

Public Sector

MANAGER

THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS



JULY 2013

Big plans

Human Settlements'
Thabane Zulu on wiping out
homelessness in the country

Innovation

Minister Derek Hanekom:
SA's future as a science hub

Social activists

- NDA's Dr Vuyelwa Nhlapo is working hard to fight poverty
- Ahmed Goolam advocates healthy lifestyles

Provincial focus

Governance and traditional
affairs in KZN

Lifestyle

- Winter - the heat is on
- The Vaal – have a dam good time



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Make the Gro-e-Scheme work for you @ prime less 3%

IDC in *Action*

The IDC has established the Gro-e-Scheme to facilitate the creation of sustainable employment by start-up and existing businesses.

Who qualifies

- Existing profitable concerns or viable start-up businesses
- Maximum R500 000 cost per job created over the funding period
- BBBEE certification from an accredited verification agency
- Businesses operating or expanding in South Africa

How it works

- Funding of R1 million to R1 billion per project
- **Interest at prime less 3%**
- Funding available over 5 years or until the scheme is exhausted

- First drawdown must be within one year of approval
- The funding period can be structured to meet cash flow needs
- Capital and interest payment holidays can be applied according to need
- Start-up funding can be used for buildings, machinery and working capital

Other support

- Where necessary, businesses are encouraged to use IDC Business Support Services

Mandela Day: A call to arms

July is dedicated to the father of our nation, former President Nelson Rolihlahla Mandela.

His 95th birthday on the 18th marks the fourth Nelson Mandela International Day declared by the United Nations in 2009.

The day is dedicated to the legacy of former President Mandela of fighting for social justice and human rights. In lieu of the 67 years he spent fighting for these ideals, the Mandela Day campaign asks individuals, groups and corporates to use just 67 minutes of their time on 18 July doing acts of kindness.

During his term in office and in subsequent years, former President Mandela displayed passion and commitment to providing quality education for all children in South Africa. He enlisted the support of the



"Nelson Mandela inauguration"

private sector to build schools in rural communities across the country.

Government has continued this legacy by reducing backlogs in school infrastructure since 1999. Despite these achievements, more must still be done to address infrastructure challenges in order to provide an environment conducive to quality learning and teaching.

Addressing backlogs

The Department of Basic Education has prioritised infrastructure as one of the pillars to ensure quality education for all. Plans are in place to replace 200 inappropriate schools across the country – the majority of which are in the Eastern Cape.

These are multi-year projects which are expected to be at about 25% completion by the end of the current financial year. The department will also provide sanitation to 873 schools, water to 448 and electricity to 369.

The legacy of our painful past is particularly evident in the Eastern Cape, which has the largest backlog in school infrastructure, with over 395

mud schools. These structures lead to a high dropout rate with school authorities reporting that many learners stay away from school in winter.

The hopes and aspirations of eager learners should not be held hostage by poor conditions in schools.

With new schools being built and old ones being refurbished, thousands of learners will enjoy their learning experience.

Among the new schools, Mphathiswa Senior Primary in Eastern Cape stands out. The school now boasts up to 10 modern classrooms, a computer lab, a science lab, a kitchen, a dedicated children's play area as well as a spacious administration block. This is a giant leap from the rundown three-roomed mud structure teachers used after they moved from a nearby church building more than 10 years ago. >>



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The Citizen

Tackling infrastructure backlog

We are aware that for every success story such as Mphathiswa Senior Primary, there are challenges elsewhere that must be addressed in order for us to truly achieve a better life for all, and realise the dream of our icon Nelson Mandela.

The National Development Plan (NDP) offers an avenue to address the legacy of the past in an integrated way. The NDP sets minimum standards for school infrastructure and aims to eradicate the backlog in school infrastructure by 2016.

The Strategic Infrastructure Projects (SIPs), more specifically SIP13, which focuses on the National School Building Programme (NSBP), will help us achieve this goal.



"Nelson Mandela's 46664 campaign"

The Accelerated Infrastructure Delivery Initiative, together with the provincial infrastructure programme, constitutes the backbone of both SIP 13 and the NSBP.

Those who have seen the new schools we built in the Eastern Cape will agree that they are state-of-the-art institutions with fully-furnished libraries, labs and admin buildings. Government is doing all it can to give young people the tools they need to excel. Modern schools and dedicated teachers are vital to the success of our children and the country.

Former President Mandela has passed the baton to us; it is our chance to make our actions speak louder than words.

Government calls on all South Africans to harness the power to bring about change by working to better their communities.

The help and support of all South Africans is needed if we are to turn

our school infrastructure into centres of excellence. We therefore urge businesses and communities to get involved with our NSBP to ensure that we provide learners with schools that can nurture their potential.

There are a multitude of opportunities for citizens to get directly involved in education, and change lives. Volunteer your time or expertise at your local school, become more active in school governing bodies, and mentor a school leaver or a student in your field of expertise.

Government is heartened by the positive response to the call for action on Mandela Day, which has grown into a global movement. Time after time our nation has proven that we can rise to the challenges before us.

Let us make every day a Mandela Day. 🇿🇦



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July should be a time of joy as we celebrate the birthday of struggle giant and the first President of a free South Africa, Nelson Mandela. Madiba is a larger than life figure, a distinguished struggle hero who reached out to his jailers, a President who championed national reconciliation, and a statesman who towered above his peers on the global stage.

He symbolises the values of selflessness and service to humanity.

This edition of *Public Sector Manager* (PSM) Magazine is dedicated to celebrating the life and value systems espoused by Mandela and his peers in the struggle and in government.

Sello Hatang, Chief Executive Officer of the Nelson Mandela Centre of Memory, writes for us about the Mandela legacy, challenging us to emulate Mandela's 67 years of service by putting aside 67 minutes doing small acts of kindness for those less fortunate. We talk to other national heroes - recipients of National Orders – about Mandela's influence on their lives and how they'll be spending their 67 minutes.

Mandela and his generation did their part to improve the lives of the downtrodden, but the legacy of colonialism and apartheid has proved intractable to undo.

As Hatang reminds us, Mandela saw himself as part of a collective and "saw a role for each and every one of us in turning things around."

And there are a lot of things still to turn around. With 2015 fast approaching, we look at progress made by African countries towards meeting the Millennium Development Goals. While we have made impressive strides in areas such as empowering women and fighting the HIV/Aids scourge, South Africa still lags behind in tackling maternal and child mortality.

The master narrative of selfless struggle to developmental governance woven around Mandela's life is replicated in the profile of Lionel October, Director-General in the Department of Trade and Industry (dti). Himself a former activist and trade unionist, October has used his tenure at the dti to save jobs in the manufacturing sector. He talks to us about the department's efforts to stimulate the manufacturing sector in its drive to make the country more competitive and create jobs.

We also look at the country's performance in providing internet access, a critical area if the country is to keep up to speed with our ever evolving technological age. The verdict is clear: we lag behind in our broadband capability and we must act with some urgency to make internet access faster and cheaper.

One area which held out the promise of taking the country



to the prosperous land Mandela and his generation struggled for is the area of massive infrastructure development.

We investigate progress made with Strategic Infrastructure Projects unveiled by President Jacob Zuma last year. The results are mixed.

PSM also takes time to pay tribute to and examine the intellectual legacy of Professor Magubane, who passed away recently. With his prolific writing, Professor Magubane has won accolades as a "steadfast scholar, engaged activist, nation's narrator, and generous mentor to generations of now-established and upcoming scholars".

Enjoy the read and remember to spend July 18 doing something good for those who are less fortunate. ☺

Phumla Williams
GCIS: Acting Chief Executive Officer

Saving & Investing in South Africa – The Facts

With a specific focus on public sector households

Since 2009, Old Mutual has probed the savings and investment habits of South Africans through a bi-annual survey. It has found that many households are caught between their limited incomes and the desire to save for their retirement or their children's education.

What is the Old Mutual Savings & Investment Monitor?

The Old Mutual Savings & Investment Monitor surveys the savings and investment habits and behaviours of working metro households in South Africa. It's a face

to face survey done using a sample of 1000 working metropolitan households in Johannesburg, Pretoria, Cape Town, Durban, Port Elizabeth, East London and Bloemfontein. The survey uses different samples each time.

The results are published once a year during National Savings Month in July, yet the research is done twice a year (November and July) to assist in the monitoring of trends and shifts in behaviour. The research is consistent and can be compared year

on year, so trends, patterns and effects become easily identifiable. It allows individuals to compare and relate their own savings behaviour with those of other households, and it raises awareness of the importance of savings.

In November 2012 Old Mutual conducted a specific survey with a sample from the public sector to establish if there were any marked differences in the attitudinal and behavioural patterns of the public sector households and those in the private sector.

DEMOGRAPHIC DIFFERENCES BETWEEN PRIVATE & PUBLIC SECTORS IN TERMS OF SAVINGS & INVESTING (Old Mutual Savings & Investment Monitor November 2012 results)

- The public sector employs more females:
Private sector – 38%, Public sector – 48%
- Public sector salaries are approximately 29% more than private sector salaries.
- 56% of public sector employees have a post matric qualification, compared with 28% of private sector employees

SAVINGS & INVESTMENT VEHICLES USED

Sector	Private Sector	Public Sector
Current account	30%	42%
RAs	19%	31%
Pension/Provident	38%	88%
Education policies	16%	27%
Funeral policies	59%	74%
Life assurance	33%	41%
Short term insurance	26%	36%

Public sector households that contribute to stokvels on a monthly basis – based on black households

R40 000 +	19%
R20 000 – R39 999	30%
R14 000 – R19 999	31%
R6 000 – R13 999	33%
Less than R6 000	23%

Simply put, the public sector employs more women, and tends to have higher levels of tertiary education. The income levels are higher than in the private sector. And there are significantly more public sector employees contributing to a pension/provident fund than in the private sector (this is understandable as this is largely a mandatory requirement for employees within the public sector). The levels of debt are higher in the public sector than in the private sector and

there is still an alarming level of expected dependency when it comes to being financially taken care of during retirement.

Regardless of what sector is sampled it is important to remember just how important effective saving is, and that the best gift you can ever give your children or yourself is to make sure one is never financially dependent on anyone else.

Sector	Private Sector	Public Sector
Store card	57%	64%
Credit card	30%	41%

DEBT: PERSONAL LOANS
15% of public sector households have a personal loan. What are some of the things they are using their personal loan/s for?

Gauteng/W Cape	Property renovations & Durables
KZN	Motor Vehicles
Eastern Cape	School fees

DEPENDENCY
42% believe their children will take care of them when they are old (40% for private sector).
31% believe the government will take care of them if they are unable to take care of themselves (37% for private sector).

SAVING FOR EDUCATION
49% of parents in the public sector with dependent children are actively saving for their children's education.
47% of parents with dependent children say that they have no idea what amount of money they will need for their children's education.

SATISFACTION WITH OVERALL FINANCIAL SITUATION
(mean score out of 10) Private sector – 6.3 Public sector – 6.5

What should you do?

Old Mutual believes the key to positively changing the long-term savings mindset of South Africans involves two simple actions. Firstly, get expert financial advice. Let the experts tell you what will work best for you in terms of your own personal needs analysis and future aspirations. Secondly, be financially educated, understand your finances, know how to manage them, and take control of your financial future.

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South Africa in their knowledge that our Government is one which is committed and dedicated in improving the living conditions of us all.

I wish the PSM team well and encourage them to continue to drive change in the evolving world of how Government communicates to the citizens of South Africa about the developments of bettering their lives.

Thebe Khumalo, Johannesburg

Dear Editor

I am a regular reader of the *Public Sector Manager* magazine and I await the magazine with high anticipation monthly. As a Government communicator I applaud the team behind the magazine for their innovative approach to government communication.

Communication is with no doubt the pillar of the mandate of government. The magazine's ability to reach out and communicate key government strategic objectives, whilst profiling public sector managers who are behind the phenomenal work of government signals a ground breaking evolution in government communication.

The approach the magazine takes in inspiring mainly public servants to be dedicated, committed and professional in executing their work of bettering the lives of South Africans is a critical feature that stimulates my interest in the magazine.

The life changing stories communicated through the magazines continue to build hope in the people of

Dear Editor

As a regular reader of *Public Sector Manager* magazine, I have fallen in love with the magazine, particularly public sector appointment and trailblazer's pages.

The stories of the people covered in these sections motivate me and I have no doubt that many other visionary young people who dream of joining the Public Service are also inspired by such stories.

It is for this reason that I would also like to motivate other young people to work harder, be it at school or the workplace in order to become ethical and professional Public Sector managers.

I am a 26 year old man with a vision of becoming a qualified, competent and a professional senior public sector manager.

Ernest Mulibana, Pretoria



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Compiled by: Samona Murugan



National Arts Festival

27 June – 7 July

Grahamstown will come alive when over 50 000 people from across the country descend on the quiet university town. Those attending will see street performances, buskers, music, dance, theatre, stand-up comedy, arts and crafts. South Africa's premier art and entertainment festival, the National Arts Festival, is now in its 39th year, and has become the biggest attraction on South Africa's cultural calendar.

The festival programme is divided between the main and fringe performances, with the fringe representing the more independent and upcoming artists and performers.

The Vodacom Durban

6 July

Fashionistas, fans of racing and the owners and riders of South Africa's best thoroughbreds will bring Durban to a standstill when they gather for the R3.5 million Grade 1 Vodacom Durban July to be run at Greyville Racecourse.



Make every day a Mandela Day

18 July

Each year on 18 July – Nelson Mandela's birthday – South Africa and the rest of the world join hands to celebrate International Mandela Day. Launched in 2009, the campaign encourages people to use the day to do something good, no matter how big or small, for 67 minutes. July is also known as Mandela Month, with this year's message focused on change, South Africans should spend 67 minutes helping to change the lives of others, and with this year's to emulate former President Mandela.

International Film Festival

18 – 28 July

Hosted by the University of KwaZulu-Natal's Centre for Creative Arts, South Africa's longest-running film festival presents over 290 screenings of current films from around the world, with a strong focus on South African and African cinema. The screenings will take place throughout Durban, including townships where there are no cinemas. The festival includes the participation of 50 filmmakers from across Africa.




National Science Week

29 July – 2 August

National Science Week, an initiative led by the Department of Science and Technology, aims to make science trendy, especially among the youth. The week will be launched by Minister of Science and Technology Derek Hanekom at the University of Limpopo's Turfloop Campus on Saturday, July 27th. The week aims to highlight the important role science plays in everyday life and to promote studies and careers in science, engineering and technology.

Event Organiser Network

1 August

The Event Organiser Network will host an annual showcase at the Centre for Scientific and Industrial Research. The conference will show you all you need to know to make organising your next event simpler. Speakers will include Deborah Patta, Carl Bates, Ursula Chikane, Siphwe Moyo and many others. 

Turning South Africa into a hub of scientific excellence



The Department of Science and Technology (DST) is on a drive to position South Africa as a centre of science, technology and innovation. Through a myriad projects and partnerships, the department is turning South Africa into a major scientific hub that will stimulate the knowledge economy, creating hundreds of jobs in the process.

In an exclusive interview with *Public Sector Manager* Minister Derek Hanekom speaks passionately about South Africa's outstanding scientific projects and personalities and the country's increasing stature in the global scientific community.

What progress has been made with the iconic SKA project?

Work is continuing on the SKA design. The plan is to complete all 64 MeerKAT antennae by the end of 2016, making it the largest and most sensitive radio telescope in the southern hemisphere until the SKA itself is completed in about 2024.

In preparation for the SKA, I have published my intention to declare the central Karoo Astronomy Advantage Area in the Northern Cape in the *Government Gazette*, and communicated directly with every landowner in the identified area.

We are proud that in April this year, Dr Bernie Fanaroff, Director of South Africa's SKA Project Office, was awarded the Order of Mapungubwe (Silver) for his excellent contributions to astronomy and dedication to putting South Africa on the map with the SKA project.

What is being done to implement the recommendations of the Ministerial Review Committee on the STI Landscape in South Africa?

The committee, appointed in 2010 by the previous minister has made wide-ranging recommendations regarding



the National System of Innovation (NSI). Some of these have already been taken forward, such as the recommended review of the Technology Innovation Agency.

Several recommendations relate to the DST's role in ensuring that the various science councils, public entities, centres of excellence, research chairs, national facilities and science centres in the NSI function in an effective, coordinated way. I have given special attention to these recommendations, and particularly those on improving the coordination of public and private-sector research and development. Although government spending on research, development and innovation (RDI) has grown over the MTEF, the decline in private-sector investment in RDI is of concern.

In response to the Ministerial Committee's recommendation that a national council on research and innovation be established to address the challenges of coordination and integration with the NSI, the DST will be hosting the STI Summit in Limpopo on 20 and 21 July 2013.

The summit will consider ways in which government and the business sector can be more closely attuned to promote the innovation needed to drive South Africa's transition from a resource-based to a knowledge-based economy. If necessary, it will look at redesigning the roles, incentives, funding mechanisms and modalities that are currently in place, including interventions to develop the next generation of scientists, technologists and technicians.

What are some of the health breakthroughs that have been made by the DST?

The scientists at the Centre for the Aids Programme of Research in South Africa (Caprisa) made an important breakthrough in a study funded by my department, the Bill and Melinda Gates Foundation and USAID, which found that certain people develop very powerful neutralising antibodies that kill a wide range of HIV types from different parts of the world. This groundbreaking discovery has provided clues that could be useful in developing an AIDS vaccine.

In August 2012 we announced the recent discovery of a compound that not only has the potential to become part of a single-dose cure for all strains of malaria, but might also be able to block transmission of the parasite from person to person. This was the result of a collaboration between Professor Kelly Chibale and his team at the Drug Discovery and Development Centre at the University of Cape Town, and the Medicines for Malaria Venture, based in Switzerland.

We are delighted that some of our scientists in the health field received national orders earlier this year. Professor Glenda Grey was awarded the Order of Mapungubwe (Silver) for her life-saving research into the mother-to-child transmission of HIV and AIDS, which has changed the lives of people in South Africa and abroad. And Professor Quarraisha Abdool Karim was awarded the Order of Mapungubwe (Bronze) for her outstanding work in the field of HIV, AIDS and tuberculosis research, as well as her role in health policy development, which has placed South Africa on the international stage in this regard.

In what areas have you strengthened international cooperation?

Last year, we hosted the future planning conference for the European and Developing Countries Clinical Trials Partnership. This conference brought together the European Commissioner for Research, Innovation and Science, health and science ministers from Africa, pharmaceutical industry representatives, and leaders of foundations and philanthropic organisations involved in health research. Following the conference, one of the biggest investments in clinical trials is due to start next year.

Our international cooperation has been strengthened by the initiation of Brics Senior Science and Technology Official Meetings, which will deepen STI partnerships with Brazil, Russia, India and China. >>



Artist impression of the SKA.

Driving energy innovation in South Africa



Product testing



Test system assembly



SAIAMC Innovation Centre

The South African Institute for Advanced Materials Chemistry (SAIAMC) at the University of the Western Cape (UWC) is managed by a multi-disciplinary team of scientists and engineers, dedicated to develop technological innovation in the field of energy, focused on advancing sustainable growth of the country through targeted beneficiation of its abundant minerals and natural energy resources.

Eskom is the industrial partner with the longest history of collaboration and financial support with SAIAMC and its financial support played a pivotal role in the development of the institute as a state-of-the-art internationally recognised research, testing and development facility. The Eskom programme embraces projects which anticipate the technological requirements of the national electricity producer. Successful applications to the Technology and Human Resource for Industry Programme bring exceptional value added from the original funding investment.

HYDROGEN FOR CLEAN ENERGY

A relative new technology called Underground Coal Gasification (UCG) currently field tested by Eskom has the potential to extract profits from coal fields that have no economic value using conventional mining methods. SAIAMC has been tasked to develop and demonstrate a combination of technologies that allow for economic extraction of hydrogen from an air-fired UCG process. Hydrogen is regarded as the energy carrier of the future that produces no harmful emissions but only pure water when energy is extracted from it.

EMISSION CONTROL TECHNOLOGY

Current energy generating infrastructure is dominated by coal-fired power stations. While South Africa is increasing the renewable energy component of grid power, improved technology is required to reduce the harmful emissions of coal-fired power stations, in accordance with stricter air quality regulations. Membrane devices for removal of harmful and greenhouse gasses are being designed, produced and benchmarked against world class emission control technology.

UTILITY SIZE BATTERY RESEARCH

Using technology and IP developed at SAIAMC, new large scale battery research has started with the main focus on the development of massive scale energy storage systems at the lowest possible cost. Large scale storage needs are anticipated as an increasing portion of the country's energy mix will be derived from its abundant but intermittent renewable energy resources. In South Africa, advanced batteries, if properly designed, can compete with gas turbine generators to supply power at peak demand and drastically widen renewable energy utilisation in stationary applications.

HUMAN CAPITAL DEVELOPMENT

Investment in cutting edge research at UWC, which is a previously disadvantaged university, puts Eskom in the forefront of those organisations which afford opportunities to underprivileged students to pursue post-graduate studies. By combining the need for human capital development with research and development, SAIAMC is addressing clean energy opportunities within South Africa and internationally. In recent years, several patents have been registered with direct participation of underprivileged students at SAIAMC.

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We intend to leverage partnerships with the European Union to deliver STI that is relevant to society and find solutions for child poverty, climate change and the growing need for health care.

The German-South African Year of Science (2012/2013) strengthened relations between the research institutions of the two countries further with 41 new research projects in the agricultural, life, earth, mathematical, engineering, physical and health sciences being jointly funded.

We also have a very successful partnership with the government of Finland, aimed at strengthening our innovation capacity, learning from Finland's experience.

We have many bilateral and multilateral partnerships in Africa, which sometimes include northern partners, for example the Southern African Science Service Centre for Climate Change and Adaptive Land Management. This is intended to address global change problems in Africa and involves South Africa and Germany, as well as Namibia, Angola, Zambia and Botswana.

We collaborated with the International Institute for Applied Systems Analysis (IIASA) to organise and host the second Southern African Young Scientists Summer Programme at the University of the Free State. This drew about 30 researchers from South Africa, the Southern African Development Community (SADC) and IIASA member states.

In promoting regional integration, we continued to work towards the development of STI capacity through programmes like the SADC Women in Science, Technology and Engineering, the draft SADC STI Climate Change Framework, and the SADC Policy Training Programme.

Has your department been allocated enough money to undertake the projects you speak about?

In spite of declining government income, the allocation for the DST is to grow by approximately R2,7 billion over the Medium Term Expenditure Framework (MTEF), from the R4,9 billion allocation for 2012/13 to over R7,6 billion in 2015/16. This is an average growth of more than 11% over the MTEF – an indication that government appreciates the importance of science, technology and innovation (STI).

To some extent this figure is skewed by an almost R2 billion allocation for the Square Kilometre Array



This and that

What is the one thing that people don't know about you?

I am a good cook and really enjoy being in the kitchen, when time allows.

What motivates you?

My passion for this beautiful country of ours.

What are you reading at the moment?

I have just finished reading a book called *House of a Yellow Sun* by Chimamanda Ngozi Adichie. I am now browsing through a book by Bill Bryson called *A short history of nearly everything* which was a birthday gift from Trevor Manuel.

What do you do to unwind?

Walking in nature, reading, listening to music and watching sports does the trick – when time allows.

(SKA) project, including the MeerKAT. However, this allocation for the big science of radio astronomy is complemented by significant allocations to (1) human capital development and growing the numbers and quality of postgraduate candidates at Honours, Master's, Doctoral and postdoctoral levels; and (2) ensure that the institutions developing the new generation of scientists have the infrastructure and equipment they need to pursue their research.

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To some extent this figure is skewed by an almost R2 billion allocation for the Square Kilometre Array (SKA) project, including the MeerKAT. However, this allocation for the big science of radio astronomy is complemented by significant allocations to (1) human capital development and growing the numbers and quality of postgraduate candidates at Honours, Master's, Doctoral and postdoctoral levels; and (2) ensure that the institutions developing the new generation of scientists have the infrastructure and equipment they need to pursue their research.

What contribution is the DST making to the NDP?

The National Development Plan places education, training and innovation at the centre of South Africa's long-term development.

In respect of human capital development, the department will continue its support for postgraduate bursaries, postdoctoral fellowships, research grants for emerging researchers and researchers who are completing PhDs, and funding for six new centres of excellence – initiatives that were ramped up through new funds obtained in the 2011/12 MTEF.

The postgraduate bursaries, postdoctoral fellowships and researcher support are set to benefit immensely from the R400 million in new money allocated towards the end of the current MTEF (i.e. for the 2015/16 financial year).

In line with the NDP, the regional and continental focus on strengthening the STI system will be adapted to maximise national interest. Our efforts in this regard will continue to focus on leveraging funding and other resources to support RDI systems in South Africa and on the continent.

The South African Research Chairs Initiative (SARChI) is proving to be an effective instrument in human capital development and knowledge creation in our NSI. In 2012/13, this initiative received support of R405 million from the DST. Additional funding provided for 62 new research chairs, bringing the total number of chairs to 152. By the end of the current MTEF, the investment in SARChI will have grown to about R450 million per annum.

We have placed emphasis on the need to move from a primarily resource-dependent economy to a knowledge economy. This is reflected in priority interventions in areas such as minerals beneficiation, green economy, building the manufacturing sector (including the pharmaceutical industry) and strengthening the information and communications technology (ICT) sector.



CSIR titanium plant.

How has the DST used STI for socio-economic development?

Over the current MTEF, R500 million has been allocated for the development and implementation of the Industry Innovation Partnership (IIP) programme, which is aimed at building new forms of RDI partnership with the private sector to boost the growth and competitiveness of South African industry. One successful example is the partnership between the DST and exporters of fresh produce known as the Post-Harvest Innovation (PHI) Programme. The programme has maintained South Africa's role in the global fresh produce trade by using research and development to identify cutting edge post-harvest interventions. In the past six years, the DST has contributed R30 million to the programme, with industry and other players providing co-funding of about R13 million.

Over the next three years, the IIP will strengthen existing initiatives in satellite manufacturing and services, promote partnerships with ICT multinationals,



Minister of Science and Technology, Derek Hanekom and Dr Sibusiso Sibisi, CEO of the CSIR at the unveiling of the plaque for the Titanium Pilot Plant Launch.

and facilitate PHI-type partnerships in agriculture (including the aquaculture, red meat, citrus, wine, grain and forestry sectors), aerospace and defence, the maritime industry, metals and mineral processing, robotics (for specific application in mining), transport and logistics, advanced manufacturing technologies, and health and biotechnologies.

The DST, in partnership with the CSIR's Meraka Institute and universities, research institutions, government departments and industry, developed the Cabinet-approved ICT RDI Implementation Roadmap to attain digital advantage. The roadmap identifies 27 market opportunities relevant to South Africa's national interests and government priorities, and aligns these with the NDP's vision for ICT in 2030. The roadmap provides a structured framework for engaging with ICT multinationals, which currently include Microsoft, Nokia and SAP. Over the next three years, we are setting aside an amount of R62 million to grow these and other partnerships.

Recognising that a lack of safe drinking water has a profound impact on the health of poor and vulnerable communities, the DST launched a pilot programme in Mbela in the rural Eastern Cape last year to provide clean drinking water in six villages. The project saw the installation of solar-powered water purification units, with ceramic water filters being provided to households.

The DST is engaged in a partnership with the national Department of Basic Education, the Eastern Cape Department of Education and the Department of Rural Development and Land Reform to explore how STI can contribute to improving the quality of teaching and learning. The partnership has a flagship project in Cofimvaba, where a number of technologies are being tested to assess their impact on access to information, nutrition and agroprocessing, water and sani-

tation, and alternative energy. The lessons learnt from this project will be monitored closely to assess their possible contribution to national education policy. In the 2013/14 financial year, funding in excess of R20 million has been allocated for various aspects of this project.

In supporting socio-economic development through STI, the DST is currently championing a portfolio of research and development-led industry development opportunities. Two projects in the Technology Localisation Programme portfolio that are worth mentioning are the titanium industry development programme and the Aeroswift additive manufacturing project.

Substantial progress has been made in the titanium programme, in which the DST investment exceeds R230 million. A pilot plant (pre-commercial facility) for producing titanium powder was launched on 7 June 2013. At the same time, a commercialisation task team [consisting of the Industrial Development Corporation, an industrial partner and the Council for Scientific and Industrial Research (CSIR)] is clarifying the issues around technology transfer and scale-up to a semi-commercial plant, which is the next step in the technology maturation. In a parallel processes, a team of researchers has been mobilised to focus on the primary production of titanium powder, while other research groups in the Titanium Centre of Competence established by the DST are working on the use of titanium powder in the direct manufacturing of metal products.

To date the DST has to invested R36 million in the development of improved performance in additive manufacturing. The technology will be able to manufacture metal powder products at speeds 10 times faster than before for dimensions almost four times larger. The first phase of the development (acquisition of the hardware and building of experimental machine) is nearing completion. There has been substantial interest from multinationals. In the aerospace domain, both Airbus and Boeing have signed non-disclosure agreements in an attempt to stay close to the technology development and also to provide components for manufacture and validation. The CSIR is one of only two organisations in the world doing work on high-speed, large-volume additive laser manufacturing. 🌐

Fast facts at your fingertips

Compiled by: Dorris Simpson

Life Has Changed Since 1994

Over the next few months PSM will bring you a series of facts and figures that demonstrate how life has changed for the better for South Africans since 1994.

Health

Increased life expectancy

- Overall life expectancy of South Africans has increased from 56,5 years in 2009 to 60,0 years in 2011 – exceeding the 2014 target of 58,5 years.
- Life expectancy of males has increased from 54,0 years in 2009 to 57,2 years in 2011.
- Life expectancy of females has improved from 59 years in 2009 to 62,8 years in 2011.

