurance cover for political riots, politically motivated acts and terrorism. The establishment of the organization was as a result of the Government's imitative where the South African Insurance Association (SAIA) was approached with a view of establishing an organisation to provide insurance cover for those activities not covered by the conventional insurers. Sasria was formed as a Section 21 company called the South African Special Risk Insurance Association (SASRIA).

The Sasria cover has evolved over the years, the first notable change was the extension of the Sasria covers to include the non political elements such as non political riots, strikes, civil commotion, and labour disturbance. Sasria was also converted from an association into a public company in 1999. Furthermore Sasria started with a loss limit of R50m and today the loss limit is R1.5bn. There have been various enhancements of the Sasria products in order to ensure that there is no gap in cover when compared to the underlying policies. Sasria continues to review the cover and product it provides in order to stay relevant to the consumers and the industry.

Although Sasria is the only insurer for special risks in South Africa, it is imperative to ensure that the cover it provides is clearly understood by all stakeholders so that it is effectively marketed, that the distribution channel is well managed and provided with the technical support at all times, and that our operations are efficiently managed at all.

Sasria recognizes that it does not exist in isolation, it is part of a community and thus being a responsible and caring citizen is at the heart of its operation. Therefore it is incumbent on Sasria to promote opportunities for social and economic development in the community in which it operates. At the core of Sasria's sustainability is the promotion of development of the national scarce skills. Since 2003 Sasria has been focused in development of actuarial skills, this was done through an establishment of actuarial development program called The South African Actuaries Development Program (SAADP). The primary aim of this program is to unearth and harness mathematical and analytical skills amongst black students in order to expose and help them to capitalise on career opportunities in the field of Actuarial Science. To date ninety one (91) students have graduated and nine (9) have qualified as actuaries.

Sasria has identified a need to broaden its CSI initiatives for the benefit of the insurance industry, the financial sector, and country as a whole. Sasria has also partnered with SCI-BONO through the Gauteng Department of Education (GDE) in implementing one of the department's strategic priorities ie Gauteng Maths, Science and Technology Education Strategy and the Gauteng Provincial Literacy and Numeracy Strategy. Through this partnership Sasria is involved in four key projects that are focused on improving the maths and science skills within the Gauteng province. Sasria is ready for the South Africa of today but more importantly, for the South Africa of tomorrow.

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About the Human Resource Development Council of South Africa (HRDCSA)

The HRDCSA is a national advisory body with multiple tiers and multi-stakeholder reference groups.

It was established in March 2010, to address South Africa's human resource (HR) development needs. It works under the leadership of Deputy President Kgalema Motlanthe.

The Ministry of Higher Education and Training is the custodian of the Secretariat of the HRDCSA.

The advisory role of the HRDCSA ensures that all relevant strategies, policies, programmes, projects and interventions are streamlined.

The Council aims to maximise support to Government's overall objectives to improve and increase the HR base of the country, so as to ensure economic growth, thereby eradicating unemployment, poverty and inequality. The HRDCSA's work is integral to building a prosperous and inclusive society.

The HRDCSA is supported by a technical working group (TWG) that provides strategic and technical advice to the Council and executes its decisions.

The TWG is co-chaired by business and labour. In turn, it establishes technical task teams that provide expert input in all matters pertaining to HR development.

The HRDCSA has five strategic priorities, namely:

- strengthening and supporting Further Education and Training colleges to increase access
- producing intermediate skills and professionals
- producing academics and stronger industry-university partnerships in research and development
- foundational learning
- worker education.

The HRDCSA is aligning its work with that of the New Growth Path and prioritising issues such as innovation, knowledge management and the green economy.

It has also identified the need to focus on integrating entrepreneurship into the education system, drive job creation and combat poverty, inequality and unemployment.

The HRDCSA aims to increase responsiveness to socio-economic developments within education and training systems by addressing quality skills shortages in priority areas. It also aims to establish institutional mechanisms for coordination, integration, coherence, accountability and reporting. ®

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Joseph Thase Mohajane

Designation: Deputy Director: Public Awareness and Stakeholder Management at the Department of Home Affairs.

Qualifications: National Diploma in Journalism from the Tshwane University of Technology; a Public Relations Certificate from the Cape Peninsula University of Technology and completed the Advanced Management Development Programme at the University of Pretoria.

My job entails ... doing almost everything in integrated communications and marketing. Due to the way the Communications Branch at Home Affairs is structured, I am required to be a communications generalist always and a specialist only when working in multi-disciplinary project teams.

My main areas of responsibility are to develop campaign strategies and plans, communications content and products such as brochures, television and radio adverts, Public Service announcements, billboards and so on.

I also educate the public about the department through community outreach programmes and a variety of communication platforms.

My greatest strength is ... my flair for developing innovative, effective communication strategies and key messages for audiences with varying information needs. I am an all-rounder and expert in almost every area of communication.

The best advice I ever received was ... from one of my mentors, a former journalism lecturer, who said: "An old bird is not to be caught with chaff" which means you cannot deceive experienced people.

My motivation comes from ... the idea of being a parent and a corporate leader. I see synergies in these roles, as I can nurture and counsel my children in much the same way as the team I lead.

I also find strength in that, with the strides I have made in my career, I am regarded as a role model and mentor by my village folk, relatives and friends.

The highlights of my career to date are ... trading off my journalism career at a popular magazine back in 1998 to join the Public Service and rising rapidly through the ranks within various Government departments, until I joined Home Affairs in 2005 as deputy director.



I regard my current stint at Home Affairs as boundless as the ocean. It is here that I actively participated in major campaigns such as the introduction of the Civil Union Act in 2006 and the department's Turnaround Campaign.

The highest point of my career was being involved in the ID Campaign in 2008, which won the 2008 overall Government Communicator of the Year and the Ubungcweti category awards, conferred by the then Government Communications Chief Executive Officer and the Minister in The Presidency.

The most important lessons I've learnt during my career are ... to empower yourself as far as possible and to grow into a senior role so that once the opportunity dawns to be in charge, you are able to execute the responsibilities with confidence.

Right now I'm reading ... Denis Goldberg's *The Mission: A Life for Freedom in South Africa*.

To unwind, I ... travel to the countryside and organise fishing trips with friends. Going to gym also works for me.

What most people don't know about me is that ... I am the oldest of four siblings and was raised by my maternal grandmother. Materially she had nothing, but the manner in which she conducted herself earned her the respect of family members and neighbours.

Although she died when I was 15, my grandmother taught me from a young age to have purpose, be hard working and unify people.

I'm proudly South African because ... I am part of a society that has succeeded to a certain degree to build new societal values and patriotism despite a painful past. It is all thanks to the efforts of world-renowned icons like Nelson Mandela – who discouraged us from being trapped in a "victim" mentality and culture of entitlement – that we were able to work towards making the world a better place. I am proud to be part of a winning nation that is the envy of many people around the world!

Nolitha Viollah Mpoza

Designation: Deputy Director: Nuclear Policy and Technology Development at the Department of Energy.

Qualifications: Bachelor of Science degree from the University of the North West; Master's degree in Applied Radiation Science and Technology from the University of the North West and completed the Advanced Management Development Programme at the University of Pretoria.

My job entails ... contributing to, and advising on, national and international policy issues regarding nuclear technology. My duties include participating in the nuclear energy implementation and planning committee; liaising with national and international stakeholders; monitoring and evaluating aspects of nuclear energy policy implementation and coordinating South Africa's participation in International Atomic Energy Agency (IAEA) Technical Cooperation programmes. I also serve as the interface between the Government and the IAEA secretariat in all matters related to the planning, implementation, monitoring and evaluation of the Technical Cooperation programmes.

My greatest strengths are ... the willingness to learn and listen to others, accepting positive criticism and asking for advice when I need it. Nobody knows everything.

The best advice I ever received was ... from a friend of mine and motivational speaker, Thomas Malamule, who said: "You are destined for greatness, not engineered to fail".

My motivation comes from ... the fact that I love what I do, though it's not always easy. I get fulfilment from successfully concluding any assignment that contributes to the bigger spectrum of the Public Service. Where my skills and knowledge fail, I draw strength from the highest power I know, Almighty God.



The highlights of my career to date ... include participating in high-level international forums and playing a role in the conclusion of important decisions in the energy sector.

The most important lessons I've learnt during my career are ... that every task is important, no matter how small – the broad vision and the full mandate of any institution is dependent on all the pieces of the puzzle.

Right now I'm reading ... *The Power of a Praying Woman* by Stormie Ormartian.

To unwind ... I watch reality TV shows. Sometimes I wonder how real they are! My favourite was *Kid Nation*, which challenges a group of

kids aged 8 to 15 years to create a functioning society, including setting up a government system with minimal adult help and supervision. It was really breathtaking to discover how kids can function with little supervision!

What most people don't know about me ... is that I used to do ballroom dancing during my primary and high school days.

I'm proudly South African because ... I love the warmth and comfort in this country, despite the challenges we are facing. Having travelled a lot, I still find South Africans to be warm and most welcoming to all, including foreigners. Our cultural diversity is unique. I'm glad to be part of the Rainbow Nation. 🇿🇦



The Food of Love

Writer: Caryn Thandi

As the great Virginia Woolf once said, “One cannot think well, love well, sleep well, if one has not dined well.”

There is no time more apt for this quote than Valentine’s Day. One need only take a drive past some of the country’s top restaurants to see the validity of this – it is a tradition that has spread from New York to London and Paris and settled quite comfortably across South Africa. Dining out on Valentine’s Day has become *de rigeur*. Indeed, if you haven’t made your booking by mid-January, forget about it, pal! Improvisation and

spontaneity can often lead to the most romantic moments of our lives, but trust me on this one: 14 February is not one of those occasions.

Having been at the receiving end of some rather awkward and just plain disappointing Valentine’s dinners, I can vouch for this statement personally. Taking me to the same sushi restaurant we frequent almost every week, followed by a movie with a packet of chocolates may suffice for an average Friday date night, but not for what is deemed the most romantic night of the year (even if it is Cinema Nouveau).

The month of love and romance has arrived and there's no better way to spark the flames of passion than with an evening of fine wining and dining.



12705058: Duncan Noakes / 123RF

Having said this, I might add here that I did at one point date a man who lived for romance and surprise. He planned the perfect night out for the two of us, taking me to a sumptuous restaurant in the Cape winelands. It should have ended in fireworks, but alas, it rather fizzled out into the banal. The problem, of course, is that every other couple in Cape Town wanted the exact same thing – creating an air of forced passion that could never work.

Which is why, gents, if you really want to create a night of magic, do it yourself! There are few ladies I know who don't go

weak at the knees for a moonlight picnic – be it in a garden, on the beach or even on your city balcony, there is nothing as romantic as dining under the stars, being fed delectable morsels prepared by your man.

Preparation is key, with the golden rule being quality and not quantity. Fresh, delicious and decadent ingredients will inspire a night of sensual allure and passion. History is rife with the human pursuit of aphrodisiacs in many forms, with food taking precedence over them all. Most aphrodisiac foods spark neurotransmitters that trigger feelings of love. >>



15474205: Paulus Rusyanto / 123RF

If that isn't reason enough to wine and dine her, I don't know what is!

The wining part of the evening is essential. It immediately sets the mood and lowers inhibition. As André Simon so eloquently put it, "Food without wine is a corpse; wine without food is a ghost; united and well-matched they are as body and soul, living partners."

A good idea is to start with a cocktail or two before moving on to the wine. Besides cocktails being tasty and refreshing, your lady love will be impressed with your liquid-chef skills. You can never go wrong with a classic cosmo or margarita, but if you really want to get the juices flowing, try a fresh watermelon martini. The aroma, taste and pleasure of watermelon will bring instant delight to her lips.

Follow this up with a chilled bottle of crisp white wine paired with fresh oysters, and you'll have hit the jackpot. Oysters are undoubtedly the food thought to have aphrodisiac qualities. From Ernest Hemingway to Jules Verne, writers, poets and artists have sung the praises of this salty morsel. It has been called the food of Aphrodite and few who have tasted this delicacy would beg to differ.

Aficionados insist that they're best eaten raw – and I'd have to agree. Served with freshly ground black pepper and a squeeze of lemon juice or a drop of Tabasco, they taste deliciously of the sea. If you really want to get creative, try adding some gooseberry relish for a truly delightful taste sensation.

The choice of wine is really up to you, though it wouldn't go down too well to serve a reserve Chardonnay when your lady is more of a Sauvignon Blanc kinda gal. Luckily we happen to live in a country with some of the finest white wines available, so if you're really at a loss, just consult the latest *Platter's Wine Guide* and you'll be good to go.

Moving on to the mains, the idea here is again to keep it fresh, light and delectably tasty. Seared salmon served with grilled asparagus is a definite winner. Or you could go for something slightly richer, such as grilled ostrich steaks paired with yummy red wine.

Ultimately, though, the proof is in the pudding. There is no greater way to end a meal than with chocolate. Of course if need be, you can always fall back on the classic strawberries dipped in chocolate. For the truly brave, try out a chocolate soufflé. If you're less of a culinary genius, stick to something far simpler: a slab of dark Lindt chocolate with a touch of sea salt, or a box of creamy Belgium truffles paired with a deep red wine. It signals an intimate form of communication; a sharing of deep, dark secrets.

In this day and age, the stress of finding the perfect gift for your Valentine or creating the perfect night has somehow overshadowed the romance and passion of this special day. So above all, use it as an opportunity to rekindle your love or spark something new – you never know what it could reveal... [®]

Incorporated in 2001, RAPS is a South African national security service provider offering specialisation in aviation security and foot prints in a multitude of security products and services. Our pioneering organisation is the only black wholly owned cash-in-transit service provider in the country. Our success in this industry has allowed for phenomenal growth and a comprehensive bouquet of services.

RAPS has one of the nine ACSA licences to operate in all ACSA airports in South Africa. We are the security service provider to ORT International Airport, the largest airport in Africa. We are also the sole security service provider to the largest airline in Africa, South African Airways, one among the many international and local airlines that we currently service.

To ensure world class best practices, we are strategically aligned to the International Aviation Transport Association (IATA) and share the common vision of entrenching international regulatory best practices in aviation security.

RAPS has also engaged Airports Council International (ACI)- Africa membership in a bid to contribute to the Africa expansion and development agenda for the aviation sector.

Promoting employability of staff through superior training infrastructure, RAPS seeks to enhance our professional excellence in aviation security.

Our vision is to build deep specialisation in a wide latitude of security services and products to enhance the African security industry and to competitively service an international market.

PRODUCTS & SERVICES

- Aviation Security
- Airport and Security Survey
- Cargo Screening & Security
- Passenger Assessment & Screening
- Hold Baggage Screening
- Aircraft Guarding
- Physical Guarding
- Tactical Reaction Unit
- CCTV Technology
- Biometric Access Control
- Surveillance Cameras
- Facial Recognition
- Visa & Documentation Verification
- Risk Evaluation & Assessments
- Risk Management
- Security Audits
- Investigations & Information Gathering
- Executive Protection Services
- Tracking & Fleet Monitoring
- Canine Services
- Loss Prevention
- Secure Concierge Services



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AVIATION & PROTECTION SERVICES (PTY) LTD

Coming clean and staying clean

The Public Service Commission (PSC) and the Auditor-General (AG) have released a number of reports on the financial cost of corruption, fraud and maladministration, but little has been said about the impact of these illegal activities.

It is the poorest of the poor who suffer when wrong medicines reach hospitals, when social grants are paid to the wrong people and basic services are illegally connected by municipal officials.

This Government is committed to a dedicated and sustained campaign to fight fraud and corruption. This campaign will focus on three main interventions:

- Preventative measures using the best modern technology and intelligence systems.
- Punishing those found to have committed fraud and corruption in the public and private sector.
- Demonstrating that corruption does not pay, through asset forfeiture and long jail terms.

We are committed to building a clean Government, accountable to the people and committed to high productivity and fast-tracked delivery. To achieve this objective, we need the support and cooperation of both the private and public sectors. Both must commit to implementing the highest level of ethics and integrity in procurement and recruitment.

To ensure that we build this new Government, we are introducing new urgent measures to support existing steps to fight fraud and corruption.

Our new strategy is bringing much-needed “teeth and claws” to fight sophisticated syndicates involving public servants and private companies that defraud the State and the poor.

The new strategy will be completed by the end of the financial year. Key to this new strategy is the effective and speedy finalisation of disciplinary cases. Officials found guilty of corruption and fraud will be dealt with through asset forfeitures, dismissal from work and blacklisting for future employment opportunities in both the private and public sectors.

I have instructed that the following measures be introduced immediately to strengthen existing measures:

- That a new Anti-Corruption Unit located in the Department of Public

Service and Administration (DPSA), with legislative powers to proactively investigate cases in all three spheres of Government be introduced, and that legislation and regulations be developed to give the unit enough powers to investigate, charge and discipline officials. The unit will employ forensic auditors, specialist investigators and prosecutors to initiate charges.

- That a new National Disciplinary Unit be located in the DPSA to monitor all disciplinary cases across all levels of Government to ensure that cases are investigated, officials charged and hearings completed in the shortest time possible. The unit must have skills and capacity to investigate officials at all levels of Government and to initiate charges. The unit must also keep a database of public servants found guilty and blacklist them to

ensure that they are not employed by another department or private company.

- Government must conduct random and regular lifestyle audits and financial status audits of those involved in managing public funds and all officials involved in tender management.

- The PSC must be given more teeth to monitor the performance of senior managers and pay special attention to accounting officers,

the performance of departments and the impact of their programmes.

- That an electronic private-interest disclosure system (e-disclosure) be implemented by 30 March 2013 for all public servants with priorities being all senior managers, middle managers and those involved in tenders and financial management. This will ensure effective and proactive management of possible financial conflict of interest between those who manage tenders and private companies. The new system will enable Government to proactively verify the business interests of all employees with the Companies and Intellectual

We are committed to building a clean Government, accountable to the people and committed to high productivity and fast-tracked delivery. To achieve this objective, we need the support and cooperation of both the private and public sectors.



Minister of Public Service and Administration, Ms Lindiwe Sisulu.

Property Commission (formerly Cipro), which registers all private companies; deeds offices; and eNatis, where vehicles are registered. This will also enable directors-general to easily verify interests of officials who adjudicate and evaluate tenders. The current system is manual and reactive.

A national mass media campaign to educate and inform members of the public and private companies of their right to access services and new platforms to report allegations of fraud and corruption has been launched. The Batho Pele Call Centre is also to be relaunched to support the current Anti-Fraud Hotline in ensuring that members of the public also report deliberate delays to render services by officials. Research has shown that at times, officials delay payment and service while soliciting bribes.

The finalisation of service delivery timeframes and standards will also assist to ensure that members of the public know for how long they must wait for service and what steps to take when there is a deliberate delay.

Members of the public must also play their role in reporting low quality of service from companies appointed by Government and public officials.


Fighting corruption requires the participation of all South Africans. We must report bad service from officials. We must report low quality of work from contractors and attempts to solicit bribes.

A strong and unambiguous message must be sent to public servants that corruption and fraud do not pay and harsh action will be taken against officials involved in corruption. Where private companies and individuals are involved in corrupt practices, the individuals and companies involved must be blacklisted, the directors must be arrested and their assets forfeited.

The School of Government to be opened in 2013 will also develop a dedicated curriculum to groom ethical

and committed public servants whose only interest is serving the poor. We seek public servants who love serving the people, who feel privileged and honoured to be given a responsibility to improve the lives of their fellow citizens, not those interested in fraud and corruption.

The School of Government must produce those cadres who will be our soldiers against maladministration, fraud, corruption and unethical behaviour.

I am also finalising a Public Service Charter, which will be the basis of a social contract between all South Africans, Government and public servants to move the Public Service to higher productivity to meet the expectations of our people. This charter will introduce a new way of doing things in the Public Service; it will introduce service standards, accountability at all levels and timeframes for each service of Government. The charter implementation will be supported by a government-wide coordinated complaints and suggestions management system to evaluate and improve service daily. 

****Lindiwe Sisulu is Minister of Public Service and Administration.***

What you should know about eFacilitation

Trainers and facilitators can enhance their skills by exploring the thrill of teaching in an eLearning environment. eLearning enables learners to access lessons in their own time from the convenience of their computers.