Decreased maternal and child mortality rates

- Infant mortality rate (IMR) has decreased from 40 deaths per 1 000 live births in 2009, to 30 deaths per live births in 2011 - exceeding the target for 2014 of 36 deaths per 1 000 live births.
- The under-five mortality rate decreased from 56 deaths per 1 000 live births in 2009 to 42 deaths per 1 000 live births in 2011 – exceeding the target of 50 deaths per 1 000 live births for 2014.
- Maternal mortality ratio has increased from 310 deaths per 100 000 live births in 2009 to 333 deaths per 100 000 live births in 2011 - where the target for 2014 is 270 deaths (or less) per 1000 000 live births.

Combating HIV, AIDS and TB

- 29,5% - the estimated national HIV prevalence in 2011 a slight drop of 0,7% from the 2010 figure.
- 1,4 million – the number of people on antiretroviral treatment in 2011, which is an increase from 923,000 in February 2010.
- 2 million – the number of people receiving treatment by October 2012. Mother to child transmission (MTCT) reduced from 12% in 2007 to less than 5% in 2011.
- 98% - the number of health facilities offering Prevention of mother to child transmission services since 2010.
- 12,7% - the decrease in HIV prevalence among the 15 – 19-year old age group in 2011.

Education

Basic education

Funding for school infrastructure

In 2012, government committed more funding for school infrastructure through the National School Build Programme. There are two national programmes, namely a provincially- driven programme with a national budget of R8,5 billion and the national Accelerated Schools Infrastructure Delivery Initiative with an allocation of R8,2 billion of which R3,1 billion is already committed to projects being implemented.

Early Childhood Development

- 12 233 949 million – the number of learners in over 25 000 schools in 2012/13.
- 8 million – the number of children, in more than 82% of public schools, who received free education, in non-fee-paying schools.
- 5,173 billion - The conditional grant for the National School Nutrition Programme. The grant increased by R266,6 million in 2013/14. It will reach R5,704 billion in 2015/16.



SERVE YOUR COMMUNITY - MANDELA DAY 2013



Mr. Yershen Pillay, NYDA Executive Chairperson

Mandela Day is celebrated every year on 18 July to inspire individuals to take action to help bring about positive change, and in doing so build a global movement for good. Ultimately it seeks to empower communities everywhere.

As the National Youth Development Agency (NYDA) this translates into National Youth Service (NYS) programmes. Our success in building a better life for all lies in service towards a more humane society. This could be in the form of YouthBuild, a national programme that involves training young people as artisans to build low cost housing or Proud to Serve where young unemployed youth clean and carry out maintenance work in their communities among many other functions.

According to the NYDA Executive Chairperson, Yershen Pillay, "Cultivating a culture of youth service can be seen as an effective strategy to meet critical national needs and provide important skills for developing young

people. Instead of being thought of as only beneficiaries young people should be viewed as valued, competent agents for change. Service enables young people to reverse their former patterns of behaviour, to become less individualistic by not only learning new skills and values, but also by being accountable for living those values. As the NYDA it is our mission to make service fashionable amongst the youth of South Africa."

Cultivating a culture of youth service can be seen as an effective strategy to meet critical national needs, create youth employment and skills development. Service enables young people to reverse their former patterns of behaviour, to become less individualistic by not only learning new values, but also by being accountable for living those values.

"Service is a proven strategy for reconnecting disconnected young people to their communities. It is also a strategy for nurturing a shared value system based on respect and dignity for self and others. Thus we must elevate and expand youth service beyond national boundaries. In doing so, we will not only build local bridges for social cohesion but begin construction on international bridges as well," says Pillay.

The aim is to see that everyone gets good food to eat, clothes to wear, houses to live in and basic services for all. Young people represent a diverse and resourceful cohort waiting to be mobilised to achieve this aim. Young people can be a resource for providing integral services to their communities, for providing the good food, the quality housing, clothes to wear and basic services for all.



Young people participating in Proud to Serve

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Climb every mountain

As a long-distance runner, Lionel October knows a thing or two about endurance.

Even before he became Director-General of the Department of Trade and Industry two years ago, October was battling to persuade policymakers of the need for the state to intervene in the ailing manufacturing sector.

In 2007, after six years in Pretoria with the department, he left for Brussels, Belgium, where he served as part of the department's trade mission.

But in 2011, he was back; this time at the department's helm. Things had changed. Barely 10 months before he took up the position as Acting Director-General, the Minister of Trade and Industry, Rob Davies, had launched the second Industrial Policy Action Plan (Ipap2) – the successor to the first version.

It was notable that October would become the man largely responsible for implementing Ipap2.

Perhaps it was because he had witnessed first-hand the decline of the country's once-thriving clothing sector that he believed the state couldn't afford to idly stand by.

In the late 1980s and early 1990s he served in the clothing sector as a union leader. The sector employed tens of thousands of workers.

Then in 1995 the country joined the World Trade Organisation (WTO) and opened up its borders, lowering tariffs and removing state subsidies. Clothing manufacturers, unable to compete with imports from other countries, began to close en masse.

In the late 1990s, some years after his union days, October was in London reading for his Masters in Economics.

Rather than take up a trade and become an electrician or a carpenter as his brothers had done, the former union leader from Kensington, Cape Town, opted to study Law and then Economics at the University of Cape Town, because he wanted to make a difference in what he saw as the new fight – transforming the country's economy. In so doing he became the first in his family to attend university.

What he found in London moved him. There he listened to colleagues from South Korea, Japan, Germany and Vietnam as they recounted how their governments were helping to industrialise their respective countries. South Africa, meanwhile, was falling further behind its emerging market competitors.

This has stuck with October for years.

Now, under his watch, the department has been able to turn around the clothing sector, and grow the automotive, business process and outsourcing and film sectors.

"The approach we are trying to adopt is really to modernise our industrial sector and I think the real problem is that we have been neglecting our manufacturing sector for more than a decade," he says.

October attributes much of the decline in South Africa's share of world exports – which has fallen from 0,8% in 1985 to 0,5% in 2011 – to the weakening of the country's industrial sector on the back of declining state support and declining tariff walls.

But he's confident that with the right kind of support and cooperation between the private sector and government, the country can revitalise local production and stimulate exports.

Part of the support the state currently offers is to cover some of the costs new exporters incur to attend trade shows and trade missions, through its Export Marketing and Investment Assistance (Emia) incentive.

The department has expanded its support with the introduction of the National Exporter Development Programme in April, which offers a comprehensive guide to those who want to start exporting.

To help grow local industry he is adamant that the country won't head down the road of protectionism. The department's approach is one of providing incentives to boost companies' competitiveness rather than one of erecting tariff walls to bar imports, he points out.

Last year, the department introduced the Manufacturing Competitiveness Enhancement Programme (MCEP) and up until April the department had awarded just under R1 billion to 189 companies through the MCEP.

Incentives from the department have also helped boost the automotive sector, with a number of car plants having opened or expanded in recent years. The sector now exports VW Polos and Mercedes-Benz C-Classes and other models to over a 100 countries, and has created a thriving domestic market for the production of minibus taxis.

The department has also lent a hand in lifting the clothing sector by helping manufacturers improve turnaround times >>



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and improve quality, such that jobs losses have been halted and local retailers are now beginning to source clothing locally.

But simply doling out support to large, hungry firms is not the solution if the country wants to re-industrialise, he believes. The state must help black-owned enterprises and small businesses to grow.

"If we don't expand the base of black entrepreneurs in the economy we will never grow," says October.

He says South Africa has to drive a programme of transformation—just as Malaysia did when the Asian state instituted its New Economic Policy (NEP) in 1971, which not only helped industrialise Malaysia, but increased the number of Malay executives and business owners, in an economy which was previously dominated by the Chinese and foreigners.

But while the NEP had a fixed expiry date, October believes the time for South Africa to have a discussion about any sunset clause is far off.

"How can we have a sunset clause when the sun hasn't risen yet? When you tell me that black suppliers supply 30 - 40% of Woolworths, then I say yes we are making progress," he says.

October said South Africa needed black entrepreneurs that started and ran their own businesses from the ground up and those who held share ownership in companies.

He says it is no longer a question of whether black people have the competency to run a world-class company or not, pointing out that black people headed some of the most component companies in South Africa – such as FNB, Standard Bank and MTN.

The challenge, however, was that most black business owners remained small, and needed better access to business opportunities.

He confides that in the past the department often had to fight for resources for then small business support organisations Khula and Ntsika, while in contrast countries such as India, Malaysia and Brazil

as well as the European Union offered massive support to small businesses.

However, he says too many South Africans assume that the sole responsibility to develop small businesses lies with the state. He disagrees.

"Our big job is to integrate small business and big business, because during apartheid they were separated – white business owners ran the big, formal businesses and black business owners had to open a spaza and liquor store."

South Africa, he says, has poor links between big and small businesses. In Japan, for example, original equipment manufacturers in the auto industry buy from the numerous small suppliers that set up around their facility. Nothing to that extent exists in South Africa – and many inputs have to be sourced from far and wide, some from overseas.

But October believes that things are slowly moving in the right direction. He singles out recent initiatives by food and clothing retailers to buy locally and develop small enterprises.

In addition the amended draft BEE codes will, once approved, create a new element called supplier development, which places more emphasis on buying from and supporting small black firms.

Until now many companies have opted to give away equity to a black investor to secure BEE credentials, but the new draft codes will place more emphasis on supporting and buying from black-owned or empowered businesses. In this way, the department hopes to support and grow real entrepreneurs who can run and operate quality enterprises.®





THE NFVF INVESTS IN THE FUTURE OF YOUNG PEOPLE OF SOUTH AFRICA

The NFVF has developed a number of programmes that are aimed at youth empowerment particularly the young people from the previously disadvantaged groups. Programmes such as the youth filmmaker project, the Sediba International Financing Programme for emerging producers as well as the recently launch partnership with the Media, Information and Communication Technologies Sector Education and Training Authority (MICTSeta) are all part of NFVF's focus towards the empowerment of young people within the film and television sector.

NFVF's partnership with MICTSeta

The NFVF's partnership with MICTSeta was launched during the month of June, which is the youth month. The partnership consists of two programmes, a bursary scheme for students as well as an internship programme for unemployed graduates. The fundamental objective of the partnership is to address the issue of the scarcity of skilled persons from previously disadvantaged groups in certain specialist areas within the film and television sector.

A total of 20 graduates have benefited from internship programme and 135 students benefited from the bursary programme. The interns have been placed at different organisations for their work experience, six interns are at the NFVF, ten at SABC and four at Quizzical Pictures. The placements were made on the basis of their academic qualifications and areas of intended career focus. The internship programme will run for a period of eight months, affording the interns an opportunity for permanent employment should there be a vacancy relevant to their field. In terms of the bursary scheme, the selected students are enrolled for film and television related qualifications at various accredited South African institutions of higher learning.

The NFVF and MICTSeta are planning to run the programme on an annual basis given the response from young people in terms of applications as well as the success of the programme thus far.

NFVF's call for youth filmmaker project

The call for the youth filmmaker project is targeted at young filmmakers from the previously disadvantaged groups who are under the age of 35 years. The

applicants must also have graduated from an accredited tertiary film programme within the last two years and they must have majored in either directing, editing, cinematography or producing. The 10 month programme sees 10 graduates getting an opportunity to make a film in collaboration with other recent graduates. Successful writer/director teams will be guided in the development of their stories into 24 minute scripts over a period of 5 months. The successful projects and teams will then be provided with a professional production crew to shoot their film. A post-production supervisor will be appointed to assist them in the editing and final delivery of the film.

The theme for the 2013/14 films will be centered around a youth orientated look at society and in particular, the interactions between the different generations. The films may address relationships between parents and children, siblings of the current generation juxtaposed against siblings in a past or even future generation. The objective is to allow the youth to express their unique view of the world today in relation to a world steeped in traditions, norms or habitual behaviour.

The scripts will be work-shopped for camera in preparation for the production of the films with the aim of the films being completed by March 2014.

NFVF's Sediba International Financing Programme for emerging producers

The SIFPP for emerging producers is a programme that is geared at offering focused training in international financing, packaging, sales and distribution. The programme, facilitated by the internationally renowned Angus Finney, has been

The National Film and Video Foundation (NFVF), the statutory body responsible to spearhead the development of film in South Africa, is leading the course to empower the country's young people in the film and television sector.

running for four years and it empowers producers with the know-how of sourcing of international financing through co-production partnerships and other alternatives to be able to raise funds to make films of the highest quality. The programme also equips producers to build sustainable production companies through strategic business opportunities.

SIFPP is aimed at producers who have completed a feature film script that is most likely to have an international appeal. In addition, the excellent relationship between the NFVF and the Film London Production Finance Market (PFM) affords eligible producers to attend this market and pitch projects developed through SIFPP to international financiers, distributors and sales agents. The successful producers are fully funded by the NFVF to attend this market.

In celebrating the youth month, the NFVF is reflecting on these programmes through which the NFVF is playing a major role in the development and empowerment of young people in various aspects of the film and television sector.



Scene 1

Little Themba walks into a spaza shop and walks up to the lady at the counter.

“ How much is a chocolate cone ice cream?” he asks

“ R5” the lady answers rudely.

He only has R5 and ponders whether he should spend all of it on ice-cream.

“How much is the Vanilla?”

“R3” answers the lady, visibly annoyed.

Little Themba counts with his tiny fingers and buys the R3 ice cream.

He walks out with a big smile on his face.

Soon as he is out of sight, the unfriendly lady peers into a plate on her counter.

There is a R2 tip that wasn't there before the boy walked into the shop.

The National Film and Video Foundation is proud to play a critical role in helping South African filmmakers develop and tell their stories through film. To find out more visit www.nfvf.co.za



national film and video foundation
SOUTH AFRICA

an agency of the
Department Of Arts And Culture

Bringing South African stories to life.

Championing the fight against poverty

As the first female CEO of the National Development Agency (NDA), Dr Vuyelwa Nhlapo has come a long way. She has gone from earning a mere R20 a week at a driving school to handling a budget of R171 million a year.

The NDA is a public entity that reports to Parliament through the Minister of Social Development, Bathabile Dlamini. It has offices in all the provinces, and was established to fight poverty by funding civic organisations which develop poor communities.

Formative years

Dr Nhlapo tells her rags-to-riches story with a tinge of nostalgia. She describes herself as a simple girl who grew up in the small village of Bizana in the Eastern Cape. She attended the local Mzizi Primary School and went on to complete matric at Mveyane High School in Cedar Village in 1979.

"After completing matric, I wanted to be a social worker. But there was no money at home to put me through university. I decided to go to Johannesburg where my parents were based as migrant workers. My mother was a teacher in Daveyton and my father worked as a caretaker at the Davey Social Centre."

She explains that she got a job working as a secretary at a driving school, earning just R20 a week. "In those days, the government was giving out bursaries for people interested in studying to be teachers.

"I applied and ended up at Cicirha Teacher's College which was linked to the University of Transkei in 1981." In 1983, she entered the Public Sector as a teacher at Hulwazi Secondary High School in Daveyton, Benoni.

"I got my first salary of R240 and decided to proceed with my studies. At the same time I must emphasise that I really enjoyed teaching. It felt like I was doing something I was born to do," she says giggling.

She then enrolled at the University of South Africa (Unisa) for a Bachelor of Arts Degree which she completed in 1987 and proceeded with her Honours and Master of Arts while working full-time as a teacher.

Moving up the ladder

"In 1992, I left Hulwazi to work as a lecturer at the Technikon SA lecturing Communications and Public Relations."

Even with a Master's Degree, Dr Nhlapo was still passionate about education and growth. In 1997 she continued with her studies and did a Diploma in Human Resources, still with Unisa. She later did her PhD in Public Affairs at the University of Pretoria.

"In the same year, I left my lecturing position to become Director of communications and customer service at the SA Management Development Institute in Pretoria."

Then in 2002, she joined the Public Service Commission (PSC) as Chief Director for performance management and evaluation.

Although she was developing in another area, her passion for helping others never died. In 2004, she left the PSC to join the Department of Social Development (DSD) as Deputy Director-General (DDG) for integrated development.

"While still in that post, I was seconded to the Eastern Cape as Head of Department for the Department of Social Development in 2009. Then in 2010, I moved to



the NDA which has now become my home.”

While working as DDG at social development, she was attracted to the NDA because the agency which fell under her branch, dealt with development issues.

“The NDA is right at the core, and deals with the community and implementing policies. I felt that this was an opportunity to work with communities.”

Baptism of fire

“I remember two weeks in the job as CEO I had to appear before Parliament's Standing Committee on Public Accounts (Scopa). There were issues that I had to answer to. Some of the projects that we had funded had closed down. Our turnaround time in paying projects was too long, at times taking up to three months. That was an eye-opener for me. I told myself that I would deal with all of the Auditor-General's queries,”

She said she found that the NDA was funding everything and anything without a strategic plan. There was also no clear direction when paying out project funding.

“We had to streamline our pre-approval process, making sure that all the necessary information was included before we gave approval.

“For example, you would find that members of a project that we are funding do not have a bank account. We would be ready to pay them but delay because they do not have an account. Such things made the process take long.”

Currently, it takes only two weeks for the NDA to process a payment for projects.

Fighting poverty on four fronts

As a way of following the vision and mission of the agency, there were four focus areas that the agency concentrated on namely childhood development, food security, job creation and capacity building. >>





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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.



Since 2010, the NDA has funded 61 Early Childhood Development (ECDs) centres or crèches. The ECDs help the children cope when entering primary school. The agency funds the training of ECD practitioners to build their capacity, especially in rural areas.

The agency saw a gap in the number of children not having access to education, especially in the early stages of development in the rural areas. The ECD programme is in line with Government's focus on education and poverty eradication. The NDA also strives to ensure that every ECD has a garden.

Currently, the NDA is on a major campaign to encourage the private sector, government and the community to adopt ECD centres.

The second focus area is food security. According to the latest Census report, about 37% of children and 39% of adults go to bed hungry.

The agency has been able to fund 44 food security projects in the last three years through its programmes. This is where it encourages communities to grow their own food products for private and commercial use.

As a way of fighting unemployment, the agency invited proposals for starting small businesses. In the last three years, it has funded over 65 small-scale cooperatives.

"To ensure capacity building, when we fund a project we make sure that we put money aside for training and skills development."

In the 10 years of existence, the NDA has issued over R1 billion to support communities through its programmes.

All her hard work has paid off because in the last three years this young agency has received an unqualified audit reports. Dr Nhlapo attributes this to compliance with all supply chain management processes.

She concedes that it is very difficult to get a clean audit. "Sometimes there are urgent issues that may hinder you to follow the processes but the agency has managed to overcome this and receive an unqualified report for the past three years."

In its quest to maintain its clean audit record, the agency has adopted a zero tolerance approach to non-compliance by all staff.

If a staff member does not comply there are stringent disciplinary processes, which ensure that non-compliance is not repeated.

The NDA keeps track of all the projects and programmes it funds by having programme managers that monitor each project. "In the past you would find that it would take us up to a year to pick up a problem in the project. With programme managers monitoring, we are able to pick up a problem at an early stage and remedy the situation where necessary."



Empowering women in the Public Sector

Dr Nhlapo says South Africa has an obligation to empower women. She is concerned about the under-representation of women among Director-Generals in the Public Sector in a country where women are in the majority.

The NDA has a female staff compliment of 82, and 13 of them hold management positions. "I have an open-door policy to all staff, I have a passion on mentoring young women and seeing them progress."

Dr Nhlapo has big dreams for the agency going forward. She and her team have set up a target of mobilising resources to the tune of R1 billion to fight poverty in the next five years.

"We cannot rely only on the budget that is given to us by the Government. From 2013, we are building partnerships with other government agencies so we can expand. We have opened a project management unit that will assist in bringing partnerships by managing projects that address poverty."

The bubbly Dr Nhlapo, who enjoys going to the Methodist Church in Benoni where she is an active member, attributes her success to her team at the NDA and her very supportive husband and mother-in-law throughout her career.

"If you are a woman leader you have to do things twice as much. I am the first female to lead the NDA. The expectations are higher because I am a woman.

"It's very challenging but I enjoy it. What I would like to say to all women, when given an opportunity do the best so you can earn your respect." 🗣️



A pioneer of change

tackling health challenges through various provincial research, clinical and training community programmes.

Where it all started

Growing up in the conservative and tight-knit community of KwaDukuza on the north-coast of KwaZulu-Natal, Goolam was raised by his mother Kathija after his father passed on from health complications at a young age.

After matriculating in 2003 from Stanger Secondary School, Goolam pursued a Bachelor of Arts Degree, majoring in Sociology and Psychology at the University of KwaZulu-Natal (UKZN). In 2008, he was selected for the UKZN School of Psychology's honours programme where he became especially interested in the understanding of individual and community health through research methodology.

A year later, he began his Masters' in Psychology, majoring in Health Promotion.

"The programme helped me to, among others, develop advanced skills, knowledge and expertise in identifying the determinants of health behaviour. My research enabled me to design and conduct health promotion research, and to articulate policy and legislative interventions in order to promote public health."

During his postgraduate years at UKZN he taught Psychology, Social Science research methodology and Statistics to undergraduate students. This experience was reciprocal in nature, in that, although he delivered the lessons, it provided him with an opportunity to immerse himself in theory – turning him into a researcher before he even realised it.

*Writer: Samona Murugan
Photographer: Kattholo Maifadi*

The past few months have been filled with change for Ahmed Goolam. He married his college sweetheart, changed jobs and moved across the country leaving his family and friends behind to follow his passion.

However change is the only constant in life and one should embrace it without fear. "The ability to change is what shapes our future," says Goolam. The 28-year-old, who is making waves within the HIV prevention circuit, is using this philosophy of change to do all he can to change the social ills caused by this disease, by changing people's behaviour.

A behavioural scientist by profession, Goolam specialises in HIV prevention research and training within the behavioural and social paradigms. He is currently a Study Coordinator at the Wits Reproductive Health and HIV Institute (WRHI), at the Hillbrow Health Precinct in Johannesburg. The Institute is responsible for

After completing his coursework he was appointed by the UKZN School of Management Studies and Health Science to coordinate a research programme, and also served as an adhoc lecturer for the School of Psychology.

In 2010 he joined the South African Medical Research Council's HIV Prevention Research Unit in Durban.

"One valuable lesson I learnt while working as a behavioural scientist is that one cannot simply prevent a disease with a magic pill. Social ills such as intimate partner violence, poverty and unemployment should be treated with the same rigour and intensity to provide individuals with practical and holistic solutions."

Challenges facing the health sector

Goolam is working on a programme, in partnership with the World Health Organisation (WHO), that focuses on pregnant women experiencing intimate partner violence (IPV).

IPV during pregnancy is a serious reality facing women in South Africa and Africa as a whole. The programme studies the physiological effects of stress from current or past abuse on fetal growth and development.

Southern Africa faces critical challenges in improving the reproductive health conditions of its populations, explains Goolam. Antenatal care and institutional birth rates are higher in South Africa than Mozambique, and more than 92% of women have at least one antenatal care visit and deliver with a skilled attendant. Yet, the infant mortality rate in South Africa is high with 48 infants dying per 1 000 live births. Likewise, the maternal mortality rate is also quite high with an estimated 400 deaths per 100 000 live births.

"Antenatal care is often the only healthcare received for many women in disadvantaged communities. Since the nature of antenatal care is to provide health services and support through the duration of a pregnancy, the possibility for follow-up makes it an ideal setting for addressing issues of abuse and offers women support and counseling which can potentially help them to reduce or stop the abuse and mitigate its consequences."

Government has stepped up its efforts within the health sector, says Goolam. "Currently South Africa has a pluralistic, transitional healthcare system and, as a result, public health is in its infancy. I have witnessed interventions within the public healthcare system mak-

ing a big difference in communities, for example the prevention of mother-to-child-transmission (PMTCT) of HIV National Programme, where mother-to-child-transmission has been reduced to under 4%, in keeping with international momentum for the elimination of paediatric HIV by 2015."

Another key factor affecting rural healthcare, says Goolam, is the approach taken. "We need to change our behaviour to change the approach."

Research indicates that there is a low uptake of health services in communities, and this could be attributed to the fact that communities are unaware of the services available to them. Despite the obvious solution which is to provide more education, Goolam believes that it is not only the message, but the manner in which the message or information is delivered that is important.

"For instance, women may understand that doing a pap smear after the age of 30 could detect early signs of cancer, but a woman in a rural home may be occupied by nursing her immediate wounds from last-night's beating than to screen for an illness that she may not even acquire in her lifetime," says Goolam.

There are many complex chronic conditions affecting our people that cannot be addressed in a doctor's office alone. In the same breath, responsible healthcare isn't just about personal responsibility of patients, but it also requires that the healthcare system itself be responsible in providing "healthcare consumers" with appropriate options. These can be provided only if we create sustainable partnerships with local government, community organisations, and other health and human service providers to develop strategies to address the social, cultural, economic, and environmental determinants of health, adds Goolam.

"Simply put, the general public needs to create an enabling and accepting environment for all citizens to feel safe to access resources when required, without the fear of being judged or labelled," says Goolam.>>



It is up to each one of us as public servants and citizens to play our role in helping each other lead safe and healthy lives," he urges.

What has been your best day on the job?

Every day I am touched by so many lives, and knowing that I am able to make a small difference in the health outcomes of our people makes every day the best day.

What has been your worst day?

My first site visit was especially difficult. I witnessed first-hand what many people have to deal with each and every day, and it was heartbreaking.

What have been the major achievements in your life - both professionally and personally?

Professionally: when I was chosen to present my findings to peers at the 2012 International Microbicides Conference in Sydney, Australia. My personal achievement is marrying my college sweetheart in December.

What has been the biggest challenge you have had to overcome in your life?

Having to leave my loved ones, place of birth and comfort zone in KwaZulu-Natal to continue my academic and professional journey.

What are your greatest strengths?

My greatest strengths are the education I received, the beliefs and values instilled in me by my mother and my God-consciousness.

What motivates you?

My desire is to ease the burden in our healthcare system through my specific set of skills and expertise, and leave a lasting legacy.

Tell us about your home life?

Being newly married, my focus now is on becoming more domesticated and helping my wife around the house. As you know, a happy wife makes for a happy life.

How do you unwind?

I listen to music, or watch *Law and Order*. I do secretly have to admit I am hooked on *Keeping up with the Kardashians*.

What do you do for fun?

On the weekends you will find me in a mall, either shopping or watching a movie. I enjoy socialising with friends, and like most South Africans this usually happens against the backdrop of a fire, and the smell of marinated meat. I also love the outdoors and exploring our beautiful country.

What makes you a strong leader?

My ability to adapt my personal qualities, the organisation's culture, and the situation I find myself in. I am transparent and I lead by example. I am understanding and always emotionally connected to studies I work on.

Describe yourself in one word

Authentic. ☺



Ahmed Goolam during one of his sessions.

IMFO ANNUAL CONFERENCE

INSTITUTE OF MUNICIPAL FINANCE OFFICERS

The Institute of Municipal Finance Officers (IMFO), is inviting Audit and Finance Professionals in Municipalities, to its Annual Conference on 30 September - 02 October 2013, at the International Convention Centre - Durban.

The Conference will be addressed by the office of Co-operative Governance & Traditional Affairs (CoGTA) and the National Treasury office.

The theme and topics will focus on how Municipalities can improve on corporate governance, compliance and the delivery of services.

Programme Summary

- ◊ Operation Clean Audit 2014
- ◊ Municipal Clean Audit Awards
- ◊ Revenue Management in Municipalities
- ◊ Supply Chain Management
- ◊ Performance & Risk Management
- ◊ Financing Local Government
- ◊ Ms. Louise Muller - IMFO President
- ◊ Cllr. James Nxumalo, Executive Mayor - eThekweni Municipality,
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- ◊ Office of the Public Protector
- ◊ SALGA
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- ◊ Related Institutions

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There shall be human settlements

Human Settlements Minister Tokyo Sexwale tabled a R28,1 billion budget before Parliament saying the 2013/14 financial year allocation signified the Government's determination to eradicate the problem of homelessness in the country.

The 2013/14 budget allocation showed an increase of almost R3-billion when compared to what was given to the human settlements sector in the previous financial allocation.

Minister Sexwale told Parliament that the government was committed to providing quality housing and building sustainable human settlements in the country as part of efforts to build a better and more inclusive society than that created under apartheid.

Quoting from the National Development Plan, he said inefficiencies and inequalities in South Africa's set-

tlement patterns were deeply entrenched and "bold measures are needed to reshape them."

He added that the 2013-2014 budget was important as it contributed to the total economic development of the country.

"Our budget should be seen as a catalyst in this process including job creation through our twin empowerment and construction programmes of Women and Youth Builds.

"Incrementally throughout our term, the budget has been earmarked primarily to address the poorest of the poor. In continuing to do so, let there be no doubt that our quest is not to be patting on the back for chasing numbers at the cost of quality," he said.

"We are mindful that in addressing the unique challenges of re-engineering integrated human settlements



Jabulani Community Residential Units, Johannesburg.

in our country, there can be no socio-economic equality without providing our people with quality. On this, there is no compromise," he added.

Minister Sexwale said a firm foundation had been laid towards a sustainable and integrated human settlements objective in line with government's objective and mandate for the Department. A comprehensive strategy premised on providing housing for the poor, for the GAP Market and for the middle to the high income earners was in place.

"The main focus of our housing delivery strategy remains the poorest of the poor, many of whom are in and around informal settlements. At this stage, the following message must be clear: Our government does not build slums, imikhukhu, amatyotyombe!," he said.

"These squalid areas have their roots in the wars of



Dignified human settlements: Fleurhof Intergrated Human Settlement Project in Johannesburg.

dispossession, the 1913 Land Act and subsequent apartheid policies. These policies gave rise to landlessness and joblessness which saw, and continues to see, the destitute escaping rural poverty towards urban areas," he added. The department has over the last four years, delivered, through grants, over 750 000 houses and housing opportunities.

"This has made it possible, during this term of government, for the total housing provided since 1994 to break for the first time, into the 3 million units threshold for those earning from R3 500 to zero; to be precise 3,3 million houses and opportunities now at the cost of R85 000 each towards breaking the backlog of 2,1 million houses for 8 to 10 million people," he said.

In his speech, Minister Sexwale also moved to allay the fears of people who were earning higher than the R3 500 threshold which disqualified them from getting state provided housing while at the same time their salaries were not enough for them to get bank loans to buy new homes.

He said the second element of government's strategy concerned financial guarantees for affordable housing through the FLISP (Finance Linked Individual Subsidy Programme). This policy for citizens who earn above R3 500 to R15 000 was announced by the President in his 2012 State Of the Nation Address.



Access to decent housing for lower income groups

Civil servants such as teachers, police, soldiers, prison warders, nurses and firemen are set to benefit from government's Finance Linked Individual Subsidy Programme (FLISP) which is aimed at providing assistance to those earning little to qualify for home loans from banks and related financial lenders.

Human Settlements Minister Tokyo Sexwale said this during his 2013/14 Budget Vote Speech in Parliament.

The revised FLISP was announced by President Jacob Zuma in his State of the Nation Address in 2012. The programme has been running for a while now. Minister Sexwale officially launched it on the 9th of May 2013 in Port Elizabeth in the Nelson Mandela Metropolitan Municipality.

The programme will also benefit all qualifying South Africans including blue collar workers in the private sector. These are people who are earning too much to qualify for an RDP house and too little to access Bank finance or mortgage loans. "The good

news is that this is now a reality and is being rolled out in all provinces via the National Housing Finance Corporation (NHFC)," Minister Sexwale told Parliament.

"Our implementing agency is the NHFC through a financial instrument called FLISP. This supports all qualifying beneficiaries with the certainty of being granted loans, bonds or mortgage facilities by banks and other financial institutions," he said.

"At this amount, beneficiaries have an option to buy an existing house, build a new one or purchase land. Therefore, to all those people lost in the GAP market, earning too much to qualify for an RDP house and too little to access bank finance we say: Rest assured. This government cares – we back you to get your bond," he said.

The programme entails financial guarantees for affordable housing and it will benefit citizens who earn between R3 500 to R15 000. It was put in place after a realisation that despite efforts by the government to provide access to decent housing as required by the Constitution, a lot of people were still falling into the GAP market due to the heavy cost of buying a house in the country and many banks were reluctant to give loans to people citing affordability concerns. >>

Walmer-Link Social Housing Units, Port Elizabeth.

Three quarters of a million houses since 2009

About 750 000 new housing opportunities have been provided by the Government in the last four years. This brings the total number of houses built and housing opportunities created since the democratic government came into power in 1994 to at least 3,3 million. This is despite the increased costs of building a government house which in 1994 stood at about R12 000 per house and R85 000 currently. The increase was partly due to government's deliberate intention to improve the quality of houses provided. It has also been the result of rising costs for building materials which has seen steel, cement and brick prices shooting up rapidly since the middle of the last decade until currently.

Human Settlements Minister Tokyo Sexwale said breaking above the three million mark in terms of houses built and housing opportunities created indicated the government's determination to eradicate the country's housing backlog of about 2,1 million houses. The current backlog means, in essence, that about eight to 10 million people in South Africa were desperately in need of decent housing.

The backlog has remain a persistent challenge despite that since 1994, numerous new townships have been built across South Africa and new housing opportunities such as the construction of more government-owned rental housing units.



Klarinet Integrated Human Settlements Development, Witbank.

Minister Sexwale said his department was committed to eradicate informal settlements which were littered countrywide as sore points or "shanty towns". The shack-lands are mostly in urban centres such as metropolitan municipalities but are also a problem in small rural towns.

He reiterated his earlier comment made at the launch of the new human settlements degree programme at the Nelson Mandela Metropolitan University in March this year that these shanty towns were the classic symbols of "undesirable urbanisation, which is driven less by economic growth but more by the rural-urban migration of the poor and jobless."

"What steps have we taken to address this? As stated, our focus remains the poor. Over the last four years, our department has thus far, delivered, through grants, over 750 000 houses and housing opportunities," he told the National Assembly.

He added government wanted to send a clear message that it did

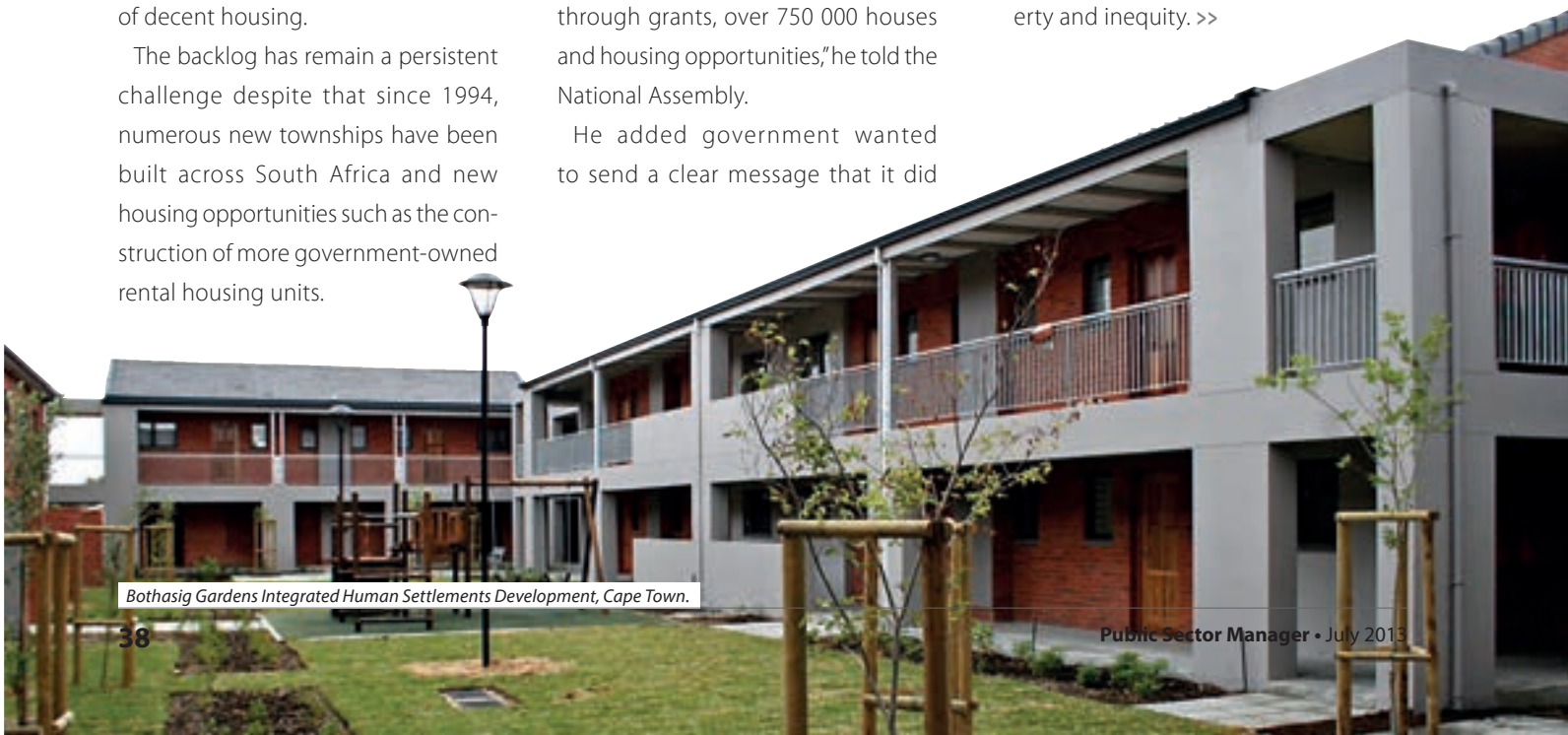


Lakehaven Social Housing Project, Durban.

not want slums and shacks as these brought squalid living conditions and were the outcomes of apartheid policies.

"In summary, the three elements of our strategy are all critical and applicable for different requirements within the comprehensive human settlements environment," he said.

The Minister added that innovative solutions ought to be found and a lasting housing policy was needed given the challenges of unemployment, poverty and inequity. >>



Bothasig Gardens Integrated Human Settlements Development, Cape Town.



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The Govan Mbeki Awards



North West Province received Best Province of the Year Award.



Director-General in the Department of Human Settlements, Thabane Zulu.

The Govan Mbeki Awards aim to promote best practices and a healthy competition among all the stakeholders of the Department of Human Settlements. They are now held annually under the auspices of the Department of Human Settlements. The Awards were first introduced in 1998 as the Housing Awards.

In 2006, the Awards were renamed after the late anti-apartheid fighter, ANC leader and freedom struggle icon Govan Mbeki.

“The Awards presents us with an opportunity to recognise and showcase excellent accomplishments in Human Settlements programmes in line with the Outcome 8 expectations”, said Thabane Zulu, Director-General of Human Settlements

The Awards are also meant to recognize and honour all role players in the Human Settlements value chain. The role players include developers, contractors, suppliers of building materials, financial institutions, community based organisations and the private sector such as the mining sector.

Among them are also professionals such as engineers and architects and professional bodies in partnership with Government in its efforts to build sustainable human settlements and live up to the commitments of the South African Constitution as well as the expectations of the Millennium Development Goals that are set for 2014.

There are 13 categories for these Awards and contestants are selected based on stringent assessment criteria and looking at key performance areas as outline in the Outcomes expectation for Human Settlements.

The criteria are based on Key Performance Areas outlined in the Outcome 8 resolution of the 2010 Cabinet Lekgotla. ®

Congratulations

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In the category Best Finance - Linked Individual Subsidy Programme, Walmer Link - The Home Market (Eastern Cape), took top honours.

- Best Accredited Municipality - Level 1
Steve Tshwete Local Municipality, Mpumalanga
- Best Accredited Municipality - Level 2
Newcastle Local Municipality, KwaZulu-Natal
- Best Community Residential Units
Masimong 4 Community Residential Units, Free State
- Best Enhanced Peoples' Housing Process
Ditsobotla Development Facilitated PHP, North West
- Best Finance - Linked Individual Subsidy Programme
Walmer Link - The Home Market, Eastern Cape
- Best Informal Settlement Project
Addo Nomathamsanga 300, Eastern Cape
- Best Metropolitan Municipality
Ethekwini Metropolitan Municipality, KwaZulu-Natal
- Best Non-Subsidy Project
Postdene 720, Northern Cape
- Best Priority Project National
Klarinet Integrated Human Settlements, Mpumalanga
- Best Province of the Year
North West Province
- Best Rural Project
Rirothe Construction, Limpopo
- Best Social Housing Project
Fleurhof Views, Gauteng
- Best Woman Contractor
L & R Welding and Tools Suppliers, North West
- Best Youth Contractor
Retlaphela Construction Primary Cooperation, Free State
- Minister's Merit Awards
Best Student of the Year - University
Whelan Kriben Naidoo (University of Pretoria)
Best Student of the Year - University of Technology
Abongile Mbube (Cape Peninsula University)



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For the love of food

An obsession with food, a nostalgia for the taste of childhood, and living in a fractured and constantly shifting city—these are the strands that Andrea Burgener weaves together to create her irresistibly quirky collection of dishes.

Burgener who studied Fine Arts at Wits University is a self-taught chef and food writer based in Johannesburg. Her first professional kitchen experience was in Braam Kruger's Kitchenboy restaurant. Between 99 devoting time to her family and running the Leopard restaurant in Johannesburg, she finally finished her new book of food called *Lampedusa Pie*.

Describing herself as a magpie cook, Bergener is attracted to an eclectic combination of tastes that evoke her world and those who taste her unforgettable dishes. Her book takes you on a culinary journey from reinventing breakfast fritters to the secret to her perfect hollandaise sauce. Discover the recipes that epitomise her idea of comfort – from roast chicken to a Sri Lankan potati and mustard curry.

Lampedusa Pie

When I had finally mastered this macaroni and chicken pie, that was served to the last member of the flailing generation of the Sicilian aristocracy, Giuseppe Tomasi di Lampedusa, it was wonderful. Nothing could ever live up to the ever mutable flavours, textures and aromas of this dish. >>



Chicken ingredients

- 1 free range chicken
- 3 cups of water
- 1 onion
- 1 bunch of parsley
- 1 tsp of salt

Pastry and pie filling

- 500g butter puff pastry
- 1 cup of penne pasta
- 2 tbsp olive oil
- 1 finely chopped onion
- 2 tbsp butter
- 1 tbsp flour
- ½ cup of white wine (Chardonnay)
- ½ tbsp ground cinnamon
- ¼ tbsp ground cloves
- 1tbsp chopped parsley
- 1 tbsp Parmesan cheese
- 1 tsp real truffle paste (optional)
- Salt and pepper to taste

Method

Place the free range chicken, the other chicken ingredients and the cold water in a pot and boil for about an hour and 15 minutes, until the water has boiled down to one cup. Remove the chicken and boil the stock further. Take the chicken meat off the bones in chunks.

Divide the pastry in half. Line the buttered base and sides of a 23 cm pie dish with one of the portions of pastry, cover with dried beans, teaspoons or anything heatproof that will stop the pastry from puffing up.

Bake for 15 minutes or until lightly golden and remove the weights.

Put the penne pasta on to boil.

Heat the olive oil in a thick-bottomed pan, and slowly cook the onion down until soft. Remove the onion and melt the butter in the same pan. Add the flour to the pan and stir through. Add in the chicken stock bit by bit stirring or whisking until you have a smooth sauce.

Add in the cooked onion, wine and spices and cook for another 5 minutes. Take off the

heat and add the parsley, parmesan cheese and truffle paste, and mix in the chicken pieces.

When the penne pasta is ready, drain well and mix in with the rest of the filling. Add salt and white pepper to taste. Spoon the filling onto the cooked pastry base, level the top then cover with the other half of the puff pastry. Make patterns on the top of the pastry, and bake for 30 minutes or until golden brown.

Remove from the oven and leave to rest for 10 minutes before cutting into thick slices. The pie is perfect served with a great side salad. 🍷





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Transforming the public service

This month, the National Assembly has tasked the Ministry for Public Service and Administration (MPSA) to report on the work done by the portfolio over the past financial year and to outline our priorities for the year ahead as part of the ministry's Budget Vote Statement.

A number of institutions leading the Public Service to greater productivity fall under the MPSA portfolio. These include the Public Administration Management and Leadership Academy (PALAMA) which is being converted to the National School of Government. Other institutions include the Centre for Public Service Innovation (CPSI), the Department for Public Service and Administration (DPSA), the Government Employees Medical Scheme (GEMS) and the State Information Technology Agency (Sita).

As part of the vote, inputs from the independent Public Service Commission (PSC) were also presented. In this issue we share our plans and optimism for the year ahead and pledge a commitment to our work supported by a proactive citizenry.

The public service charter

Adopting a Public Service charter outlining the commitment of the state, public servants and the citizenry is an effort to facilitate rendering of quality services. It will ensure that the public service is professionalised, trained, capacitated, effective, efficient and development-oriented.

The charter, which is to be implemented during this financial year, seeks to improve service delivery programmes and reinforce partners' commitment to service delivery improvement.

Because citizens are at the centre of service delivery, the charter is a statement of intent which enables citizens to understand what they can expect from the state. It forms the basis of engagement between government, citizens and organs of civil society.

The stability and effectiveness of the Public Sector is greatly dependent on the commitment and devotion of its staff. The current view to render teaching as an essential service must be welcomed, along with the stance that, "We will establish a Presidential remuneration commission that will investigate the appropriateness of the remuneration and conditions of service provided by the state to all its employees."



The commission will allow us to reflect on how we reward our public servants. The first phase will focus on educators. Education is the main driver of development in the knowledge economy. No country has been successful without investing in education, and it is here where teachers play a crucial role. We cannot move forward without paying attention to the working conditions of teachers. We want to make teaching an attractive profession as it always has been.

The commission aims to ensure that Government attracts, retains and motivates suitable, competent public servants and to review and inform the remuneration policy framework of the public service to ensure effectiveness and service delivery improvement.

Aligning the public service with the NDP

There is a great sense of expectation and a growing urgency to make the Public Service more productive in line with the National Development Plan (NDP). Our response has been to focus on the back office of government, skilling and capacitating employees to be able to deliver on these expectations.

Through the transformation of PALAMA to a School of Government, employees will be better equipped to deliver expected services. It is envisaged that the school will serve as an incubator of ideas and catalyst for modernising the Public Service. To this end, in collaboration with similar institutions the school will serve as a source and disseminator of best international experience and practice in public service.

The NDP identifies the task of improving the quality of public services as essential to achieving transformation. This will require provinces to focus on identifying and overcoming the

obstacles to achieving improved outcomes, including the need to strengthen the ability of local government to fulfil its developmental role.

The Public Administration Management Bill will be effective in this regard by creating norms and standards around various issues such as human capacity development, anti-corruption measures and discipline management among other things.

The constitutional principles applicable to public administration apply to administration in every sphere of government, organs of state and public enterprises. The Constitution calls for national legislation to ensure the promotion of the values and principles.

Contrary to misconceptions, the Bill does not promote the centralisation and concentration of public administration in the hands of the national government. In fact the Bill continues a tradition of decentralisation of power established in 1999.

The Bill is derived from the premise that the Minister for the Public Service and Administration is empowered to create a framework of generally applicable norms and standards within which government institutions in the national, provincial and local spheres may determine their own policies and practices. At the same time, however, efforts will be made to synchronise systems, structures and conditions of service in order to reduce unjustifiable disparities, duplication and lack of interoperability, and to promote integration and coordination.

Public administration requires dynamic leaders with skills to manage and drive the implementation of government policy priorities. The Public Service has established a senior management service (SMS) while the bill provides for an SMS consisting of national, provincial and municipal heads and at least one of those on the next level of management.

The regulatory framework is intended to align, where appropriate, recruitment and selection, remuneration and conditions of service, performance management and development, competency framework, standards of ethics and conduct, misconduct and incapacity procedures, financial disclosure requirements and procedures for transfer and secondment.

Ultimately, the Bill does not intend a centralised uniformity but a synchronisation that allows for specialised differentiation and autonomy.

An analysis of the Public Service indicates a vacuum

with respect to ensuring the implementation of recommendations from constitutional oversight bodies such as the Public Services Commission; Auditor General and Public Protector's Office. There is a need for high-level capacity to manage SMS corruption-related cases. A gap also exists in the coordination of interventions in terms of Section 100 of the Constitution.

It is intended that an Office of Standards in the Public Service (OFT-IPS) be established to collaborate with the policy department and source support functionality to drive its programmes as directed by the MPSA.

The OFTIPS will promote compliance to baseline norms and standards determined by the MPSA and also to regulatory frameworks and conduct capacity and functionality audits of skills, systems and processes. The unit will also oversee quality assurance in service delivery and the promotion thereof.


Our plans for the Public Service cannot be complete without prioritising the fight against corruption. The DPSA has reviewed the current capacity of the state to deal with corruption in the Public Service.

Poor discipline resulting from the decentralised model introduced challenges such as a lack of uniformity in sanctions imposed, lack of investigative and disciplinary capacity, lengthy periods of precautionary suspensions, inconsistencies in the manner in which discipline is applied and in some instances an unwillingness by managers to take responsibility for managing discipline of their subordinates.

In light of these challenges the MPSA will introduce an anti-corruption bureau as a new government component. The bureau will function as a law enforcement agency to assist departments with investigations and disciplinary hearings of corruption-related misconduct cases to ensure that the timelines prescribed in the Disciplinary Code and Procedure are adhered to.

The enormity of the challenges faced with discipline and the perception by the majority of our people that government lacks the willpower to deal with corruption, demands the establishment of the Anticorruption Bureau. The bureau will have to provide technical and advisory support services on corruption-related misconduct cases in the public service.

The planned measures to fight corruption, ensure compliance to the norms and standards and inculcate good governance are some of the measures by the MPSA to safeguard the interests of our society and speed up the realisation of our developmental agenda.

As we present our annual plan to the nation, we call upon all public servants to be our change agents in our journey for the transformation of the public service. 

****Ms Lindiwe Sisulu is the Minister for Public Service and Administration***



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Designing effective e-Learning experiences

Online learning or e-Learning is fast becoming a preferred mode of learning because of the flexibility and creativity it offers. The transition from traditional face-to-face learning to e-Learning starts with specialised instructional design. But how does one design effective e-Learning experiences?

This is the third in a series of articles on e-Learning published in *Public Sector Manager* magazine. In the October 2012 issue we introduced the concept of e-Learning and its benefits. The article published in the February 2013 edition addressed online learning support.

This article focuses on how Information and Communication Technologies (ICTs) can be used to design an effective e-Learning experience.

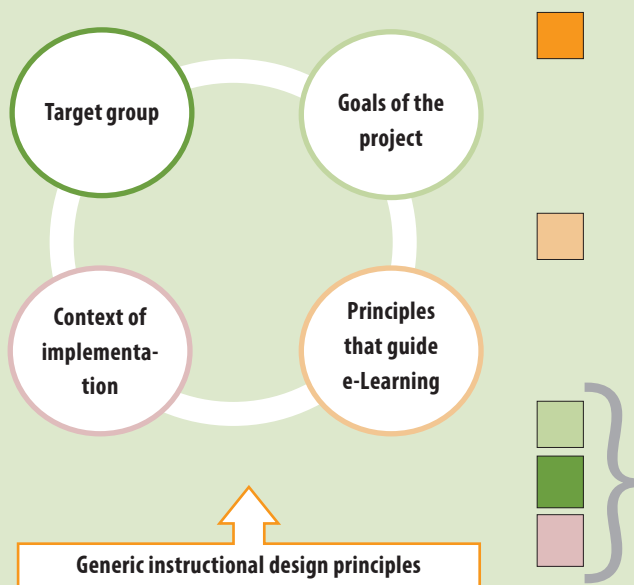
In designing and planning a curriculum, designers must avoid the temptation to become so engaged in using technology that they neglect to design effective learning experiences.

What is meant by e-Learning design?

A designer of e-Learning is the architect of a learning experience. In short, learning design consists of:

- determining the current state and needs of learners;
- defining the goals of a learning experience; and
- creating learning materials and activities that learners undertake to support the achievement of intended outcomes.

There are general principles, grounded in theories about how people learn, that guide all learning designs. ICTs offer unique opportunities to create, share, organise and access knowledge and resources. So, in order to effectively create learning opportunities within this landscape, designers must consider specific principles that guide e-Learning design. Naturally, every e-Learning project is unique: relevant learning materials and activities are designed for a target audience within the parameters of a given context and budget. The ideal e-Learning designer is able to translate theories of how learning works into relevant and useful plans for technology-mediated learning, as illustrated below.



Learning design is informed by pedagogically tested theories of learning, for example, behaviourism, cognitivism, and constructivism. Good designers are familiar with the main ideas and understand how learning works.



The selection and implementation of ICTs is guided by a framework that promotes relevance for the learners, materials, context and available resources. A useful framework is continually updated to include new technologies.



The first step in the learning design process is to determine what learners should know and be able to do on completion of an intervention. In addition, the target group and the environment in which they learn will guide the design of a meaningful e-Learning experience.

Design and development functions are not necessarily embodied in one person, but can be assumed by a multi-disciplinary team. To create an e-Learning intervention may require the services of specialists that include instructional designers (learning design) and subject matter experts (learning content), editors, graphic designers and programmers.

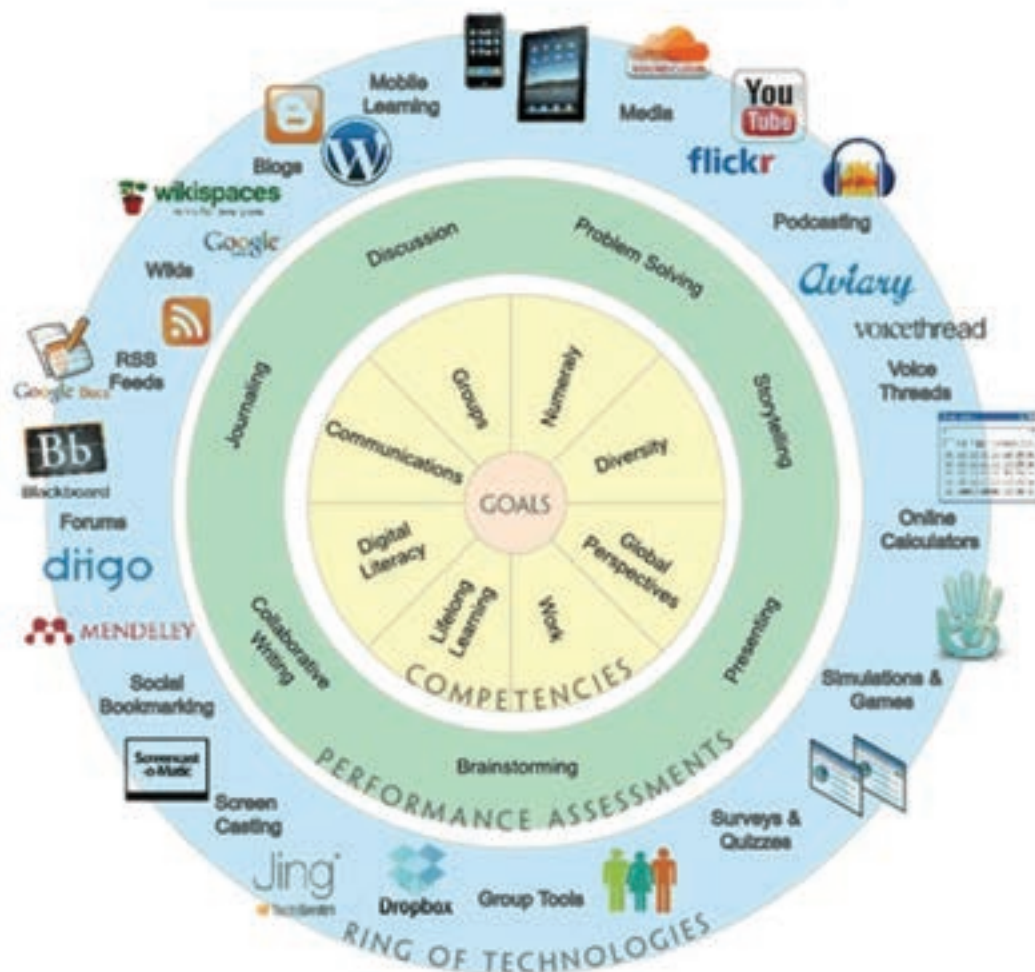
Can e-Learning interventions be designed as if they were traditional ones?

Designers of traditional face-to-face learning interventions have used various generic design principles for years. These principles, grounded in theories about how people learn, are also implemented in good e-Learning designs. However, e-Learning designers also need to understand e-Learning trends and tools to open up possibilities when planning the delivery methods,

materials and activities of an intervention.

Let's look at a popular e-Learning tool: *Pinterest*, an on-line pinboard. A pin starts with an image or video added to *Pinterest*. Any pin can be repinned, or shared, and all pins link back to their original source. Pins are organised on a board by topics of interest. Boards can be private or public and users can be invited to share information on boards (Pinning 101 at <http://pinterest.com/>). The appeal of *Pinterest* as an eLearning tool seems to lie in its visual layout and social component. For example, the e-Learning Technology Compass found on *Pinterest* provides an attractive and succinct alternative to text-heavy information about e-Learning technologies: available tools, assessment approaches and required competencies. This pin also leads to like-minded users interested in infographics, computer technology, social media and e-Learning practices. >>

e-LEARNING TECHNOLOGY COMPASS



The availability of a tool such as *Pinterest* illustrates how ICTs create new options for learning design. Designers of e-Learning interventions must understand this potential in order to design materials and activities that are appropriate for e-Learning delivery, as described below.

New options for learning design	Example
Learning contexts	While e-Learning is typically facilitated over a distance, ICTs enable 24/7 access to learning materials, facilitators and peers in a wide range of learning spaces such as discussion forums and blogs. Designs must take advantage of social media to reduce learner isolation.
Learning patterns	Learners are required to pace their own learning and to read more, often off a screen. This calls for a direct writing style to keep learners' attention and provide clear guidance for participation.
Design approaches and additional facilitation formats	ICTs support flexibility and creative designs, but self-directed learning requires structure within the flexible learning environment with shorter chunks of information and regular opportunities for interaction and feedback.

What makes successful e-Learning design?

The table below outlines the core components of the design process and issues to consider in creating useful and relevant e-Learning designs.

Component	Description	Issues to consider
Understand how people learn	<ul style="list-style-type: none"> Understand generic design principles. Ground learning designs in principles that enable technology-mediated learning. 	<ul style="list-style-type: none"> How does theory inform design? What characterises effective e-Learning design?
Construct learning materials and activities	<ul style="list-style-type: none"> Establish the learning context. Determine learning outcomes. Design materials and activities. Design assessment activities and assessment instruments. 	<ul style="list-style-type: none"> What are the contextual opportunities and constraints? Who are the learners? What do they already know? What do learners need to know and be able to do? What are the intended outcomes of the learning intervention? What are the activities for learners to undertake that provide a meaningful learning experience that supports the achievement of intended outcomes? What resources will learners and facilitators need to support the achievement of intended outcomes? How can learners be motivated? How will learners' knowledge, skills and values be assessed? How will learners receive feedback? How can remedial, supplemental and advanced learning opportunities be created? What is the communication strategy to keep learners informed? Where will learners find administrative, technical and academic support? What are the most appropriate e-Learning tools to implement the learning design?
Evaluate the effectiveness of the learning design	<ul style="list-style-type: none"> Determine the effectiveness of learning materials and activities. 	