Facilitators can also use this platform to help learners master their lessons. By using eFacilitation, trainers and facilitators are able to reach learners from the comfort of their homes. eFacilitation requires that learners be guided by facilitators who are familiar with both the course content and the technology used.

PALAMA supports the use of eLearning to promote flexible capacity-building in the Public Service. PALAMA has thus identified a need for online facilitation to help learners complete eLearning courses successfully.

PALAMA requires eFacilitators to participate in an authentic capacity-building intervention. First-time eFacilitators are enrolled in a real-life eLearning course designed to give participants the experience, knowledge and skills required to manage quality eLearning opportunities.

Participants learn:

- how to use the tools most commonly used in online learning
- what it takes to succeed in an online intervention
- what is expected of an eFacilitator
- proven facilitation strategies
- how to deal with common challenges.

Trainers and development practitioners, even those with an excellent record in conventional classroom settings, will encounter a new learning experience in transferring facilitation skills to an eLearning environment.

What does an effective and efficient eFacilitator do?

Imagine a social event without a master of ceremonies. It may still be an event, but proceedings are likely to be botched and guests may not want to hang around.

By the same token, good online facilitation means that someone is accountable for enabling participants to engage in learning.

The ideal eFacilitator is both informed and informative, and assumes responsibility for setting the tone in an on-line learning community. This increases the chances that participants will be successful.

How is eFacilitation different from face-to-face facilitation?

Successful eFacilitators have generic training and development competencies complemented by knowledge, skills and attitudes that enable them to handle new challenges, such as the following:

- Participants have to adapt to a new way of learning, which requires them to manage and organise their own learning.
- Participants depend on continuous, mostly written feedback on their participation.
- Participants may not ever meet one another, or the facilitator face-to-face.
- The nature of collaboration and communication does not have visual cues.
- The facilitator is required to keep tabs on progress made by individual participants from a distance.

In addition, the eFacilitator may be required to deal with technical issues.

Good eFacilitators have the capacity to support learning in technology-mediated environments. Successful eFacilitation can make a difference between a miserable and a meaningful eLearning experience.

Technology is a tool and, like any other tool, its effective use depends on the competence of those who use it.

A pen, for example, does not write by itself. By the same token, technology does not teach by itself. eLearning is unlikely to be successful when the novelty of technology becomes the focus instead of learning; the equivalent of the (technological) tail wagging the (pedagogical) dog.

What makes a successful eFacilitator?

eFacilitation knowledge, skills and attitudes build on the foundation of essential generic teaching competencies. The competencies required from PALAMA eFacilitators to perform effectively are:

Competency	Skills and values	Knowledge
Support learning in an online environment	<ul style="list-style-type: none"> Recognise challenges faced by participants and provide support where required 	<ul style="list-style-type: none"> Create an open and safe environment for adult learners Communicate effectively at a distance Motivate learners at a distance Encourage learners to reflect and self-assess Manage learning activities effectively
Technical skills	<ul style="list-style-type: none"> Navigate the learning environment easily Know how to use eLearning tools to deliver support to participants quickly and efficiently 	<ul style="list-style-type: none"> Use available tools to create a user-friendly and supportive environment for asking questions, contributing resources and working together
Social networking skills	<ul style="list-style-type: none"> Model best practice in online behaviour Show patience, respect and a positive attitude 	<ul style="list-style-type: none"> Provide and implement ground rules for online behaviour Encourage learners to engage in an open and honest exchange of ideas Acknowledge thoughtful and relevant participation Share personal stories and experiences to further clarify course content Provide customised responses for individual inquiries Follow up with absent learners
Content expertise	<ul style="list-style-type: none"> Share knowledge and experience, specifically related to the Public Service Encourage sound contributions from learners 	<ul style="list-style-type: none"> Facilitate the exploration of ideas, development of arguments and critical thinking Field content related questions Suggest valuable resources Assess learner evidence fairly Provide developmental feedback to close the gap between actual and desired learner performance

While many of the facilitation tasks appear similar to those required in face-to-face teaching, in an online setting some are quite unique. The competencies required to work productively with online participant groups can be learned and improved with experience.

Does an eFacilitator contribute to learner achievement?

Facilitators of online courses do more than “present material”. They foster a learner-centred environment that is key to the online learning process.

Effective facilitation can add tremendous value to a learning experience for learners who are not physically present in a traditional classroom.

PALAMA has previously looked at a real-life scenario in which a government department needed supply chain management practitioners to undergo mandatory training in bid evaluation. The department was looking for a cost-effective solution that could be implemented while limiting time away from the workplace.

An eLearning Bid Committee Course was piloted and another cohort of participants has since been enrolled.

Number of participants to date	80
Completed the course	91%
Found competent	74%

It was evident from participant feedback that the role of the eFacilitators impacted significantly on the learning experience.

Comments from some participants on the eLearning Bid Committee Course:

- ✓ The individual feedback that I received from my facilitator aided my success.
- ✓ Thank you PALAMA facilitators for your guidance; I needed the human contact.
- ✓ I needed more detailed feedback. I could not improve my assignments until I received it.
- ✓ I appreciated the quick response time from my facilitator; it felt as if someone cared about my success.

How can you participate?

The purpose of this series of practice papers is to stimulate discussion about standards for eLearning in the Public Service by using the network provided by the Service Delivery Review.

You are invited to share lessons learned and other ideas in the interest of continuously improving eFacilitation in the Public Service. 📧

***Dr Fran Greyling is the Chief Director: eLearning at PALAMA. She can be contacted via e-mail: fran.greyling@palama.gov.za.**

World-first

quality award for higher education purchasing consortium

PURCO SA helps public universities and related institutions save millions for higher education

In a milestone achievement PURCO SA, the non-profit purchasing consortium for higher education in southern Africa, has been recognised as the first of its kind worldwide to be awarded the prestigious international ISO 9001:2008 quality management certification.

PURCO SA helps universities maximise their procurement through carefully managed collaboration. Last year their 39 university and institutional members increased their spend on the Consortium's contracts by more than a hundred million Rand – a remarkable

20% – to well beyond the half a billion Rand mark.

Millions saved

PURCO SA's CEO Selvan Govender says that the Consortium plays an increasingly crucial role in stretching education budgets by helping its members spend more efficiently and achieve greater savings. In its last financial year, ended in July, in excess of R50 million was saved that can be invested back into infrastructure, academic programmes and students.

PURCO SA's members include all 23 South African public universities, Monash

Quality driven collaboration releases millions for education

South Africa, the Universities of Namibia, Swaziland and Lesotho as well as allied institutions such as the CSIR, SABS, National Research Foundation and the Council of Higher Education, among others.

World-first

In celebrating the world-first award PURCO SA Chairman Chris Liebenberg

Congratulations

on a World First achievement

As public higher education institutions in South Africa, Lesotho, Namibia and Swaziland, and as members of the Purchasing Consortium of Southern Africa, we congratulate PURCO SA on being the first of its kind worldwide to achieve ISO 9001:2008 certification.





(L-R) Desmond Govender (SABS) with PURCO SA Chair Chris Liebenberg (University of the Free State) and CEO Selvan Govender



emphasised the importance of ISO certification for organisations that manage public funds. He said that in meeting the exacting international standards PURCO SA had demonstrated its prudence and integrity and had earned its members' trust. Liebenberg is Senior Director of Finance at the University of the Free State, one of 39 southern African institutions that benefit from PURCO SA's collaborative procurement expertise.

PURCO SA's CEO Selvan Govender said the certification validated their vision to be the leading centre of procurement excellence, using best practices in an

ethical, open and transparent manner to support Higher Education. He said public bodies should strive for greater efficiency, transparency and trust, and hoped that PURCO SA's success in earning the world-first ISO certification would encourage other public bodies to follow its lead.

Empowering SMMEs

Acknowledged as an extremely competent contracts negotiator PURCO SA applies its deep expertise to manage some 260 unique contracts with more than 180 approved suppliers. These carefully vetted companies include established as well as SMME and previously disadvantaged

businesses that benefit from PURCO SA's expertise and close-knit network of buyers.

But it's not just the buyers who benefit. The high standards that qualify PURCO SA for entry into the select international fold of ISO 9001 certified companies have also made it a very attractive business partner for suppliers aspiring to win education contracts. Govender says PURCO SA is increasingly asserting its leadership as a business gateway to higher education.

For information about PURCO SA visit www.purcosa.co.za.



PURCO SA is a section 21 non-profit purchasing consortium for higher education in southern Africa. The consortium's members include all 23 South African public universities, Monash South Africa, the Universities of Namibia, Lesotho and Swaziland, Polytechnic of Namibia, as well as educational and research institutions such as the CSIR, Council for Higher Education, National Research Foundation and the SABS, among others.

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Photographer: Alfonso Stoffels



The Gauteng MEC for Education, Ms Barbara Creecy.

How Gauteng came top of the class

The matric class of 2012 in Gauteng has put a smile on the face of Gauteng MEC for Education, Barbara Creecy.

Their pass rate of 83,9%, an improvement of 2,8% from 2011, is the highest pass rate recorded in the country since 1994. Creecy attributes this to increased involvement of parents in the education of their children.

For a while, parents had been leaving children at school and taking a back seat, dropping all the work in the hands of teachers who, in some cases, are not well-equipped to deal with the various challenges facing children.

That is changing, says Creecy. "We cannot achieve the kind of results we achieved without all the stakeholders pulling in one direction. A good school system and improvement of results has to have that parental involvement, so that the parents motivate the learners."

She describes her job as fulfilling but daunting. Having to implement policies that impact on the lives of over two million children, says Creecy, is not an easy task. But with dedicated teams from her office and the districts, she is confident they are doing a good job in guiding learners to perform at their best.

Demands for education in Gauteng

Speaking to *PSM* on the sideline of a visit to Nokulunga Primary School in Katlehong, Gauteng, she says her department will increase the number of schools in the province. "This year, we are opening 12 new schools to alleviate pressure in schools." Four schools were opened during the first week of the 2013 academic year, while the remaining eight will be opened in June.

The province's economic appeal has made it popular with migrant workers, placing additional pressure on resources. In January 2012, Gauteng enrolled 88 000 learners from outside the province. The *Census 2011 Report* indicated that the population of Gauteng has been the fastest growing of all the provinces, reaching 12,2 million.

Creecy says her department is making strides in responding to the increasing population. "We are working hard to respond to that. We have created 500

posts in the first quarter and opening more schools. What is important is that we have accelerated our school-building programme and we have been accelerating the increase of educators into the system. I am happy with that."

The new schools will be Chief Albert Luthuli Primary School (Daveyton), Orefile Primary (Olievenhoutbosch), Kwaggafontein Primary School (Tarlton), Winnie Mandela Senior Secondary (Tembisa), Sicelo Senior Secondary (Meyerton), Tshepiso Senior Secondary (Tshepiso), Lufhereng Primary School (Soweto), Zandspruit Secondary School (Cosmo City Area), Fleurhof Secondary School (Fleurhof), Phomolong Primary School (Tembisa), Bagale Primary School (Lotus Gardens) and Matlapeng Primary School (Soshanguve).

The Gauteng Primary Language and Mathematics Strategy

One of the initiatives that Creecy and her team introduced in an effort to improve the performance of schools in the province is the Gauteng Primary Language and Mathematics Strategy. This seems to be bearing fruit, judging from the annual national assessment (ANA) results.

"This strategy has been implemented in 800 primary schools. It aims to completely reform the way in which we teach, read and write basic arithmetic. If you look at the ANA results and the improvement that Gauteng achieved in the assessment last year, you can see that the strategy is bearing fruit in just less than two years."

The ANA tests are specifically designed to give education departments a basis for targeted improvement interventions. In Gauteng, interventions have been in place in the foundation phase (grades 1 to 3) for the past two years and have produced massive improvements. Literacy pass rates for Grade 3 learners improved by 20 points, from 35% in 2011 to 55% in 2012. Numeracy went up by 17 points, from 30% to 47% in the same period.

She adds that political stability in Soweto resulting from a two-year period of no disruptions also played a positive role in the improvement of the results. >>

A Passion and a Vision for Transformation and Innovation:



Hennie Fick

Hope is one basic element of life that seems to be fading from our South African society. It should be of great concern because it has similar symptoms just like a silent cancer. When hope fades the first natural response is silence, symptomatic of depression as well. Then unexpectedly one day a drastic response is triggered to the surprise of all involved, usually with tragic results. Typical of what manifested in Sasolburg and other places recently. The sad thing is that it is not isolated to one area only, like cancer if left untreated it spreads. This "societal sickness" is spreading fast and nationwide, which calls for an urgent holistic and more profound approach for treatment, before it reaches epidemic proportions.

Nevertheless I have so much hope for this country of ours and at times can sense the vibe of opportunity for constructive engagement for change, yet at times it may seem to be conditional. I have come to realise that there are so many competent and willing people in our country who can make a valid constructive contribution, but are marginalised in some way or the other. This is why I am so excited with the Managers Forum concept in giving a voice and a platform to the unheard and untapped energy of this country. This is the opportunity that can reinstate HOPE as only cure or remedy of the national sickness.

Pride has much to do with the problem and maybe we should accept in simple terms how to cut the chains. This can eradicate the misconception that one needs a political platform to be heard, seen or to do business on. The other side of the coin is, where individuals and other groupings may feel excluded from a platform and in response oppose and attack the political framework through violent actions. This kind of response should by all means be addressed before it becomes a trend. The Managers Forum in its role as mediator can set the playing field for constructive engagement of all involved, where people can be heard and results can be communicated to all government departments as well as the private sector and individuals who may contribute in constructively, backed by innovation and practical implementation.

My philosophy to identify potential and existing energy, to synchronise such energy and focus its power on a common goal in setting it in motion through mobilising all stakeholders and role players based on the task at hand, in order to achieve results, can be considered as part of the healing process.

We need to understand that what we talk about today, someone has to do or implement tomorrow. The inability or shortfall not to comply might just be the reason why we seem to be treading water at times. Those who are hiding their inability by focusing on issues such as race or religion shall be isolated in time to come. I believe that the eyes are the windows of the soul and if one focuses on that, one will realise that souls don't have a skin nor space for any tags.

I am looking forward to the day that The Manager's Forum becomes the initiator of country wide summits in order to identify competent people referred to. The aim should be to synchronise energy in providing an A-political platform, with the focus on the task and not the process. If one dictates change you don't have to adapt or resist it. Transformation requires the ability to do future travelling and then return with innovative ideas on how to get to the things "seen" in the future. Education and the silos in which it operates currently need serious attention in getting our young people ready for tomorrow's workplace, inclusive of whole education process and the young people that leave the system prior to matriculation. We will have to evaluate what it is that the market place requires and start moulding all our learners as a variety of products that will fit the market's requirements.

The "Work and Study concept" can solve much of the existing economic crisis for some learners and also provide much needed practical experience, in a win-win situation, both for the employer and the potential employee. Existing systems should communicate and provide an organised framework for intellectual growth as solutions, with a culture that will become a legacy for the empowerment of ideas as base for reality.

Hennie Fick does Executive Coaching for Major companies only on personal invitation, He has more than eight international presentations under the belt and has more than 30 years experience in the Higher Education environment. Email: henniefick@absamail.co.za



(Centre) Gauteng Premier Nomvula Mokonyane and MEC Creecy during a visit to Cosmo City Primary School in Soweto on the first day of the school year.

Bullying in schools

During 2011/12, a number of incidents related to both traditional bullying and cyberbullying were reported in the province, prompting the department to hold a colloquium on bullying.

The consequences of bullying can be long lasting and severe. In most cases, these lead to serious psychological trauma, low self-esteem, depression and the inability to concentrate at school owing to the stress of worrying about the next assault.

To address the challenge, Creecy says it is important to raise awareness among stakeholders. All parties must be involved in dealing with this issue, including educators, school managers, parents and learners.

“Too often, parents and educators themselves – if children complain about being bullied – can say ‘take it like a man’. I think what we learned from the colloquium is that bullying is very serious and has long-term effects

on children. As adults, we have to take bullying seriously and when it gets reported to us, we have to act on it.” She adds that children need to be encouraged to report incidents of bullying and must also feel confident that when they do report the incidents, something will be done about it.

“We need to start taking the behaviour of problem children seriously.” Referring to a recent shooting incident in an East Rand School, she said that adults at schools need to put a foot down and take action against children who behave badly.

The class of 2012 has raised the bar with its sterling results, showing that with hard work and a positive attitude, it can be done. It is now up to the class of 2013 to rise to the challenge. With the involvement of parents, school governing bodies and unions, Creecy is confident that the 2012 pass rate can be beaten. ☺

South Africa drives change on the UN Security Council

On 31 December 2012, South Africa completed its illustrious two-year term as an elected member of the United Nations Security Council (UNSC). South Africa served on the Council following a resounding mandate that was given by 182 votes of member states of the UN General Assembly.

We remain humbled by the support and confidence we received from member states of the UN, especially from African countries, throughout our tenure on the Council.

President Jacob Zuma promised, in his State of the Nation Address of 10 February 2010, "to promote the African Agenda as well as peace and security in Africa and the world". This pledge captured the thrust of our tenure on the UNSC, especially with the bulk of the



The Minister of International Relations and Cooperation, Ms Maite Nkoana-Mashabane.

agenda and work of the UNSC being about Africa.

Therefore, our participation in the UNSC was consistent with the country's foreign policy priorities.

South Africa's work in the UNSC coincided with concerted African and global efforts to resolve the

remaining, re-emerging and new conflicts on the continent, the political shift in the Arab world and other historic political developments in the Middle East and elsewhere in the world.

During our second tenure on the Council, we built on our previous endeavours to contribute to achieving peace and stability on the African continent and in all the regions of the world.

We continued to promote the importance of developing effective partnerships between the UN and regional organisations in maintaining international peace and security, promoting the African Agenda, promoting the rule of law within multilateralism, lobbying for the reform of the UNSC, and improving its working methods to make it a more legitimate, representative and effective body.

While these principles and values guided our international engagement, we entered the Council fully cognisant that the power configuration in the UNSC is not in favour of elected members, and that national interests sometimes override international commitments. The diplomatic tools at the Council's disposal are sometimes abused by some of its permanent members, complicating the collective work of the Council.

Since the democratic dispensation in 1994, our country has contributed to the maintenance of international peace and security, inter alia, through active participation in UN and African Union (AU) peacekeeping missions as well as mediation efforts.

We have also been, and continue to be, actively involved in key multilateral initiatives and processes, including within the Group of 20 (G20), the India-Brazil-South Africa Initiative (IBSA), the Brazil-Russia-India-China-South Africa bloc (BRICS), the Non-Aligned Movement (NAM) and the Group of 77 (G77). These efforts have heightened our profile and credentials as a principled and responsible role player in international affairs.

For its part, the UNSC is undoubtedly the most media-covered, recognised, dynamic and challenging organ of the UN. In contrast to other principal organs of the organisation, such as the General Assembly and the Economic and Social Council, the UNSC meets at any



time of the day and any day of the month; including at midnight, weekends and holidays, depending on its agenda and circumstances.

In addressing issues before the UNSC, South Africa followed a comprehensive and holistic approach that included addressing the root causes of problems. We prioritised and encouraged Council members to promote political dialogue and political processes among warring parties and exhaust preventative tools of diplomacy before resorting to the use of force.

The first year of our membership on the UNSC coincided with our membership of the African Union Peace and Security Council (AUPSC). This provided us with a unique opportunity to ensure that the decisions taken by both councils are aligned and contribute to furthering the African Agenda.

In this context, South Africa championed a landmark UNSC decision on strengthening the strategic co-operation between the UNSC and the AUPSC through Resolution 2033.

We sponsored Resolution 1809 of 2008 and promoted regular interaction and debates in the Council on the

need for the UNSC to support critical African initiatives, including supporting the AU Mission in Somalia through UN-assessed contributions.

We were privileged to have been actively involved in the Council's Resolution 1999 (2011), recommending to the General Assembly that South Sudan be admitted as the 193rd Member State of the UN on 13 July 2011.

We have also made significant contributions to the work of the Council on African issues, particularly on Sudan/South Sudan, Sudan (Darfur), Somalia, the Democratic Republic of Congo, Mali and Libya. Despite pressure from different sectors, we maintained our principled positions on the Middle East and on Western Sahara.