It is important to identify all relevant issues for every e-Learning project and to ask as many questions as possible during the planning period. However, while every e-Learning project is unique, design standards must be established. Below are examples of documents that can promote standardised design:

- Style sheets to guide the look and formatting of learning environments, materials and activities;
- Templates to guide the development of learning materials and activities; and
- Principles to guide the implementation of eLearning tools.

Does design contribute to learner achievement?

One can argue that learning happens every day; it does not wait for an intervention to be designed. Nonetheless, theory-informed, contextually appropriate learning interventions can make learning happen faster and more efficiently.

The previous papers introduced a real-life case: 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 work place. An e-Learning Bid Committees course was piloted and subsequent cohorts of learners have been enrolled since then. 📧

Number of participants:

80

Completed the course:

91%

Found competent:

74%

It was evident from participant feedback that the course design had a significant effect on the learning experience.

Comments from the participants:

- This course was all I needed to do my job.
- The case studies and practical activities enabled me to succeed.
- It was easy to complete the activities with the resources at my disposal.
- The course was well structured; I never felt lost.



How can you participate?

The purpose of this series of practice papers is to stimulate discussion about standards for e-Learning implementation in the public service by utilising the network provided by *Public Sector Manager* magazine. You are invited to share lessons learned and other ideas in the interest of continuously improving e-Learning design in the public service.

***Dr FC Greyling is the Chief Director of e-Learning at Palama he can be contacted by email: fran.greyling@palama.gov.za**

Taking local government to the people

Nomusa Dube has come a long way. She's gone from putting out fires during service delivery protests as mayor of the North Central Local Council, to serving as the Speaker of eThekweni Municipality, completed a stint as an ambassador in the Czech Republic, and as Chief Whip of the African National Congress (ANC) in the provincial legislature right through to her current role as MEC of Cooperative Governance and Traditional Affairs. Wearing a warm smile and elegant clothes is leader of a team that is determined to make the system of co-operative governance work better for the people of KwaZulu-Natal and fast-track the turning of wheels of service delivery in the province.

She leads the provincial department with the highest number of municipalities in the country and the highest number of traditional leaders. Dube says her journey has been challenging because when she took over from Willies Mchunu in 2009, there were tensions between local government communities over a lack of service delivery.

"When I took over back then, there was a lot of instability and a spate of public protests and. We had our fair share as KwaZulu-Natal though we had a few as compared to other provinces".

She attributes "the less protests" to her department's approach of being proactive in dealing with the grievances of communities and playing a mediatory role between the parties that were at each other's throats. "Every time we received a memorandum of complaints, we would immediately move into that particular area and facilitate discussions between that municipality and the aggrieved group."

Assisting ailing municipalities

In recent months, the department has taken a bold step of placing ailing municipalities under administration. Ac-

ording to the Democratic Alliance in KwaZulu-Natal, 10% of KwaZulu-Natal municipalities are under administration, a figure that Dube refutes. "Out of the municipalities under administration, only five are under administration."

Abaqulusi Municipality, Indaka and uMhlabuyalingana Local Municipalities are among the municipalities that the department has taken over with the intention of resuscitating them.

According to Dube, the move to place those municipalities under administration is a positive step taken by the department and shows their commitment to improving service delivery. "This indicates our unrelenting commitment to improve local government as the sphere of government that is at the coalface of the public and is mandated to take services to the people and business".

Training councillors for better service delivery

In an attempt to improve service delivery and equip local leaders with the necessary skills, the department introduced a few initiatives, including the training of councillors, and the mayor's forum where mayors from different municipalities share ideas on how to best improve service delivery and training for women councillors.

Since the advent of local government, there has been a turf war between traditional leaders and local government. To counter this the department has introduced a forum for traditional leaders, mayors and local councillors.

"The aim is to work together. KwaZulu-Natal is

largely a rural province and has a large number of traditional areas and without the cooperation of traditional leaders and councillors we saw that development was stalled," explained Dube.

She added that since the introduction of the forum, there had been an improvement in the working rela-

tionship between the two resulting in certain municipalities directing their projects to areas where chiefs promote humanity, traditional value systems and social cohesion.

"We've seen programmes such as male circumcisions increasing in areas with traditional leaders and we've also seen HIV Aids programs being spearheaded by amakhosi".>>



MEC of Cooperative Governance and Traditional Affairs in KZN, Nomusa Dube.



President Jacob Zuma and MEC of Cooperative Governance and Traditional Affairs in KZN, Nomusa Dube, at the launch of Operation Siyahlola.

Skilling municipalities

Dube points out that for local government to run smoothly, challenges such as a lack in financial management skills and poaching of skilled personnel by the private sector should be addressed in earnest.

Her department has established partnerships with various institutions such as the Local Government Sector Education and Training Authority, the South African Institute of Chartered Accountants and Deloitte. She adds that the recipients of departmental bursaries are placed at various municipalities so that they give back to the communities and the province they come from.

Rendering proper services to citizens of municipalities

To render proper services to citizens of the province, the department came up with a programme called mascification where the department assists municipalities with bulk infrastructure. "We send our engineers to go and check if there are problems and we target those that we see are still struggling or are not operating at 100%".



MEC Nomusa Dube, sprucing up Birchwood Park at Desai at Marianridge near Durban.




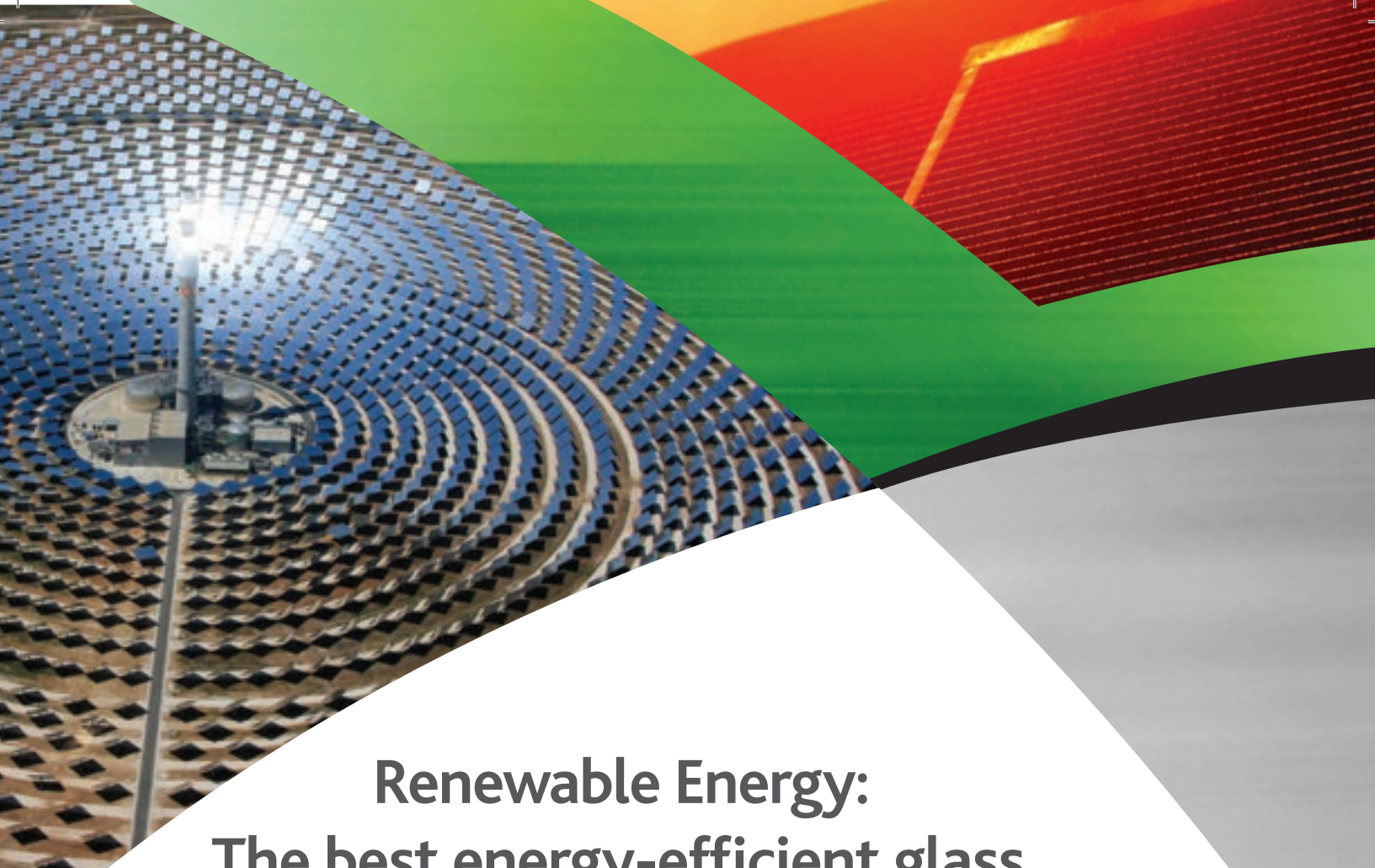
King Goodwill Zwelithini and MEC of Cooperative Governance and Traditional Affairs in KZN, Nomusa Dube, welcome Minister of Cooperative Governance, Richard Baloyi, to the opening of the KZN Provincial House of Traditional Leaders

Dube adds that her department also funds the provision of water, and sanitation and electrification programmes such as Dannhouser Local Municipality which has achieved 100% electrification.

The department also funds local economic development projects such as a wine estate in iLembe District Municipality.

Though there are still some ailing municipalities, Nomusa Dube and her department have made strides in making local government accessible to the people of KwaZulu-Natal.

The establishment of a wine estate, bringing local authorities and traditional government together, achieving 100% electrification and training councillors bears testimony to the work done by the department. 



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SAS TO CHAMPION SA MATHS AND SCIENCE

“South Africa needs analytical thinkers in order to grow. If the situation does not improve, we may have a shortfall of about 60-80% of the necessary deep analytical thinkers by 2018”

SAS, the leader in business analytics software and services and the largest independent business intelligence vendor, believes “smart” education management and bolstering efforts to improve maths and science education are areas where it can make a significant positive impact on South Africa’s future.

Kroshlen Moodley, SAS South Africa’s head of public sector business, says as a company focused on analytics, SAS is well aware of the important role analytical thinkers can play in a country’s economic development. Professionals with an engineering and analytical background are currently in short supply, and will become increasingly so.

While Big Data promises to revolutionise how businesses and government operate, a recent McKinsey report notes there is a shortage of talent to enable organisations to take advantage of Big Data. By 2018, the US alone could face a shortage of 140 000 to 190 000 people with deep analytical skills, as well as 1.5 million managers and analysts with the know-how to use the analysis of Big Data to make effective decisions. SAS believes the situation in South Africa will be far worse.

The skills shortfall begins at school level, where poor maths and science outcomes have been identified as the reason for a drop in the number of graduates in maths and science-based fields, which is creating an increasingly serious skills shortage in sectors needed to power a knowledge economy.

In light of the country’s poor performance in maths and science education, Moodley says SAS is focusing its efforts on initiatives that can significantly improve the situation – both through its lines of business and through its corporate social responsibility division.

Smarter school administration

Addressing South Africa’s education challenges will require a multi-layered approach, says SAS. One challenge



Murray de Villiers

that needs to be addressed to deliver significantly improved education is schools’ administration. By more effectively managing schools, their infrastructure and resources, funds are used more effectively, problem areas are addressed early, and the quality of education is improved, so improving learner outcomes.

With smarter school administration and advanced analytics, administrators are in a position to assess headcounts, geographical information, fee statuses, performance, infrastructure and resources, and efficiently allocate budget and resources for more cost effective administration that also meets future needs. Future outcomes could also be predicted based on historical data, allowing for more effective planning and ultimately, better education for learners.

Smarter schools administration systems also lay the foundation for incorporating Big Data, such as census information, into schools’ analysis and forecasting. “With effective data management and analysis, administrators might, for example, identify children from child-headed households and plan interventions to support their education,” says Moodley. “Or they may identify or even predict areas where feeding schemes should be stepped up.



Kroshlen Moodley

“By working smartly, we could substantially improve education outcomes. We’d have cost efficiencies, we could properly allocate funds, we could improve overall management efficiency and the quality of education,” Moodley says.

Smarter lesson delivery

In line with the goal of improving maths and science education, SAS is actively rolling out its free SAS Curriculum Pathways programme – a modular, online education system that supports education in a number of subjects – notably maths and science for high school learners.

The project, spearheaded locally by Murray de Villiers, general manager: Middle East, Africa Regional Academic Programme at SAS, in collaboration with the SAS Education division, makes advanced, interactive learning materials available to educators and learners.

SAS invested \$75 million developing the product, drawing from the talent of its own technical experts and consulting educators. The local roll-out of Curriculum Pathways began late last year, and is fast gaining momentum, says De Villiers. To ensure the success of the programme, SAS focuses on training the key resources such as subject

“With South African maths and science marks causing countrywide concern, SAS South Africa has committed to stepping in to help address the issue.”



advisors, who then train the teachers, who ultimately support learners in using the programme. De Villiers says over 2.3 million free licences have been issued for use of the system, including 2 700 schools and 79 000 teachers, but this number will spike shortly, following a highly successful series of workshops at the University of KwaZulu-Natal recently.

In contrast with the perception that teachers could prove resistant to change in their teaching methods, De Villiers says the teachers who participated in the workshops in KwaZulu-Natal were very enthusiastic about SAS Curriculum Pathways as an educational tool.

The programme is primarily aimed at schools, but SAS has had numerous requests

for access to the material from home schools and even relatives of learners. “We are supplying free licences to anyone who needs them, but our experience shows that the programme is most effective when guided by advisors and teachers who have undergone the training.”

In some cases, schools lack of infrastructure has been a barrier to making the programme available. Where possible, SAS has assisted in making infrastructure available to support it. But education is the responsibility of the whole community, he notes.

The SAS programmes to improve maths and science extend beyond schools and include partnerships with universities and support of programmes aimed at growing the maths and science-based skills pool.

Five universities, including the University of KwaZulu-Natal, North West University, Rhodes University, Stellenbosch University and the University of Western Cape are engaging SAS for student development and bridging programmes as well as previously disadvantaged teacher development using the SAS tools.

The SAS Advanced Analytics Laboratory at the North West University Centre for Business Mathematics and Informatics, described as the first of its kind in South Africa, now enables students to enrol for an MSc BMI in Advanced Business Analytics. SAS also sponsors the yearly conference of the Statistics Association of South Africa as well as the Mathematical Methods in Reliability (MMR2013) conference, among other initiatives.

“80% of students who passed matric maths last year achieved a mark below 50%”



African Union Commission Chairperson Dr Nkosazana Dlamini Zuma speaking at the Multipurpose Hall during a working lunch on High Level Aids Watch Africa at AU headquarters in Addis Ababa, Ethiopia.



The changing face of Africa

The historic African Union (AU) summit held in Addis Ababa in May ended with a set of (AU) bold decisions that African leaders insist will lead to a more self-reliant continent at peace with itself. This year marks 50 years after the signing of the charter establishing the Organisation of African Unity (OAU) in 1963. It was later renamed to the more contemporary. One of the key decisions taken at this year's summit was the acceptance of a report which recommends that the AU explore rigorous alternative sources of funding within the continent instead of depending on external donors.

A major outcome of the summit held in the Ethiopian capital was no doubt the adoption of the African Immediate Crisis Response Capacity (AICRC), an initiative led by South Africa. On a voluntary basis, member states of the AU will contribute troops and finance the capacity to act independently. So far, South Africa, Uganda and Ethiopia have pledged to implement the decision on the establishment of the capacity. Command and control will

be ensured by the AU Peace and Security Council upon request of a Member State for intervention.

Some AU leaders argue that some conflict situations in Africa such as those in Mali and in the Central African Republic, and the terrorist attacks in northern Niger propel the need for Africa to be capable to rapidly dispatch a force to help African countries upon request, or in such situations as in Somalia where there is no government to make the demand.

The decision to push for the adoption of AICRC was also informed by the overwhelming dependence of the AU on funds provided by partners which affect the implementation of African solutions to African problems. For instance, 100% of the AU Mission to Somalia (AMISOM) is funded by partners. It represents an annual budget of \$500 million.

But one analyst argues that the AU Peace and Security

Council was adequate deal with conflicts in the continent but lacked the necessary political backing to do its job effectively.

“There is nothing new in the debate. What Africa needs is that the existing structures be given power. I do not think we need a new structure, the Peace and Security Council is adequate. Give it power and resources,” says David Zounmenou from the Institute for Security Studies.

However, Zounmenou, like many others, agrees that the summit was a major success in many aspects.

The decision for instance to accept a report that recommends the AU explore rigorous alternative sources of funding in Africa, instead of depending on international donors has been welcomed with much enthusiasm.

The idea of exploring alternative sources of funding for the AU has been under discussion among African leaders for many years. Former Nigerian President Olusegun Obasanjo is spearheading the drive he believes is the only way for the AU to be less dependent on donors.

The fact that the biggest chunk of the AU budget is sourced from donor partners, with some African members failing to pay their annual subscriptions, does not sit well with some. In fact, this has been seen to lead to unjustified external influence in how the continent is governed.

The report of the High-Level Panel on Alternative Sources of Funding the African Union has been approved by heads of state and will be sent to finance ministers for study and to report back at the next summit in January.

Previously, the panel recommended a number of proposals for more sustainable funding, including a \$2 tax on hotel rooms and a \$5 levy on flights to and from Africa.

“It can’t be business as usual. We can’t continue to depend on outside help. Yes, outside help is crucial and greatly appreciated but we must also look at ways of making ourselves independent. Therefore, it is essential that we fund ourselves and our programmes,” said AU Commission Chairperson Nkosazana Dlamini Zuma.

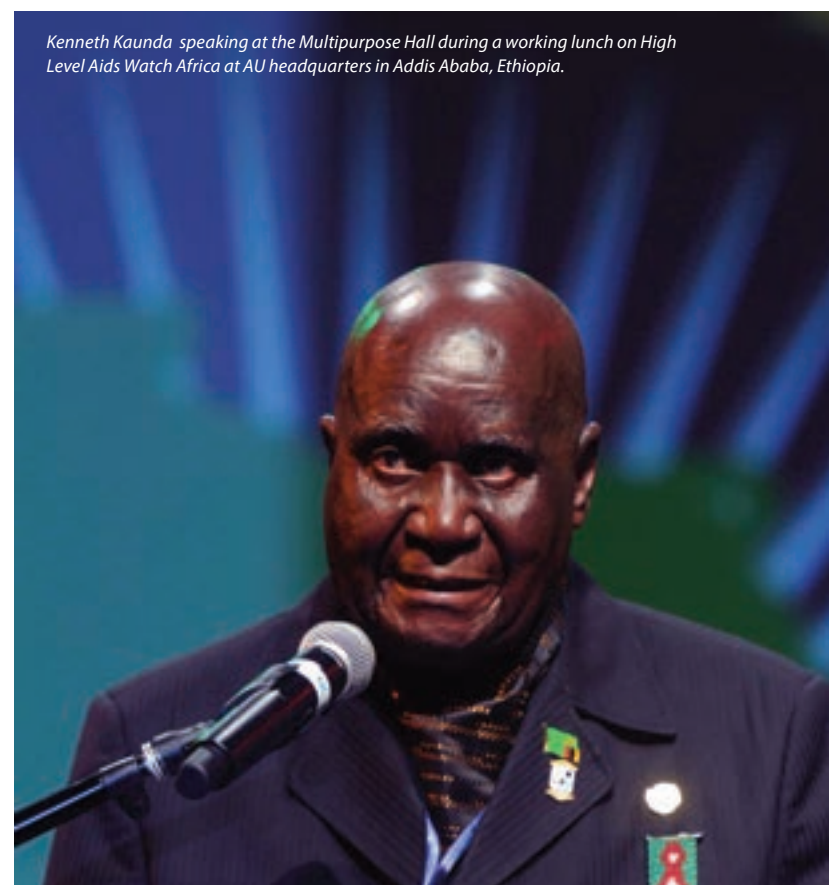
Buoyed by the continued economic growth over the past few years, many African leaders believe Africa has the capacity to fund its own continental body.

The International Monetary Fund says seven of the world’s 10 fastest-growing economies are African with Ethiopia, Mozambique, Tanzania, Congo, Ghana, Zambia and Nigeria expected to expand by more than 6% a year until 2015.

Africa’s information infrastructure is also expanding, boasting an unrivalled mobile phone growth rate on the



Entertainers from different African countries performed at the 50th Anniversary celebration of the OAU/AU at the Millinium Hall in Addis Ababa.



Kenneth Kaunda speaking at the Multipurpose Hall during a working lunch on High Level Aids Watch Africa at AU headquarters in Addis Ababa, Ethiopia.

continent. Economic, cultural and political integration is increasing at impressive levels.

Indeed, some may argue that Africa has changed from being “a hopeless continent”, as labelled by *The Economist* more than a decade ago, to one that is rising and ready to play on the global stage. Africa’s growth has now averaged 5% per annum for more than a decade – higher than at any other time since the early 1970s. >>

But questions have been raised about Africa's capacity to sustain growth, with its shortage of a skilled workforce. For instance, will these rapid advancements in technology and growth be matched by equally quick infrastructure demand and will the continent keep up with such a demand? What about the religious and ethnic conflicts that continue to cripple parts of Africa? Will all these threaten further development prospects?

While celebrating its 50th anniversary, African leaders need to ask themselves some serious questions about these challenges.

Many say several milestones have been achieved since the AU came into existence in 2002. The past decade, for instance, saw the launch of several plans to address the continent's problems, including the New Partnership for Africa's Development (Nepad), the formation of instruments such as the African Peer Review Mechanism and the concept of the African Renaissance championed by former South African President, Thabo Mbeki.

In July 2012, AU leaders elected the first woman, Nkosazana Dlamini Zuma, to lead the AU Commission, an administrative body that runs the day-to-day affairs of the organisation.

But as Africans celebrate throughout the year and reflect deeply on the successes of the past 50 years, they need to ask themselves where to now, says veteran journalist and former *City Press* editor Mathatha Tsedu.

"There's a mind-set change that needs to happen from thinking about what other people can help us to do, but we need to start asking ourselves what can we do on our own with the resources we have in the continent.

That's the big challenge facing us for the next 50 years," Tsedu says.

"We must liberate the AU from donor influences and agendas, we need to ensure that African corporates have the resources and make them available to the AU so that the AU can then define Africa's needs itself. We must start doing it our way instead of reporting to some people elsewhere."

Critics and admirers continue to laud the AU and say despite the day's challenges, Africa needs to be proud and celebrate because strides have been made to end the legacy of colonialism.

Ethiopia, the administrative home of the AU, is projected to become the fastest-growing non-oil producing economy on the continent, with the 2013 African Economic Outlook (AEO) revealing that the country's economy grew at 11,4% in 2011, marking the eighth consecutive year of rapid growth.

The Algerian economy grew by 2,6%, driven by public spending, in particular in the construction and public works sector, and by growing internal demand. Kenya and Ghana's growth was primarily driven by financial intermediation, and the tourism, construction and agriculture sectors.

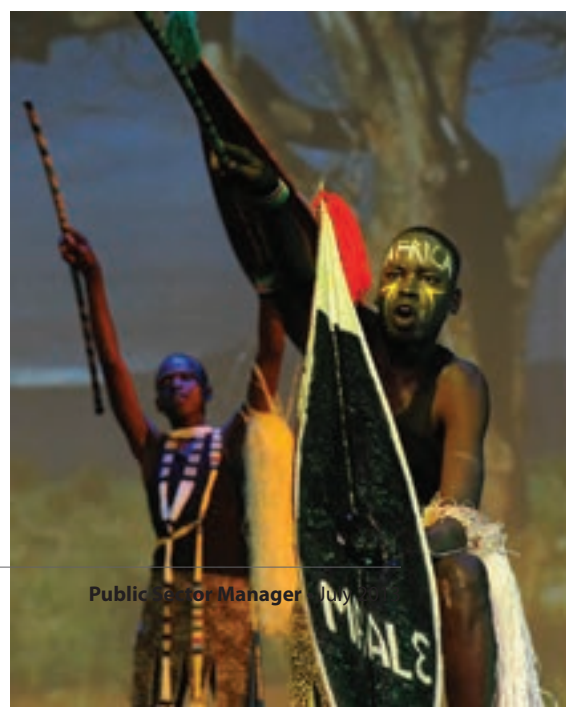
Despite high inequality in incomes and their high unemployment rate of about 17% and 25% respectively, neighbours Botswana and South Africa are said to be doing well in terms of diversifying their economies. The AEO says Botswana's economy remains one of Africa's success stories, while the business regulatory environment in South Africa remains one of the most conducive.

With the number of youths in Africa set to double by 2045, Tsedu maintains African leaders need to use the next 50 years of the AU to focus on skills development and put the brakes on the import of skills from Asia and Europe.

"If Africa is to create its own wealth, we need be serious about skilling our young people. For me that is the big challenge." ^{PSU}



President Jacob Zuma interacts with the other heads of State on the sidelines of the 21st Ordinary Session of the Assembly of the African Union in Addis Ababa, Ethiopia.





[established 2009]

ABOUT THE ORGANISATION

AgriAids Southern Africa (AA) is an NGO established in 2008, specialising in the organising and implementing of HIV/TB/Wellness programmes for farm workers and their beneficiaries. AA's vision is to ensure that farm workers have access to quality healthcare and wellness services that are implemented effectively at their workplace. AgriAids aims to empower farm workers and their dependants to take responsibility for their own health and wellness by participating in the HIV and other life improving programmes on farms. The primary target groups of AA are **farm workers**. The AgriAids programme aims to **reduce HIV prevalence** and incidents among underserved farm working populations as well as reducing the **negative impact** of HIV on commercial and emerging farming operations.

HIV/Aids is largely affecting the agricultural

sector in South Africa. In South Africa, there is hardly a farmer to be found who hasn't lost farm workers due to HIV/Aids-related illnesses. Farm workers are dependent and isolated (you don't hear their voices); have no union involvement (on their own); are used to being underserved or having difficult access to services; are often separated from their families; have no leisure activities available; and are driven by traditional beliefs and culture.

The response until now has been restricted to individual concerned farmers who, with the assistance of a few NGOs, have developed a programme at their farms to address the disease. There is still no overall policy developed by the agricultural sector as a whole to fight the pandemic. This is despite the fact that the prevalence among farm workers varies between 10% to even 60%, depending on different areas, with an average prevalence of 25% to 30%, women being more infected than men are. Actually, the agricultural sector is even one of the most affected sectors of our society. Neither corporate social responsibility (CSR) nor economic incentives have enough leverage to stimulate the sector as a whole to develop a HIV/Wellness policy. Higher qualified male farm workers are also more prone to be HIV-positive because of their position. Women are sometimes even willing to pay them with sex to get privileges.

AgriAids SA (AA) is a caring organisation committed to combating the spread of HIV/TB and other communicable infections in the farming communities. I would like to take this opportunity to thank PEPFAR/USAID and the SA government for their support and belief in our organisation. AA could not have achieved its objectives if it were not for the dedication and support from the team and the board. The staff continue to engage with the farmers and farm workers, providing them with the opportunities to live a healthy life and with the respect they deserve. AA's leadership continues to provide strategic guidance to steer the organisation in the right direction. Looking at the job ahead of us in the coming years, we are committed to the following: having the spirit of caring, being accountable to our clients and funders and striving for perfection.

Thank you

Monene Mamabolo
Chief Executive Officer



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SUCCESS

Since inception, AA has reached 17 500 farm workers at the following districts in four Provinces: Limpopo (Capricorn, Waterberg, Mopani and Sekhukhune), Mpumalanga (Ehlanzeni, Nkangala and Gert Sibande), North West (Bojanala and Dr Kenneth Kaunda), and KwaZulu-Natal (Amajuba).



CEO of Sanral, Mr Nazir Alli.

Public servants challenged to buy e-tags

It was a cold winter's evening in Centurion, but the topic inside the Royal Elephant Hotel and Conference Centre was hot.

Donning coats and opting for tea and coffee instead of the usual fruit punch on arrival, Forum attendees braved the cold in search of warmth and, more importantly, answers to the e-tolling saga.

The occasion was the *Public Sector Manager Forum*, a platform for public servants, business and civil society to exchange ideas on topical issues of the day. "I am a public servant and I have an e-tag." With these words, Nazir Alli, chief executive of the South African National Roads Agency (Sanral) challenged public servants to support the e-toll project. Alli emphasised that the only way the system would work was if public servants lead by example.

"If we as government implementers do not do the right thing and register for an e-tag, how can we expect the public to register? Our actions should speak louder than our words."

Despite public outcry, the e-tolling system is expected to begin soon and at the time of the forum, almost 600 000 users had already registered for an e-tag, but Alli anticipates an increase in the number if public servants register as well.

"We need to ask ourselves, what is our role as civil servants in government, is it to pay lip service or to lead by example?"



Donald Liphoko of GCIS, Mrs Mary Mfolo of ABC for BEE (Pty) Ltd.



Mr Vusi Mona of Sanral and Mr Tyrone Seale of GCIS.