South Africa's contribution was at all times underpinned by its quest to promote the rule of law at national and international levels, post-conflict reconstruction and development, peace and justice, the role of women in peace and security (Resolution 1325) and the plight of women and children in armed conflict situations.

We continued to work with like-minded member states, including through the IBSA forum and the >>



You never know who the next Madiba will be.

In Sub-Saharan Africa, there is an estimated 125 deaths for every 1000 children under the age of 5. With only four children's hospitals in Africa, these are not enough to care for the health needs of our children. But with your compassion and spirit of giving, we can build the Nelson Mandela Children's Hospital and improve our children's wellbeing so that they too can lead a nation.



NAM Caucus in the Council, towards improving the working methods of the UNSC. We strived to make it a more legitimate, representative and effective body.

Despite the constraints inherent in being a non-permanent member of the Council, South Africa influenced a large number of the Council's outcomes and actively participated in the UNSC's agenda to promote the global mandate associated with its membership.

South Africa's efforts on the UNSC extended beyond the African priorities and sought to consolidate peace and stability in other parts of the world.

In this regard, we played a constructive role as a lead nation in resolving conflict in Timor-Leste (formerly known as East Timor) within the UNSC. We aimed to assist this sister country consolidate the gains made following its tragic past.

Today, Timor-Leste enjoys relative peace, stability and prosperity as the international community prepares for a transition from involvement in peacekeeping towards peacebuilding to ensure national ownership by the Timorese.

In line with its reputation as a global leader, South Africa also occupied various leadership roles in the UNSC, including as Chair of the 1540 Committee on preventing non-state actors from gaining access to weapons of mass destruction, and chairing the Working Group on Conflict Prevention and Resolution.

Despite pressure and often misguided criticism from some sectors, we have pursued our objectives while upholding the Charter mandate of the UNSC.

During South Africa's tenure, the UNSC adopted 118 resolutions, 51 presidential statements and 115 press statements addressing various situations around the world.

Our voting pattern in the Council clearly demonstrated our commitment to uphold the Charter mandate of the UNSC, that is "primary responsibility for the maintenance of international peace and security". Most of the adopted resolutions established or renewed mandates of UN peacekeeping missions and political efforts, especially on the African continent.

Perhaps the most intractable issue before the UNSC

was the deteriorating situation in Syria. After over 20 months of conflict in Syria, the international community, in particular the UNSC, has failed to reach required consensus on a political solution that will lead to a long-term and sustainable settlement of the conflict.

As we exit the UNSC, we fervently believe that the Council today, more than ever before, requires reform in both working methods and composition. South Africa will continue to call for these reforms in the context of the General Assembly intergovernmental process.

We will also continue to play an active role in the three pillars of the UN system, namely human rights, peace and security, and development.

In this context, South Africa has just assumed its seat as a member of the Economic and Social Council

(ECOSOC) to reaffirm our commitment to the nexus between peace and development. South Africa continues to be adequately represented in key bodies of the UN system, including the Office of President of the General Assembly.

In his statement to the high-level debate of the General Assembly in September 2012, President Zuma said: "We are called

upon at this 67th Session of the General Assembly to choose peace through reforming and strengthening the UN so that it can play its rightful role and deliver peace, security, sustainable development and the respect for human rights and fundamental freedoms in the world. As the foremost multilateral forum bringing together all nations of the world, the UN is better placed to play this role. It requires our support as member states at all times, for our sake and that of future generations".

As we make the transition from the UNSC membership to the ECOSOC, we will remain committed to pursue principles of the rules-based multilateral system and the respect for international law. 🌐

****Maite Nkoana-Mashabane is the Minister of International Relations and Cooperation.***

PSM Forum gazes into the future

The stars shining brightly above the clear Limpopo skies provided just the right setting for a riveting presentation on the scientific, technological and economic impact of the Square Kilometre Array (SKA) Project, made at the last *Public Sector Manager Forum* of 2012.

Senior public servants, business delegates and members of the science community packed the venue at Meropa Casino and Entertainment World just outside Polokwane for the presentation by SKA Project Manager, Tracy Cheetham.

Programme director and GCIS Deputy Chief Executive Officer, Vusi Mona, reaffirmed the Forum as an opportunity for public sector managers to share best practice and enhance their understanding of Government policies and programmes.

Cheetham captivated the audience by outlining the relevance of the SKA Project in the Northern Cape to all of South Africa and naming emerging Limpopo scientist Priscilla Chauke, who is completing a Master's degree in Astronomy at the University of Cape Town, as an SKA star.

"Priscilla is our pride and joy. She is currently working at our control centre in Cape Town. She will probably work on the SKA for the next 10 years or so," Cheetham said.

She took the audience on a journey through time and space – the bread and butter of the SKA, which will help answer some of the questions that have haunted mankind since the beginning of time.

"This radio telescope will be able to go back billions of years to answer abiding questions like when was the galaxy formed, and



SKA Project Manager, Tracy Cheetham.

is there life out there?" Questions to be answered by the SKA about the Universe will include how the first stars and galaxies formed after the Big Bang, how dark energy is accelerating the expansion of the Universe, as well as questions about the nature of gravity. It will be the largest and most sensitive radio telescope ever built.

Back on earth, construction costs are expected to come in at €2,5 billion (about R29 billion) and maintenance costs will average €150 million

(R1,7 billion) a year.

Countries participating in the project, which is one of South Africa's strategic infrastructure projects, include Australia, New Zealand, Italy, the Netherlands, India, the United Kingdom (UK), China, Germany and Canada, all of whom are investing in the design and building of the SKA. Other partners are academic institutions like the universities of Oxford and Cambridge in the UK and Pennsylvania in the United States of America, as well as various private sector partners.

To indicate the magnitude of the programme, Cheetham said South Africa had submitted a 150- page submission and 27 000 pages of annexures as part of its bidding process.

In the first phase of the SKA, which will be built from 2016, Cheetham said that 190 dishes will be added to MeerKAT's 64 existing ones. MeerKAT is a world-class radio telescope designed to do groundbreaking science currently taking shape in the Karoo.

Cheetham said there are two key issues currently on the table. "The first is how to integrate MeerKAT into the SKA. MeerKAT will form 25% of the SKA's first phase."

The second issue relates to international agreements. "South Africa and Australia will be signing hosting agreements. There will be agreements on intellectual property rights and procurement requirements."

Government departments will be involved in providing services such as data connectivity, road infra-



The PSM Forum is sponsored by Broadband Infraco.





Emmanuel Padi, Key Accounts Manager at Broadband Infraco.



(From left) Sello Ramashala, Maxine Matewe and Lukwa Steoen.

structure, environmental impact assessments, immigration services and security analyses. Much of this work, says Cheetham, will happen this year.

The second phase of the SKA, from 2019 to 2024, will consist of building about 3 000 mid-frequency dishes, with 2 000 in the Northern Cape. She added that hosting the SKA will have many benefits for the country.

“Some of the benefits include changing the perception of South Africa as a destination of high-tech investment. It will make us developers of technology and science, not only consumers.”

Cheetham said the most important spin-off of the project would be the generation of new knowledge and knowledge workers. “We will have young scientists and engineers with cutting-edge skills and expertise in a range of innovative skills.”

About 400 students from African countries involved in the SKA have received bursaries from its development programme. Beneficiaries include artisans and in-service training programmes to advance studies at postgraduate level.

Earlier in the evening, Emmanuel Padi, Key Accounts Manager at Broadband Infraco addressed the Forum. Broadband Infraco has laid cabling covering a distance of 135 km within the Northern Cape to support the SKA.

Padi outlined the progress Broadband Infraco is making in laying cables to provide broadband infrastructure, making information technology accessible in even the most remote parts of the country.

“We ensure that access to electronic communication becomes a reality. We are not limited to developed areas, but we also ensure that in underdeveloped areas

broad band is a reality,” said Padi. He added that Broadband Infraco aimed to increase connectivity and reduce costs of telecommunications throughout the country.

According to Padi, Broadband Infraco has identified Limpopo as a growth and developmental province. “We are here to ensure that the province’s Information Communication Technology Strategy becomes a reality,” he said. “We will ensure a resilient and robust, long-distance network infrastructure.”

Padi added the company was on the verge of signing a Memorandum of Understanding with Limpopo on rolling out broadband infrastructure. “Our footprint in the province includes infrastructure covering all districts, except for the greater Sekhukhune District.”

He was followed on stage by Patrick Shields, Executive Head of Software AG, co-sponsor of the event. Shields spoke on business process management as a viable tool to narrow the gap between business and information and communication technology. He said his system could help organisations overcome the challenges they face, making them more efficient. ☺



(From left) Charmaine Seloma with Vernon and Claudette Crowder.

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IN OTHER NEWS

Dr Nkosazana Dlamini Zuma named Renaissance Woman

Dr Nkosazana Dlamini Zuma once again made South Africa proud when she scooped the prestigious International Renaissance Woman of the Year Award for 2012.

Dr Dlamini Zuma, the former Home Affairs Minister and current Chairperson of the African Union Commission (AUC), received the prestigious award in recognition of her outstanding leadership qualities, her quest for a united Africa and her contribution to Africa's development and to global peace.

First received by media mogul and philanthropist Ted Turner of CNN in 2011, the Renaissance Award is given to someone who represents the Renaissance values that connect the Greek and Roman classical periods, the Enlightenment, and our own time.

The awards, established in 2011 by the Palazzo Strozzi Foundation, aim to highlight and help underprivileged youngsters experience the ideals of openness and mutual understanding; as well as the principles of the Renaissance culture, and how it honours philanthropy and progress – it is a call on all people to rediscover the humanistic values of today's society.

Commenting on Dr Dlamini Zuma's achievement, Brand South Africa Chief Executive Officer Miller Matola said: "This prestigious award recognises her outstanding leadership qualities that are deeply embedded in Ubuntu, her quest for the realisation of a better and united Africa, as well as her contribution to Africa's development and global peace.

"The award is a tribute to the tenacity and inspirational qualities of African female leadership. Undoubtedly in Dr Dlamini Zuma, South Africa, Africa and the world have a principled and formidable leader, worth emulating by all."

Her win recognises the impact she has made in social and human causes and global understanding as a civil servant over the course of her life. She is the first woman elected to chair the AUC, and also served democratic South Africa as minister in the portfolios of foreign affairs, home affairs and health.

"Dr Dlamini Zuma's action in fighting poverty and disease, and promoting human rights and gender equality, deserves this particular honour," said AUC Deputy Chairperson, Erastus Mwencha. "This international award also recognises and honours an exceptional African woman and the role she continues to play



for the benefit of all African citizens as Chairperson of the AUC."

Extending her congratulations to Dr Dlamini Zuma, Acting Government Spokesperson Phumla Williams said: "Dr Dlamini Zuma is an inspiration to all women and a role model to many young African women. She is determined and courageous. South Africa is proud of her achievements."

Mandela looms large over Mangaung

An eight-metre tall statue in honour of former President Nelson Mandela has been unveiled in the Naval Hill Natural Reserve in Bloemfontein in the Free State.

The statue, overlooking the city of Bloemfontein and facing the direction of Waaihoek, where the African National Congress (ANC) was established over 100 years ago, also symbolises social cohesion among residents of Mangaung.

The R4-million statue was donated by businessman Freddie Kenny, who said the statue was also made possible by contributions from the Bloemfontein community. "We took four years to build this statue. It was our way of saying 'thank you' to Madiba, who made life easy for all of us even though the road was not easy."

President Jacob Zuma said the statue was a reminder that the anti-apartheid icon had lived his life to lead and guide the people of South Africa to a better life. "We



are able to yet again pay tribute to a man who became a symbol of our struggle for a free and democratic South Africa through his commitment and leadership. Let the statue also remind us that the freedom we are enjoying today did not come cheap.

"I would like to thank the donor on behalf of all South Africans, Free State communities and the ANC, because it will remind everyone of the path and journey of the ANC from 1912 to 1994, when the country first received democracy," said President Zuma. .

Free State Premier Ace Magashule said the statue of Nelson Mandela should serve as a reminder of the many men and women who fought for the country's liberation.

"They went into exile and gave up everything so that you and I can have freedom today. Madiba was a true icon who did not only sacrifice his life for the black people of this country, but also worked to reconcile both blacks and whites who live in South Africa," said Magashule.

"Many people will want to know what I was thinking when I first decided on this project. I was just sitting at home with my family and thinking of how we could say thank you to the most revered icon the world has ever seen. And then the idea of erecting the statue came along. I just want to say thank you, Madiba."

Former President Mbeki lauded as best African of them all

Former President Thabo Mbeki has won the African of the Year Award, awarded by the *Daily Trust*, for his role in facilitating peace talks between Sudan and South Sudan. The award aims to recognise and encourage an ordinary and exemplary African who has made an outstanding contribution.

Past recipients of this award include Dr Denis Mukwege of the Democratic Republic of Congo in 2008; the late pan-Africanist Dr Tajudeen Abdul-Raheem of Nigeria in 2009; Danny Jordaan of South Africa in 2010; and former Chief Justice Salifou Fatima Bazeye of Niger, who received the award last year.

"Normally when we choose the African of the Year, we look for an ordinary African doing extraordinary things. This year we decided to choose an already prom-



inent African, but someone who in the context of the Sudanese crisis has made what we consider to be an extraordinary contribution," said Dr Salim Ahmed Salim, chairperson of the advisory board of the *Daily Trust* African of the Year Award.

In April last year, when Sudan and South Sudan came close to war, former President Mbeki and his panel immediately embarked on a round of comprehensive negotiations that resulted in the signing of nine agreements on 27 September 2012 between Sudanese President Omar El-Bashir and South Sudanese President Salva Kiir Mayardit.

"We were particularly impressed with the fact that these accords were of a comprehensive nature, not only focusing on the cessation of hostilities, but also on restarting southern oil exports through the north, reviving cross-border trade, and overall forging a new start in relations. We believe that this intervention by the African Union (AU) in the Sudanese situation must be encouraged. Although a united Sudan could not be maintained, peace between the two neighbours – indeed sister states – is critical for the African continent."

Former President Mbeki was chosen for his outstanding leadership of the panel, for his persistent and consistent involvement in the peace process, and for the success of the panel in bringing Sudan and South Sudan back from the brink of war and consolidating a new start in relations.

"In honouring former President Mbeki and the AU High-Level Implementation Panel, we are not only recognising this significant achievement, but we are hoping that this will encourage the Sudanese and South Sudanese people, as well as the AU, to stay the course on the road to permanent peace," said Dr Salim.

SAA wins Airline of the Year Award

South African Airways (SAA) has been named Airline of the Year 2012 by *Global Traveler* magazine. This was the highest honour awarded by the publication for global business travel at a prestigious awards ceremony in Los Angeles.

Francis X Gallagher, publisher and CEO of *Global Traveler*, congratulated SAA thus: "The product, service and onboard amenities are among the best in the industry and the award-winning SAA is absolutely a leader in the marketplace." ☺

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- ▲ Software development and integration
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 - ▲ Transformational outsourcing
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EOH

Systems make it possible...
People make it happen

NDP sweetens partnerships for business to create jobs



Government and the private sector must find more innovative ways to partner each other if the country is to meet the National Development Plan's (NDP) target of bringing down the unemployment rate to 6% by creating 11 million jobs by 2030.

The plan, approved by Cabinet in September 2012, stresses that Government must treat private-sector stakeholders as partners when designing and implementing policies, and that the private sector, in turn, must come to the party in ensuring that the country's national objectives are met.

Constraints in public-private partnerships – including institutional arrangements for regulating and executing such partnerships as well as relevant capacity in Government departments – must also urgently be resolved.

The plan points out that, despite various accords having been signed between social partners and even with the existence of the National Economic Development and Labour Council, a lack of strategic engagement among the social partners, a focus on immediate sector interests and a general questioning of each other's "bona fides" has halted real partnership between the State and the private sector.

National Planning Commissioner Miriam Altman, who is also a distinguished research fellow at the Human Sciences Research Council, acknowledges that the State and the private sector remain suspicious of each other.

Altman believes the main problem is a lack of proper communication. The State, she says, needs to forge a culture of learning from the private sector. To this effect, she points out the need for more of a "revolving door" between the two, with people being able to leave business to work for the Government and then return to business later, and vice versa, such as in Brazil.

The Director of the Graduate School of Development Policy and Practice at the University of Cape Town, Alan Hirsch, says public officials must engage with the private sector in a way that creates a degree of certainty; and should not simply arrange to hold meetings with businesspeople just for the sake of holding a meeting.

They should rather structure any meeting around a clear policy or incentive. Hirsch, who served as the head of Economic Policy in The Presidency until the end of 2012, points out that public officials should also ensure that their engagements with the private sector are kept as transparent as possible to avoid any claims of favouring certain entrenched groups.

Ideally, they should hold group meetings where a wide range of roleplayers from the private sector are represented, or if they meet with individual businesspeople, they should refer to conversations they had with other role players to ensure greater transparency.

The private sector's view of public officials is often that they are incapable or out of their depth. But Hirsch says that if public officials behave in a consistent way, keep to meeting times and abide by basic business rules, they will be on the road to gaining more respect and trust from the private sector.

Government officials should communicate certain information in a strategic way to the private sector, to avoid the perception that nothing is happening, he says. Public officials should think smartly about how to use certain opportunities – such as dinners or annual awards – to communicate with stakeholders.

Lessons from the Jobs Fund

When it comes to private-public partnerships, the R9-billion Jobs Fund, which opened its third call for proposals from the private and public sector in December 2012, is an example of how the two parties can partner each other.

Since its launch in April 2011, the fund, which is managed by the Development Bank of Southern Africa (DBSA), has approved funding totalling R3 billion to 54 projects.

By December 2012, agreements had been signed for half of these projects, totalling R1 billion in funding. These initiatives, says the fund's non-executive deputy chairman Brian Whittacker, will create over 65 000 new permanent jobs in South Africa by 2015 and place 42 000 unemployed people in existing vacancies.

Whittacker, who is also the chief executive of the Business Trust, says the fund is a meaningful partnership between the State and the private sector, as both parties have to commit funding to those initiatives approved for support. The fund has leveraged a further R1 billion from matching funding by project partners, which equates to R1 from the State for every 92c put down by the private sector.

The State's just over R1-billion contribution translates to a cost of about R15 000 in taxpayer's money for each job. The initiatives the fund has supported include business incubation for small businesses, training programmes to help overcome barriers to first-time employment for unemployed youth, and supply-chain initiatives aimed at previously excluded businesses.

Whittacker says the fund gets role players from businesses and non-profit organisations to think more practically when it comes to working with the State, because it involves drawing up and developing a business plan.

Added to this, both the private sector and the State are involved when it comes to adjudicating applications – with the DBSA using external consultants and with the investment committee made up of people from Government and the private sector.

However, Whittacker says with taxpayers' money being used, fund executives still have to think hard about how the fund can contribute to creating jobs, particularly as this has to often be balanced by the profit motive for which those companies funds are used.

On top of this, the fund has to ensure that it does not create economic inefficiencies by propping up uncompetitive economic sectors or unfairly advantage one firm over others.

But he believes public funding for job-creation projects is not a panacea for getting rid of unemployment, as it often depends on the available skills of employees involved in the funded projects.

He urged Government officials who had smart ideas for creating jobs to partner the Jobs Fund. The third call for proposals will close on 15 March 2013.

Incentives for business

Government already has a number of incentives for small and large businesses, with many of them located in the Department of Trade and Industry's Enterprise Organisation.

The incentives are given out on a cost-sharing basis and help fund factories, films, call centres, business support interventions, small firms looking to export and co-operatives needing infrastructure, among others – all of which are expected to create thousands of jobs.

In September 2012, the department's Director-General, Lionel October, told Parliament that the department's incentive schemes in 2011/12 leveraged R128,4 million in support, directed at 2 890 businesses and were expected to have created over 48 000 jobs.

The department's Support Programme for Industrial Innovation

helped fund 52 businesses, mostly small firms, with grants to assist them with research and development (R&D) totalling R73 million, while the Technology and Human Resources for Industry Programme gave R&D grants to 246 businesses that partnered universities.

The department also launched the Incubation Support Programme (ISP), which aims to incentivise companies to set up incubators and incubation programmes to mentor and support small suppliers. The ISP offers a cost-sharing support of 50:50 for

large businesses and a cost-sharing of 40:60 for small businesses that carry out incubation programmes. As of 1 November, 2012 the department had received 60 applications.