Ms Theodora Mokoanyana of Telkom, Ms Lerato Disemelo and Mr Kabelo Mahoby from the Council for Medical Schemes, and Mr Ardilles Shito and Mr Sean Motebang from Grant Thornton.



Ms Cebile Dlodlo and Ms Sylvia Mkhondo from South African Post Office

Award-winning technology

Sanral recently received international recognition after winning the technology award for its Open Road Tolling Project, the e-tolling system. The International Bridge, Tunnel and Turnpike Association announced Sanral as the winner of the 2013 Toll Excellence Award for Technology.

The award, said Alli, underlined the excellence of the work the agency was currently doing on the national roads of South Africa, in particular the interoperability of the e-toll system on the Gauteng Freeway Improvement Project.

Framework facts

Despite being soft-spoken, Alli divulged some hard hitting facts. "Our role is to extract the maximum value of the limited resources available to us. Currently 75% of our country's freight moves on our roads. One can

only imagine what would happen to our economy if we did not look after that road network."

Government currently owns 606 000 km of road, of which only 19 687 km are national roads. Only 3120 km of the entire road network is tolled. "Our responsibility has increased over the years and we now care for 19 687 km."

This increased responsibility, said Alli, had put pressure on available resources, and government had to find alternative ways to raise funds.

How did government expect to raise funds? There were three options, said Alli - to raise funds through tax increases, to borrow the money, or to print more money which would devalue the Rand. Government could not sit back and simply do nothing.

To pay back the loan, an e-toll system had to be implemented. The cost of the new system would mean less than R100 for the majority of the road users, said Alli.

"I urge all public servants to come to the party, register and be proud e-tag users. Our individual behaviour gives us the right ethical status as a collective government. It doesn't matter which part of government you work for, if one of us taints the reputation, we all get the rap, so change your individual behaviour," pleaded Alli. 🙏



Mr Udo W. Froese, Mr Thato Sebastian Mmereki, and Ms Irma Thema shortly arriving at the Forum.



Mr Keith Mafokoane, CEO Mpamba Solutions and consulting, Ms Dorris Simpson of GCIS, Mr Philip Steynberg, Mr David Botha from ABMS and Mr Philip Mathonsi from Palama.

Working towards a common vision

Government departments are moving swiftly to put in place measures to boost state capacity for the implementation of the National Development Plan (NDP) ahead of a key Cabinet Lekgotla in July. At the Cabinet Lekgotla a five-year implementation framework will be presented.

While a number of measures have been approved by Cabinet to boost the public service, a number of departments are drafting strategy documents to align their goals with those of the NDP.

In his Budget Vote speech in May, the Minister of Performance Monitoring and Evaluation, Collins Chabane, revealed that his department, along with the National Planning Commission's secretariat, was translating the NDP priorities into the 2014-2019 Medium-Term Strategic Framework (MTSF).

He said the draft MTSF would be submitted to the July Cabinet Lekgotla for consideration and would be finalised for submission to the new Cabinet for consideration after next year's national elections. The MTSF will form the first five-year building block of the plan. National and provincial departments will then be expected to align their five-year strategic plans to those of the first MTSF.

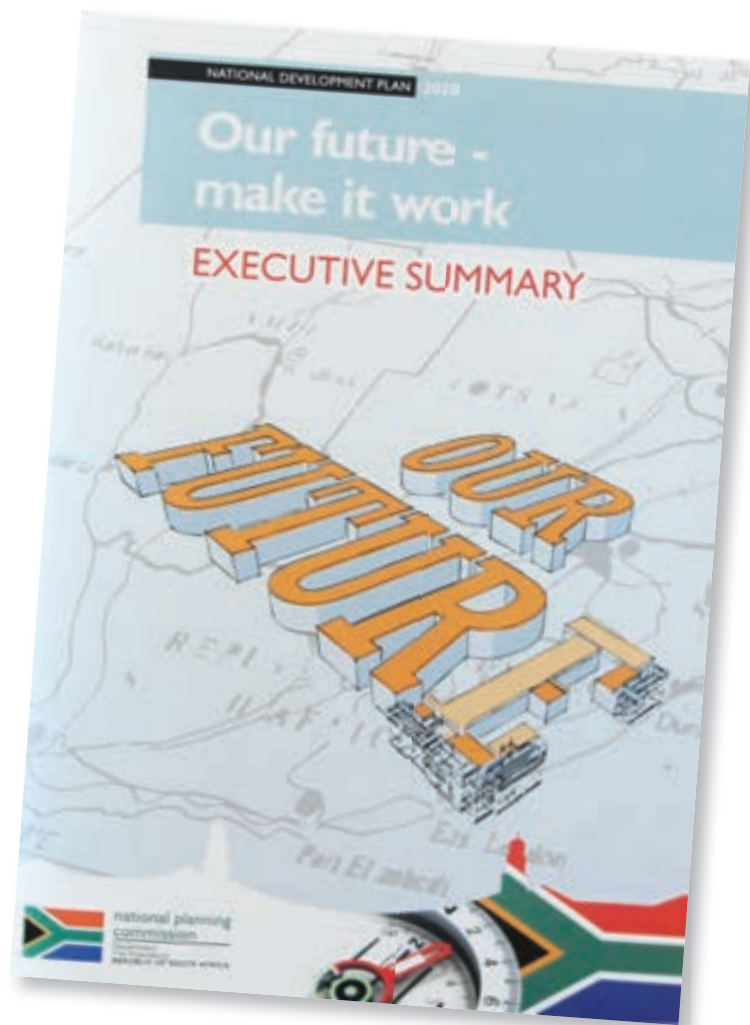
Chabane said in his Budget Vote speech that the MTSF would result in a clear line of sight between the actions

and targets in the NDP

and the actions

and targets

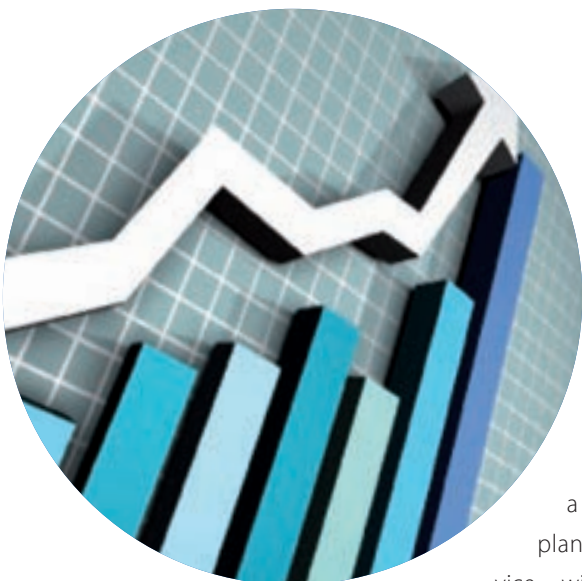
in the



plans of individual departments, which in turn would ensure that the NDP was thoroughly and systematically implemented. "It will also ensure that progress with the key actions and targets in the NDP will be regularly reported on to Parliament, through the annual reporting process," he added.

His department is working with National Treasury and national departments to determine whether further improvements can be made by applying national norms and standards, drawing on the successes achieved in the health sector.

However, he added that there was already a high correlation between the priorities in the NDP and the current 12 priority outcomes. Meanwhile, Cabinet approved two bills for public comment in May that aim to strengthen the public service.



These include amendments to the Public Administration Management Bill and the Public Service Commission Amendment Bill.

The two bills are part of a number of improvements planned to boost the public service – with the NDP pointing out that an effective public service is vital if South

Africa is to meet key targets under the plan. Amendments to the Public Administration Management Bill specify minimum skills and standards in the public sector and provide for establishing an office of standards of compliance.

The bill compels those wanting to take up the position of director-general or deputy director-general to complete an examination.

A director-general would have to hold at least a junior degree and postgraduate degree, while a deputy director-general would have to hold at least a junior degree.

Amendments to the Public Service Commission Act will empower the Public Service Commission to monitor the performance of accounting officers.

Amendments to the Public Service Act, which will prohibit public servants from doing business with the Government, were also accepted by Cabinet in May.

The Minister of Public Service and Administration, Lindiwe Sisulu, has been hard at work since her arrival at the helm of the department last year.

In May, Sisulu announced that a new school for public servants to boost the public sector's performance would be launched in October.

In addition to this and to incentivise model public servants, the department would also run public sector excellence awards of which the first will start in September.

"Anyone that served the public sector over a long period with distinction would be eligible and nominations would be drawn from the public", said Sisulu.

Sisulu is also attempting to streamline the public sector by cutting out inefficiencies. She believes that as the department carries out assessments of the departments over the next three years, the true number of public servant necessary to operate an effective public sector would become apparent.

However, she said this would not mean "large-scale retrenchments" but rather not renewing contracts for positions that were deemed unnecessary. This, after investigations earlier this year by the department

into five departments placed under administration in Limpopo had revealed thousands of unfunded posts.

Meanwhile a number of departments are putting in place strategies to improve their effectiveness in meeting targets under the NDP, these include:

- The drafting by the Department of Human Settlements of a Green Paper for the development of sustainable human settlements to ensure that the state fulfils its obligation in providing quality public infrastructure, while helping poor households to acquire adequate shelter.
- The overhauling of existing information and communication technology policies by the Department of Communications, to align these with the NDP and the establishment of the ICT Policy Review Panel.
- An audit by the Department of Energy of the country's refineries, following a call by the NDP to ensure adequate investment in the refinery sector. The audit revealed that refineries are operating below nameplate capacity. In response the department would this year present its Liquid Fuels Infrastructure Roadmap to Parliament.
- The setting up of an education collaboration framework by the Department of Basic Education in response to a call made by the NDP for inter-sectoral cooperation to improve educational outcomes. The framework would help implement targeted programmes and introduce systemic change interventions. A special education trust has also been set up to assist with funding projects.
- The announcement by the Minister of Arts and Culture, Paul Mashatile, in his Budget Vote speech in May that activities aimed at promoting the NDP would form part of a year-long programme that will culminate in the celebrations of 20 years of liberation on the 27th of April next year.

Government departments are moving to ensure that the NDP doesn't just remain a top-end strategy document hidden in drawers or tucked away in a desktop folder, but that the vision contained in the plan filters down into everything the government does.

A much more difficult task will be translating those plans into action and along the way getting all South Africans to do their bit to bring about the vision of a better South Africa. ☺



Farm Together

The Agriculture Sector Education Training Authority (AgriSETA), in collaboration with the Department of Rural Development and Land Reform (DRDLR), embarked on a project to provide skills development to co-operatives in the agriculture sector through a programme named “Farm Together”.

This programme was designed specifically to address challenges faced by co-operatives with specific focus on governance issues, networking and agribusiness management.

The programme was developed in conjunction with the Department of Agriculture Forestry and Fisheries (DAFF) after a realisation that the most critical factor that determines the sustainability of co-operatives is in fact the ability of the members to collectively manage the means of production, thus being able to assign clear roles and responsibilities, effective decision making, collective planning and management of projects and related.

To this end the programme is hailed as a powerful intervention by most of the beneficiaries/ participants and is said to be accommodative

of all levels of literacy. The DRDLR have since identified agriculture co-operatives to receive the intervention in all the 9 Provinces, including selection of learners from these co-operatives. The AgriSETA was responsible for the management of the project, including appointment of service providers who are qualified to render the “Farm Together” methodology and monitor roll out of the programme so as to ensure that quality is maintained at all times.

A total of 456 co-operatives benefited nationally from this intervention as the first phase of the project and further 470 young people interested in establishing agriculture co-operatives will be identified from the National Rural Youth Service Coop (NARYSEC) programme to benefit on the second phase of the project planned to commence during July 2013.

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Article commissioned by Sello Khoza



The scope of AgriSETA covers the agricultural environment from the input services to the farm, activities on the farm and the handling and first processing activities from the farm.

AgriSETA therefore includes:

- All types of farming such as horticulture, animal husbandry, game, fish, crop and mixed farms
- Slaughtering and handling of meat and livestock products - red meat and poultry (including egg production)
- Processing of fibre, tea & coffee, macadamia nuts, tobacco
- Packing, drying, liquefying, exporting and importing fruit
- Milling, manufacturing, storage and handling of sugar and grain products, starch products
- Animal feeds and pet foods
- Sale and distribution of agricultural raw materials and other farming inputs and requisites
- Agricultural research
- Pest control
- Seed Production and Marketing

In terms of the Skills Development Act, the AgriSETA was established to take responsibility for the skills development of learners, employed or unemployed, in the agricultural sector.

The AgriSETA facilitates the implementation of learning through Learnerships, Skills Programmes, ABET and tertiary studies or in-service training by allocating grants.

To ensure quality provision of education and training, the SETA is also responsible, through its ETQA, for accrediting sector specific Training Providers and the monitoring and evaluating the standard of training presented by the Training Providers.



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Home Affairs Minister Naledi Pador with the graduates.

Bring home the qualifications

Home Affairs Minister Naledi Pador honoured 20 Home Affairs senior managers who qualified for the Management Development Programme (MDP) offered by the University of Witwatersrand's Business School during their graduation ceremony recently. The MDP was developed by the Wits Business School and the department to support government's commitment to developing a capable state.

The school has also developed a middle and new management development programme to enable managers at all levels of the department to acquire the skills necessary to function in government. Since the introduction of the programme, the department has trained 133 managers at various levels.

Correctional Services raises the bar

Correctional Services Minister Sibusiso Ndebele congratulated his department on winning the gold award for its exhibition at this year's Annual Bloem Show, which took place recently in Bloemfontein. The department's exhibition, which focused on The Year of the Correctional Official, was scored by a group of independent judges, placing it in the gold medallion category. The exhibition received top marks for external attraction, method of communicating benefits, originality as well as presentation of personnel and customer care. "We declared 2013 as The Year of the Correctional Official. We want to raise the status, and profile of the correctional official. Being a correctional official is an honourable and most noble profession," said Minister Ndebele.

Environmental Affairs' green, new building wins praise

The Department of Environmental Affairs has led by example in going green with the design of its new headquarters. The building in Pretoria has received a Six Star Green Star SA Office Design v1 certification from the Green Building Council South Africa, becoming the first government building in South Africa to achieve a six-star rating.

"This is not just another good looking block of offices in town, but a performing green building with specific targets on energy efficiency, water efficiency, an industry first sophisticated energy consumption mechanism never implemented in any other project in the construction sector," said Minister Edna Molewa.

Playing for Madiba

The government is to host a 'Tribute to Nelson Mandela' Sport Day on 17 August. The day, hosted by Sport and Recreation South Africa (SRSA) together with the Department of Arts and Culture, will celebrate the enormous contribution of this icon by hosting a One Nation, One Venue, One Ticket Music Festival and Sport Spectacular. "During this day, all South Africans will be united in their diversity to celebrate

the Mandela Magic and take stock on the road we traversed in sport and recreation as well as in arts and culture in our struggle and quest for reconciliation and national unity," said SRSA Minister Fikile Mbalula.

DOC keeps companies on their toes

Communications Minister Dina Pule has introduced an updated modus operandi for State-Owned Companies (SOEs). Chairpersons, chief executives and chief operating officers of SOEs are now expected to meet at least once a month, instead of quarterly. The meetings will discuss updates on the progress made on the policy commitments announced by Minister Pule in the recent Budget Vote speech.

"I decided to streamline how I relate to the SOEs to ensure that, as a department, we improve the quality of service we deliver to our citizens. On the evidence from my revised engagements with the SOEs, I'm confident we shall meet all the goals we have set ourselves," said Minister Pule.

New route for Gautrain users

Residents in the north-east suburbs of Johannesburg and Edenvale will soon say goodbye to their traffic woes with the introduction of the new Gautrain route to Modderfontein. The platform has already been built, and construction of the new station is underway. The new station

is expected to ease traffic congestion in the north-east region. Gautrain weekday users have rapidly increased from 26 000 in April 2012 to 42 000 in March this year.

SA artists set Paris abuzz

More than 800 South Africans are going to be participating in the South African Season 2013 in Paris, France, which started in May until December.

"The South African Season is a tribute to the struggle for freedom and the choice of reconciliation over racial division embodied by many South Africans, including its most famous citizen, former President Nelson Mandela." said Commissioner General, Bongani Tembe.

Calling all Public Sector innovators

The search is on to find the best Public Sector innovator of them all. The Centre for Public Service Innovation (CPSI) calls on all interested innovators to take part in the 11th edition of the awards programme. If you have an innovation that has improved service delivery and made a difference to the public or improved the efficiency of the Public Sector, then submit your project before 2 August 2013. There are four categories: Partnerships in service delivery; innovative use of ICTs for effective service delivery; innovative service delivery institutions; and innovative enhancements of internal systems of government. Winners in each of the categories will be considered for the coveted Public Sector Innovator of the year award. To enter, download an entry form from: www.cpsi.co.za/awards.php or request a hard copy. Submit your form via email to cpsiawards@cpsi.co.za; post to Postnet Highveld, Suite 404, Private Bag X111, Centurion, 0046; or hand deliver to the corner of Lenchen and Von Willich Street, Centurion. For more information contact Mmabatho Mashaba on 012 683 2814/ 2800/ 2841. ☎



Development on track one step at a time

While construction is under way on a number of the Presidential Infrastructure Co-ordinating Commission's (PICC) 18 Strategic Infrastructure Projects (SIPs), many are still in the planning phase and have yet to get off the mark, while others are facing delays.

The PICC inherited a number of projects that were already on the go when it launched in 2011, but for the most part many of the 300 individual projects that make up the commission's R3,6 trillion project pipeline over the next 10 years have yet to get underway.

In many cases, departments and state-owned enterprises are still preparing the groundwork necessary to execute infrastructure projects of this size.

National Treasury's 2013 Budget Review noted in February that 40% of these projects had been implemented and were in one stage or another, from planning to construction.

The state has budgeted R827 billion for infrastructure projects over the next three years. Construction of a number of roads, dams, logistics hubs and pipelines is under way and work has started on the Square Kilometre Array's (SKA) precursor MeerKat.



Tabata Senior Primary School (After).

One of the country's key infrastructure projects, the Medupi Power Station, has been delayed several times following recent strike action on site and could face further delays during a time when the country faces renewed threats of blackouts.

The Minister of Public Enterprises, Malusi Gigaba, has said Eskom is committed to getting the first unit of Medupi to begin delivering power by the end of this year.

The Department of Basic Education's Accelerated School Infrastructure Delivery Initiative to replace mud schools has also faced delays. The department blames this on poorly performing contractors. Already ties with some of them have been cut.

The rollout of broadband to meet the government's target of 100% internet access by 2020 has also been slow and delays are also expected in the rollout of digital terrestrial television.

In her budget vote speech in March the Minister of Communications, Dina Pule, who serves as the chairperson of SIP15, said her department was finalising a project action plan targeting connectivity for public



Tabata Senior Primary School in the Eastern Cape has received a major facelift as part of the ASIDI. (Before)

facilities such schools, health centres, government offices, libraries and police stations.

She said South Africa was ready to roll out digital terrestrial television with the digital broadcasting network currently reaching more than 80% of South Africans, just below the 84% target, by December. To cover the remaining 16% gap, Sentech would launch a Direct-To-Home satellite broadcasting service, she said.

Groundwork still underway

In some cases government departments and state-owned enterprises are still putting in place the groundwork necessary to get projects of this size off the ground – such as streamlining the approval process for environmental impact assessments and putting in place policies and monitoring processes to ensure the effective implementation infrastructure.

In May, the Minister of Water and Environmental Affairs, Edna Molewa, said her department had introduced a streamlined environmental authorisation process to accelerate the implementation of the SIPs.

The department is developing other tools, such as strategic environment assessments, to further accelerate authorisations, particularly those in renewable energy resources.

To boost the introduction of off-grid power solutions the Department of Energy will soon publish the National Household Electrification Strategy. It considers the use of LP gas for thermal needs and a PV-technology solution for lighting and small power in informal settlements. Linked to this, the department will soon finalise its position regarding appropriate pricing for LP gas.

To boost electricity distribution infrastructure, the Department of Energy will work with the National Energy Regulator to provide a framework for using tariffs for infrastructure rehabilitation, with its Approach to Distribution Asset Management (Adam), as well as the energy efficiency or standard offer initiatives. The Adam project has been launched in line with SIPs 6 and 10. An initial R320 million has been allocated for 2013/14 to pilot projects in seven municipalities and two metros.

To improve the overall coordination of skills needed on the various infrastructure projects, the Department of Economic Development has developed a skills model which would allow government to quantify, for example,



the number of bricklayers, carpenters and engineers needed per quarter for each project.

This would then help universities and further education and training colleges to plan their student intake and graduate output.

The department, which acts as the secretariat of the PICC, has worked with the departments of public works and higher education and training, as well as the engineering industry, the construction regulator and the private sector to develop the model.

Meanwhile, Minister Gigaba revealed in his Budget Vote speech in May that his department had established a project oversight unit that would focus on monitoring and adding value to the infrastructure rollout programme. A task team has already been established with Transnet and the Chamber of Mines to explore the funding of specific projects. In all 82% of Eskom's funding has been secured for its build programme. Minister Gigaba said Eskom had codified the lessons learnt in implementing the build programme into a comprehensive toolkit. The utility had also set up an institute for project management excellence to provide training based on the toolkit.

What is underway?

Some of the major infrastructure projects currently underway include:

- **Logistics hubs:** The building of a R2,3 billion container terminal at City Deep, Johannesburg, is under way, while work has also started on the R250 million Harrismith Logistics Hub development to set up a fuel distribution depot.
- **Ports projects:** A R3,9 billion upgrade to Pier 2 at the Port of Durban.
- **Pipelines:** Phase 1 of the new multi-product pipeline, which will run between Johannesburg and Durban and transport petrol, diesel, jet fuel and gas.
- **Roads:** The South African National Road Agency Limited (Sanral) has subcontracted maintenance work to help improve the state of roads in the province, after taking over 25 strategic and primary roads in the province in October last year.

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FEATURE



- **Rail:** The Passenger Rail Agency of SA (Prasa) is in the process of procuring new rolling stock under its fleet renewal programme, which will see the setting up of a new coach building and locomotive assembly plant in Gauteng.
- **Dams:** The construction of a number of dams is under way. The De Hoop Dam is in the final stage of completion and the storage of water has already started with the dam currently 17% full. Work on the first pipeline which connects water treatment works at Steelpoort with the dam has started and is expected to be completed by September next year. Certain areas in Jane Furse will be supplied with water by July. When it is completed the dam will benefit more than 2 million people in Limpopo.
- **Power stations:** Medupi is due to be completed this year, while Kusile is due for completion in 2016. The Ingula pumped-storage scheme near Ladysmith, KwaZulu-Natal, is planned to become fully operational by this year.
- **Renewable power projects:** The Sere wind plant, which will save about 252 000 tonnes of carbon emissions a year, is due for completion in December next year.
- **Hospitals:** Construction has started on Chris Hani Baragwanath Hospital, one of the five hospitals identified for upgrade under the Hospital Revitalisation Programme.
- **Schools:** A number of mud hut schools, and those with inappropriate structures, are being replaced. The Minister of Basic Education, Angie Motshekga, said in her Budget Vote



speech in May that the department would aim to complete 50 of the 200 required schools by the end of 2013/14. Most of these (132) are in the Eastern Cape. Added to this by the end of the 2013/14 year, her department would provide sanitation to 873 schools, water to 448 and electricity to 369.

- **College campuses:** The construction of 12 campuses will start this year, the Minister of Higher Education and Training, Blade Nzimande, announced in his Budget Vote speech. Two existing campuses would also be upgraded. The first student intake in the new campuses will be in 2014. These should cater for up to 28 000 additional students next year.
- **New universities:** Two new universities will be opened next year in Mpumalanga and the Northern Cape. Preparatory work is still under way, before construction starts. Architectural competitions for the design of the main facilities and launching these sites for construction will commence from September this year.
- **Broadband:** Broadband Infracore expects to spend R700 million to install fibre cables for broadband and improve network performance and reach this financial year.
- **SKA:** The construction of the 64-dish MeerKat satellite dishes – a precursor of the SKA project – has commenced. The MeerKat is expected to be completed by 2016. SM



Business Process Service Mega Investments 2012/13



Investment: R497m
Incentive: R55.8m
Jobs: 537



Standard Bank

Investment: R64m
Incentive: R41.6m
Jobs: 400



FullCircle

Investment: R498m
Incentive: R22m
Jobs: 1 877



Investment: R27m
Incentive: R36.4m
Jobs: 350



Investment: R241m
Incentive: R46.3m
Jobs: 446



Investment: R128m
Incentive: R67.8m
Jobs: 652

The Department of Trade and Industry (**the dti**) aims to stimulate and facilitate the development of sustainable, competitive enterprises through efficient provision of effective and accessible funding mechanisms (i.e. incentive schemes) that support national priorities.

Through the Business Process Services Incentive, the dti has generated a total investment of R1.3 billion during the 2012/13 financial year, which created 3 838 jobs in the sector.

12i Investments 2012/13

Tiger Brands



Investment: R144m
Allowance: R83m
Jobs: 96

Bio Diesel Project



Investment: R2.8bn
Allowance: R909m
Jobs: 264

Cape Town Steel
Works for DHT
Africa Holdings

Investment: R220m
Allowance: R123m
Jobs: 360

12i is an incentive scheme from the Department of Trade and Industry (**the dti**) that has been established to promote industrial upgrading and new investment in manufacturing. During the 2012/13 financial year 12 projects were approved with an investment value of R10 billion. The incentive has helped to create 1, 357 direct jobs and 44 221 indirect jobs.

Projects Approved: 12
Investment: R10bn
Total Allowance: R3.35bn
Tax Forgone: R940m
Direct Jobs: 1 357
Indirect Jobs: 44 221



the dti

Department:
Trade and Industry
REPUBLIC OF SOUTH AFRICA

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Inspiring New Ways



To sell **SOEs** or not to sell; **that's the question**

Should government do away with some of its state-owned entities (SOEs)? And how does it ensure that those it opts to keep perform as well as they should?

These are some of the key questions that face policymakers over the future of SOEs.

Though there are no plans at present to sell, unbundle or disband any state entities, a report by the Presidential Review Committee on State-owned Entities recommended that the state consider doing away with its less successful entities. The state, the report says, should also consider exiting from those sectors where services can be carried out more cost-effectively by the private sector.

The review was commissioned by President Jacob Zuma in 2010 to look at the role that SOEs can play in the developmental state. In June, the Presidential Review Committee's deputy chairman, Glen Mashinini, told Parliament that South Africa's 21 commercial state entities could be merged into five conglomerates when the rationalisation of SOEs is finalised between 2015 and 2020.

The Minister of Performance Monitoring and Evaluation Collins Chabane said in May that any decision over whether or not to sell off some state entities, divest partially from some or absorb their functions into departments would have to be taken only after an SOC inter-ministerial committee recommends to the Cabinet what steps should be taken.

Cabinet gave approval for the inter-ministerial commission to guide the implementation of the report's recommendations.

In 1994, the new government inherited more than 300 SOEs with 300 000 employees. Many were characterised by among other things

outdated management practices, demotivated staff, aging infrastructure and lack of accountability. Amid a strong worldwide movement in the 1990s to privatise state-owned companies, the new South African government opted to sell off entire SOEs or parts of these entities, to fund the reconstruction and development plan and to reduce the state debt inherited from the apartheid government.

Presidential review identified 715 SOEs of various forms, from constitutional institutions to stewardship entities responsible for museums. The country's major SOEs – including the biggest such as Telkom, Denel, Transnet and Eskom – accounted for about 8.7% of the country's gross domestic product in 2010. Most of the revenue that the state generates through SOEs is from airports, ports, rail and roads 29% and from energy tariffs 27%. Communications generates a further 16%, financial services 8% and water 4%.

Part of the review, undertaken by KPMG, found that total aggregate revenue of the major SOEs grew by almost 7% between 2006 and 2010. These SOEs reported an average net profit margin of 14% for this period. However the review notes that the 2010 figure is distorted by the R44 billion which accrued to the state from Telkom's exit from Vodacom.

Despite this, National Treasury has identified eight SOEs for urgent management attention, namely: Es-

kom, the SABC, Sentech, Denel, the Central Energy Fund, SAA, Transnet and the Independent Development Trust. Between 2006 and 2010, Denel delivered no profits, while state diamond mining company Alexkor's annual average net profit margin for the last five years was a dismal -31%.

Safcol and the SABC have also raised concern – with significant losses for two of the last five years, while SAA posted another year of profits in 2010 after successive losses.

Poor governance

A key problem facing state entities in South Africa is that of leadership instability, with the review noting that the current approaches to the appointment of SOEs boards have been disparate and inconsistent.

The National Development Plan, which was ap-



proved by Cabinet last year, also points out that the governance structures for SOEs should be simplified to ensure that there are clear lines of accountability and stable leadership. The review suggests that a new handbook for board appointments be drafted as the use of the current Handbook for the Appointment of Persons to Boards of State and State-Controlled Institutions – approved by Parliament in 2008 – is sporadic and that few officials in municipalities and provincial governments know about the handbook.

It also recommends that a central remuneration authority be set up to put in place guidelines and standards for the remuneration of SOEs boards and executives. The review found that the SOEs



Denel

legislative environment in South Africa was characterised by myriad legislation that is overlapping, conflicting and fraught with duplicated provisions that lead to confusion in interpretation and application.