Improving support to small businesses will be vital, says the NDP, which points out that about 90% of jobs will be created in small and expanding firms. The plan calls for regulatory reform to boost mass entrepreneurship, and says private and public sector procurement will improve access to opportunities for small and medium enterprises.

The NDP also calls for labour laws to be reviewed, but emphasises that a balance must be struck between creating jobs and protecting human rights.

There are also several proposals on Black Economic Empowerment – principally aimed at growing more sustainable black entrepreneurs over equity share models, which have benefitted only a select few.

The plan says given the scale and ambition of creating more jobs, all sections of society will have to step up to the plate and provide leadership.

Leaders must be able to rally their constituencies around long-term goals, recognising that benefits may be unevenly distributed and that they may take time before they are realised. ☺

The department's Support Programme for Industrial Innovation helped fund 52 businesses, mostly small firms, with grants to assist them with research and development (R&D) totalling R73 million, while the Technology and Human Resources for Industry Programme gave R&D grants to 246 businesses that partnered universities.

One of the major themes of the conference highlighted at the high-level opening ceremony.

7 BILLION. 1 CHALLENGE.

COP 18: new commitment to offset climate change

After two weeks of haggling and horse-trading, delegates at the 18th Congress of the Parties (COP 18) reached a welcome consensus on tackling global climate change.

The agreement to launch a new commitment period under the Kyoto Protocol, to have a firm timetable to adopt a universal climate agreement by 2015 and to set up a Green Fund are major achievements of the 18th session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC) held in Doha, Qatar, towards the end of 2012.

The conference endorsed the completion of new institutions such as the Green Climate Fund and the Climate Technology Centre. It also reached an agreement on ways and means to upscale the delivery of climate finance and technology to developing countries.

The aim of the gathering was to find a global solution to the international climate change crisis that severely impacts all countries. This was the first time that UN climate change negotiations took place in the Middle East. The talks, which were attended by 200 nations from around the globe, took longer than initially planned as countries bargained on the finer details of mitigating climate change.

The talks deadlocked on a separate demand by the least developed countries and those most at risk of rising sea-levels that provision be made for the losses they suffer because of climate change – something they blame on pollution caused by Western countries since the industrial era.

The issue of funding to help poor countries deal with the fallout from global warming and convert to planet-friendlier energy sources constrained the bargaining process.

In Africa, climate change is already undermining past development, threatening future potential and multiplying its impact on the poor and vulnerable.

It is estimated that over 180 million people in sub-Saharan Africa alone could die as a result of climate change by the end of the century. Unpredictable rainfall patterns, lower crop yields, soaring food prices and diminishing natural resources are already causing increased human migration, tension and conflict.

South Africa and Africa are yet to experience severe weather conditions such as those experienced in 2012 in the Philippines when Typhoon Bopha killed more than 200 people and in the United States when Hurricane Sandy ravaged the New Jersey coastline, killing at least 24 people, washing away entire towns and leaving 41 000 residents homeless.

A last-minute deal was reached two days after South Africa's Minister of Water and Environmental Affairs, Ms Edna Molewa, delivered her nation statement, in which she urged delegates to use the Doha talks to find a global solution to the current climate change crisis.

Many have described the deal as weak, because it lacks the action that climate science evidence says is needed.

If anything, the outcome of COP 18 has highlighted the need for progressive business and sub-national government leaders to play a more meaningful role in addressing climate change over the next five years.

The winds of change

Until now, the Kyoto Protocol was the only existing and binding agreement in which developed countries committed to cutting

greenhouse gases. Following its amendment, it will continue for eight years starting on 1 January 2013. This extension provides the legal requirements that will allow a smooth continuation of the protocol; and preserve its valuable accounting rules.

"South Africa views the second commitment period of the Kyoto Protocol as the cornerstone of the Doha agreement. This agreement is important to South Africa and all developing countries," said Minister Molewa.

Governments agreed to speedily work toward a universal climate change agreement covering all countries from 2020, to be adopted by 2015. They also committed to finding ways to curb emissions before 2020, which is crucial for the world to be able to stay below the agreed maximum 2°C temperature rise.

To achieve this, countries will hold meetings and workshops in 2013 to prepare the new agreement. They will submit information, views, initiatives and actions aimed at reducing emissions to respond to climate change to the UN Climate Change Secretariat by 1 March 2013. This is in preparation for a draft proposal that must be completed by 2014 and made available before May 2015.

From the onset, South Africa lobbied for a strengthened international climate regime to reduce greenhouse gas emissions in accordance with what scientists recommend. Such an intervention will, in South Africa's view, ensure that the impacts of climate change do not undermine the development of the country and the African continent through, among others, drought, floods, water scarcity, health impacts, job losses and rising sea levels.

Governments also agreed on the completion of new infrastructure to channel technology and finance to developing nations and move toward the full implementation of this infrastructure and support.

The Republic of Korea was endorsed as the location of the Green Climate Fund. The fund is expected to start its work in Songdo in the second half of 2013, which means that it can launch activities in 2014.

A UN Environment Programme-led consortium has also been confirmed as the host of the Climate Technology Centre (CTC)

for an initial term of five years. The CTC, along with its associated network, is the implementing arm of the UNFCCC's Technology Mechanism, which supports technology development and transfer to support action on mitigation and adaptation to climate change. Governments also agreed on the constitution of the CTC advisory board.

Funding mechanism

In terms of long-term finance, and to ensure that there is no gap in continued finance support, developed countries were encouraged to increase efforts to provide finance between 2013 and 2015 at the average annual rate at which they provided funds during the 2010 to 2012 fast-start finance period.

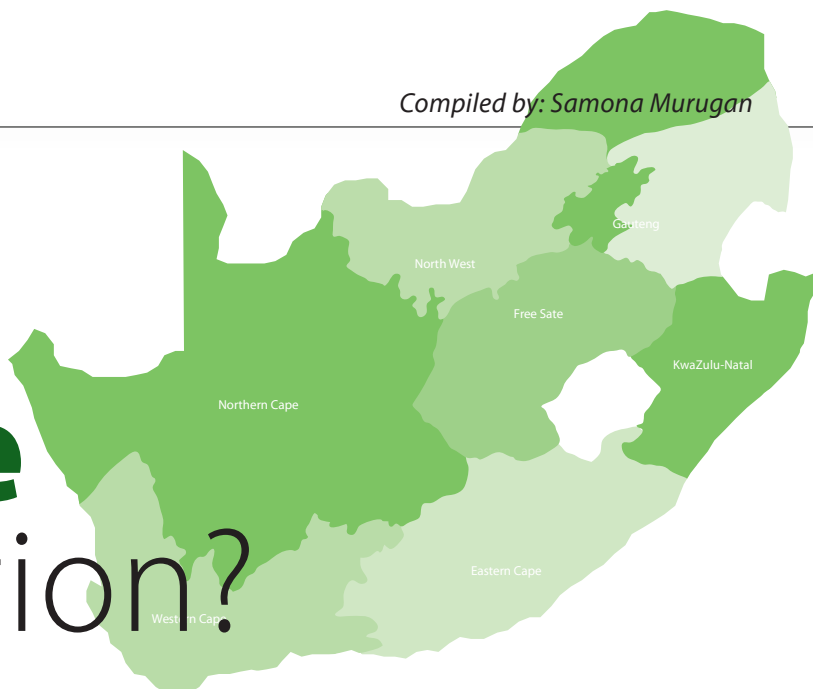
Governments will, in the meantime, continue a work programme on long-term finance during 2013 under two co-chairs to contribute to the ongoing efforts to scale up mobilisation of climate finance and report to the next COP on how those targets will be reached. Germany, the United Kingdom, France, Denmark, Sweden and the European Union Commission announced concrete finance pledges of an estimated US\$6 billion for the period up to 2015.

Countries also agreed on support mechanisms for developing countries. Part of the support is a flexible, dynamic, web-based registry that will record developing country mitigation actions that seek recognition or financial support. Further, governments also agreed on a new work programme to build capacity through climate change education and training, to create public awareness and to enable the public to participate in climate change decision-making.

The climate talks exposed the rift between the developed and developing countries. As the impacts of climate change become more common and destructive, we can only hope that some political will prevails to ensure that further dangerous climate change is avoided – if not for current generations, then for future ones.

Parties will meet again at the next UN Climate Change Conference – COP 19/CMP 9 in Warsaw, Poland, at the end of 2013. ☺

What's the state of the nation?



A few days from now, citizens and leaders across a broad range of sectors will focus their attention on Parliament where 14 February, a day popularly devoted to love and romance, will be a red-letter day for President Jacob Zuma's delivery of the 2013 State of the Nation Address (SoNA).

On this day, the President will offer a candid appraisal of the state of the country, outline Government's priorities for the year and set out South Africa's place and role on the continent and in the international community.

Around this time of year, speculation is rife, expectations high and suggestions plentiful. *PSM* caught up with a few Public Sector managers to determine their expectations of the SoNA.

Thandeka Mxenge
*Deputy Director-General:
 Corporate Management,
 Department of Women,
 Children and People with
 Disabilities*

As the Department of Women, Children and People with Disabilities, we expect the President to boldly announce how Government will accelerate the participation of women in the economy through, among other things, infrastructure development

programmes, rural development, projects on the green economy and information communication technology. While we welcome the progress that has been made regarding Black Economic Empowerment, statistics tell us that more still needs to be done to accelerate the economic empowerment of women, especially women in rural areas. Public sector procurement processes have to be reviewed to ensure that women and people with disabilities benefit. This is the path we must pursue if we are to accelerate our advance towards a truly equitable society.

We have noted with concern the limited ability with which people with disabilities are able to respond to Government tenders without having to engage a middleman. We are aware that some tender conditions, such as compulsory site inspections and compulsory briefing meetings, are often a hindrance for people with disabilities; as some of these sites are not disability-friendly and, in most instances, imply that all potential bidders have motor vehicles. It is a reality that most people with disabilities depend on public transport or the goodwill of others for transportation. It is therefore imperative to ensure that while we honour the Constitutional obligation of a fair procurement system, we do not unintentionally violate the rights of others.

Employment opportunities for people with disabilities have to be improved by intensifying efforts to reach and exceed the 2% employment target both within and outside Government. Employers have to develop clear and vigorous plans and strategies to attract and retain people with disabilities. Reasonable accommodation of people with disabilities is not a "nice to have", but an



obligation for South Africans, as South Africa is a signatory to the United Nations (UN) Convention of the Rights of People with Disabilities. The Department of Women, Children and People with Disabilities will in 2013 and in collaboration with the disability sector, engage in awareness campaigns that challenge South Africans to do introspection on the extent to which their attitudes and mindsets hinder those with disabilities from fully exercising their constitutional rights, including the right to economic activity. The department will also host a National Disability Summit to allow for engagement on challenges faced by the sector and agree on measures that should be put in place to address these.

With the year 2013 being the centenary of the Land Act of 1913, we expect an intensified effort to actualise the one-hectare-per-woman delivery plan on land redistribution. The distribution of land to women, in particular those in rural areas, will go a long way in fighting inequality, poverty and unemployment, which seem to affect women the most. Women's dependency on their male partners disempowers them in making key decisions.

Often women have no choice on these issues and end up at the risk of acquiring HIV. We also expect the SoNA to refer to the recent launch of the National Council Against Gender-Based Violence, which is a high-level structure to fight gender-based violence. It consists of Government, business, civil society and the faith-based community.

The main objective of the council is to monitor and coordinate the implementation of the 365 Days National Plan of Action on fighting gender-based violence. With this initiative, we are hoping to further reduce the prevalence of sex crimes and gender-based crimes in 2012/13 and 2013/14.

The department has made significant strides in policy development towards full gender equality. The introduction of the Women Empowerment and Gender Equality Bill is a progressive step towards genuine female empowerment and gender equality. This Bill is a first in the history of South Africa, and provides for

gender equality by legislating the 50/50 representation policy position and criminalising practices that have adverse effects on women and children, in particular.

To this end, we will be consulting with the Department of Home Affairs to initiate the amendment of the Electoral Act to ensure that political parties comply with the 50/50 representation requirement. We are confident that this will send a much-needed signal that the empowerment of women can no longer be postponed.

In 2013, we will be conducting public consultations on the country report on the UN Charter on the Rights of Children and the National Plan of Action for Children. These reports will allow the public to reflect on where the nation is regarding the rights of children; so that we can collectively intensify our efforts to protect those most vulnerable in our society.

Steven Ngubeni
*Chief Executive
Officer: National Youth
Development Agency*

In 2012, President Zuma announced that Government would undertake a massive infrastructure development drive that would generate skills and boost much-needed job creation. As an institution that was established to initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general, the National >>



Youth Development Agency (NYDA) is keen to find the jobs that have been created through this initiative, particularly for young people. South Africa's unemployment rate currently stands at 25,5%, with young people being the largest unemployed population group.

The President also spoke about the National Development Plan, which aims to tackle the triple challenge of unemployment, poverty and equality. The plan outlines ambitious objectives such as increasing employment from 13 million in 2010 to 24 million in 2030. As the NYDA, we believe that entrepreneurship will definitely play a key role in creating these jobs and alleviating South Africa's high unemployment rate. The NYDA offers several business support services to aspiring and established entrepreneurs. For instance, since inception, we have disbursed 33 975 loans to the value of R97,2 million, which has resulted in job creation.

We were, however, concerned to hear about Eskom's proposed 16% annual price increase for the next five years, as it will affect many young entrepreneurs and may even lead to job losses. We are, therefore, hopeful that the President will address concerns about the electricity price hikes, because the proposed price increase does not support economic growth and job creation.

The state of South Africa's education remained in the spotlight throughout 2012. We are, however, hopeful that we can learn from our shortcomings and urge Government and all South Africans to continue putting more focus on improving the quality of our education. The President also announced that R300 million had been allocated for the preparatory work towards building new universities in Mpumalanga and the Northern Cape. The SoNA will be a good opportunity to share progress on these plans.

Last, but not least, despite the fact that the NYDA has to address the numerous challenges that South Africa's largest population group faces, its budget was reduced from R386 million in the 2011/2012 financial year to R376 million in the 2012/13 financial year. This is despite National Treasury recommending that for the NYDA to function optimally, it has to be allocated an annual funding of R600 million. We will therefore continue to call for an increase in our financial allocation so that we can make an impact in the lives of more young people. Since its inception, the NYDA has managed to create 73 920 jobs.



Nelson Kgwete

Director: Media Liaison, Department of International Relations and Cooperation

South Africa needs to assert its role as the gateway to Africa. We expect the President, in his SoNA, to speak about the role South Africa will play in deepening relations with our international partners.

Our education system needs urgent attention for it to produce not only a knowledgeable and skilled workforce, but also a crop of dynamic entrepreneurs and innovators. We are big in mining and, to a certain extent, in agriculture. We must move aggressively into the field of new technology; not as consumers, but as producers of technology products that help improve our standard of living.

We must continue to reduce crime, especially violent and organised crime. Crime deters investors, kills off small businesses and violates the person. Law enforcement needs better capacity and better coordination. But law enforcement also needs integrity.

We are doing well in the tourism sector, and we need to keep the standard high. Our country is blessed with natural beauty, a rich history and, most importantly, very warm and welcoming people. All of these factors are what draw thousands of visitors to our country. We need to raise the bar even higher.

Graham Terry

Senior Executive: Strategy and Thought Leadership, South African Institute of Chartered Accountants

We hope that the President will announce strong measures to deal with corruption. Every day we read about new instances of corrupt practices in the newspapers. Corruption in our country is inhibiting the ability of the Government to implement strategies to improve the living standards of our people.

Government has to address this issue urgently, otherwise all other plans are worthless, as they will be sabotaged by corrupt officials. Strong action is required and it needs to come from the top. While corruption exists in the private sector, it is interesting to note that the World Economic Forum's Competitiveness Ratings place South Africa second in the world when it comes to "efficacy of corporate boards". It would be nice if Government could strive to achieve the same level of recognition. Integrity is one of the cornerstones on which the chartered accountancy profession is built.

The South African Institute of Chartered Accountants (SAICA) is running several initiatives to assist the Public Sector to improve governance and controls.

During 2012, SAICA assisted the Department of Higher Education and Training to place strong chief financial officers in over 40 Further Education and Training colleges in the country. It also runs programmes to assist municipalities in the training of competent accountants.

Rashidah Wentzel

Director: Corporate Services, Western Cape Department of Agriculture

Because of the increase in our population to a staggering 51 770 560, it is imperative that Government spells out a maintenance plan to ensure agricultural growth and food security.

The billions available in the Jobs Fund should be ploughed into more work initiatives in rural areas to encourage youth in previously disadvantaged communities to forge careers in agriculture. The seven-million increase in our population may not be as a result of

increased South Africans, but more the uncontrolled immigration into our country.

The SoNA should raise this issue, which has been left out of discussion year in and year out. However, top of the list on the SoNA remains the poverty, unemployment and inequality in our country. Sadly, these areas of concern are mentioned annually, with no strong link or solution.

Echoing the resounding integrity and leadership of the Government through the improvement of our education system, increasing the skills of all South Africans, sustaining our land's resources, increasing household water and electricity supplies and providing meaningful employment in agriculture, are some of the issues that need addressing.

Funeka Bango

Ubuntu Clinic, Khayelitsha

Regarding the roll-out of the fixed-dose combination drugs for the next year, we expect a clear implementation plan. We appreciate the commitment from Government to integrate the treatment of tuberculosis (TB) and HIV, but also know that implementation is a task on its own and a detailed plan is needed. We would like to hear more talk and commitment to drive the TB/antiretroviral treatment (ART) integration, as we believe the manner in which the integration of these two diseases is going currently is very random and unsystematic. Even though there is a policy on integration of TB and HIV services, there is not enough of a driving force.

We would like Government to commit to implementing adherence clubs, not only for patients on ART but for all patients with chronic diseases. We would like to hear talk about community clubs for stable patients on chronic medication.

This will not only decrease the load on the health services, but will also encourage individuals and communities to play their role. 🌱



North West blows its horn for creativity



(From left) North West MEC of Sports, Arts and Culture Tebogo Modise and Head of Department Desiree Thoaale receive an award on behalf of the department at the 2012 South African Traditional Music Awards.

When the North West Provincial Department of Sports, Arts and Culture was called to the stage to receive the award for Best Arts and Culture Department at the prestigious South African Traditional Music Awards (Satma) 2012, it was a crowning moment following years of effort to uplift the arts and crafts in the province.

Traditional music and art lovers from around the country gathered at the International Convention Centre in East London to show their support for the nominees and eventual prize winners. The North West blew the horn for its artists, and the judges took note. To win, the North West had to overcome strong competition from Mpumalanga and the Free State.

For years, the department had overseen and supported the revival of Setswana traditional music, dance and crafts in the province. Like a traditional griot, it became a repository of traditional art forms by paving the way for emerging artists, helping 80 cultural groups to record CDs and DVDs, supporting filmmakers and hosting choral music competitions.

These efforts were finally rewarded when the department came out tops, along with two other acts from the province. Mma-Ausi scooped the awards for Best Song of the Year and Best Setswana

Album, while Quincy K won in the category of Best African Jazz.

Head of Department Desiree Tlhoale says it took hard work, discipline, sweat, tears and patience for the department to achieve success.

"We started in 2003, when the Satma were at an infancy stage, and we have been sending artists through. We have different categories; from traditional dance and music to various groups participating in various arts activities."

The smile on her face tells the story of a proud team leader whose team dances to the same tune and runs like a well-oiled machine.

An elated Premier Thandi Modise congratulated officials in the department on their achievement, but warned them not to rest on their laurels. "This achievement should not lead to complacency, but should challenge us to raise the bar and deepen the sustainability of the creative industries. We commend officials within the department for their tireless efforts; all eight nominees who represented the province; and our partners in the industry on the milestone and for making us proud."

Over the years, the department has established a close working relationship with municipalities across the province to identify and nurture talented individuals and groups that display love and passion for the arts.

"As a department, we have always been supporting those artists. We started some with recording to see how passionate they were with the arts and we supported others on local platforms. We took a resolution that in each and every local area we would have an arts and culture office and a district office, and we have a head office."

In consultation with local municipalities, the department arranges competitions where various groups compete in a knock-out phase.

The winners march on to represent the local municipality at district level before proceeding to the last leg of the provincial phase. The winner heads off to the national level, where they lock horns with other provincial departments in the final.

Since their involvement started close to a decade ago, the department has been supporting artists to ensure that their participation in the competition becomes worthwhile.

In October last year, the department helped a gospel group from Disaneng Village in the Ngaka Modiri Molema District Municipality to record a CD, and plans are underway to buy them musical instruments.

The department also supports artists who are already in the industry.

"Mma-Ausi is not one of the artists that we have discovered as a department, but we have supported her to grow in her field, which is Setswana traditional music. She has recorded her own album and we assisted her in the launch of the album. Since then,

we have been supporting her to perform at various provincial events," Tlhoale says.

Mma-Ausi launched her third CD recently. The department is also planning to launch a traditional music and hip-hop CD soon.

"We do different things. It just depends on the needs of the group, whether it is gospel or hip-hop. We help where we can."

Collaboration

Tlhoale lauds the department's unique approach of scouring rural communities in search of raw talent as a reason for their recent success.

"I think we are the only department with offices at local level and I can tell you it gives us a huge advantage over our competitors, because we interact with the artists and groups from that level and that's where untapped talent lies," she explains.

According to Tlhoale, the department's relationship with stakeholders such as traditional leaders, non-governmental organisations (NGOs) and community-based organisations (CBOs) gives it insight into how heritage and cultural practices can positively influence the department's participation and performance at the awards.

"When traditional leaders host events, when people come together, we do those events with them in terms of our heritage and our cultural activities as a department."

Tlhoale adds that for Government at all levels to realise its purpose of rendering services to the people, there should be an open, two-way relationship built on mutual respect, understanding and common goals.

"Government cannot do this alone; we need support from the community to ensure that we all emerge as winners." >>

Over the years, the department has established a close working relationship with municipalities across the province to identify and nurture talented individuals and groups that display love and passion for the arts.

The Mzansi Golden Economy

“What we have started to do is really to be rural-biased. Most of our projects have been running in the major towns in the province, but we are now going out more to rural areas, because it is where the Setswana culture is still strong. Yet we are not ignoring the towns.”

She adds that in partnership with artists, traditional leaders, municipalities, academics, NGOs and CBOs; the department is conducting local indabas, which will culminate in a provincial indaba. All stakeholders will give input on the strategic document that will be linked to the Mzansi Golden Economy, which refers to the Department of Arts and Culture’s new strategic approach to the sector.

“Soon, we will be ready with a document that spells out what we really want to achieve as a province. Not as individuals, but as a province. This is their craft, which is why we feel it is important to involve them in drafting this document.

“We know that with the Mzansi Golden Economy, there is so much that we can do to assist artists to turn their talent into economic activities; and that is what the Mzansi Golden Economy wants to do. Most of our work has been aligned to the outcomes of the Mzansi Golden Economy.”

The intention is to help artists to use their passion to create economic spin-offs.

“We tell our artists that we have pushed them to a certain position and given them a platform, so they should go out there and fly. My advice to other departments is that they should support their artists to even get onto international platforms. We have

supported one artist to go to Swaziland, another to go to Mozambique, and others to go to France.”

From cultural centres to cultural hubs

The department has launched an ambitious plan to turn three Mmabana culture centres in the province into cultural precincts. Productions have already been staged at the centres in Taung and Mmabatho. Plans to roll out the production to the centre in Lehurutshe are underway.

These centres have produced well-known soapie stars such as Winnie Modise (Khethiwe) and Thato Molamu (Nicholas), both of *Generations* fame.


“We are planning to bring back the people who have graduated from these centres. We have a relationship with those alumni and the people who have various relationships with them. Thato comes here every second weekend of the month to come and have workshops with the drama group. We also have a relationship with people like Kuli Chana, who is a product of Mmabana Mmabatho, to talk to the music groups,” Tlhoale says.

To increase the public profile of the artists, the department also engages them to perform during major sports games, including the recent 2013 Orange Africa Cup of Nations.

This, says Tlhoale, helps their stars shine. 🌟



Traditional artists from all over the country were recognised and rewarded at the awards.



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On the cutting edge

From a bureaucratic institution dreaded by taxpayers to a slick machine loved by the public, the South African Revenue Service (SARS) has come a long way over the past 18 years.

Gone are the days when submitting personal income tax returns was associated with complex paperwork and long queues. Today, with the use of technology, filing personal tax is just a click away.

Technological innovation has brought with it more compliance, netting more income for the fiscus. South African tax revenue increased from R100 billion in 1994 to R742,6 billion in the 2011/12 financial year.

The main functions of SARS, which is autonomous of the State, include the collection and administration of all national taxes, duties and levies.

The introduction of eFiling has changed the way South Africans interact with the revenue service.

Mark Kingon, Group Executive: Operations at SARS, says that back in 2001, eFiling was outsourced to several companies. "At the start, it was just for value-added tax. Then we added IRP6s

as well. We found that it was not working having it outsourced and we took over."

In 2006, SARS broadened the eFiling system to include tax returns.

"The first year we did a very small number – only 40 000 (returns) but it was a very rudimentary system. It was not something we pushed. But in 2007, we moved to a new platform where a client could do (returns) in two pages," explains Kingon.

The number of eFilers rocketed that year, with close to a million people submitting their returns electronically. Over the years, the number of people who complete their end-to-end tax process and get their assessment and their statement of account online, without having to visit a SARS branch, has increased.

"In 2007, we really had nothing and today we have a vast majority of people using this as the primary submission channel."

According to the *SARS Annual Report 2011/12*, the number of individuals registered for income tax grew dramatically year-on-year, from 10,3 million taxpayers in 2010/11 to 13,7 million taxpayers in 2011/12.

However, Kingon concedes that there were teething problems with the development of the eFiling system.

"In any new development, I think that there are always challenges in making sure that you have an offering that is accessible to all."

The revenue service's electronic filing has managed to gain the confidence of citizens.

"Getting people to trust the eFiling platform was probably the biggest challenge, but we managed to do that. There is a huge trust in the system."

Kingon adds that with this system, there is no room for human error. "It requires no hand except where a taxpayer is going for an audit review; whereas previously, every single return was reviewed by a person."

Tweaking the system

Some of the challenges faced included system capacity due to taxpayers' habit of leaving submissions for the last minute. This, however, has been fully addressed now.

In September 2012, a new application to give additional help to taxpayers using eFiling went live. This application allows individuals to be in direct contact with a SARS call centre agent while they complete their tax return online.

With permission from the taxpayer, the facility enables a call centre agent to access the taxpayer's eFiling browsing session at the same time as the taxpayer and to see exactly what the taxpayer is seeing.

When clicking on the Help-You-eFile icon on their eFiling profile, a taxpayer is prompted to accept the terms and conditions. They then receive a Help-You-eFile session reference number on their eFiling profile.

The taxpayer then needs to call the SARS contact centre on 0800 007 277, quoting their reference number to the call centre agent who responds.

To date, there are no statistics on whether older or younger people prefer this facility.

"We still believe there are a lot of people out there who can file on a computer, but they are too scared

and would like their hand to be held. So we now have the Help-You-eFile."

"During low season, we help around 180 people a day. The number spikes as we approach the deadline for electronic submissions."

The other platform introduced by SARS recently is the eFiling mobisite application. The application allows taxpayers to complete and submit their tax returns using their mobile devices. It is a first for revenue authorities on the continent.

Using the application, users can submit their individual income tax return (ITR12), view their notice of assessment (ITA34), view their income tax statement of account (ITSA) or view their tax calculator.

For taxpayers to be able to submit their tax returns using the SARS eFiling mobisite or application, they must first register for SARS eFiling at www.sarsefiling.co.za, using an Internet-connected personal computer or laptop. Once registered, users can then eFile from their mobile device or tablet.

To access the mobisite, taxpayers can use their cellphone's Internet browser and type in <https://sarsefiling.mobi>. For Apple devices, users can visit the app store.

"The fact of the matter is that many people do not have access to a computer, but they do have access to a cellphone."

And to be sure of the quality of technologies SARS puts out there, Kingon says pilots of all technologies were run before going live.

"It is important that we make sure we roll out things that are reputable and stable."

Increasing compliance

With all the amazing technology designed to essentially make the filing of tax returns easier, the gap for those who are not tax compliant is getting smaller by the year. However, Kingon stresses that the challenge of compliance still remains. >>





"Each country has different challenges. Compliance continues to be a challenge for us. However, due to our processes, there are far less places to hide today.

"We are able to determine the data of every single person employed in the country. From the financial institutions, we are getting all the people who have bank accounts. We can generally close the doors and see who is non-compliant. We have improved our capability of getting the crooks out there to comply."

However, there are people who still want to manipulate the system. This is evident in plain fraud cases where people wrongfully claim deductions; or cases of sophisticated tax schemes, where it becomes more a question of tax avoidance. There are still people who try to manipulate the law to avoid tax.

The *Annual Performance Plan 2012/13* analysis showed that a substantial number of high networth individuals are under-declaring their income, which results in significant revenue losses.

"Collaboration with banks has indicated that there are between 10 000 and 20 000 individuals who meet the high networth threshold, that is, either earning R7 million in annual income or having R75 million in assets. Only between 2 000 and 3 000 of these high networth individuals have declared this income to SARS," noted the report.

The *2012 Tax Statistics Report* revealed that the tax register for individuals surged by 74,7%, from 10,3 million in 2010/11 to 13,7 million in 2011/12, following a new SARS policy that requires all employers to register their employees, regardless of their income.

In October 2012, the revenue service introduced a permanent voluntary disclosure programme (VDP). The previous VDP – which aimed to encourage tax defaulters to disclose their tax defaults in return for receiving relief from

penalties – ran from November 2010 to October 2011. On whether all applications from the previous VDP had been processed, Kingon said this was likely to only be completed in 2013.

"There is a considerable amount to be done and we will finish processing those in the latter half of the year."

The new VDP, however, operates differently.

"The old system was more generous than the new one. The old VDP was a full waiver of interest, while the new one is only about a 50% waiver."

Broadening access

Meanwhile, SARS has been running mobile units in the Eastern Cape, KwaZulu-Natal and the Free State to assist those who live far from its branches.

The revenue service has introduced three mobile units operating in these provinces to service rural areas. SARS places advertisements in local newspapers to inform people of the mobile units, which provide the full suite of services offered by branches.

Kingon anticipates that in future, taxpayers might not even have to file tax returns.

"The future for any revenue service is to be able to populate the tax return with all the data, so that you do not have to complete any aspect. That's the future – where we actually just give you an account. We are partially down that road, because we are getting medical aid and retirement annuity data. I would love to get to a place where we simply send people their assessment, saying they are getting a refund or that they have to pay us. No revenue service is really there yet. We are generally on the cutting edge." ^{PS}

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Pension Fund crosses R1 trillion mark

The Government Employees' Pension Fund (GEPF) accumulated funds and reserves totalling R1 trillion, representing a 13,7% growth in its portfolio during the 2011/12 financial year.

This was revealed by Principal Officer John Oliphant in a presentation of the GEPF results, where he also announced plans to diversify investments and invest in social infrastructure.

The results confirm GEPF's position as the largest retirement scheme in Africa, with membership of 1,2 million Government employees and 360 000 pensioners.

With 50% of its funds invested on the Johannesburg Stock Exchange Limited (JSE Ltd), the GEPF Board has approved a model enabling the fund to invest in unlisted companies.

In addition, said Oliphant, the GEPF would continue to play a significant role in social and economic transformation in South Africa. Up to 5% of its funds will be invested in economic and social infrastructure projects, the green economy, enterprise development and Broad-Based Black Economic Empowerment (BBBEE).

"Our developmental investments seek to deliver both social and economic returns at the same time," explained Oliphant. "Our recent investment in the Kiaat Private Hospital in Nelspruit, Mpumalanga, is a typical example of this. This investment addresses the challenges of affordable quality healthcare in Nelspruit, while also protecting the financial interests of investors."

Some of the financial highlights for the year ending 31 March 2012 included:

- the growth of the GEPF portfolio by 13,7%, from R911 billion in 2011 to more than R1,036 trillion in 2012
- an average return of 11,9% (2011: 12,2%) on assets, driven mostly by investments and net investment income equating to a net investment income of R114 billion (2011: R105 billion)
- the growth of accumulated funds and reserves at an average rate of 14,9% over the past 10 years.



Principal holdings in the GEPF investment portfolio as at March 2012 consisted of domestic equity through the JSE Ltd (50,7%), domestic nominal bonds (23,9%), domestic inflation-linked bonds (9,6%) and domestic property (4,7%). There were several major developments during the financial year.

Diversifying investments

With 50% of its funds invested in listed companies, making it the single largest investor on the JSE Ltd, the GEPF received approval to diversify its portfolio through investment in unlisted companies and entities.

"The GEPF is committed to ensuring that we pursue opportunities in the unlisted space, given that sources of greater returns under current structural changes in the global economy are limited," explained Oliphant.

A model to enable investment in unlisted entities has been developed, and GEPF governance structures have been strengthened to ensure mitigation of risk. The model consists of six funds geared towards developmental investments. They cover economic infrastructure, environmental sustainability, social

infrastructure, priority sectors and small, medium and micro-enterprises (SMMEs), private equity and property.

- The Economic Infrastructure Fund will focus on transactions in energy, commuter transport, broadband, water, liquid fuel and logistics networks.
- The Environmental Sustainability Fund covers investments in renewable energy, energy efficiency, energy storage, clean technology, green buildings, green firms, conservation and recycling.
- The Social Infrastructure Fund will focus primarily on affordable housing, healthcare, education and skills development.
- The Priority Sector Fund and the SMME Fund focus on manufacturing, agriculture, agro-processing, tourism, mining, retail, consumer-driven sectors, and BBBEE and other sectors that promote high job creation.
- The Private Equity Fund covers medium to large cap buy-outs and buy-ins, mergers and acquisitions, growth and expansionary capital, and venture capital.
- The Property Fund will seek to invest in retail, industrial and office property.

Social and economic transformation

The GEPP's Developmental Investment Policy, launched in April 2011, makes provision for 5% of its portfolio to be invested in economic and social infrastructure projects, the green economy and initiatives aimed at job creation, enterprise development and BBBEE.

Investments during 2011/12 included economic infrastructure (R1,2 billion), predominantly in the logistics network sector; social infrastructure (R3,9 billion), mainly in affordable housing projects; environmental projects (R5,1 billion), mainly in the renewable energy sector; and economic growth (R1,4 billion), of which half was allocated to SMMEs.

Investment in the Isibaya Fund, through which the GEPP supports BBBEE and infrastructure projects that create jobs and relieve poverty, increased by 108% to R12 billion, representing 1,15% of total GEPP assets under management.

The GEPP plans to invest in Government's infrastructure programme, which envisages initial investment of R800 billion, as well as private infrastructure.

The GEPP's first venture into private infrastructure development involves investment in Lanseria airport, together with a BBBEE group. This is in addition to a R5 billion commitment to the Industrial Development Corporation's Green Bond Fund to bolster the country's renewable energy capacity. The green economy, including the renewable energy sector, is expected to create more than 460 000 jobs by 2025.

Other African countries

GEPP is stepping up investments in other African countries by allocating up to 5% of its portfolio to pursue opportunities outside of South Africa.

"Our continent is ripe for investment," said Oliphant. "With over one billion people and a rapidly growing middle class, Africa, in tandem with the rest of the developing world, presents exciting investment opportunities for investors looking for good returns. With almost stagnant growth recorded in developed economies, Africa has strongly emerged as the next frontier for investment growth."

Until now, the GEPP's presence in Africa has been largely confined to investment through the Pan African Infrastructure Development Fund (PAIDF), which invests in transport, telecommunications and other infrastructure projects to accelerate growth on the continent. Current investment through the PAIDF amounts to about R2,5 billion, or 0,23% of the GEPP portfolio.

PAIDF's investments as at 31 March 2012 included interests in a Nigerian-based oil rig leasing service; an independent power producer with investments in Kenya, South Africa and Zambia; a West Africa sub-sea broadband venture; a sub-Saharan interterrestrial broadband telecommunications investor; two airport development projects in north Africa; and a company that manages the head office of the Southern African Development Community in Botswana.

The GEPP has already made two direct investments outside of South Africa. The first is a R1,7 billion investment in the Ecobank Group, which has a presence in 32 African countries. This was followed by an investment in the Tanzanian cement manufacturer, Tanga.

The year ahead

Looking at the year ahead, Arthur Moloto, Chairperson of the GEPP, says the fund will continue to play a role in furthering the national agenda in a way that will benefit its members, pensioners and beneficiaries and advance the environmental social governance principles of responsible investing.

"The fund will step up investments in development in line with its commitment to long-term sustainability," he says. "We firmly believe Africa holds unparalleled promise for those seeking good returns. Simultaneously, we will continue to explore global investment opportunities, with a bias towards emerging markets."

***Khaya Buthelezi is Communications Head at the GEPP.**

SA Express *flies high*

One of the major turnaround stories of 2012 was the return to profit of the regional feeder airline South African Express (SA Express) after two years of financial challenges that culminated in the removal of its board. SA Express is a wholly owned subsidiary of South African Airways.

In the year to November 2012, SA Express reported a modest profit of R8,9 million. Although this is a tiny figure, it is impressive against the negative financials it has produced for the last two years. Crucially, SA Express also identified cost-savings in its operations that enabled it to save R80 million in the same period.

The airline's progress is particularly significant when the recent financials of some of the global players are considered. Qantas, Air France-KLM and even Kenya Airways have all reported heavy losses. Financial stress has also led to the folding of some smaller airlines in recent times, including Kenya's Jetlink, Air Nigeria, South Africa's 1Time and Zambian Airways.

But the resilience of State-owned airline SA Express shows that there is a place for small well-run airlines on the continent, with a mandate as regional feeders.

SA Express is making progress under its Chief Executive Officer (CEO), Harvard-trained economist Inathi Ntshanga, and his team. The team received praise from the Minister for Public Enterprises, Mr Malusi Gigaba, when he visited the airline at its offices at OR Tambo International Airport in December 2012.

"SA Express is making progress," Minister Gigaba told SA Express staff. "These are important steps in the right direction, but more needs to be done."

Expanding routes

Ntshanga and his team are working on a strategy to deepen the airline's resilience and improve its sustainability. The plan is centred on introducing new high-profile and highly profitable routes, including flights to Mozambique, Angola, Ghana and Tanzania. The airline already operates flies to Zambia and Zimbabwe from its hub in Durban.

Additionally, the airline also wants to create hubs in East and West Africa. Minister Gigaba held talks with Ghanaian authorities during

his visit to Accra last October, and discussions with a number of potential partners are ongoing in East Africa.

Aviation is increasingly important in Africa, fuelled by a growing middle class that seeks faster access to markets and networks. Aviation contributed US\$67,8 billion to Africa's gross domestic product when aviation-related tourism is included, according to data from the global industry group International Air Transport Association.

Passenger traffic in economy class grew by 8% in 2011, while business class traffic jumped by 21%.

"Aviation is an important enabler of national, regional and international trade and tourism growth; and more so in Africa, which is still grappling with problems of underdeveloped infrastructure. The underdeveloped road and rail network in huge parts of the continent means that the airline

industry gains even greater significance at a time of a fast-growing middle-class that appears more committed to the idea of a more integrated continent," says Ntshanga.

Managing costs

There are a few areas in which SA Express is the industry leader. For example, the airline's fuel costs, at 22%, are well below the average 30% in South Africa. This is partly because of its fleet of medium-range Bombardier Q400 aircraft. The planes, acquired only last year, are both efficient and low-maintenance.

SA Express is investigating the possibility of acquiring a jet fleet in coming years.

Its labour costs are at 23%, and Ntshanga says he is determined to bring these down. "Our staff remain a great team determined to deliver value to our customers and to the people of South Africa, the ultimate shareholders of SA Express."



SA Express CEO Inathi Ntshanga.



Despite tough times, the airline demonstrated its commitment to social responsibility by donating computers to a school in Tembisa, Johannesburg.