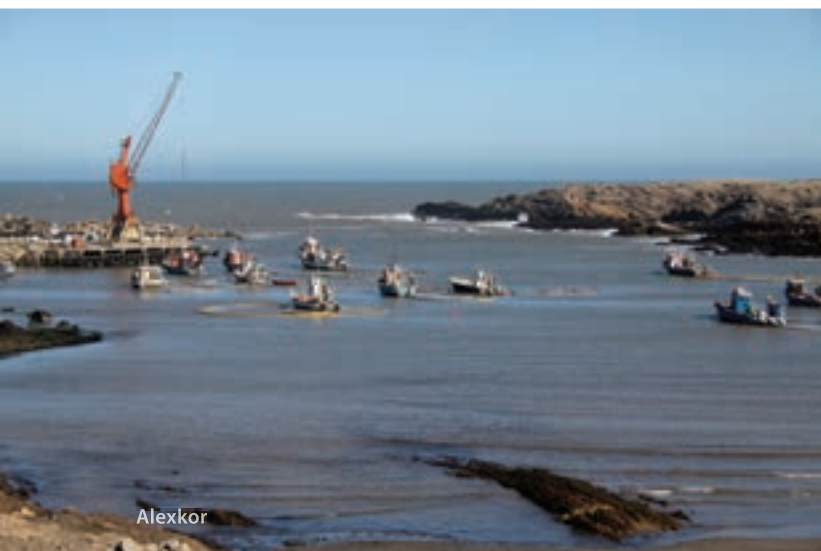
To address this, the review suggests that the government enact a single overarching SOEs Act, such as a number of other countries have, to govern all state entities and that it release this by 2015. The review also calls for a standardised performance management system. The Department of Public Enterprises uses the Isibuko Dashboard System, to allow those SOEs that report to the department to do on-time reporting.

Improve enterprise development

SOEs, said the report, should also be more involved in skills development, in procuring more from black-owned and >>



SA Express



Alexkor

powered suppliers and developing such suppliers through enterprise development.

It also calls for the revision of the procurement thresholds, from the current 20 or 10 points assigned to preferential procurement, to 30 points and also proposes set-asides for small businesses, youth, women and rural participants.

Funding solution needed

State entities also find it difficult to access the funding necessary for expansion. Because of this, a number of commercially-oriented state entities have to exist off government guarantees or subsidies to operate.

To address this, the review recommended that the government develop a consolidated funding model for commercial SOEs and development finance institutions.

The government, says the review, should also consider the possibility of listing some SOEs on the JSE while still retaining state control.

Strategic sectors

The review argues that there is a need for SOEs to serve in certain strategic sectors and points out that unlike countries such as China, Russia and Singapore, South Africa has not designated any sectors as strategic.

The only sectors that could be considered of strategic significance, are those identified in the New Growth Path and the Industrial Policy Action Plan. The review suggests that a White Paper on SOEs be drafted by 2015 which should consider the rationalisation and consolidation of SOEs and the identification of the strategic sectors SOEs should operate in.

The state could use the declaration of certain strategic minerals provided for by the Mineral and Petroleum Resources Development Amendment Bill, now before Parliament, to enter certain strategic sectors.


The review says some sectors could be considered strategic if these are conducive to natural monopolies – where a monopoly is necessary if the state is to ensure that certain services such as the provision of water and electricity are affordable. This is because this then allows the state to recoup costs using monopoly rents.

Likewise the state could also deem strategic an important yet scarce commodity or certain sectors where the country has a competitive advantage. Certain high-risk capital-intensive, high-technology sectors which require long development periods (such as steel) could also be classified as strategic.

A sector could also be deemed strategic if private-sector players declined to invest in sectors where they are not paid for services – for example laying broadband or putting up broadcasting signals. Together with the designation of strategic sectors, the state says the review should also adopt a portfolio approach to managing state entities, which it argues will allow for a more focused approach and ensure financial performance.

Commenting on the SOEs in general, the head of the University of Cape Town's Graduate School of Development Policy and Practice, Alan Hirsch, says there is a risk that some policymakers will interpret the need for a developmental state to mean that the state must be responsible for all economic development.

Though he believes there is a need for the state to intervene in those sectors where market failures exist, any intervention he says should remain short-term. He points out that the state's interventions in the economy don't have to rest on SOEs alone and that the state can also devise policies to encourage more active involvement by the private sector in certain sectors.

SOEs will continue to play an important role in the economy, but the debate on the exact role they will play in South Africa's future seems far from over. 



Safcol

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The nation prays for Madiba

The wall of the Pretoria Mediclinic Heart Hospital where former President Nelson Mandela is receiving treatment has been turned into a tribute wall with burning candles, bouquets of flowers, paintings, cards and hundreds of messages.

Hundreds of people from across the social spectrum have visited the hospital, his home in Houghton and his homestead in Qunu to wish the ailing statesman well. As a global icon, Mandela has also received well-wishes from world leaders, and international stars.

Government expresses its appreciation to all South Africans for their prayers and well-wishes for former President Nelson Mandela. Government is touched by the flood of well-wishes and prayers for the father of our nation. The public response has reflected the emotional mood of a country whose identity is so closely linked to the father of the nation.

“The response by South Africans collectively displayed the values and unity of Ubuntu, which are the cornerstone of our democracy. This sense of togetherness and belonging is one of the many legacies of Madiba and a demonstration that South Africa is truly a Rainbow Nation united in its diversity; as well as a demonstration of the leadership qualities of our icon,” said Acting GCIS CEO, Phumla Williams.

Government calls on citizens to participate in Mandela Month by giving 67 minutes to contribute to the betterment of communities and worthy causes



A Madiba admirer reflects quietly outside the Pretoria Mediclinic.

A family reads messages outside Nelson Mandela's house in Johannesburg.

'My thoughts and those of Americans and people all around the world are with Nelson Mandela and his family, and all South Africans.'

US President Barack Obama.



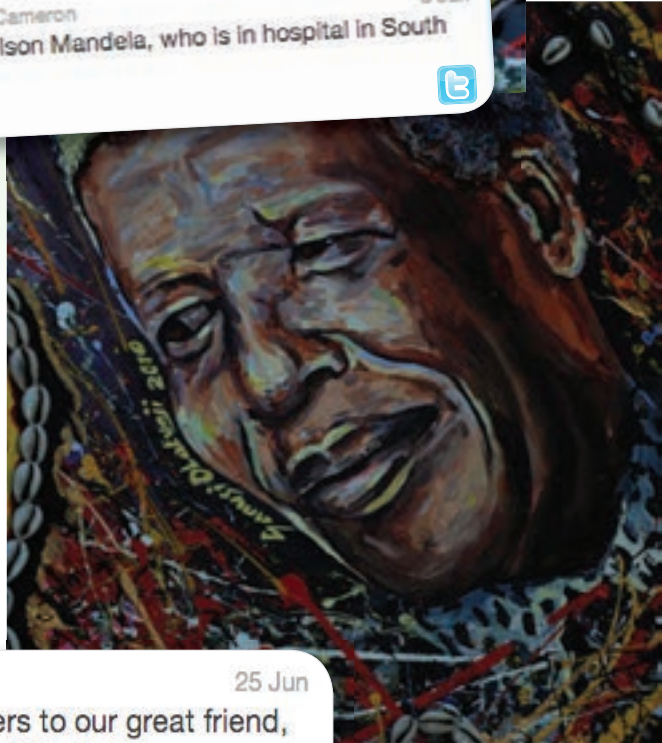
"I know our thoughts and prayers are with Nelson Mandela, his family and loved ones, all South Africans and people across the world who have been inspired by his remarkable life and example. Let us all show similar conviction and sense of purpose today in working to improve well-being and opportunity for all Africans,"
Ban Ki-moon UN Secretary-General.



Special messages for Madiba.



Police officers pay tribute to former President Mandela during a prayer service at the entrance of the Mediclinic Heart Hospital.



"We want to take a moment and send our prayers and thoughts to a man who literally changed the world... we would like to offer prayers and support and hope to the extraordinary Nelson Mandela and his family." **Don Cheadle, BET Awards 2013**



11 Apr

 **Morgan J. Freeman** @TheRealMorganF
 Best wishes to my friend and celebrity doppelganger @NelsonMandela. A strong recovery from a strong man

[Collapse](#)
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A police officer pays tribute to former South African President Nelson Mandela during a service of police officers at the entrance of the Mediclinic Heart Hospital.


josh groban @joshgroban 26 Jun
Keep Mandela, and the great lessons of peace and tolerance he taught the world, in your thoughts as he fights to stay strong.
 Collapse Reply Retweet Favorite More



A group of Zimbabweans place flowers outside Nelson Mandela's house in Johannesburg.



The Media Development and Diversity Agency is a statutory development agency for promoting, supporting and ensuring media development and diversity. Set up as a public/private partnership between the South African Government and major print and broadcasting companies to assist in (among others) developing community and small commercial media in South Africa. It was established in 2003, in terms of the MDDA Act No 14 of 2002 and started providing grant funding to projects on the 29th January 2004.

Photos © Barbara Mdlunge



Phelisa Nkomo, Chairperson and Lumko Mtimde, Chief Executive Officer



Vision: Access to diversified media for all
Mission: Ensuring the sustainable development of a vibrant, innovative and people-centred media

Value proposition: Integrated development services and resources that enable media development and diversity.

Strategic Objectives:

- Grow and diversify MDDA funding base
- Deliver innovative products and services that delight stakeholder expectations
- Strengthen MDDA processes, systems and procedures
- Create a learning environment and built capabilities that deliver MDDA value products and services

CELEBRATING 10 YEARS OF MDDA

The Agency started its operations in the financial year 2003/4, with first funding decisions from a Board meeting held January 2004. The MDDA provides financial and non-financial support to community and small commercial media. It creates opportunities for communities to engage with, and become part of the knowledge and information industry and speed up economic growth and transformation. The Agency ensures that rural communities have access to all media including radio, television, online, mobile and print services. And promotes responsible journalism and that our media is transformed to reflect South Africa in every respect. It support and create an enabling environment for media development and diversity. It's been 10 years and we celebrating a lot of achievements in pursuit of our mandate.

Achievements

Since its formation, the MDDA has achieved some major milestones including the awarding of grants to the amount of R239 million to 487 projects, with 2 021 people trained, the provision of 247 bursaries to different radio and print media, and the receipt of unqualified audits since its establishment. Projects supported are spread in every district municipality and in all 9 provinces of this country. A number of research

reports aimed at providing insight on media in SA are available on the MDDA website, www.mdda.org.za.

Transformational impact in the 10 years

In the past decade, we have seen increased available support for media development and diversity. There is, more than ever before, more community and small commercial media newspapers and magazines published in indigenous languages, owned by diverse media owners and communities. There is increased listenership of community radio to more than 25% of the total radio listenership. Community television has grown in numbers and viewership. Almost every district municipality has community and small commercial media, in the form of either community radio and/or newspapers, magazines, etc. The environment for growth and development of a diverse media is more enabling with the birth of MDDA, its advocacy and lobbying. Print media industry continued supporting MDDA but reduced their contributions. The promotion of media literacy and the culture of reading has increased. Acknowledgement and appreciation of excellence in the community and small commercial media through the MDDA/Sanlam Local Media Awards, thereby encouraging skills development and growing expertise. Easy to use toolkits produced and published



Phelisa Nkomo, MDDA Chairperson, Deputy Minister in the Presidency Obed Bapela and Lumko Mtimde MDDA CEO

"Each and every South African Citizen should have access to a choice of a diverse range of media"

"Media freedom for all"

"Many and diverse media owners, many voices, many views and opinions"

MAIN SERVICES, PROGRAMMES, PROJECTS AND INITIATIVES

The purpose of the MDDA's programmes is to 'strengthen the community and small commercial media through the provision of resources, knowledge and skills in pursuit of promoting media development and diversity'.

The Agency provides financial and non-financial support through:

- the provision of grants and subsidies to media projects,
- leveraging resources and support through technical assistance,

- conducting and funding research,
- facilitating training and capacity building,
- mentoring and coaching,
- advocacy and lobbying for plurality of voices and media diversity.



Michael Currin GCIS, Jimmy Manyi MDDA Board member and Lumko Mtimde MDDA CEO

by MDDA in specific skills areas like marketing and advertising, corporate governance, etc. MDDA's handholding mentorship and coaching programmes implemented, in line with its developmental approach, which assist empower and capacitate projects. These are just but a few interventions through MDDA that have impacted positively for media transformation in the past decade. MDDA has had visible impact on each of the seven objectives of the MDDA Act. In addition, the Agency has had a clean audit record, receiving unqualified audit reports from the Auditor General of South Africa since inception, attesting to sound leadership, financial management and good corporate governance.

The greatest challenge remains transformation in the print media space. This sector remains dominated by a few in the mainstream, referring to the print products consumed on daily basis and is available in just English and Afrikaans languages. The other greatest challenge is the sustainability of community and small commercial media, there is a need to ensure that the advertising cake is shared by all and distributed in a manner that supports media diversity.

Major projects ahead

The MDDA is working on some key research including, reflecting on the past 10 years, and the media diversity index, among others. The outcomes will help shape the agency's programme for the future. This is in addition to the production of toolkits like corporate governance for community and small commercial media, advertising and marketing, etc. One of the major projects

is the establishment of the online booking and Monitoring System, which is aimed at improving and professionalising access to advertising income and complying with reporting and accountability. It is hoped that this project will contribute to the sustainability of the community and small commercial media sector. The future is largely going digital for broadcasting, mobile and online media will dominate the landscape once access to affordable broadband is available to all. All this provides an opportunity for the creation of a diverse media landscape with diverse views, opinions and sources of information available in all languages.

Focus in 2013/14

One of the biggest challenges facing South Africa today is that some local government communicators do not realise the importance of using relevant communication platforms. It is not unusual to find an advert about a local meeting, in a national newspaper. There is a need for such communication to be conducted in the local media, and in the language spoken by the local people. Nationally also you do find limited understanding of the difference between community and small commercial media versus local media owned by the mainstream media. As a result, adspent meant for community and small commercial media is spent in the mainstream media against the country's commitment to promoting media diversity. We will continue to engage government communicators, create awareness on the role and importance of community and small commercial media, the need to communicate in languages spoken by the consumers and the need to use media

consumed by the targeted audience. The Agency will continue with its capacity building interventions, skills development, mentoring, coaching and hand holding, grant funding support, advocacy for media diversity, research and technical advice. This year also sees focus on supporting presence of community and small commercial media online, in preparation for the future. Applications for MDDA support will also be done online by those who have access to internet. It's a year of celebrating achievements, success, taking stock of challenges ahead and plan for fast tracking media transformation and media diversity.

Thought for the next 10 years

Knowledge and information is power. Media is power. No democracy can be sustained without media freedom, independent media, diverse media and access to a choice of media and information by all its citizens in languages of their own choice.

Realisation of MDDA outcomes

- Ownership, control and access to information and content production by communities.
- Enhanced ownership and control by independent and diverse media entrepreneurs.
- Strengthened, vibrant, innovative and people centred and diversified media.
- An environment and capabilities that deliver MDDA value products and services.
- A well-known, valued and reputable brand.
- Enhanced governance and accountability standards of the MDDA.
- A strengthened, growing and protected MDDA funding base.

Key contact people

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National heroes do



July 18th was declared Nelson Mandela International Day by the United Nations General Assembly in 2010. On this day South Africans and people across the globe pay homage and celebrate the life of former President Nelson Mandela by spending 67 minutes of their time giving back to those who are less fortunate.

But South Africa has other heroes who have contributed to building the nation. The country has acknowledged their contributions by bestowing on them the National Orders for excelling in their chosen fields.

Public Sector Manager magazine's Noluthando Mkhize and Samona Murugan spoke to some of them to find out how Nelson Mandela has inspired them and how they emulate his spirit of volunteerism in their daily lives.

Yusuf Abramjee

Yusuf Abramjee received the Order of Baobab for his excellent contribution in the field of community development through LeadSA. The Order serves to represent exceptional contributions and is awarded to South African citizens for service that goes beyond the call of duty.

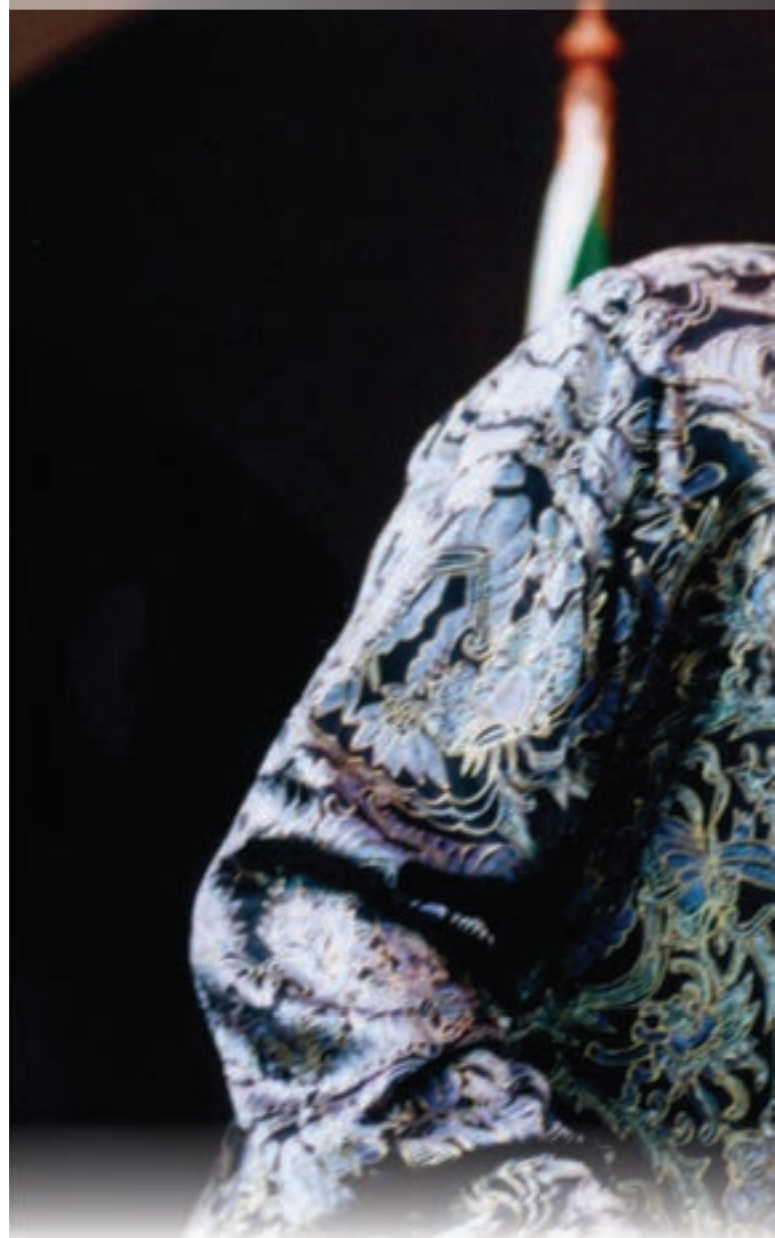
Abramjee was closely involved in the conceptualisation

and launch of Lead SA in 2010 – a Primedia Broadcasting and Independent Group of Newspapers initiative. The initiative is a call to action for South Africans to become active citizens and “Stand Up, Do the Right Thing and Make a Difference.”

Abramjee, who is an experienced and respected broadcaster, is, among others, the founder of the anonymous crime tip-off service, Crime Line, which was launched in partnership with the South African Police Service in 2007.



Yusuf Abramjee.



He was re-elected to serve as chairman of the South African Federation Against Copyright Theft this year and serves as second vice-president of Crime Stoppers International.

What Mandela means to me...

“Mandela Day ignites and reminds us of the flame of active citizenship that is a beacon of the great nation we are and the even better society we can become. It unites us in service to our community, spreading goodwill across our country and indeed the world.

it for **Madiba**



This Mandela Day I will be joining Lead SA in our annual schools project. This initiative invests in and forms relationships with schools in need of resources and support.”

Abramjee adds that Tata Madiba has always loved children and put a lot of stock into education, “therefore we believe we are doing our 67 minutes in a way befitting his vision and the future we hope to achieve for all. I have personally had the privilege and honour to meet Madiba and he has been a constant source of inspiration throughout my career”.

Chad Le Clos

Chad Le Clos has become one of the most celebrated sportsmen in the field of aquatic sports in South Africa and abroad. He was catapulted to fame during his performance at the London Olympic Games in 2012, where he won a gold medal for his outstanding performance. He currently holds the record in the 50 and 100 metres butterfly. >>



Chad Le Clos at the SA Sports Awards.



President Jacob Zuma awarded Le Clos the Order of Ikhamanga, which recognises South African citizens who have excelled in the fields of arts, culture, literature, music, journalism and sport. Le Clos said even though he will be training hard for the World Championships, which will take place at the end of July, he still strives to inspire other young people.

on preventing HIV infection in young women and treating those infected with HIV." In addition Professor Karim also collects and distributes textbooks and novels to rural schools in the KwaZulu-Natal midlands to encourage young children to read, invest in schooling and grow their imaginations.

What Mandela means to me...

"Former President Mandela has always worried about the youth, and since I am only 21, I am part of the youth. I want to inspire the youth of our country to have a goal, and try and achieve it. I plan to reach out and urge the youth of South Africa, to achieve their dreams, and stay committed to our beautiful country."

What Mandela means to me...

The former President continues to inspire her through his selfless commitment to humanity, his inclusive and forgiving style and contributions to addressing the challenges of the most disadvantaged and discriminated against.

"I strive to emulate his way of doing things every day through my actions and work, especially through my work and the activities I conduct in every sphere of my life."

Professor Quarraisha Abdool Karim

Professor Quarraisha Abdool Karim has committed her professional career to HIV, AIDS and tuberculosis (TB) research of HIV in South Africa. She received her PhD in epidemiology from the former University of Natal in 2000. She is currently an Associate Professor in Epidemiology, Mailman School of Public Health, Columbia University; Adjunct Professor in Public Health and

Professor William Makgoba

Professor Malegapuru William Makgoba is a South African immunologist, physician, public health advocate, a pioneer in higher education transformation, academic and Vice-Chancellor and Principal of the University of KwaZulu-Natal. He is a founding member of the Academy of Science of South Africa and a foreign associate member of the Institute of Medicine of the United States Academies of Science. Professor Makgoba was honoured with the Order of Mapungubwe (Silver) 'for his dedication and excellent contribution to the field of science and medicine, locally and internationally; and for his contribution to the building of democracy



Professor Quarraisha Abdool Karim.

Family Medicine, Nelson R Mandela School of Medicine, University of KwaZulu-Natal; and an Associate Scientific Director of the Centre for the AIDS Programme of Research in South Africa.

She received the Order of the Baobab, which recognises South African citizens who have contributed to community service, business and economy, science, medicine and technological innovation. She received the Order for her outstanding work in the field of HIV, AIDS and tuberculosis research; and her role in health policy development that is placing South Africa on the international stage.

She said she tries to live her life making every day Mandela Day rather than singling out a single day.

"My research focuses on adolescents and specifically



Professor William Makgoba.

in South Africa. He is, among others, an outstanding academic and a pioneer of transformation in higher education.

What Mandela means to me...

"He embodied the struggle and he gave us reason to live, to struggle on and to believe that all things were possible.

There is nothing so essential to a nation or an individual than hope. uTata Mandela gave us this in abundance. Former President Mandela gave South Africa dignity in the world. He is the greatest humanitarian of our time and generation. He unified a divided country and ensured that South Africans had a common purpose for being one nation. Our country is blessed to have had one such as you and one of a kind."

Ilse Hayes

Ilse Hayes is a Paralympic track and field athlete who competes mainly in the T13 and F13 class for visually impaired athletes. When Ilse was 11-years-old she was diagnosed with a condition called Stargardt's Disease, which affects the central vision. As a result, Ilse struggles to see basic detail and describes the condition as only being able to see things clearly about two to six metres in front of her whereas a person with normal vision can see roughly 60 metres away.

At 15, she began competing in disabled sports competitions and her first senior international competition came in 2002 at the World Championships in France. It was there where she realised she could achieve great things as she went on to win gold in the 400m and bronze in the 100m events. She has since won many accolades in athletics. Hayes received the Order of Ikhamanga, which recognises South African citizens who have excelled in the fields of arts, culture, literature, music, journalism and sport.

What Mandela means to me...

"Mandela taught me the importance of determination and sticking to what you believe in. He taught us to stick to what we believe in and fight for it. Through this he was able to bring about change. Because of his beliefs, I myself as a visually impaired athlete have been able

to overcome obstacles like he did through his journey and he persevered."

Hayes has a Sports Science Bachelor's Degree and an Honours degree in Paediatric Sciences. She works with children on a community project at the University of Stellenbosch where she focuses on development within sports.

Suraya Bibi Khan

Suraya "Bibi" Khan is known for her selflessness and outstanding contribution to the upliftment of disadvan-



tagged communities in South Africa and abroad and her tireless voluntary work in various communities. Khan received the Order of the Baobab which recognises South African citizens who have contributed to community service, business and economy, science, medicine and technological innovation.

What Mandela means to me...

"Nelson Mandela has a special place in the hearts of all South Africans. I find it hard to verbalise how I feel about Madiba. I try and show it at all times in my community work. His humility, caring for others and his character shows that he is a great man. As a way of following in the steps of the former President I try to show humanity in my community work. I give my time. It's hard to follow in the footsteps of someone as great as he is but we try. This Mandela Day I will be involved in several projects aimed at uplifting women." 🗣️

Professional Development Programme

Need for Development of Human Capital

The development of human capital with the technical skills is critical if South Africa is to position itself strategically within the global knowledge economy. By providing platforms for effective research in key areas to post-graduates and research fellows, the country will be able to leverage knowledge creation to its advantage. Research and development (R&D) is critical to generate new knowledge, to the development of new products and solutions. Solutions fuel a knowledge-based economy that serves society. “These solutions become a reality when enquiring minds are given wings to fly beyond the boundaries of traditional thinking, and provided with funding modalities to make it happen”, says Dr Albert van Jaarsveld, CEO of the National Research Foundation (NRF). This is the ambition of the Professional Development Programme (PDP).

The Professional Development Programme (PDP)

The Professional Development Programme (PDP) is one of a range of Department of Science and Technology (DST) and National Research Foundation (NRF) human capital development interventions. The programme was initiated by the DST in 2006 and in 2008 it was transferred to the NRF.

The programme supports South African citizens and permanent residents studying or conducting research on a full-time basis, to gain and obtain research exposure and experience in various fields, aligned to selected host research programmes and projects. The DST has made additional financial investment into the programme to support recent doctoral candidates and postdoctoral research fellows.

This is intended to allow fellows to obtain and expand on their research experience and skills through research work done at host research institutions such as science councils, national facilities and other public research institutions.

OBJECTIVES

The objectives of the PDP programme are:

- To contribute towards the increase in the number and quality of South African researchers in South Africa;
- To leverage innovation and research within host institutions that linked to skills development;
- Expose master's and doctoral graduates to research environments that will enhance employability within the NSI; and

- To attract and retain young scientists and professionals of the highest calibre, in order to complement senior researchers influence on current science and technology research systems. Senior researchers from the Science Councils, National Facilities and Public Research Institutions can apply to the funding programme to host doctoral or postdoctoral research fellows within their institutions. Research projects must be aligned with national priorities such as the DST 10 Year Innovation Plan and the National Research and Development Strategy (NRDS) in any academic discipline within the priority research areas for South Africa. This includes all fields of Science and Technology, Engineering and Mathematical Sciences, including the Social Sciences and Humanities (SSH).

Eligibility for Hosting Research Institutions

- The supervisor must hold a doctoral degree and have adequate supervision experience to host and mentor research fellows.
- Research projects must be aligned to South Africa's national priorities.
- Sufficient detail about the research project must be provided in the application form in order for it to be considered for support.





Eligibility criteria for research fellowships

- Research positions are open to South African citizens and permanent residents for full-time research at institutions in South Africa.
- The nominated doctoral and postdoctoral research fellows must not be employed in a permanent position within the host institution prior to being nominated for the award.
- The nominated research fellow must be employed on a three-year contract for the duration of the award. The host will submit an annual progress report in order for the NRF to release the funds on an annual basis.
- Host institutions are under no obligation to provide a permanent position to the research fellows after completion of the degree/research study.
- The award should be held as primary funding for the research study.
- The award cannot be held concurrently with an award from other government departments, the NRF or NRF-administered source.
- Research fellows are allowed to hold non-binding supplementary grants up to the institutional capped value for that position.

In line with the national imperative of equity and redress, the programme prioritises support for appropriately qualified blacks, women and disabled students. Without sacrificing quality, the programme will strive for equity targets of 80% black and 60% women.

Participating public institutions

- Agricultural Research Council (ARC)
- Agricultural Research Council-Infruitec-Nietvoorbij
- Agricultural Research Council-Small Grain Institute
- Council for Scientific and Industrial Research (CSIR)
- iThemba Laboratory for Accelerator Based Sciences
- Mintek National Health Laboratory Service
- National Zoological Gardens of South Africa
- Nuclear Energy Corporation of South Africa
- SANSA Space Science
- South African Environmental Observation Network
- South African Institute for Aquatic Biodiversity
- South African Medical Research Council

Grants totaling R31 504 424 were awarded to the participating public research institutions. There has been a good uptake of the funding. Out of the 99 allocations in 2012/13, there have been 91 renewals. A total of 91 PDP fellows are continuing into 2013. In addition, 63 new allocations have been made for 2013/14. This means that a total 154 PDP fellows are currently in the programme in 2013.





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National
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It is that time of year again...

Around this time of the year South Africans and people around the world are thinking about how they are going to give back to their communities on Nelson Mandela's birthday, 18 July.

This year, as we start getting ready for at least 67 minutes of service, I am sure that we can all feel that this, the fourth Nelson Mandela International Day, is different. It is different this time because people are starting to put into practice what Madiba really wants us to do and that is to Make Every Day a Mandela Day.