Conquering African skies

The success of SA Express led to it being appointed the first authorised service facility (ASF) on the African continent for Canadian aircraft manufacturer, Bombardier Aerospace. The move will significantly impact the airline's maintenance and engineering capacity, which effectively means that all Bombardier aircraft within African skies will be maintained by SA Express.

The ASF status is a key milestone for SA Express, as it will bolster its mission of facilitating regional trade within the Southern Africa Development Community region as well as the African continent as a whole.

"We are a continent of a billion people. There is great potential to improve and grow as an airline and as an industry. We are determined to play our role. The fact that Bombardier Aerospace appointed SA Express as their only approved service facility in Africa shows that many in the industry share this determination and vision," Ntshanga said.

SA Express operates a fleet of 15 Bombardier CRJ200 and CRJ700 regional jets and nine Q400 turboprops. The airline employs approximately 300 maintenance technicians performing maintenance work within a 10 000 m² maintenance hangar and support infrastructure facilities across their base of operations.

SA Express has repeatedly earned Bombardier's Airline Reliability Performance Award for the Middle

East and Africa, winning awards in 2010 and 2012 for the CRJ100 and CRJ200 aircraft, in 2011 for the Q100/200/300 turboprop category and in 2008 for the Q400 turboprop category.

Ntshanga was appointed CEO of this fast-growing regional airline in September 2010. He joined the airline in January 2005 as Executive Manager: Commercial and Strategy and was soon promoted to General Manager: Strategy and Business Development. He was responsible for growing the airline in Africa. ®

*** Wai Kanguru is an expert on African aviation. Follow SA Express on twitter @flysaexpress and their website www.flysaexpress.com.**



What do intellectuals do after midnight?

Commenting on our national public commentators, their qualification for and level of intellectualism, Solani Ngobeni of the Africa Institute once observed: "... as it would seem to me, we tend to ascribe this term [public intellectuals] rather loosely to all those who engage in elementary public commentary, although such commentary is failing to provide any profound understanding of issues at hand, or to contribute positively to the project of intellectual discourse". Ngobeni went on to enquire whether possession of a Master's or doctoral degree qualifies one to be an intellectual.

He averred in his conclusion: "Public intellectualism has to do with those whose contributions to knowledge production is beyond reproach, yet who strive to make their profound research accessible via various channels, such as public lectures, seminars, conferencing, radio and newspapers ... These intellectuals still conduct serious research which they publish through peer-reviewed journal articles, books, monographs and conference proceedings; and then make their findings accessible to the public through the media mentioned above".

This rejoinder seeks to address the limitations of Ngobeni's thesis and offers some alternatives to the elitist understanding of exactly whom public intellectuals are. It also explores basic principles by which conscientious observers should judge and engage the work of intellectuals.

Pitfalls of the Ngobeni thesis

Ngobeni is correct in observing that elementary public commentary – pedestrian reflections on cultural, economic and political events in the country – does not constitute intellectualism. He is also spot-on in referring to some of our national public commentators as "pseudo-intellectual exhibitionists". However, it seems logical that the latter should not be employed as a pejorative term against those whose views and opinions we counter.

Such characterisation should be restricted to those who parade or demand to be regarded by society as intellectuals when their views and opinions are too elementary to transform society or at least help us gain a perspective of some of the complex social,

economic and political phenomena. We suspect many would concur with Ngobeni and Professor Loyiso Nongxa, Vice Chancellor of the University of the Witwatersrand (Wits), whom he paraphrases thus: some of our public intellectuals "... are peddling personal opinions, prejudices and biases as expert knowledge".

Ngobeni's supposition, however, fails on three counts.

Firstly, it defeats the very same intellectual project he advocates by confining its manifestation to peer-reviewed publishing and the academia. The selective reference to Edward Said in his article is problematic. Said's view that the mission of intellectuals is to "advance human freedom and knowledge" should have cautioned Ngobeni not to pigeon-hole intellectualism to scholarly publishing.

Indeed, there are various platforms and means of expressing intellectualism in ways that "advance human freedom and knowledge". Ngobeni also fails to account for Said's vast contribution to our understanding of what constitutes organic intellectuals; most of whom do not necessarily produce peer-reviewed material nor serve in an academy.

In his 1985 article, *The Dilemma of the Black Intellectual*, Cornel West posits that: "... there are two organic intellectual traditions in Afro-American life: the black Christian tradition of preaching and the black musical tradition of performance. Both traditions, though undoubtedly linked to the life of the mind, are oral, improvisational and histrionic".

West says artists like Louis Armstrong and Miles Davis have produced superior intellectual work that has influenced generations worldwide, although their work was not published in peer-reviewed journals and monographs.

We cannot confine intellectuals to scholarly publishing when we have preachers, political activists and artists that have made tremendous contributions to the advancement of human freedom and knowledge, often employing public means of expression. Many communities grew their understanding of their oppression through various public commentaries and genres such as music and poetry. It is here also that



national aspiration and memory is best expressed and preserved.

Take the Simphiwe Dana-Helen Zille debate where a musician questioned the extent and quality of racial transformation in the Western Cape. She did a useful job of reminding us of the path yet to be travelled towards building an inclusive society. This was after she had scribed another article examining the problems of language equity in the country and proposing concrete solutions. Surely her academic credentials cannot limit her membership of the intellectual community?

Wikipedia defines an intellectual as a person who uses "... thought and reason, intelligence and critical or analytical reasoning, in either a professional or a personal capacity and [is] ... a person of notable cultural and artistic expertise whose knowledge grants him or her intellectual authority in public discourse".

Many people challenge the ruling elites through the spoken word. If their mission is the advancement of social justice and knowledge, based on some system of analysis, they should not be excluded from the community of intellectuals.

Secondly, Ngobeni fails to account for what West refers to as the nearly non-existence of "institutional channels" and "infrastructure for intellectual discourse and dialogue" in black communities. Yet this does not signify an absence of the intellectual enterprise.

Ngobeni, as a publisher at the Africa Institute, and Professor Nongxa have major publishing and

knowledge production infrastructure under their command. Yet they do not tell us how many black intellectuals they have identified and nurtured using the means of knowledge production at their disposal.

This is a fundamental aspect of their respective mandates in the public spaces they occupy. They can use their influence to create the channels and infrastructure to help wanna-be intellectuals publish their work. Many aspirant black intellectuals lack access to institutional channels and infrastructure to advance intellectual discourse and dialogue.

Thirdly, there has to be a distinction between public intellectuals and public commentators. It is inaccurate to broad-brush these two, especially when some of our public commentators have never claimed to be public intellectuals.

Surely there is space for both in society. Just as there is space for poets, book writers, spooks, healers, seers, clowns and school teachers. Ngobeni advocates for a scenario where there is an "elite league known as public intellectuals".

This undermines what some of the people he admires, stand for. For example, Ngugi wa Thiong'o and Chinua Achebe represent access, not exclusivity. Thandika Mkandawire understands that intellectuals contest social, cultural, political and economic ideas; they are not purists.

Ways of expressing intellectualism

There are various forms of expressing intellectualism. Using the barometers of one's ability to influence public opinion and by leading the struggle for the advancement of social justice, we contended that artists like Makeba and Fela Kuti are intellectuals who used perform-

ing arts to give the world a perspective of the injustices suffered by their people. These artists fit the organic and activist description of intellectuals.

Brenda Fassie also offered songs that helped people in the townships understand that “people change” as their socio-economic conditions change (... *umuntu uya-changer* ... *angeke um'khonfeme* ...). This was at a time when the black middle-class were emerging and some among this class were starting to behave in ways that were strange to their communities.

In Nigeria, Kuti gave the public a perspective of what was going on in the “classroom” in his song *Teacher Don't Teach Me Nonsense*. Using the classroom as a proxy for society, he went further to enquire if what we know to be good values was taught, who then teaches an oppressive Government to embrace values of democracy, human rights and good governance? This song resonates with narratives of literary works such as Ayi Kwei Armah's *The Beautiful Ones Are Not Yet Born* and Ngugi's *Wizard of the Crow*. In short, Kuti analysed excesses of the post-colonial order and protested through performing arts.

Songs such as *Izwe Alithuthuki* (meaning “there is no development”) by Phuzekhemisi and *Amacala* by Siphokazi offer illuminating perspectives on the political and social relations inside our communities.

These are powerful intellectual commentaries that may not be appreciated when purist standards of intellectualism are applied to measure its utility and profundity. We could write volumes about Bob Marley, the intellectual and philosopher whose contribution to humanity parallels that of WEB du Bois, Karl Marx and Albert Einstein.

Anton Lembede and Steve Biko were arguably two activist intellectuals who shaped South African society and political thinking far more than science academies credit them. Away from the ivory towers of academia, they made a profound contribution to our understanding of the national question, racial oppression, its excesses and concomitant long-term effects on the lives of the black majority.

Lembede analysed prevailing political conditions and worked with his com-

rades to develop and implement a programme of action challenging oppression and the white minority establishment.

Besides his mainstream political activism, he wrote countless articles in African language newspapers dealing with complex subjects, including the significance of agriculture, the role of minorities in the struggle for national liberation, Marxism, philosophy and religion. His public commentary in *Ilanga lase Natal* and other newspapers cannot be trivialised merely because they were not reviewed by panels from a particular scientific community; his numerous academic achievements notwithstanding.

Equally, Biko played a significant role in building an understanding of consciousness and appreciation of blackness at a time when whiteness was the envy.

Ironically, the social and political ideas of Biko and

Lembede continue to permeate the academia.

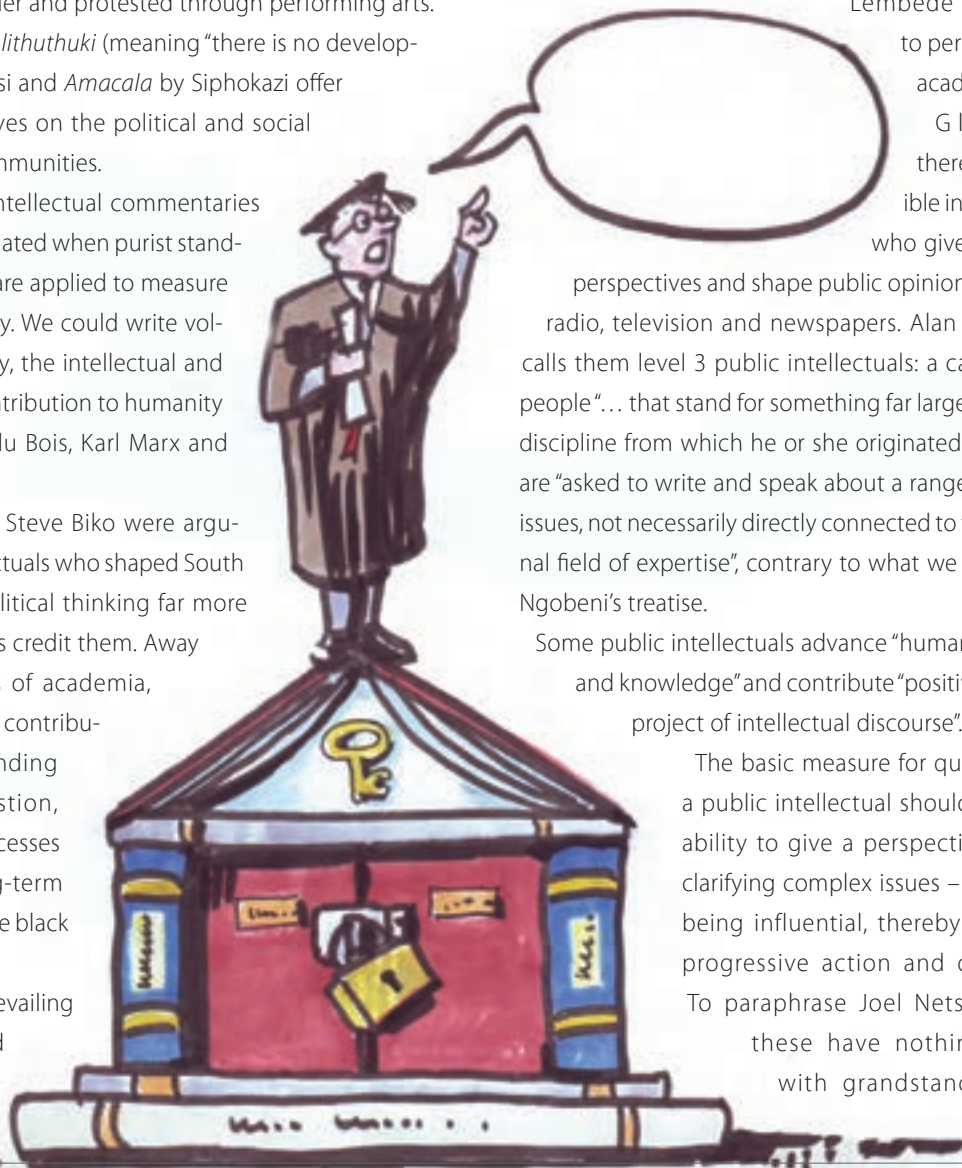
Globally there are credible intellectuals who give us useful

perspectives and shape public opinions through radio, television and newspapers. Alan Lightman calls them level 3 public intellectuals: a category of people “... that stand for something far larger than the discipline from which he or she originated” and who are “asked to write and speak about a range of public issues, not necessarily directly connected to their original field of expertise”, contrary to what we infer from Ngobeni's treatise.

Some public intellectuals advance “human freedom and knowledge” and contribute “positively to the project of intellectual discourse”.

The basic measure for qualifying as a public intellectual should be one's ability to give a perspective – thus clarifying complex issues – as well as being influential, thereby inducing progressive action and decisions.

To paraphrase Joel Netshitenzhe: these have nothing to do with grandstanding and





the “intellectual indolence that comes with glorification of material benefits”, but more to do with being the “the brains trust of a new social order”. They engage in the battle of ideas through mediums such as mass and electronic media.

For human progress and social justice, the different manifestations of intellectual endeavour should be embraced.

Public accountability

Public intellectuals are not immune from criticism. Like the jury, politicians, newspaper editors, healers and prophets, they too should be accountable. When hip-hop stars promote violence through rap music, they should account. When newspaper editors publish untested stories as truths, they should answer. When public commentators present subjective opinions and prejudices as facts, they should be exposed. When academies and publishing houses fail to cultivate a culture of scholarly publishing, they should be held liable.

Without elaborating, we all know how intellectuals and opinion-makers have sponsored genocide and ethnic cleansing in living memory. We know how the idea of white supremacy was spread through radio, television and the print media in South Africa. We are also aware that black intellectuals remain excluded from the mainly white and elitist universities and the publishing industry.

Black academics and students are occasional victims of racial prejudice in institutions of higher learning. Just recently, a lecturer in the Built Environment Faculty at Wits allegedly told black students that they are more likely to misunderstand geometric squares because black people cannot think three-dimensionally.

We must all account!

Sadly, the so-called Native Club died before it could account. The public deserves to know what their strategic intent and value propositions were. So, too, should the Midrand Group, Pro-Afrikaanse Aksiegroep and the Institute for Accountability in Southern Africa account for why

they dress up anti-State posture with intellectualism. Except if they are “pseudo-intellectual exhibitionists” that peddle ideological views, “personal opinions, prejudices and biases as expert knowledge”. Or, unless there are other permutations that are diminutive in the eyes of many, such that they need to be illuminated by a rare breed of gifted people who practise after midnight. But then again, who knows what intellectuals do after midnight?

Ironically, we are yet to be touched by the utility of cerebral products of purists who condemn public commentators in favour of elite clubs of published authors. Similarly, it is not every published work that clarifies complex phenomenon such as the jobless growth we have been experiencing in South Africa. Perhaps theirs is conjectural and so we should end it right there! But that too should be declared so that aspirant intellectuals expect less from pretenders masquerading as keepers of intellectual excellence.

It is midnight; a hundred flowers are blossoming and a hundred schools of thought contending. Given the contradictory and sometimes nebulous nature of such explorations, let us once again scrounge luminosity from the east where the sun has risen: reflecting in *On the Correct Handling of Contradictions*, Mao Tse-Tung recommended that “... different schools in science should contend freely. We think it is harmful to the growth of arts and science if administrative measures are used to impose one particular style of art or school of thought and to ban another”. 🇨🇳

***Busani Ngcaweni is a public servant writing in his personal capacity.**





Kgathatso Tlhakudi

Deputy Director-General (DDG): Manufacturing, Department of Public Enterprises (DPE)

Kgathatso Tlhakudi has held various executive management positions over the years. He joins the DPE from Armscor, where he was Senior Manager: Aircraft Systems Acquisition.

His qualifications include a Bachelor of Science (BSc) degree in Engineering from the University of the Witwatersrand (Wits) and a Master of Business Administration degree from the University of Cape Town. He further holds diplomas in Project Management and Acquisition Management from the University of North West. Tlhakudi also holds a postgraduate diploma in Air Transport Management from the Royal Aeronautical Society in Oxford, United Kingdom (UK); and is a Sainsbury Fellow at Wolfson College, Cambridge in the UK.

In his new role, he will provide operational and strategic leadership to state-owned companies (SOCs) within the manufacturing cluster (defence, mining and forestry), oversee Denel, Alexkor and Safcol, and also manage the personnel programme.



Beverley Nkumanda

Chief Director: Human Resources (HR), DPE

Beverley Nkumanda has well-rounded experience in all HR disciplines. She has worked for Eskom for 12 years in various management levels. Her most recent position with the power utility was as Head: HR. She was also Director: HR Management at the Department of Science and Technology for four years.

Nkumanda holds a National Diploma in Production Management from Tshwane University of Technology (TUT), a Bachelor of Commerce degree in Industrial Psychology, as well as postgraduate diplomas in Labour Relations and an Executive Development Programme. She is currently in her last year of study towards a Master's degree in Public Administration with the Vaal University of Technology (VUT).

Nkumanda is expected to support line managers through the adequate supply of high-quality and responsive public servants with a focus on skills identification, supply, demand, retention, development and deployment. This is essential for the department to drive investment, productivity and transformation in its portfolio of SOCs, their customers and suppliers; to unlock growth, drive industrialisation, create jobs and develop skills.



Jabulani Mangena

Director: Energy, DPE

Jabulani Mangena holds a BSc (Manufacturing Engineering Technology) degree and a Master of Science in Technology (Industrial) degree from Western Carolina University in the United States of America, and a Master's degree in Project Management from the University of Pretoria.

Prior to joining the DPE, Mangena worked for Pebble Bed Modular Reactor (PBMR) SC Ltd as a consultant responsible for compiling PBMR asset disposal and retention applications in accordance with the requirements of the Public Finance Management Act, 1999.

Mangena will be expected to, among other things, monitor and assess industry-wide and enterprise-specific planning; and advise the department on the evolution of the electricity industry, including private sector participation in the value chain.



Phaladi Petje

Chief Executive Officer: Denel PMP

Phaladi Petje has experience in strategic planning, business development, marketing communications and business process re-engineering gained in key industries such as defence, telecommunications, transport and advertising.

He started his career as a Mathematics and Economics teacher at Motlakaro and Hwiti high schools in Limpopo. He later joined Spoornet as a professional officer and was soon promoted to assistant marketing manager. His keen insight into, and knowledge of, the world of technology and geo-political dynamics saw him joining Denel Land Systems as Executive Manager: Marketing, Strategic Relations and Special Projects. He later moved to Denel PMP in a similar capacity, where

he provided leadership in marketing and business development initiatives in more than 30 countries covering all five continents.

He graduated with a Bachelor of Education degree and a Bachelor of Arts (BA) Honours degree in Economics from the University of Limpopo, obtained a postgraduate diploma in Business Management from Wits Business School and a management diploma from De Montfort University in the UK.

In his new position, Petje will oversee overall business development and key strategic transformation initiatives to ensure business sustainability of Denel PMP and will lead the organisation to contribute meaningfully to Government's national developmental agenda.



Ntombikhona Mthombeni

Coordinator: Internal Communication, Transnet SOC Ltd

Ntombikhona Mthombeni holds a Bachelor of Technology degree in Public Relations Management from TUT and a National Diploma in Public Relations Management from VUT. She is currently studying towards a postgraduate diploma in Marketing with the University of South Africa.

Mthombeni's career started in 2002 as an intern at the Department of Transport. She was promoted to a communication assistant in 2003. She joined the Government Communication and Information System (GCIS) as Assistant Director: Media Analysis, responsible for monitoring and analysing the communication environment, including content analysis and agenda setting. She was promoted to deputy director within the same department. She was later laterally transferred to the Marketing unit in GCIS shortly before her current appointment.



Nobuntu Tshem

Group Manager: Council for Scientific and Industrial Research (CSIR)

Nobuntu Tshem has been appointed Group Manager: HR at the CSIR. She held the position of CSIR Senior Manager for Talent Management prior to this appointment.

Tshem has vast experience in the HR field. Before joining the CSIR in 2009, she was Group Executive: HR at Total Facilities Management Company (TFMC), an organisation with a staff complement of 1 500. Prior to that, she was the Senior Manager: HR Operations, also at TFMC. She has also worked for Metrorail and Aspen Pharmacare.

Tshem holds a BA Honours degree in Labour Relations and HR; and is currently studying toward her Master's degree in Labour Law.



Improve your finances in 2013

Image: homegarden.com

Here it is – 2013, the year in which you promised yourself to take hold of your finances.

But you still get stressed at the mere thought of the approaching end of the month – as the bills come streaming in, you just know you'll be out of cash by the middle of the month and will have to stretch those rands to breaking point to make ends meet.

Most people find themselves in one of three money situations: they are either in a crisis, only one pay cheque removed from a disaster, or in good shape.

There are several ways to get your finances into shape this year.

Budget

You've heard this so many times before and it may sound like a boring and time-consuming task, but budgeting is the perfect way to keep track of what you earn and what you spend.

Put pen to paper and make it a monthly habit to list your income and expenses. A budget is nothing more than a financial plan to reach your goals. If you don't keep a record, how will you know whether your expenses are more than your earnings? How will you know whether you can afford your plans for the future?

Budgeting forces you to think ahead. It gives you direction and teaches you financial discipline.

Reduce your expenses

Get rid of all unnecessary expenses, like that subscription to a magazine you never read or that gym contract you pay for every month while no one there knows who you are anymore.

Only buy something when you are really convinced it is good value for money and after allowing yourself a cool-down period of 24 hours.

Plan

Poor planning is going to cost you in terms of money and stress.


If you took the time to organise your schedule, you could save R20 per day on lunches you have to buy from the corner take-away because you forgot to buy bread for sandwiches. This would save you over R400 per month and R4 800 per year on sandwiches alone!

Save

By saving on different fronts, you will be prepared for any situation – so start short, medium and long-term savings plans. In the short term, you should ideally have enough savings for three months' basic living expenses. Medium-term savings include unexpected expenses like a deposit for a car, a child's sports trip or the family holiday at the end of the year. Long-term savings entail calling in the assistance of a financial planner to help you prepare for your retirement and your children's university education.

Goodbye to debt

Add up all those amounts that leave your bank account every month to repay debt and just imagine what you could do with that if you didn't have to hand it over to creditors.

Here's a plan: the debt with the highest interest rate is your first target. Make the minimum payments on all your debts except the one with the highest interest rate. Let's say your payment on this is R1 000. When it's paid off, it means that you have R1 000 available, right? Now take that amount and add it to the payments on your debt with the second highest interest rate. By adding to your payments this way, you will settle your debts before you know it. 

Personal *perspectives*



Endings and Beginnings by Redi Tlhabi

When popular talkshow host Redi Tlhabi was 11 years old, two years after her father's death, she found solace in an unlikely person – a handsome, charming and smooth-talking gangster, Mabegzo. A rumoured murderer and rapist, he was a veritable “jack-roller” of the neighbourhood. Against her family's wishes, she developed a strong connection with him. Tlhabi herself concedes that she has never fully understood why she was drawn to Mabegzo and why, at age 11, she felt a brokenness that only Mabegzo could fix.

“Mabegzo's place in my life is an uncomfortable space. The hypocrisy of my feelings for him has mauled my emotions for many years. I would think of him and my heart would swell with warmth, longing and regret and, immediately, disgust at myself for feeling this way. This would be followed by making excuses for myself: I was a little girl, I did not know, I was mourning my father and perhaps responded to the first male who showed me any kindness and warmth.”

Endings & Beginnings is Tlhabi's emotional journey back into her past to finally humanise the man whose hollowness mirrored her own and who was hated and abhorred by so many when he was alive. Through interviews and deep emotional conversations with his family, friends and those who knew him, Tlhabi finally gets to fit together the pieces of the puzzle that was Mabegzo. Her revelations do not in any way excuse who and what he was, but they go a long way in shedding light on the scourge of violence in our society and why young black men are consumed by anger.

Redi Tlhabi is a journalist, producer and television presenter. She is known for hosting a variety of news programmes for the SABC, eNews Channel Africa and Radio 702.



I had misguided and unreasonable expectations, and wandered around aimlessly seeking fulfilment in all the wrong places.”

In this beautifully written work, Bonnie Henna makes a remarkable transition from actress to author with ease and flair. *Eyebags & Dimples* is her shockingly naked account of how her depression almost robbed her of her shine and how she continues to fight it. In this sear-

ing, unflinchingly honest book, Henna recounts the intricate journey she has travelled in her life, and mostly, the constant fear and uncertainty she lived in as a result of the darkness which she later came to understand was her depression.

Only after Henna unsuccessfully tried to pursue an acting career in Hollywood, was she diagnosed with clinical depression. At last her darkness had a name, and there was a way to overcome it.

With the failed Hollywood adventure as her lowest point, Henna began the painful climb back to a life of health and mental stability. In her adulthood, Henna “met” herself for the first time. As this journey evolved, she slowly began to forgive first herself and then her mother, whom she now realises probably suffered from depression as well.

This memoir will have you cheering, crying and falling in love all at the same time.

Bonnie Henna (Mbuli) was born in Soweto and was discovered at the age of 13, at a bus stop on her way home from school, by an agent who soon got her a job on the television series *Viva Families*. She is known for her movie roles in *Invictus*, *Catch a Fire* and *Drum*.

“From child star to mother and wife. From abuse to transcendence. From public figure to piercing private pain. *Eyebags & Dimples* is a portrait of a woman healing by owning every part of who she is. Henna's bravery and vulnerability exemplify the kind of new personal narratives that will inspire the women of South Africa to self-reflect, reclaim and change the emotional status quo of our lives as well as that of our society.” –

Lebo Mashile, poet. 📧



Eyebags & Dimples by Bonnie Henna

“For a long time, I felt misunderstood by the world. Now I realise that I was the one who misunderstood me. I've had to forgive myself for being so hard on myself and others.

SADC Extraordinary Troika Summit

President Jacob Zuma led a delegation to the Southern African Development Community (SADC) Extraordinary Troika Summit hosted in Dar es Salaam, Tanzania, from 10 to 11 January 2013. The summit welcomed the deployment of the Neutral International Force (NIF) in the eastern Democratic Republic of Congo. It commended South Africa, Malawi, Namibia and Tanzania for pledging to contribute to the deployment of the NIF and called on other countries to do likewise. It also expressed support for the unfolding processes in Zimbabwe and Madagascar, aimed at finding lasting peace in the two countries.

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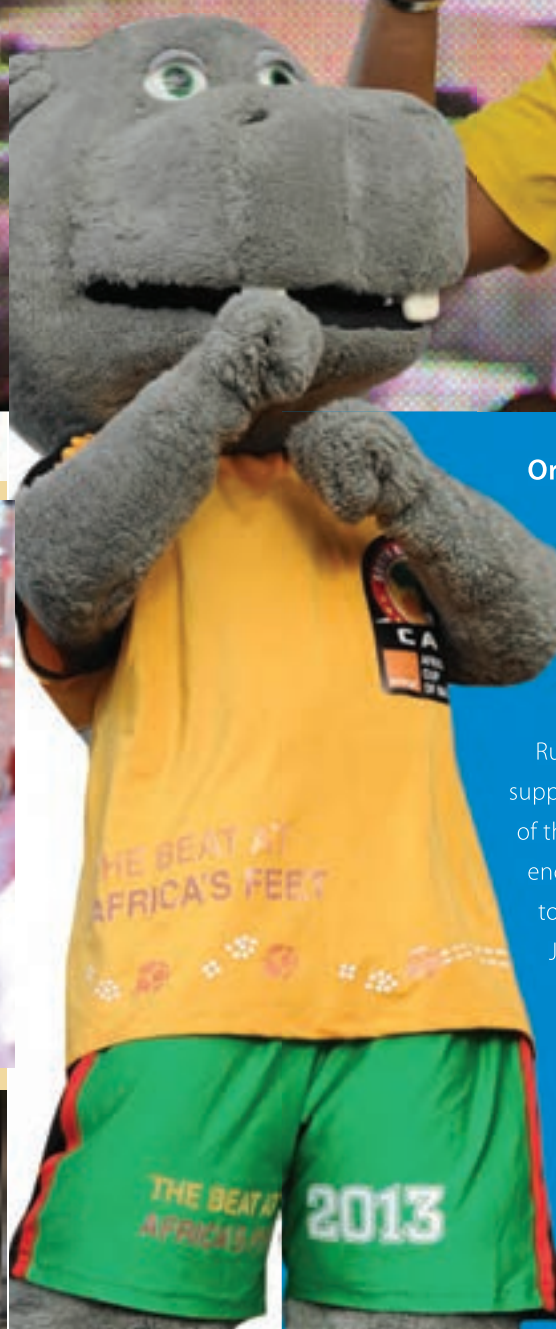
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1. Minister of International Relations and Cooperation Maite Nkoana-Mashabane welcomes President Zuma on his arrival at Julius Nyerere International Airport in Dar es Salaam.
2. President Zuma with Chargé d'Affaires to the United Republic of Tanzania, Terry Govender.
3. (From left) SADC Executive Secretary Dr Tomaz Salomão with President Zuma, Tanzanian President Jakaya Mrisho Kikwete, Mozambican President Armando Emilio Guebuza and Namibian President Hifikepunye Pohamba.
4. Deliberations underway at the summit.

4





Orange Africa Cup of Nations (AFCON)

The Minister of Sport and Recreation, Mr Fikile Mbalula, and the 2013 AFCON mascot, Takuma, went to Rustenburg to galvanise support for Bafana Bafana ahead of the tournament, and to encourage ticket sales. The tournament started on 19 January, with the finals scheduled for 10 February. Bafana Bafana made a return to the AFCON after missing the past two tournaments in Angola and Equatorial Guinea.



1. Minister of Sport and Recreation Fikile Mbalula addresses the AFCON activation campaign at Olympia Stadium in Rustenburg, North West.
2. Takuma dances with Minister Mbalula much to the delight of crowds.
3. Minister Mbalula takes centre stage at the event.

Kick the habit in 2013



image: <http://www.the-perfectshape.com>

This could be the year you kick the habit – if you really want to. And if statistics are anything to go by, over 70% of smokers really should.

Let's face it – smoking has become rather cumbersome. With the legislation surrounding it, it has become increasingly difficult to find a place to have a peaceful puff. Nothing new about that – if you go back in history, you'd be surprised how far some rulers went to keep their underlings from smoking.

The first Romanov Czar, Mikhail Feodorovitch, reputedly declared smoking a deadly sin and offenders were brutally punished. In Turkey, Persia and India, the death penalty was seen as the only "cure" for the evils of smoking tobacco.

That certainly puts our tobacco legislation in perspective.

As a smoker, you probably know all too well that no matter how much you want to stop, it is one of the more difficult things to do in life. Hand in the air if you tried Zyban, e-cigarettes or the new kid on the block, Champix.

If you still light up after all that, don't feel alone. Psychologists have repeatedly pointed out that smoking is much more complex than an addiction to nicotine, and has to do with the habits, triggers, and emotional and psychological aspects that surround the addiction.

Champix, the current favourite quitting method, is worth a closer look. A prescription pill, Champix primarily works in two ways. Firstly, it reduces the smoker's craving for nicotine by binding to nicotine

receptors in the brain. It also reduces the symptoms of withdrawal. Secondly, it reduces the satisfaction a smoker receives when smoking a cigarette. Like most medicines, it does come with side effects, the most common being nausea, headaches and difficulty sleeping.

The medication seems to work quite well while you are taking it, but reports show that some people may find that the urge to smoke returns once they stop treatment. Some people also feel irritable, depressed or have difficulty sleeping. If you are using Champix, you might want to ask your doctor to reduce your dose slowly when you are finishing the treatment, rather than stopping it abruptly. It is sometimes recommended that you complete a second course if you still feel like smoking.

Then again, perhaps you won't need to go on that second course if you understood the reality of the damage you are causing to your body by smoking ...

Smoking is often viewed as modern and fashionable, especially among young people. Interestingly, very few smokers seem to know much about how it affects their health and it is usually merely seen as a bad habit.

Many smokers cannot name specific diseases caused by smoking other than lung cancer, and don't seem to

Why quit?

Your body recovers from smoking at an amazing rate and you start benefitting almost immediately from your decision to stop. After ...

... 20 minutes your blood pressure, pulse rate and the temperature of your hands and feet will return to normal.

... 8 hours any remaining nicotine in your bloodstream will have fallen to 6,25% of normal peak daily levels, a 93,25% reduction.

... 12 hours your blood oxygen level will have increased to normal and carbon monoxide levels will have dropped to normal.

... 24 hours anxieties peak in intensity, but should return to near pre-cessation levels within two weeks.

... 48 hours damaged nerve endings will have started to re-grow and your sense of smell and taste begin to return to normal. Cessation anger and irritability will have peaked.

... 72 hours your entire body will test 100% nicotine-free and over 90% of all nicotine metabolites (the chemicals it breaks down into) will now have passed from your body via your urine.

... 10 days to 2 weeks blood circulation in your gums and



teeth are now similar to that of a non-user.

... 2 to 4 weeks cessation-related anger, anxiety, difficulty concentrating, impatience, insomnia, restlessness and depression will have ended. If you still experience any of these symptoms, see your physician.

... 2 weeks to 3 months your risk of heart attack starts to drop. Your lung function begins to improve. Your circulation substantially improves.

... 1 to 9 months any smoking-related sinus congestion, fatigue or shortness of breath will have decreased. Your body's overall energy increases.

... 1 year your excess risk of coronary heart disease, heart attack and stroke drops to less than half that of a smoker.

... 5 years if a female ex-smoker, your risk of developing diabetes is now that of a non-smoker.

... 5 to 15 years your risk of stroke declines to that of a non-smoker.

... 10 years your risk of being diagnosed with lung cancer is between 30% and 50% of that of a continuing smoker.

... 15 years your risk of coronary heart disease is now that of a person who has never smoked.

know that smoking also causes heart disease, stroke and many other illnesses, including many types of cancer.

How smoking affects your health

It is a full-body onslaught, ranging from the risk of lung cancer, heart disease and stroke to impotence, tooth loss, abnormal fat deposits and even blindness.

Here's more:

- Expect more wrinkles than non-smokers have – smoking accelerates the natural ageing processes, which is most apparent in the facial skin.
- People who smoke cigarettes for 20 years or more are about 40% more likely to die of colon cancer.
- Women who smoke heavily for years may be at greater risk of breast cancer.
- Smokers with hereditary pancreatitis, which causes chronic inflammation of the pancreas, double their already heightened risk of cancer there and tend to develop the disease 20 years earlier than non-smokers.
- New studies show that tobacco may raise the risk for type-2 diabetes.
- Smoking during pregnancy may cause low sperm count in

baby boys when they grow up and doubles the risk of colic.

- Smoking increases the risk for gum disease which destroys the supporting tissue of the teeth. As a result, smokers are twice as likely to lose teeth than non-smokers.
- Every year, smoking kills more people globally than AIDS and tuberculosis combined.

Stopping smoking is always urgent, considering that every cigarette smoked takes seven minutes off your life. While the greatest benefit is obtained from quitting when younger, it is never too late to benefit from kicking the habit. ☹

Sources: www.pfizer.co.za,
health24, www.tobaccosa.co.za,
whyquit.com,
www.psychcentral.com.



Compiled by: Ongezwa Manyathi
Photographs: Louise van Niekerk

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The Garden Route

South Africa's Eden

Writer: Melissa Reitz

Although a popular destination for local and foreign visitors, the Garden Route still holds many secret gems that are revealed to anyone willing to step off the well-worn tourist paths.

Courtesy South African Tourism

Characterised by a temperate climate, the warm Indian Ocean, golden beaches, lush forests and a backdrop of dramatic mountains, the South African Garden Route is without a doubt one of the most beautiful stretches on Earth – making it an obvious destination for both national and international visitors.

It is easy to follow the well-worn paths to the most popular parts of the Garden Route, but if you take the road less travelled, you'll discover that there is more to this unique part of South Africa than meets the eye.

Dominating the country's south-eastern coast, the Garden Route stretches from Heidelberg in the Western Cape to Storms River, including the towns of Mossel Bay, Oudtshoorn, George, Knysna and Plettenberg Bay. Blessed by an abundance of natural surroundings, it is no wonder that the area has a never-

ending supply of adventure activities such as sky-diving, hiking, whale-watching and shark cage-diving, to name just a few. Thanks to its 10 nature reserves that protect various ecosystems and vegetation ranging from Cape fynbos to Afromontane forests, a diversity of flora and fauna makes the Garden Route a nature lover's paradise.

After leaving the historic harbour town of Mossel Bay you can also turn off the N2 and explore the roads that lead inland towards the Karoo. Here a different part of the Garden Route is revealed by the Outeniqua Mountains, where hikes, history and breath-taking natural beauty can be discovered. If hiking is not your favourite activity, another way of experiencing the Outeniqua Mountains is a slow drive along the historic Montagu Pass, which links Oudtshoorn – famous for ostriches and the Cango Caves – to George.



The lush Tsitsikamma Forest is popular with tourists.



Canopy tree-top tours offer a unique experience of the Tsitsikamma Forest.



The stunning golf course at the Pinnacle Point Beach Resort.

From the town of George the N2 runs through the picturesque village of Wilderness, where lush indigenous forest gives way to miles of wild coastline and the sleepy town of Sedgefield, just beyond the large Swartvlei Estuary – a boating and fishing paradise. Here one can enjoy alternative shopping at the Wild Oats Market, a hub of local wares and organic food, on Saturday mornings.

Beyond Sedgefield is Knysna, famous for its forest, elephants, oysters and of course, the Knysna lagoon – guarded by The Heads, the smallest estuary opening to the ocean in the world. The artistic town of Knysna has myriad shops and restaurants with the Knysna Waterfront providing something for everyone – food, shopping and lagoon views.

Leaving town, you can take the gravel backroads through the forest, where a glimpse of one of the remaining forest elephants

may be possible. These roads also lead to the Spitskop lookout and picnic spot, where the view extends from the Knysna lagoon to Robberg Peninsula in Plettenberg Bay; a rare sight to behold.

The dense Knysna forest provides a range of walking and hiking options. A popular hike is the Outeniqua Hiking Trail which traverses 108 km of the Garden Route's interior. This seven-day hike takes you through mountain and forest from the Karatara area to Harkerville Forest.

Just beyond Knysna is Noetzie, a quiet and undamaged piece of paradise where forest, lagoon and the wild ocean are gazed upon by the outlandish collection of "castles", built by various individuals in the not too distant past. The mysterious air created >>



The tranquil Knysna Harbour.



Canoeing and kayaking are popular pastimes at Sedgfield.



A breath-taking view at Tsitsikamma.

by the castles and the exquisite beauty of the conservancy never ceases to enthral visitors and locals alike.

Between Knysna and Plettenberg Bay, cyclists will find a host of trails in Harkerville Forest and if you haven't been lucky enough to spot a wild elephant yet, the Knysna Elephant Park will satisfy your pachyderm interests.

The N2 will bring you into Plettenberg Bay, a thriving seaside town catering to most people's needs, from upmarket restaurants and shops to laid-back beaching, surfing and hiking on the Robberg Peninsula. Breathtakingly beautiful, the bay is graced with whale and dolphin activity all year round, with humpback and southern right whales passing through to mate and give birth – making it no wonder that whale watching by boat or kayak are popular activities in the bay.

Keurbooms River is perfect for canoeing. If escaping the crowds is more your style, you can paddle the 7 km to Whiskey Creek and spend a night or two in a remote cabin provided by Cape Nature, where the only sounds are that

of the Knysna loerie and the chattering Cape vervet monkeys.