The idea of Mandela Day was born during one of the celebrations in 2008 for Madiba's 90th birthday when he broke away from his prepared speech and said, "It is in your hands" instead of "it is in our hands". He was signaling that he had done all he could to make the world a better place. Unlike those who think none of us can ever dream to be like Madiba, we at the Nelson Mandela Centre of Memory believe that he was showing us the way.

He has always said that he was not alone in the struggle, that he was just part of a collective. In the same way, we are part of a collective – a much bigger one. Each one of us is part of the collective of our world, one of billions. If each of us does something small, something constructive, something positive to help even one other person – the effect on the world will be massive.

The idea of Mandela Day was always that it would start with minimally 67 minutes of action – echoing the 67 years of active service Madiba gave – but it was always hoped that it would grow to where people would give slightly more than an hour a one day each year. It was meant to grow into a social movement for good.

We were delighted that after the fairly modest first Mandela Day in South Africa and New York City, the United Nations in November 2009 adopted 18 July as Nelson Mandela International Day. It is now marked in virtually every part of the world.

Madiba's leadership of South Africa was marked by his



emphasis on the work still to be done to transform our country. His famous 90th birthday speech was no exception. He said:

"Let us remind ourselves that our work is far from complete. Where there is poverty and sickness, including AIDS, where human beings are being oppressed, there is more work to be done. Our work is for freedom for all ... We say tonight, after nearly 90 years of life, it is time for new hands to lift the burdens. It is in your hands now."

Madiba himself did not choose only one occasion at one time to signal that there is a role for individuals, he did it subtly, throughout his career. He would often suggest that we should all try to do good all the time.

Take his speech at the naming of the Tambo Memorial Hospital on 16 April 1998: >>

18

“Oliver Tambo led us to freedom. Now we are engaged in an even more difficult and demanding struggle, the struggle to rebuild and develop our country so that all should enjoy a better life. Today our public servants, including health workers, are custodians of the tradition of Oliver Tambo. I believe that his lifelong sacrifice will only find fulfillment if the true meaning of service to our people is taken up by every one of us. Whether you change the linen or stitch up wounds, cook the food or dispense the medicines, it is in your hands to help build a public service worthy of all those who gave their lives for the dream of democracy.”



Its in your hands: Former President Mandela seen here with his grandson Mandla Mandela and children on Mandela Day.



Nelson Mandela Centre of Memory CEO Sello Hatang during Mandela day.

In another speech three years later, again to public servants, he emphasised his wish that we really give our all, not just token efforts to help get our country back on track after the ravages of apartheid. He told the South African Democratic Teachers’ Union that we should:

“Create the optimal conditions for our schooling youth to share in the pool of human knowledge. I have no doubt that these would be the objectives with which you will be approaching this preparatory conference. You have the responsibility to be the voice of our continent when the international world discusses issues of critical importance to our future and well-being. I wish you well in your deliberations and success at the international conference. In a very concrete way, the future of our youth and of our continent is in your hands.”

In his State of the Nation Address in 1998 President Mandela listed most of the major challenges we face as a country and the measures he, as president of South Africa, had taken



Mandela Day is about giving back to those that are less fortunate.

remarkable is that he saw a role for each and every one of us in turning things around. Let us not let him down. Let's play our part by giving our time to help build a more equal society.

***Sello Hatang is Chief Executive Officer of the Nelson Mandela Centre of Memory.**

to work towards overcoming them. Crucially he pointed the way to the nation and the responsibilities each one of us has to improve our country. He said:

“To find a lasting solution to all these challenges requires a community spirit among all of us, a New Patriotism which is finding root within the populace. We must build our nation into a community of citizens who appreciate their civic duty as each one of us improves our well-being. We must be ready to give back to society part of what we gain from it.”

We at the Nelson Mandela Centre of Memory see the Mandela Day concept as part of our core work to promote the legacy and ideals of our Founder. To us, Mandela Day is the perfect partner to the work of our archivists and researchers who help to ensure that Madiba's legacy, his words and deeds will be accessible in various forms to a range of interested people – from primary school children to postgraduate researchers. Every day we are reminded that part of what made Madiba's leadership



Making the connection

South Africa still faces challenges in its quest to provide millions of people with affordable and accessible Internet services.

One in five South Africans can access the web, compared to nearly half of people in Brazil and almost two-thirds of people in Malaysia.

Despite the 2013 Budget Review noting that South Africa's average Internet connection speeds increased by 32% between October 2011 and October last year, the country still faces challenges with download speeds.

According to the Ookla Net Index, an independent Internet monitoring service, South African Internet speeds are half those of Brazil and 20% slower than Malaysia. The Internet is nine times faster in Korea and 12 times faster in Hong Kong.

More importantly, though broadband reaches about three-quarters of the country's population, 30% of the geographic area of South Africa is covered, according to a presentation last year by the Department of Communications to Parliament. The largest broadband gaps can be found in KwaZulu-Natal, Limpopo and the Eastern Cape.

The importance of always-on Internet cannot be overlooked. Governments and businesses can streamline services to communities, bringing down costs and reaching more people.

With its low barriers of entry the Internet also offers a new marketplace for thousands of small businesses and consumers. All this makes broadband access vital to economic growth.

A 2011 report by the United Nations Educational Scientific and Cultural Organisation found that a 10 percentage-point rise in broadband penetration added 1,38 percentage points to economic growth. In addition, a study in Brazil reported broadband added up to 1,4% to the growth in jobs, while a study in the Philippines found that broadband accounted for 7,3% of all economic growth in the country between 2000 and 2010.

The World Economic Forum (WEF) points out that although

gains have been made in laying new fibre and getting more South Africans onto the Internet via smartphones – most of this has been due to private-sector efforts – it places South Africa in 102nd place for state efforts to plan for this sector.

Up until now, government has fared poorly in improving Internet access for South Africans.

Brian Neilson, consulting director at research firm BMI-TechKnowledge, gives government a score of five out of 10 when it comes to bringing broadband to all South Africans. However, a new broadband policy and >>



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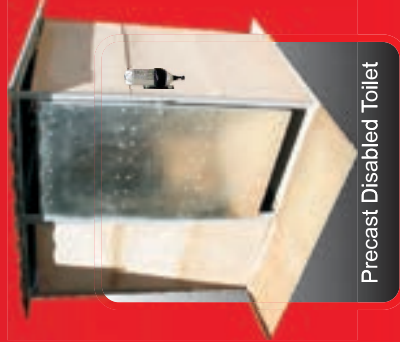
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the designation of the implementation of broadband as one of government's strategic infrastructure projects (SIPs) could provide new vigour to tackle past problems and bring affordable Internet to all South Africans.

Government is targeting 2020 as the date by which all South Africans should be able to access the Internet.

In May, the Minister of Communications, Dina Pule, revealed plans to use state-owned telecommunications company Telkom to collaborate with private-sector players to speed up the laying of fibre networks across the country. This follows the publication of the new broadband policy – a redraft of the 2010 National Broadband Policy – and conclusion of a public comments period in the same month.

Pule, who serves as the chairperson of SIP15, said her department was also finalising a project action plan to connect remaining public facilities, such as schools, health centres, government offices, libraries and police stations, which don't have Internet access.

As of the middle of last year, 74% of schools, 81% of clinics and hospitals, and 83% of police stations had broadband coverage (excluding satellite). An increasing number of South Africans now access the Internet through smartphones, but high data costs are holding many back from using the Internet in this way.

The department said the affordability of services was seen as the main barrier to adopting broadband. Even the option of accessing the Internet via cellphone was expensive.

The WEF released its *Global Information Technology Report 2013* in April. South Africa ranked 89th out of the 144 economies when it came to the affordability of fixed broadband Internet tariffs. The report also indicated that South Africa ranked at number 117 out of 144 countries when it came to the affordability of mobile cellular tariffs. Added to this the latest Ookla Net Index household value index shows that South Africans pay more for their broadband services and are offered less value for money than most of their international counterparts. The survey ranked South Africa 58th out of 64 countries for the relative cost of broadband.

To counter this, Pule wants to issue a policy directive to the Independent Communications Authority of South Africa (Icasa) to compel cellphone operators to publish transparent pricing of services such as SMS, voice, and data. She hopes the policy measure will strengthen competition in the telecommunications market.

Explaining Telkom's role in the implementation of broadband, Rory Kruger, the Minister's technical advisor on broadband and digital terrestrial television, said the department wants the utility to play a crucial part in implementing a wholesale network, because it has over 140 000 km of fibre optic cables across the country, or 90% of the country's fibre optic cable network.

Kruger said the private sector would also be included in implementing the broadband network. He said a wholesale network would create competition in the provision of Internet services, because no matter where they were based in the country, service providers would be able to pay the same to obtain wholesale broadband that they could then sell on to the end user.

Kruger said to encourage the private sector to get more involved in implementing broadband, the department wants to provide subsidies and incentives for introducing new fibre networks and attach certain obligations to the allocation of wireless spectrum.

The new policy also calls for the creation of a one-stop shop to speed up the acquisition of land necessary for laying cables and proposes the creation of ducts in all

As of the middle of last year, 74% of schools, 81% of clinics and hospitals, and 83% of police stations had broadband coverage (excluding satellite).

new public buildings to allow for the laying of cables.

The department is hoping that a one-stop shop will complement the Rapid Deployment Guidelines, which are aimed at fast-tracking the approval for telecoms network rollouts, but which the department has yet to finalise.

The state's ability to implement broadband has been hampered by the poor performance of late of two of its state-owned enterprises – Broadband Infraco and Sentech.

The Minister of Public Enterprises, Malusi Gigaba, however, said in his Budget Vote speech in May that Broadband Infraco had been stabilised over the last financial year with all key management positions having been filled.

Gigaba said the state-owned enterprise had invested R140 million over the last year and had plans to spend over R700 million to upgrade technology and improve network performance and reach this financial year.

This included major network upgrades in the Limpopo and Mpumalanga provinces, which chief executive Pule Kwele revealed in May and which are expected to be completed by September.

In March Broadband Infraco announced that it had upgraded its network between Johannesburg, Cape Town, and Durban – which carries up to 80% of the country's bandwidth traffic.

Sentech, Pule reported in her budget vote speech, is



in a healthy state financially, following turnaround efforts that the department has put in place since 2009.

In 2009 the state-owned wireless operator shut down its retail wireless offering MyWireless after its failed take up. It had since been tasked with laying a fibre network for broadband. But now this too has run into trouble.

In November last year, Sentech was tasked by National Treasury to return R584 million it had budgeted for the network. It has now given back spectrum in 2,6 GHz and in 3,5 GHz, which will be reassigned by Icasa, when the regulator gets a policy directive and regulations around high-demand spectrum from the Department of Communications. Many in the telecoms sector viewed this as a positive development, as the spectrum could finally be given to someone that would use it. ITWeb says the allocation of high-demand wireless spectrum has been delayed for years, since it was first mooted by Icasa in 2006.

After the new broadband policy, which is expected to go to Cabinet in July, is approved, it will allow for Icasa to license 2,6 GHz and 800 MHz. ☺



State Information Technology Agency (SITA) welcomes Mr Freeman Nomvalo

Cabinet's appointment of Freeman Nomvalo as Chief Executive Officer for SITA, for a year period, is aimed at ensuring the finalisation of the implementation of the Board turnaround intervention and enhancing SITA's ability to fulfil its legislative mandate. Nomvalo brings extensive executive experience that will assist the transition to a permanent CEO working with the Board.

Nomvalo's role as National Treasury's Accountant-General included the accounting and reporting of internal auditing of provincial departments, local government, public entities and constitutional institutions. He was also responsible for the National Revenue Fund as well as the Reconstruction and Development of the risk management strategy for the public sector.

During his tenure at the National Treasury, Nomvalo provided strategic direction and leadership for the office of the Accountant-General, which resulted in the enhanced visibility and prominence of the office of the Accountant-General as a strategic partner in financial management and governance within the African Public Sector. He influenced the development and execution of turnaround strategies for government entities such departments of home affairs, the then water affairs, and a number of the Eastern Cape provincial departments. He also provided strategic guidance and advice to Executive Authorities on their Public Financial Management responsibilities, especially on how to respond to various challenges facing their institutions.

It is this experience and his background in influencing organisational change that stands him in good stead with the current transformational agenda of SITA

While at Treasury, Nomvalo also developed and implemented governance frameworks (internal audit, risk management and financial management), policies and guidelines in line with international and local best practice for the whole of government. He also introduced an e-Learning tool on risk management for Government.

Nomvalo served on several boards on behalf of the National Treasury. These included the Accounting Standards Board, the Independent Regulatory Board for Auditors (IRBA), the Electronic Communications Security (Comsec) Board, the Board of Trustees of the Government Employees



SITA CEO Mr Freeman Nomvalo.

Pension Fund and the Board of Trustees of the Political Office Bearers Pension Fund.

Prior to joining the National Treasury, Nomvalo worked for Pretoria Portland Cement in various capacities. He joined the National Treasury in March 2000 as a Director for cash management, and was later appointed Chief Director: Financial Operations in 2001.

Following the review of SITA's strategic direction, the Board and former CEO of SITA, Mr Blake Moseley-Lefatola, agreed to an amicable parting of ways to allow the CEO to pursue other interests outside SITA.

"Freeman Nomvalo fully appreciates SITA's needs and requirements to move the organisation to become a lead agency for government. The SITA Board has full confidence in his ability to effectively lead the organisation to implement the organisation's new strategic direction. Nomvalo brings to SITA maturity, expertise and long term leadership and managerial experience. His knowledge from a government perspective is underpinned by a strong leadership and governance background. We believe that with his appointment, SITA is in good hands," said Jerry Vilakazi, SITA's Board Chairperson.

"We thank Mr Blake Mosley-Lefatola for the work done during his tenure," Vilakazi concluded. ©



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Building a bridge over troubled government and media relations

The relationship between government and the media is very complex, and often characterised by tension. There are many reasons for this. Normally, the healthier the tension, the better, but sometimes the relationship is adversarial and unhealthy.

Although somewhat unhealthy, it's a relationship that needs to be nurtured. Journalists need government communicators as much as government communicators need journalists – the two must co-exist and cooperate.

It is always crucial for one party to invite another whenever they discuss government and media relations. For instance, government communicators through the Government Communication and Information System (GCIS) at both national and provincial level, host quarterly media networking sessions to build, nurture and solidify relationships with journalists. However, unlike editors who are mostly members of the South African National Editors'

Forum (SANEF), journalists have not had such a platform since the demise of the Forum of Black Journalists and the exercise to build and nurture relations is but one sided.

Interestingly, whenever journalists gather they bash government communicators, as government communicators often bash journalists. Therefore, I was neither shocked nor amazed when the usual bashing played itself out during the Menell 13 Conference on Media Freedom held at the University of Johannesburg in June. The keynote speaker Josh Rushing, former United States Marine captain who is now a journalist and co-host of *Aljazeera's Faultlines*, delivered the keynote address on government and media relations.

I felt it was unfair that journalists discussed government and media relations without involving government communicators.

However, apart from the usual bashing of government, the conference was a good platform for the media to do some introspection, share experiences and learn from journalism students who had more to say than the current crop of practising journalists.

As a trained newspaperman who is also counted among the "deserters" or "sell-outs" after leaving the craft of journalism for a plush job in government, as a spokesperson, I engage and mingle with journalists more than when I was one of them.



The media has a major role to play in a democratic South Africa.

Government side-lined

Unfortunately, government communicators were not represented, as the panellists were mostly journalists. Justice Malala presented a paper titled: "Hook, Line and Sinkers: Is South African media falling for government spin and propaganda", and the editor of the *Mail & Guardian*, Nic Dawes, was the moderator. Glenda Daniels of the *Mail & Guardian*, who writes on media freedom, and Onkgopotse JJ Tabane, a communication expert, were also on the panel.

Government communicators were under a barrage of attack. I raised this issue on the side-lines of the conference with *Mail & Guardian* deputy editor Rapule Tabane and eNCA senior reporter Xoli Mngambi, who had done a short stint as a government communicator. I felt it was unfair to discuss government media relations without someone from GCIS representing the other side of the fence.

I also cringed when one of the panellists, Professor Yiva Rodney-Gumede of the School of Communications at the University of Johannesburg, said the civil duty of journalists was to expose corruption in the high echelons of power.

Weaknesses in the newsroom

My mind raced back to the launch of the SADC Media Awards in March when a cub reporter asked Deputy Minister in the Presidency Obed Bapela why there was no category for corruption. Following the Deputy Minister's response, I took the liberty to raise one issue that I have observed about the kind of training journalists get. Instead of training journalists in journalism, institutions are teaching students to believe that government is inherently corrupt or about corruption, hence journalism ethics gets compromised in certain instances because of the corruption and scoop syndrome.

That aside, the conference also exposed the fact that few journalists take an interest in issues affecting journalism, especially from the mainstream media – newspapers in particular. The SABC and the organisers, eNCA, were well represented. Otherwise, the conference was attended mainly by journalism and public relations students from the University of Johannesburg where the conference was held.



Host of *Faultlines*: Josh Rushing addressing the audience about the lessons he's learned as a journalist.

With great speakers lined up and inspiring discussions, debates and discourse, one student ventured into terrain that most journalism lecturers, media trainers and presenters at the conference opted to gloss over if not to completely ignore – that is using different analysts or experts.

"Halfway through reading a story in the newspaper, I know who the expert will be quoted depending on the subject. Don't we have other experts?" asked a young journalism student obviously peeved at the same old tired sources.

One asked: "Why are journalists themselves not writing analytical articles (except for editors who have regular columns?)"

The reasons vary from newsroom to newsroom, but my response to the two questions was that, as the *Mail & Guardian* editor put it: "There are lazy journalists. There are unethical journalists. And there are incompetent journalists."

As for why journalists don't write analytical pieces, the reason is plain and simple: editors don't invest in training journalists and don't provide them with the tools of trade such as laptops, cellphones and dictaphones; therefore, journalists see themselves as working fixed hours – from 8 am to 4 pm. Apart from being paid a pittance, there are journalists who are hard working, committed and dedicated to the craft. However, they >>



Political Analyst Justice Malala, Oresego Holdings' JJ Tabane, Editor of Mail & Guardian Nic Dawes and Senior Researcher Wits Journalism Glenda Daniels.

become demoralised and disillusioned because of pay disparities between different racial groups. The issue was raised in the 2012 Media Sustainability Index International report commissioned by the International Research Index and the Sol Plaatje Institute for Media Leadership.

The media should also move away from the notion that journalism is a poor profession. The fact is, journalism is a business, run by businesspeople, has shareholders and a board of directors and gets most of its revenue from advertising. Newspapers are also registered on the Johannesburg Stock Exchange, and should therefore not be run like non-governmental organisations.

The questions raised by journalism students reminded me that government communicators also have their shortcomings and those will need to be fixed.

Even the off-the mark remark by *Sunday Times* investigative reporter Mzilikazi wa Afrika that those criticising the media have something to hide did not hold water because some of us do so because we have been on both sides of the fence.

And in as much as the event started with the media-bashing government communicators, other fingers were pointing at the side of the media. The media should address aspects raised by one of their

own, Dawes, and heed the call by the Public Protector, Advocate Thuli Madonsela, to reduce opportunities for attack. The media is neither immune nor quarantined from criticism. The Public Protector urged the media to adhere to basic tenets of journalism and said that by flouting them, they opened themselves up to criticism.

Building bridges

While discussions on things such as the role of the media in a democratic South Africa and the transformation of the media rage on, it is important for the SANEF, Print Media South Africa, GCIS and other organisations with an interest in the media and government relations to build bridges instead of destroy them.

The relationship between government and the media is about those with power and those with influence; both should co-exist in a vibrant democracy. The media needs government as much as government needs the media and it is both journalists and government communicators who should open the furrows of communication instead of throwing mud at one another. 🇿🇦



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SA gets smarter with **new ID card**

The Department of Home Affairs will use Mandela Day to launch the new Smart ID card. With the launch of the Smart ID card South Africa joins a handful of progressive countries around the world that have similar solutions.

Home Affairs Minister Naledi Pandor announced that the cards would be officially introduced on former President Nelson Mandela's birthday on July 18. On this day the cards will be issued to President Jacob Zuma, Deputy President Kgalema Motlanthe, Winnie Madikizela-Mandela, Archbishop Emeritus Desmond Tutu, Sophie de Bruyn, Andrew Mlangeni, Dennis Goldberg, Ahmed Kathrada and former president Thabo Mbeki.

The department will also prioritise the Mandela generation – those of 80-90 years of age. "We wish to honour them while they are with us in person and while they can reflect with us on the roles they played in opposing the various apartheid measures that denied South Africans their rightful place in our society," said the Minister.

In August, the department will honour the women who led the heroic march against the pass laws in 1956. "On Women's Day August 9 we will commission four machines that will produce the Smart ID cards and will name them Helen Joseph, Lilian Ngoyi, Sophie de Bruyn and Rahima Moosa in honour of the brave and selfless women who led the Women's March on the Union Buildings on August 9 1957," Minister Pandor said. Each machine has the capacity of producing 1

000 cards an hour and they work 24 hours a day. The machines cost R40 million.

Rolling out the Smart ID card

In the first phase of implementation two offices in the Western Cape and one office in Gauteng will be able to process applications for the Smart ID card from July.

"By the end of August the department is expected to have 27 offices around the country able to process application of the Smart ID card."

The department will communicate the cost of the card at a later stage.

The new cards will then be given to first time applicants and people who have lost their ID documents at offices that have the



capacity to issue the new cards.

"In order to avoid a rush, applicants will be invited to our offices in stages, according to their dates of birth."

It will take between six and eight years before all South Africans have Smart ID cards.

"We appeal to everyone to be patient and to allow us to phase in this change efficiently. We will work hard to expand the number of offices able to process applications for the Smart ID card," said Minister Pandor.

The current green barcoded ID document will be phased out as more people get the smart card.

Restoring human dignity

Minister Pandor says the new card will restore the dignity of citizens.

"At the heart of that dignity and human worth are the attributes of identity, citizenship and dignity which affirm the status of every citizen in every nation and allow us as individuals to move around our country or the world, knowing that we have been effectively documented."

Minister Pandor said the Smart ID card put to rest the indignity, humiliation and marginalisation to which the majority of South Africans were subjected over centuries of colonial and apartheid rule when various iterations of authorities sought to subjugate and strip indigenous people of their identity.

"The pass laws are indeed past laws as we use technology and the imperatives of our Constitution to restore the dignity of all South Africans," she said.

Security features

The new card will be difficult to forge and tamper with. The Minister explained that the card is made of polycarbonate materials which prevent tampering and has two security features.

The first is physical security features on the card body is the holograms, laser engraving and personal details which will provide visual verification of the card and easily identify tampered cards.

Then there are logical security features which include



fingerprint biometrics and biographic data which is embedded on the 80-kilo-byte card chip.

Personalisation with laser engraving of demographic details and photographs makes the new card extremely difficult to forge or tamper with.

The new card will take only five to 10 days to produce, in contrast to the 49 days it takes to produce the green barcoded identity document.

The Minister said her department had kept financial institutions updated on progress the Smart ID card project through the South African Banking Risk Identification Centre.

"One of the phases for us to work through is that of ensuring that businesses, banks, the insurance industry and other partners have the necessary equipment to verify Smart ID cards. This means that the private sector itself will benefit from knowing exactly who they are transacting within one way or another."


Government will give the banks and insurance industry specifications on the type of machines or scanner to purchase that will assist when utilising the Smart ID card. The scanners are available off the shelf.

The department intends to have 140 offices that can process applications for the Smart ID card by 2014.

With elections taking place next year, the Smart ID card will have a barcode that meets the requirements of the Independent Electoral Commission (IEC). The IEC will be able to scan the barcode where details of the individual will appear electronically. Both the Smart ID card and the green barcoded identity document can be used for voting.

The Minister added that foreign nationals living in South Africa who have been issued with refugee status will also receive the Smart ID card which will be slightly different to the one issued to South African citizens.

Citizens living abroad will be able to get their cards when they do come to the country at Home Affairs offices, or at South African offices situated overseas that will also have the same services at a later stage.

"We hope all South Africans will work with us to ensure we succeed in this significant national project. The Smart ID card gives us yet another reason to be proud as South Africans and to appreciate the progress we are making as a society and economy." 



Professor Bernard Magubane.

The sage is gone, ideas remain: a tribute to Professor Bernard Magubane

The verdant works of Bernard Magubane (1930–2013) assure him space in the annals of African historiography. While the human flesh has returned to the soil, his spirit lives in the public imagination through prolific publications that characterised his bold life. His works are remarkable, most of all, for shunning the limitations of a professional career and research expertise, and the political milieu in which he grew up. This explains descriptions accorded to him as a steadfast scholar, engaged activist, nation's narrator, and generous mentor to generations of now-established and upcoming scholars.

What accounts for this boundless activity that marked his long and renowned life? Was it an outcome of conscious effort on his part or the cause of given circumstances that shaped his outlook? Human agency and forced external conditioning, we argue, moulded who he was and eventually became. As a Marxist, agency and context were indivisible indicators to account for his alignment of politics and scholarship. This would become evident in the tomes he produced from the searing *The Political Economy of Race and Class in South Africa*, *Continuing Class Struggle in South Africa*, *The Making of the Racist State*, the Diasporic-infused *The Ties that Bind*, and in his ideologically constant essays in *African Sociology – "Towards a Critical Perspective"*. The range of interests in these volumes straddles history, politics, anthropology and economics.

We are witness to a widely inquisitive thinker who is nonetheless ordered by commitment to stand against oppression and democratic

indifference. Of course, his strong will is highlighted in the celebrated essay, "The Crisis in African Sociology" which called to question the overt and unconscious misinterpretation of the black subject by white scientists. He raised this concern with full understanding that pre-1994 South African scholarship could not avoid being embedded in a political structure based on policies and actions of racial profiling and economic exclusion.

For him, the question then for democratic society was how to respond to this inherited history. Professor Magubane was aware of where his contributions lay in building a country defined by race, religion, gender and creed. To this extent, during the course of his final years, he devoted his untiring energies to chronicling the evolution of our society in the multi-volume series under the auspices the South African Democracy Education Trust (Sadet). He understood the task at hand was not only to fight discrimination where it reared its head, as he did against apartheid, but also to build conceptual and methodological tools to understand who we are as a people and what conditions make us who we hope to be.

Arguably, this was a much more ambitious responsibility since the signposts were not clear as was the case in the fight against segregation. He appreciated the uneven and much loaded landscapes one had to traverse in attempting to define new or rediscovered pedagogies and epistemologies to serve the purpose of engendering new identities united in a common national interest. In a globalised world where the dominant identity speaks the language of Coca-Cola, iPods

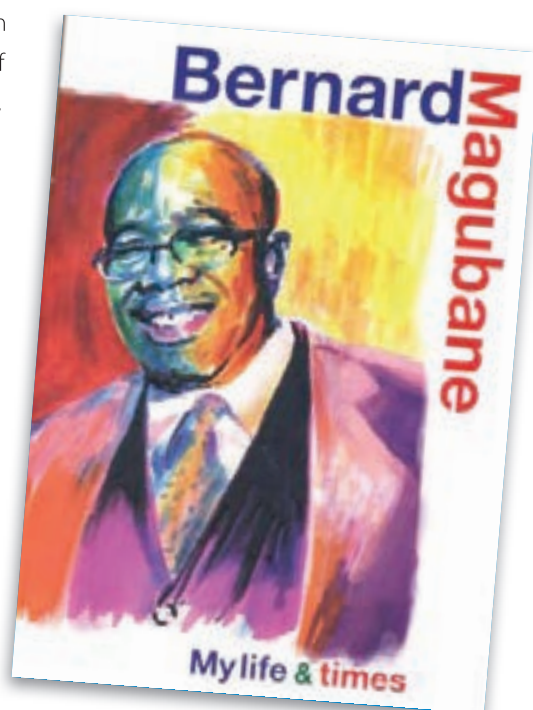
and Hollywood, defining those elements making us South Africans unique would seem an impossible undertaking. This is even more pronounced in a context where the very language used to define ourselves, our anxieties and dreams, is borrowed from the former colonial masters.

This double-bind – in the context of neo-colonial hegemony – the means through which we can examine ourselves, is borrowed from elsewhere and not indigenous to our experience. The implications are dire to contemplate as Magubane's contemporary, Archie Mafeje, acknowledged that even the projects aimed at an African renaissance or recuperation of indigenous knowledge systems, are inexorably trapped within the Western rubric of self-definition.

What is to be done therefore? For Mahmood Mamdani and other pragmatists, the choice is clear in using what is useful in the Western canon and possibly infusing this with other sources drawn for example from African and Islamic references such as Ibn Khaldun, Olaudah Equiano, St Augustine of Hippo, Chinua Achebe and others. In his endeavours with Sadet and the Mapungubwe Institute of Strategic Reflection, Magubane was similarly taking the same path as Joseph Ki-Zerbo in his classic encyclopaedias into African history informed by the recognition that Africa cannot continue simply to be a milk-cow of natural resources without using these for its own people.

For this reason, the pursuit of political liberation was inseparable from economic and epistemic freedom. To attempt to separate these would amount to achieving piecemeal self-autonomy. Of course, making advances to achieve these objectives demands the means and will from political leaders, progressive business sectors, engaged academics, and an informed civil society. According to Magubane, the failure to comprehend this urgency will render the African in perpetual "fugitive and marginal status" forever beholden to attempts to "denationalise" him and her from their birthright.

It is a consoling fact that for Professor Magubane, the individual and their ego could never be inviolable above the communal interest. He understood the transcendental importance of group welfare above selfish interests precisely because the patience of the people is not limitless.