Further along the coast as the bay gives way to wilder ocean, Nature's Valley lies hidden. Here the forest tumbles down to a wide golden beach, creating a feeling of paradise on Earth, where pristine nature dominates the view at every turn. It is also where the famous five-day Otter Trail ends at the mouth of the Groot Rivier.

Pockets of thick indigenous forest continue along the Garden Route up to Storms River in the Tsitsikamma National Park. Camping or chalets are available at the Storms River Mouth and provide a perfect base from which to explore the rocky shoreline and dense forest.

With so much to offer in such a beautiful setting, it is no wonder that the Garden Route continues to attract visitors year round. Our only endeavour should be, with the constant traffic through this unique environment, to remember to keep it pristine for many generations still to come, leaving only our footsteps and taking with us nothing but our memories. 🌿

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BRAND NEW BEAUTIES *on the road*



PSM's Ashref Ismail takes a look at what is fabulous, fantastic and fun on the roads this February.

The all-new, all-inclusive Kia Optima

The new Kia Optima is a fresh version of Kia's popular mid-size sedan. This latest generation version is completely transformed, embodying a bold, athletic and sporty visual energy.

Under the direction of Kia's chief design officer, Peter Schreyer, the Kia design teams have created the third-generation Optima, boasting highly competitive performance as well as an all-inclusive luxurious package.

Kia's product concept behind the creation of new Optima focused on four key areas, namely:

- stand-out styling – a unique exterior with a driver-oriented interior
- excellent performance – a competitive and more efficient engine with a six-speed transmission

- superior packaging – new, longer wheelbase platform
- advanced features – high-tech features to boost the Optima's status and Kia's brand identity.

The Optima model boasts a 2.4-litre Theta II petrol engine with a six-speed automatic transmission. The Theta II engine features numerous design enhancements, with a two-stage variable induction system, dual continuously variable valve timing, upgraded electronics, low-friction components and a lighter construction.

The automatic transmission offers two operating modes – fully automatic (ideal for city driving) or sport, which allows clutchless manual sequential gear changes for greater driver involvement by either using the centre console selector lever or the new steering wheel mounted shift paddles.

The new Optima features an aerodynamic drag figure of Cd 0,29 – enhancing refinement, performance and fuel economy.

It comes standard with an array of luxurious features, as well as a few new features never seen before on any Kia in the local market.

These features include an all new eight-speaker Infinity™ sound system, heated and ventilated driver



If you want all the bells and whistles but don't want to pay through the roof, put the Kia Optima on your shortlist.



Make a splash in the urban jungle with the new Subaru XV, designed for the city adventurer.

and passenger seats, Xenon HID headlamps with built-in daytime running lights, keyless entry with stop/start button, sporty 18-inch alloy wheels, Bluetooth connectivity, as well as an optional full panoramic sunroof.

The new Optima presents buyers with a range of state-of-the-art active and passive safety systems and equipment as standard.

Available active safety technologies to help drivers avoid accidents include electronic stability control, a traction control system, brake assist system and hill-start assist control.

A rear-view camera is fitted to assist the driver during reversing manoeuvres. The camera uses a wide-angle lens to transmit images to an LCD display set within the interior rear-view mirror. Simultaneously, this system enables the driver to check the rear view and the blindspot immediately behind the car.

The Optima is available in eight striking exterior colours: snow white pearl, bright silver, ebony black, light graphite, platinum graphite, satin metal, santorini blue, and metal bronze.

Subaru's urban crawler

Like so many other new cars entering the market, the XV is a crossover vehicle.

While it offers the practicality and athletic looks required of a vehicle in this segment, the all-new XV's party piece is class-leading ground clearance of 220 mm, which in combination with the signature constant symmetrical all wheel drive system and boxer engine layout, offers a driving experience that has been re-

served for fully-fledged, larger sport utility vehicles.

It is the ideal car in which to explore and enjoy city life. The XV is ideal for young-at-heart trendsetters who want a stylish vehicle in which to cruise the boulevards. The sporty XV boasts superior driving dynamics.

It features a number of typical Subaru design traits, such as the grille and headlights. The front grille features a hexagonal design – one of the hallmarks of Subaru vehicles. With a bold look resembling the eyes of a hawk, the headlights (which are HID Xenon units) provide outstanding illumination. The fog lamps blend seamlessly into the front bumper.

The XV's innovatively designed 17-inch dual-tone aluminium wheels convey a real sense of depth, while remaining fashionably urban. Thanks to the contrast between the silver spokes and black surrounds, the vehicle portrays a different impression when moving and when stationary. Rounding things off are the body cladding on the sides of the car.

The XV is powered by a two-litre four-cylinder double overhead camshaft petrol engine, which delivers class-leading fuel efficiency. This highly responsive powerplant, which boasts lots of low-down torque, delivers 110 kW of power at 6 200 rpm and 196 Nm of torque at 4 200 rpm.

This engine is part of the new FB range of engines, which also powers the revised Forester. This new powerplant line-up retains Subaru's proven benefits of the horizontally opposed engine, while enhancing fuel efficiency (fuel economy is 10% better than before).

The new engine incorporates a number of significant design features, including a more compact combustion chamber, enhanced intake ports and valves, optimised injector positions and lighter pistons and connecting rods.

Friction was reduced by overhauling the cooling system and by adding roller rockers to the moving valve train system.

Like so many other features in the XV, the seats are completely new.>>

The front seats feature a higher hip point and the driver's seat comes with height adjustment. Not only can the headrests be raised and lowered; now they also feature a tilt-adjustment mechanism. The backrests have been raised to provide more support. The cushions feature a low resilience urethane, which absorbs small vibrations.

Leather is optional, along with XV logo stitching on the seatback.

Thanks to the wheelbase having grown by 25 mm, the rear seating area is much more spacious in the all-new XV. Notable improvements regarding rear accommodation include the concave surfaces at the back of the front seats and larger open areas underneath them; both of which improve comfort for passengers in the rear seat. A multitude of storage areas can be found throughout the cabin.

Fiat's screaming bambino

The new 500 Abarth was developed by the Abarth engineers in the spirit of the legendary 500 Abarth cars of the late-1950s and 1960s – an era that coined the phrase “small but deadly”. Combining technology, performance and safety, the 500 Abarth draws on the brand's heritage and experience in the racing arena.

The new 500 Abarth possesses all the dynamic performance of a car destined for the racetrack. Concealed beneath the bonnet is a 1.4-litre 16-valve turbo-charged petrol engine that delivers a maximum power output of 99 kW at 5 500 rpm and a maximum torque peak of 206 Nm at 3 000 rpm in sport mode (in normal mode, the torque delivery settles at 180 Nm at 2 500 rpm). The punchy power unit ensures thrilling performance, while also making the 500 Abarth satisfying and comfortable to drive even during day-to-day use.

Top speed is 205 km/h, while acceleration from 0 to 100 km/h takes place in just 7,9 seconds. This is partly achieved by the overboost function, activated by the sport button that modulates control-unit mapping and turbo pressure in addition to load on the steering wheel. Despite its sporty performance, the Abarth remains frugal with a fuel consumption figure of just 5,4 l/100 km over a combined cycle.

The 500 Abarth wears the traditional



Cute – but make no mistake, the little Fiat Abarth can sting like a scorpion.

scorpion insignia with pride. Dressed to kill, the 500 Abarth's form contributes significantly to the car's performance. Engineers devoted particular attention to the aerodynamics and function

of certain elements. For example, the rear view of the 500 Abarth is typified by the presence of a special bumper, an aerodynamic extractor, a twin exhaust terminal and a tailgate spoiler that give it a sporty look but also excellent aerodynamic performance. A scorpion logo is printed above the silencer, just as on the historical Abarth exhausts.

Completing the look are 16-inch alloy wheels, available as standard fitment, or 17-inch alloy wheels available as an optional extra.

The 500 Abarth's interior offers further clues to its racing pedigree, thanks to unique Abarth instrumentation and an analogue pressure gauge used to measure the turbo pressure. The aluminium pedals with rubber inserts also reveal a clear racing vocation, as does the gear knob (leather trimmed with a more ergonomic grip for sporty use) and handbrake lever grip (also in leather).^{PS}

***Ashref Ismail is a member of the South African Guild of Motoring Journalists and presenter of Bumper2Bumper.**



The Fiat is also available as an open-top to cruise along scenic mountain passes.

Bridget Mantshiu

Position: Senior Manager: Transport Operations, Northern Cape Department of Transport, Safety and Liaison.

The motto I live by is ... live, laugh, love.

My first car was ... a green Toyota Corolla. It was a secondhand vehicle that really helped getting me between home and work.

The worst car I ever owned was ... the same green Toyota Corolla! It was the only used car I ever bought and it taught me the lesson that a woman should never buy used vehicles.

Who taught you to drive and how many attempts before you got your licence? I was not fortunate to grow up with a vehicle, so I had to enrol at a driving school. It took two attempts to get my licence.

The craziest thing I've ever done in a car is ... singing at the top of my voice when driving alone, listening to the radio or CDs on a long trip.

My dream road trip would be ... driving along the Garden Route, where it feels like the mountains close in on you.

The CD that's playing in my car right now is.. Michell Ndegeocello's *Peace beyond passion*.

My dream car is an ... Aston Martin V8 Vantage S Coupé.

What annoys me most about other drivers is ... when they play music in their cars not for their own



enjoyment, but so loud that it creates vibrations in the cars they stop next to.

What I like most about my current car is ... that it has a V8 engine, so you feel sheer power when you accelerate. It is also quite comfortable when I have to drive long distances, sometimes on gravel roads.

How I would get out of a traffic fine? As a law-abiding citizen, I believe that law enforcement agents should do their work without fear or favour. The best way of "getting out" of a traffic fine is to come up with a good motivation for your behaviour and hope that the head of traffic or the magistrate has mercy on you.

My car's name is ... I don't believe in giving names to inanimate objects, so my car doesn't have a nickname.

Low range is ... the low gear that you engage when going off-road in a 4x4 vehicle. I have only engaged it once, but unfortunately I was not the one driving. 🚗



To prove that we at PSM appreciate women (and their indisputable good taste in cars) we've introduced a feature called Women on Wheels, which will feature interesting women in Public Sector management positions from around the country and their equally interesting wheels. If you think you have what it takes to hold our motoring editor, Ashref Ismail's interest, e-mail ashrefi@rtmc.co.za with at least three clear, high-resolution pictures of yourself and your car in interesting surroundings. Your car needn't be new or expensive, but it must be interesting and must belong to you or your partner and not be borrowed or stolen! Each month, one story will be chosen and published. Numbers plates will be obscured, for obvious reasons.



ROWING CAN BE OARSOME

Nothing has raised the profile of rowing in South Africa more than when four hitherto unheralded oarsmen won Olympic gold in the 2012 men's lightweight final in London.

Sizwe Ndlovu, Matthew Brittain, John Smith and James Thompson won South Africa's first-ever Olympic gold medal for rowing in 2012 after their victory in the lightweight coxless-four final. Since the quartet were placed second in the heats and semifinal, there was little hope of them adding to South Africa's medal tally, let alone win gold.

In the final they were trailing Denmark, England and Australia until they produced a lung-busting effort over the final 500 metres to produce what was described as "the greatest rowing finish the Olympics has ever seen".

Smith (22), Brittain (25), Thompson (25) and Ndlovu (31) are now trailblazers of note, inspiring South Africans from every

walk of life. Ndlovu, the oldest member of the team, is an inspiration to a new generation of black athletes in South Africa.

"There are around 20 black South Africans for every 100 white South Africans in rowing, so I'm excited about what we have achieved, and hope I can serve as a role model," he says.

In addition to the "Oarsome Foursome", who have been competitive rowers for many years, there is the fairytale of Britain's Helen Glover who with Heather Stanning won the women's coxless-pair final. Four years ago, Glover had never even picked up an oar.



Courtesy Rowing SA
14406195: Nadezhda Bolotina / 123RF

Getting your ducks in a row

Initially, rowing was a means of transport for trade and exploration. Later it became a popular pastime, before modern competitive rowing began to take shape.

For some, rowing might be similar to canoeing or kayaking, yet there are differences. In rowing you use an oar, while in canoeing or kayaking, you hold a paddle. An oar is secured in an oarlock, attached to the boat and acts as a fulcrum for the stroke. Paddles are held only by the paddler's hands.


Also, oars propel boats in the opposite direction from the way the rower is seated (and facing), so that the rower's back faces the finishing line. Paddles propel boats in the direction the paddler is facing.

Most rowers go out for the pleasure of the physical activity; rowing caters to any skill, age or disability. You don't need a high level of fitness or any previous experience to start, but the best way to learn is by joining a club. There you will be provided with equipment and coaching to help you learn to row. You'll learn how to handle equipment such as boats and oars, as well as the basic techniques.

Clubs provide basic equipment such as life jackets, boats and oars. There is no special attire but wear clothing in which you can exercise, such as gym wear.

RowSA, the governing body for rowing in South Africa, states that the sport is open to individuals with numerous types of disabilities, including, but not limited to, paraplegics, quadriplegics, amputees and the visually impaired. The basic requirement to row is the ability to use one or both upper extremities, even if there is limited strength.

RowSA coaches explain that rowing has many benefits: it stretches one's limits beyond belief, generates explosive fitness and endurance, encourages teamwork, leadership and time management and helps overcome adversity.

Former coach and author on rowing, AP McEldowney once quoted the words of a rowing enthusiast to explain why it had such a hold on the participants. He said: "The oarsman is merged in the crew to a far greater degree than the footballer in his team or the cricketer in the eleven, and this self-effacement is all to the good. If glory be gained, it is shared by all equally and cannot be appropriated, as in some other games, by one performer." 

Mini-me

The iPad Mini is a smaller version of the iPad, yet it packs quite a punch. Gerrit Vermeulen takes a look ...



Design and build

The iPad Mini is incredibly light and thin (312 g and 7,2 mm respectively) but at the same time feels solid and well-built. The casing is smooth metal, which is good and bad – good in terms of durability yet bad because it's simply not as easy to hold onto as a textured plastic. The edges do have a slight angle to them, which makes it easier to hold onto.

Although it is solidly built, it lacks some of the comfort of other devices in its class.

Inside

Inside the iPad Mini is a dual-core 1GHz CPU and 512 MB of RAM. As with other iDevices, the iPad Mini comes with 16 GB, 32 GB or 64 GB of storage. There's also WiFi a/b/g/n and Bluetooth 4.0. If you wish, you can purchase an HSPA+ model.

Screen

Images are clear with vibrant colours. Text is crisp, though noticeably not as good as on the iPad 3. Essentially, what this means is that iPad 2 owners will probably find the display on the iPad Mini better, but iPad 3 owners won't feel the same way!

Sound and cameras

The speaker on the iPad Mini is better than most tablets, but it should be noted that it does not come with headphones.

It's no secret that taking photos with a tablet is awkward and looks ridiculous. With that said, the iPad Mini has a five-megapixel camera on the back capable of taking 2 592 × 1 944 pixel still shots and 1080 pixel video. All things considered, the iPad Mini produces some decent shots, with good colour reproduction and detail. Similarly, the front-facing camera is more than good enough for the odd video call.

Battery life

The iPad Mini will last for two days fairly easily on general day-to-day use (browsing, reading, checking and posting on social networks with a bit of video in between).

Software

The only thing worth noting about the software on the iPad Mini is that everything is smaller! It takes a little getting used to, but after that initial period it's very easy to use. The iPad Mini gives you access to the entire iPad library of apps, so you probably won't have any trouble finding an app.



The iPad Mini is exactly what its name suggests – a smaller iPad. Is it the absolute best small tablet? No. But then again, there is no such thing. The iPad Mini is a solid contender in the space, though, and worth a look. ☺

The iPad Mini retails from R3 399 upward.

This is an edited version of an article that first appeared on www.mybroadband.co.za.



CALABASH NETWORKS

Calabash networks to reach the majority!



South Africa is home to a multitude of nations housing individual beliefs, religions, traditions and customs.

The Calabash community is made up of the 70% of South Africans dwelling in deep rural, to rural and peri-urban areas, mostly between LSM 4 – 6.

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Dodging V-Day

It's war on that overweight little cherub!

Valentine's Day is every single person's nightmare. And that is why this year, I've decided to be temporarily attached.

I've had enough of anti-Valentine's Day gigs. You know, when all the single people get together to partake in "fun" activities and try very hard to ignore all the red and white décor, the cut-out paper hearts pasted everywhere, and those tacky plastic roses mounted on anything not colonised by the hearts. And if we were really honest with ourselves, deep down, most of us singletons secretly – and ashamedly – wished that one of those tacky hearts were meant for us.

I've tried pretending that it's just another ordinary day. This is not helped by the fact that everything on television, radio and social networks revolves around that overweight cherub. I guess the only way to escape the amorous onslaught is to call in sick, wrap yourself in a sheet of plastic and stay in bed for the rest of the day.

This year is going to be different for me. This year, I'm going to be part of the love celebration. The only problem – a minute detail really – is that I need to find a partner.

I've pretty much gone on first dates with all of the left-over singles within my friendship circle. Unfortunately for me, the circle has not gotten any bigger over the last few years. If things carry on this way, I may very well have to wait until my friends' children reach adulthood and try my luck with their friends.

I've been set up with older brothers, the best friends of new partners, the enemies of new partners, the brothers of colleagues and the sons of family friends. I can't say I gelled with any of these men.

My luck has been terrible with referrals. So this year I tried something new: complete strangers. I sat by myself in the Company's Garden, radiating positive and sexy energy. If what those self-help books say is true, surely this would have netted me a great catch! Much to my dismay, for all my positive

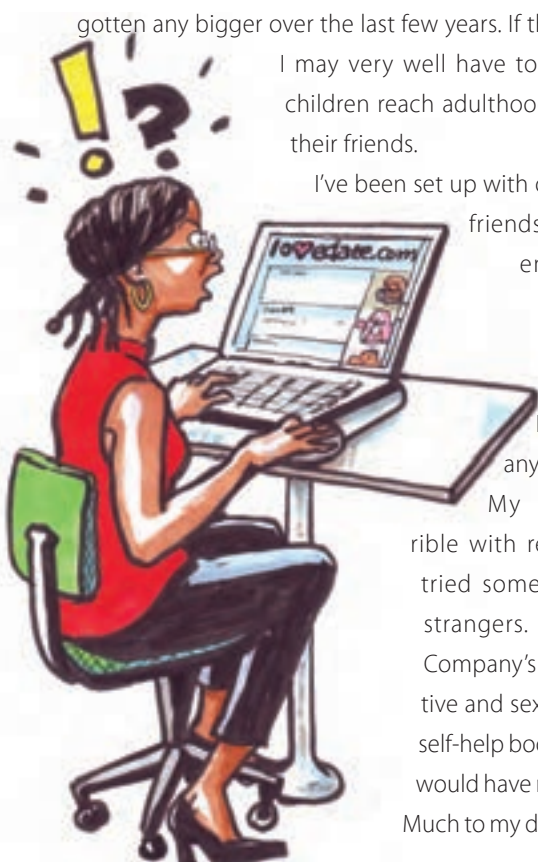
energy, all I attracted were some squirrels looking for nuts and a homeless man in need of loose change and a bath. Well, at least I had something in common with the squirrels.

It became increasingly clear there was only one more option left: Internet dating. The thought has always terrified me. What were the chances that people were actually representing themselves truthfully? How could I be certain "Lover69" wasn't actually a 69-year-old with a penchant for young women? Or that "TheSexyOne" wasn't really a married schoolteacher, keen to keep me prisoner in his garage for the next 35 years without his wife ever suspecting a thing?

Strangely enough, given my predicament, I decided to give it a shot despite the danger – and worked out several escape plans just in case. The first few profiles I came across could have all belonged to the same person. It seemed everyone was looking for that someone special who loved outdoor activities and read plenty. What I read into this was: it's going to take a special kind of person to put up with my rubbish. I spend a lot of time outdoors because I still live with my parents, and looking at pictures of cars and women in magazines totally counts as reading.

I concluded that perhaps the Internet was not the best place to look for love.

So maybe I won't have a date this year, after all. But I will be attached. Albeit to a tub of chocolate fudge ice-cream, a rom-com and a box of tissues. That will do just fine. ☹️





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