As we bid farewell to this activist scholar, who leaves us shortly after the departure of another African tower of thought, Chinua Achebe, we anxiously note the general retreat of black intellectuals in post-apartheid South Africa and so we ask: what have we done to our sages? What accounts for their apparent dislocation, intellectually and politically? For if they could brave the chauvinism of apartheid and colonialism, why not stand against neo-colonialism, apathy and democratic indifference?

Could it be colonial socialisation and means of production that drive us to accept the status quo as a given, desirable, inevitable? To the extent even at the level of officialdom, the intellectual is always a suspect!

Notwithstanding, we remain confident that the passing of Professor Magubane, like that of Victor Ralushai and Dani Nabudere, will inspire a new generation of sages brave enough to deconstruct and reconstruct a new Afro-centric modernity – the same way Enoch Sontonga did at the age of 24, 108 years ago when he composed Nkosi Sikelela iAfrica.

Once again we emphasise that, along with many others in his activist-intellectual community, Professor Magubane contributed not only to the analysis of socio-economic manifestations of apartheid colonialism, he also actively challenged racism and mobilised for the creation of a new social order characterised by majority rule and social justice. It is due to both these roles that the impact of his intellectual work will affect countless generations.

Finally, the significance of the life and works of Bernard Makhosezwe Magubane can best be described by his other contemporary and intellectual rival, Mazisi Kunene when he says in his poem Ancient Bonds, "We must congregate here around the sitting mat to narrate endlessly the stories of distant worlds. It is enough to do so, to give our tale the grandeur of an ancient heritage and then to clap our hands for those who are younger." 🌍

***Jeffrey Sehume and Busani Ngcaweni © 2013. Sehume is a researcher at the Mapungubwe Institute and Ngcaweni is a senior civil servant.**

Aslam Levy**Director: Social Media, Government Communication and Information System**

Aslam Levy holds a National Diploma in Multi-Media from the Cape Peninsula University of Technology.

In 2005, Levy co-founded B-leaf Media Solutions, a multimedia agency with a focus on e-learning, using graphical user interface simulation and interactive 3D animation. He joined Cape Town Tourism in 2008 as e-Marketing Coordinator. In the same year, he facilitated the launch of the Official Destination marketing website for Cape Town in preparation for the 2010 FIFA World Cup™. He later coordinated the launch of the four niche mini-sites within the Cape Town Tourism context for: Business, Media, 2010 and Industry.

In 2011 he took up a new position as the Western Cape Government Internet Portal Manager, which entailed managing the provincial website, planning social media integration, developing a new website content management system, a mobile site as well as customer relationship management system integration.

In his new position his job entails monitoring, evaluating and implementing social media sites within the department.

**Ernest Mulibana****Deputy Director: Internal and external communications, Department of Environmental Affairs**

Ernest Mulibana joined the public service in May 2010 as an intern responsible for media liaison at the Department of Environmental Affairs. In January 2011, he was appointed as a Senior Communication Officer in the same department. He was responsible for daily monitoring and for responding to issues in the media and communication environment. In January 2012, he joined the Government Communication and Information System (GCIS) as an Assistant Director within the rapid response unit where he was responsible for media monitoring and responding to issues in the media and communication environment. He holds a Bachelor of Arts(BA) Degree in Journalism from the University of Johannesburg, and recently graduated with a BA Honours in Communication Science from the University of South Africa.

He is studying towards a postgraduate diploma in Public and Development Management through the University of the Witwatersrand.

In his new position he is responsible for media liaison, drafting media statements, writing opinion pieces and communication planning.

May Hermanus

Executive Director: Natural Resources and Environment (NE), Council for Scientific and Information Research (CSIR)

May Hermanus holds a Bachelor's Degree in Geology from the University of Cape Town and an Master of Science in Physical Metallurgy from the University of the Witwatersrand. During the past 20 years, Hermanus has been instrumental in advancing health and safety in mining, and introducing these concerns into the fields of environmental protection and broader sustainability across Africa.

She has vast knowledge and expertise from the private and public sectors. Hermanus was previously the Director and Adjunct-Professor at the Centre for Sustainability in Mining and Industry (CMI) at the University of Witwatersrand where she was responsible for developing a centre of excellence for public education in the fields of occupational safety and health, the environment and sustainable development.

Hermanus is a member of the Southern African Institute of Mining and Metallurgy and serves on the boards of the Aveng group, the Rail Safety Regulator, the Minerals and Mining Development Board of the Department of Mineral Resources, Sacred Heart College and is Chairperson of the Bokamoso Trust, the employee share option scheme of AngloGold.



Cassius Selala

Deputy Director: Intergovernmental Relations, Department of Transport

Cassius Selala holds a National Diploma in Public Relations and is studying towards a B-Tech Degree in Public Relations, both with Tshwane University of Technology. He is also studying for a Certificate in Business Communications from the Public Relations Institute of South Africa.

He started his career in 2005 as an intern at the Centre for Public Service Innovation. In 2007, he joined the South African National Parks as a communication officer responsible for media and stakeholder relations. In 2012, he was appointed Assistant Director: Intergovernmental and Stakeholder Relations at the National Department of Tourism, responsible for coordinating stakeholder management in terms of buying into tourism policies.

In his current position, he will provide technical support to the department in respect of its roles and responsibilities as outlined in the intergovernmental Relations Framework Act, other statutory intergovernmental forums and other structures in the department.

Back To Basics



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Financial jargon is often difficult to understand and might create obstacles in managing your personal finance. We have compiled a list of widely used financial terms and simplified their meanings for ease of understanding. To keep up with our ever-changing world, it is important to broaden your financial knowledge on an ongoing basis.

1. Credit

Credit is money borrowed from a bank or another financial institution. Credit is convenient when your cash-flow is low, but should be used responsibly to avoid uncontrollable debt. It is important to remember that when you buy on credit, you are using the product/service before settling the cost and you will still have to pay the full amount within a stipulated period.

2. Interest rates

Interest works in two ways: You either earn interest when you deposit money in your bank account or pay interest for an amount on credit. The interest percentage you pay or earn is called an interest rate. The interest rate on credit is either fixed or variable,

and will be quoted on an annual basis, while your account will be charged monthly. Interest can also be calculated at the beginning of the loan period or at the end of each month once the repayment is settled.


3. Return

A return is income. Investors earn a return on their invested capital or equity, and banks work on the same principle. To continually attract investors, banks must ensure sufficient returns on their money.

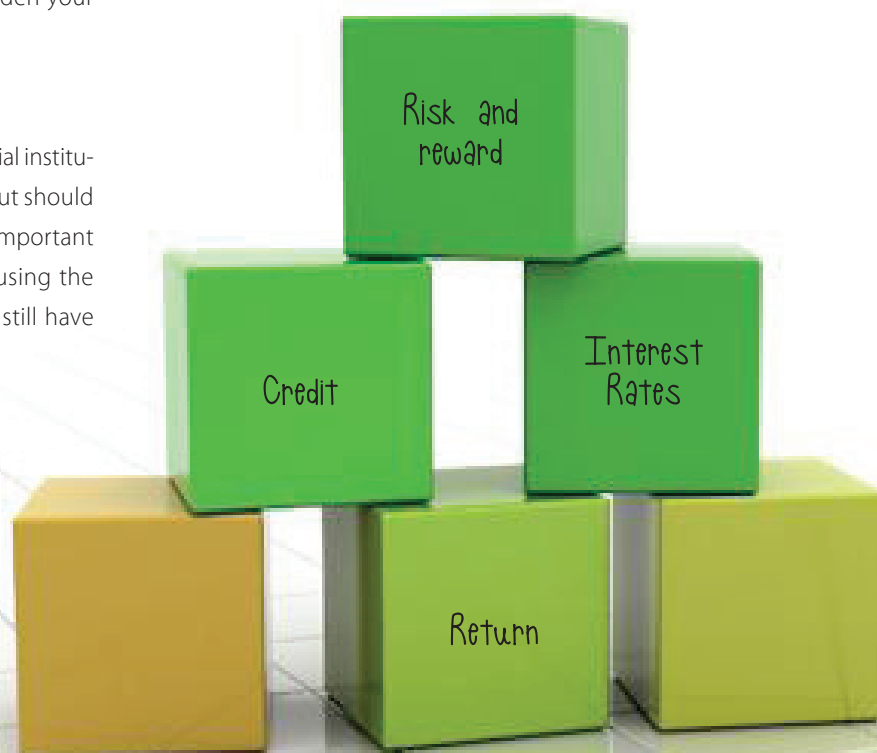
4. Risk and reward

Reward is directly linked to return on capital. When there is a high risk of losing all or a big part of invested capital, the expected return on capital will be higher to make up for the associated risk. Investment with lower risk will yield lower rewards.

5. Inflation

Inflation reflects the reduction in the purchasing power of your money. This means that inflation is the percentage increase in overall prices over a one-year period. Inflation is not static and changes constantly with the overall increase and decrease in prices of consumer goods and services. 

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BACKGROUND

Since the beginning of time, man have had the urge to travel, investigate, explore and transport goods from one destination to another.

During this transportation era, a man developed the art of renting or hiring transport for specific needs. And so Mangi Car Hire was born.

INTRODUCTION

It gives me pleasure in introducing to you this independent, interesting, innovative and 100% black-owned car hire company.

COMPANY GOALS

- To hire/lease vehicles on long term – minimum one month to three years
- To supply cars according to the needs of the customer

TARGET MARKET

- Government and semi-government institutions
- Local and international market
- Corporates

AREAS OF OPERATION

- Johannesburg
- Cape Town
- Bloemfontein
- Durban





Writer: Ashref Ismail

Italian Thoroughbreds



Viglietti Motors – the official Ferrari importer in South Africa – has revealed the new F12berlinetta; the model which ushers in the new generation of Prancing Horse V12s.

The debut of the F12berlinetta in South Africa adds the

finishing flourish to an all-new range of 12-cylinder models that, in the space of just four years, has achieved the objective of offering different Ferraris for different Ferraristi.

The F12berlinetta matches ever-increasing power



Ferrari F12berlinetta makes South African debut.

outputs with greater efficiency resulting in reduced fuel consumption and emissions by an impressive 30%; achieved through in-depth, 360-degree research into all vehicle systems – engine, aerodynamics, tyres, brakes and ancillaries. This places the F12berlinetta at the top of the segment with 15l /100 km and 350 g/km of CO² respectively.

The F12berlinetta is the most powerful, high-performance road-going Ferrari sporting a new suspension and gearbox layout which helped reduce the car's rear volume. The result is a shorter, lower and narrower car than the previous V12 coupé. The F12berlinetta boasts ideal weight distribution (54% over the rear axle) as well as a lower centre of gravity that is further back in the chassis.

The new, 200-bar direct-injection 6262 cc 65° V12 engine delivers unprecedented performance for a naturally-aspirated 12-cylinder. It punches out a maximum of 544 kW at 8250 rpm, with a specific power output of 87kW/l and maximum revs of 8 700 rpm - record figures for this type of engine. Responsiveness and strong pick-up is



guaranteed by maximum torque of 690 Nm, 80% of which is readily available at 2500 rpm.

With a Fiorano lap time of just 1'23", 0-100 km/h acceleration in 3,1 seconds and 0-200 km/h in 8,5 seconds, the F12berlinetta is the most high-performance road car in Ferrari history. Over and above sheer performance, however, it stands out for its nimble and responsive handling and unparalleled driving involvement even at lower speeds, a feature normally reserved for mid-rear-engine cars, whether on the track or on the road. >>



There's one for every purpose.

Alfa Romeo 'Quadrifoglio Verde' turns 90

The Alfa Romeo brand's legendary symbol, the 'Quadrifoglio Verde' (green four-leaf clover), one that has adorned some of the brand's sportiest models through the decades, celebrates its 90th anniversary this year. The symbol has been used not only on the Alfa Romeo cars which have taken to the world's race circuits, but also on certain special production versions.

The first Alfa Romeo car to be adorned with the Quadrifoglio Verde was Ugo Sivocci's 'RL'. In it he won the 14th edition of the Targa Florio in 1923. This victory was the first of ten achieved in this prestigious competition. Since then, all Alfa Romeo racing cars have carried this emblem and lucky charm (known throughout the world) which has characterised specific standard production Alfa Romeos from the 1960s onwards.

The maiden victory followed a perfect race: 432 km of the Madonie Circuit (4 laps of 108 km each) at an average of

59 040 km/h, a speed which was amazing at the time, considering the treacherous circuit conditions under which the race was held.

In 1950 and 1951, Giuseppe "Nino" Farina and Juan Manuel Fangio drove the Alfa Romeo 158 and 159 – the celebrated "Alfettas" – to victory in the first two Formula 1 World Championships.

Distinguished by the legendary emblem, the 'Quadrifoglio Verde' versions of the MiTo and Giulietta have assumed a place in the tradition of the best Alfa Romeos, drawing on the heritage of dynamic performance, without compromising on efficiency, respect for the environment and convenience in everyday use. The complete Alfa Romeo MiTo and Giulietta range of vehicles, including the Quadrifoglio Verde derivatives, are available locally from 36 dealerships countrywide. They come standard with a three - year / 100 000 km warranty and maintenance plan for peace-of-mind motoring.






Pirelli and Lamborghini celebrate their golden anniversary

Pirelli is proud to celebrate the 50th birthday of Lamborghini, and the partnership that unites the Italian tyre firm with the renowned supercar manufacturer. The Pirelli Foundation hosted the press conference to get Lamborghini's half-century celebrations underway, which began in Milan and will conclude at Lamborghini's headquarters in Sant'Agata, also taking in Forte dei Marmi, Rome and Bologna.

The partnership, born in the pioneering era of industry legends such as Ferruccio Lamborghini and Leopoldo Pirelli, remains unaltered today, uniting the current company leaders with a mutual passion for cars and challenges that inspires them to build a high-speed future.

The collaboration between Pirelli and Lamborghini dates back to 1963: the year in which Ferruccio Lamborghini asked Pirelli to equip the constructors' newly-created first car. This was the 350 GTV, launched as a prototype at the Turin Motor Show the same year.

The partnership between Pirelli and Lamborghini is not just a technical one either. Lamborghini cars often star in Pirelli's advertising. The Lamborghini Countach Anniversary, for example, was used in a series of Pirelli advertising campaigns throughout America and South-east Asia, while the Miura was the centrepiece of a 1970 advert for Pirelli original equipment. The advert simply yet eloquently stated: "The Miura chose Pirelli Cinturato." 



Dam good *time away!*



Aquatics, aviation and birds – these are the favourite things in Deneyville, which is becoming a popular getaway destination for many South Africans.

Writer: Sibusiso Mkwanzani



Whether you refer to it by its GPS co-ordinates (27° 32.00 South, 23° 09.12 East) or by its name, chances are that you have never heard of the Free State town of Deneysville, a place the locals refer to as the “inland water Mecca of South Africa.” Lying on the banks of the Vaal Dam, water is at the heart of this region’s economy, with its well-off residents’ activities, lifestyle and pastimes revolving around it.

The Vaal Dam is the third largest dam in South Africa and boasts the longest shoreline of any dam because of the flat area, which includes the confluence of the Vaal and Wilge rivers. To the locals, the Vaal Dam is more than just a man-made structure that supplies water to their surroundings. It is part of their lives and this body of water is the hub that makes Deneysville what it is.

In this part of the world, it is an absolute sin not to be a card-carrying member of the Deneysville Aquatic Club (DAC) and those who declare that they cannot swim are beaten with Egyptian duck feather pillows in public, as this is perceived as an insult to the amphibious residents.

As a tourist destination, the town is steeped in history and visitors are quickly corrected when they refer to it as a “town”, noting that the area is technically classified as a city. This is because the area now referred to as the DAC played the role of South Africa’s first international airport when a Canopus S23 seaplane landed on the Vaal Dam in 1937. You are excused for not knowing, but just don’t do it again, especially in Deneysville.

You simply have to pack a picnic basket and camp as close to the dam wall as you possibly can, where you can almost hear the sounds of the seaplanes that used to rule this area. But if your imagination disappoints you and remains stuck in neutral, then a brief tour of the DAC – which served as the airport’s terminal building – conjures up an era when this was the place to be, as shown by the display of large photos.

The Vaal Dam is the location for a number of highly popular activities, including regular yacht races, speedboating, sailing, tubing, waterskiing, canoeing, kayaking, fishing, camping and, what surprisingly turned out to be my personal favourite: the Sasol Big Bird Count event.

When a black South African like myself valiantly declares to family and friends that he is embarking on an ornithological journey on-board a catamaran in a little-known town called Deneysville, a less than >>

enthusiastic response is to be expected. But, my declaration was met with heaps of disapproval as my intentions were simplified down to: “No, you’re going to be on a boat and looking at birds that we all see on our way to work!”

While being briefed on what birding is and what to do and what is prohibited, I questioned how, 19 years into our democracy, my wife and I could be the only black (and relatively young)

The Vaal Dam is the third largest in South Africa and boasts the longest shoreline of any dam because of the flat area, which includes the confluence of the Vaal and Wilge rivers.

people in a room at the Vaal’s Deneysville Aquatic Club, which served as the base for the bird count. Was it perhaps because my people found out that the bird count would involve water? You



The Deneysville Aquatic Club

know what they say about black people and water...

Bright and early the following morning there I was, still unable to tell the difference between a pigeon and a dove, and I was tasked with not only counting these darn things, but also classifying them.

It finally dawned on me what the big fuss is all about when it comes to birding, especially in Deneysville. Yes, we were there to classify and count water birds and supply organisations such as BirdLife South Africa and the University of Cape Town’s Avian Demography Unit with our findings; but birding is a social activity that required me to consult with my fellow birders.

When I peered through a spotting scope or adjusted the focus on my binoculars, it didn’t matter that my wife and I were the only black people on board. It felt gratifying to know that as part of my travels, I contributed to counting 14 087 birds and spotting 68 different species in what surely has to be one of South Africa’s most underrated destinations.

If you really are not friends with water, try a different take on the town: the Historic Motorcycle Museum, opened in 2009, which gives visitors a glimpse of a less tame version of the settlement that must have created its fair share of controversy. But, even with a wild and unbridled biking tradition dating back to 1909, the town still has a sense of family-friendliness about it, something that modern families appreciate.

In early Stone Age times, the San had settled along the shore of the Vaal River, where Deneysville is established today. The Khoikhoi followed them. The ruins of their stone dwellings can still be seen in the area opposite the Municipal buildings.

Deneysville offers the peace and tranquility that seaside regions are known for, even though it is only an hour-and-a-half from Joburg. Unfortunately, it is developing at a rapid rate and will soon be overflowing with Joburgers who have chosen to make it their second home, reserved for downtime and weekends. Try and visit before that happens. 📍



© 123rf.com/Dave Montreuil

Courtesy Deneysville Aquatic Club



NICE TO HAVES

The new way to read and write

Writer: Nicholas Francis

Reading a book and writing with an actual pen in the conventional way has become an outdated concept - until now. The latest discoveries in technology have fused the old with the new, to create a digital book reader and a pen that can save your notes while you write. **Public Sector Manager** takes a look at the new Livescribe Echo Smartpen and the Kindle eReader.



Kindle Paperwhite R1 200 www.amazon.com

Kindle

If you want to have a book on hand to pass the time the Kindle is for you. The new Kindle, also known as an e-Reader, is an electronic ink screen that looks and reads like a real book. You are able to store hundreds of book titles on the Kindle, so you have a title on hand to suit your every mood. The matte screen reflects light the way paper does and uses no backlighting, so you can read as easily in bright sunlight as in your living room. Unlike tablet screens, the Kindle has no glare and is lighter than most paperback books.

It weighs half as much as many tablets, making it easy and comfortable to hold in one hand for extended


periods of time. Because of its low power consumption, the Kindle does not require power to maintain a page of text. This allows you to read for up to a month on a single charge, with wireless off and half an hour of reading per day, versus hours on a tablet or smart phone.

Usually when reading for long periods of time, one switches positions to get more comfortable. The Kindle however has a uniform contrast ratio that does not change with your viewing angle, so you can read comfortably in any position. It is the perfect time passer for you or a great gift for a loved one or colleague. Available at leading retail outlets.

Livescribe Echo Smartpen

The Smartpen is shaped like a normal pen but has the capability to record what you have written. The pen then converts what you have written into an interactive PDF file, and allows you to share it with anyone directly from the page you are writing on. The pen is perfect for taking notes during a business meeting and sharing it with the group at a later stage, making note-taking a breeze.

Gone are the days when you have to retype, fax or scan your notes. By the time you have powered up your scanner, connected it to your PC, repositioned the document four times to the correct orientation, uploaded the file, attached it to an email and sent it, your working day will be pretty much over. By writing just one word, the LiveScribe pen gets rid of all these steps and automatically emails your document to whoever you want.

The Echo Smartpen comes in 2Gb, 4Gb and 8Gb versions, with the larger pen offering up to 800 hours of recording time. The black rubberised grip makes it easy to hold but what makes this pen tick is the high-speed infrared camera situated above the nib, which takes up to 70 images per second to record exactly what you are writing. The top offers a micro-USB port to allow you charge the lithium battery and the OLED display is your window to what is going on with your pen. This is no ordinary pen, as it allows you to record and play back; save, search and organise your notes; send and share your written documents; a microphone, built-in speaker and a USB. What more could you ask for? 

Livescribe Echo Smartpen R1 000 www.amazon.com

Wearitwell

A must-have in any woman's wardrobe is the LBD - Little Black Dress. However, age does dictate certain changes in HOW you wear the LBD as well as which silhouette and fit is best .

30's

- ♥ Silk dress **R1 499,95**, Marion & Lindie @ Stuttafords
- ♥ Faux fur scarf **R549**, Trenergy
- ♥ Embellished Belt **R329**,
- ♥ Zara Heels **R450**, Woolworths

40's

- ♥ Dress **R1 299,95**, Banana Republic @ Stuttafords
- ♥ Wedges **R375**, Woolworths
- ♥ Sling bag **R999,95**, Ted Baker @ Stuttafords
- ♥ Cuff **R70**, Lovisa

50's

- ♥ Dress **R1 199,95**, Marion & Lindie @ Stuttafords
- ♥ Asymmetric pumps **R599**, ALDO
- ♥ Set of bangles **R329,95**, Witchery
- ♥ Hammered ring **R249,95**, & Jangly Ring **R99,95**

60's

- ♥ Dress **R1 599,95**, French Connection Stuttafords
- ♥ Wedges **R899**, Trenergy ♥ Earrings **R175**, Lovisa
- ♥ Fold-open Clutch bag **R699,95**, Witchery @ Stuttafords

Fashionably warm



- Shirt **R699**, Guess @ Markham
- Striped top **R180**, Markham
- Scarf **R644,95**, Ted Baker @ Stuttafords



- Shirt **R950**, Thomas & Benno
- Cardigan **R299**, Replay @ Markham
- Bow tie **R79**, Markham

- Blue corduroy shirt **R299**, Woolworths
- Orange shirt **R299**, Woolworths
- Scarf **R299**, Country Road
- Pocket square (part of set) **R120**, Markham



Faux leather jacket **R699**, Woolworths



- Shirt **R850**, Thomas & Benno
- Scarf (snood) **R170**, Woolworths
- Bow tie (part of set) **R120**, Markham
- Hat **R99.95**, Woolworths

- Shirt **R950**, Thomas & Benno
- Pullover **R170**, Woolworths
- Tie **R99,95**, Stephen Cole @ Stuttafords
- Hat **R160**, Woolworths



- Shirt **R950**, Thomas & Benno
- Sweater **R399,95**, GAP @ Stuttafords
- Scarf **R589,95**, Ted Baker @ Stuttafords
- Tie **R350**, Thomas & Benno

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Woolworths: 0860 022 002

Country Road & Trenerly: 021 405 4300

Lovisa: 021 551 1051 Thomas & Benno: 021 425 1755

Aldo: 021 421 5674 Zara: 021 4468700

Winter warmers

to chase the blues away

Winter is upon us, it's the time where heaters replace air conditioners and soups replace salads. However, aside from making us down warm trench coats, scarves and hats, winter takes its toll on our health and well-being as well. Here are some great winter warmers that will surely have you prepped for braving the cold this season.

Body butter

The best bet for women and men this season is body butter. Not only has body butter available in an increasing range of popular scents, it is also perfect for moisturising your skin. Choose a body butter that suits your skin type. Shea body butter provides protection against the sun's harmful rays, whereas cocoa body butter has healing properties and removes the appearance of stretch marks and scars. The best part about body butter is the smell so choose your perfect scent.

Lip balm

Cold weather leaves your lips dry and chapped. The only way to weatherproof your lips is to invest in a

good lip balm. Find a hydrating lip balm that not only softens but moisturises your lips as well.

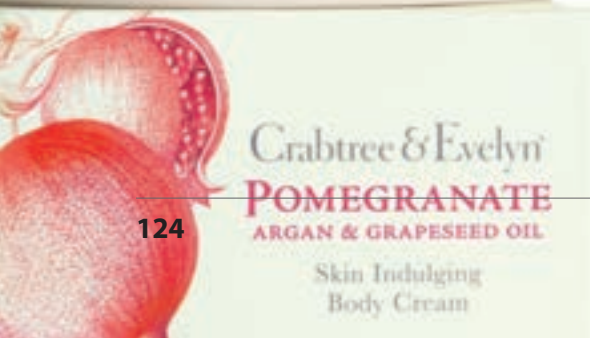
Hand creams

Avoid dry and flaky hands this winter by always having a great hand cream in your bag. Good creams smell delicious and do wonders for your cold-weather ravaged skin. Apply to your hands twice a day and you're good to go.

Tissue oils

Tissue oils have been used to treat dry skin, acne and scar tissue for decades. The oil hydrates and moisturises your skin to prevent dryness and leaves the skin feeling silky smooth.

Clicks has also launched a new Tissue Oil range in





time for winter which ensures that your skin gets all the moisture it needs. The Clicks Tissue Oil includes calendula oil, lavender and rosemary essential oils with added chamomile extract and Vitamin E. The latter helps replenish the oils that the skin naturally loses. The Tissue Oil Body Wash infused with essential tissue oil gently cleanses whilst leaving your skin feeling soft and refreshed. Beat dry winter skin with this nourishing body wash.

Hot water-bottle

Whether you are lying on the couch under a blanket or curled up under the covers, a hot-water bottle will provide extra warmth this winter. Sticking to



trends hot-water bottles are available in funky colours and patterns, and come in a variety of different materials from soft to fuzzy.

The perfect heater

Choosing the best heater isn't always an easy decision because there

are many factors involved. These are price, gas, electric, energy efficiency and aesthetic appeal. However, the



best heater for you will be the one that suits your lifestyle and budget. Rather opt for a heater that essentially warms your room and provides ample heat for you and your family to stay warm this winter.



Snug as a glove

Gloves are the perfect essential item this winter - and fashionable too. From leather for a sleeker look to woollen for a warmer casual look, find the perfect fit for your fingers.

The softest robe

Whether it is a bathrobe or a gown, do not take it for granted. It is the first thing you grab when you wake up in the morning or when someone rings the doorbell at night. From terry cloth to velour, robes come in all

sorts of colours and patterns, keeping you and your family warm. Find hooded robes or gowns for kids to keep them snug as a bug



Snacktime soups

What better way to stay warm, and keep away from greasy comfort food than to have a few easy-to-make soup sachets in your desk drawer at work, or at home. These yummy treats will fill you and warm you up to help you get the most out of your day, all you have to do is choose your favourite flavour.



Hot cuppa choc

The first thing many of us do in the morning or while on our way to work is to grab a cup of hot chocolate or cappuccino to warm us up.

Keep a few sachets at the office a perfect drink to ward winter blues. ☺



With just you and the immensity of the ocean for company, surfski paddling can be seismically serene. Yet this fast-growing sport can also be highly competitive, adrenaline-filled and demanding.

Writer: James Siddall

Surfski paddling was seared into my conscience in the early Eighties, watching my childhood hero Thomas Magnum PI (played by Tom Selleck) paddling his surf-ski in the Pacific Ocean off Hawaii. Today the attraction is even stronger, and I'm not alone in being beguiled by this sport.

A surf-ski is generally five to six metres long, and narrow at 40 to 50 cm wide, this means that mastering stability can take a while. In the right hands, a 'ski can also be devastatingly quick on open water. They're superb for using in big surf, too, where their narrowness helps them scythe through large, broken waves.

A wave-ski, on the other hand, is a short surf-ski, a bit like a surf board, and it's normally used for playing in the surf. The un-

initiated sometimes get a little confused between the two.

There are two different sorts of surf-ski: ocean-racing 'skis tend to have sharply pointed bows and under-stern rudders. Lifesaving 'skis, on the other hand, tend to be a little shorter, with a flared front to prevent nose-diving when surfing down big waves on returning to shore.

Of course, with mankind being the competitive creatures they are, surf-skis have been used in competition almost since their inception, and one of the earliest races was a 46 km event held in South Africa in 1958.

Surf-skis date to around the turn of the 20th century, and later were used by lifesavers to rescue drowning swimmers.

Naturally, safety comes first when

PADDLE STATIONS!



surfski paddling and on the excellent site www.surfski.info, a host of tips are offered, including the importance of wearing a life-jacket and of not straying too far from the shore, especially if you're still at the stage of falling off a lot.

It's also unsafe to paddle when an off-shore wind is blowing, irrespective of how serene the sea conditions may seem. Sunscreen and a sunhat are imperative too.

And experts say that you should be alert to waves breaking.

You don't want to be between your ski and the shore. Also, you should watch out for others swimmers and surf-ski paddlers – an unmanned surf-ski can make for a six-metre-long projectile.

Happily, with almost 3 000 kilometres

of beautiful – and, admittedly, at times treacherous – coastline, and generally warm waters, South Africa can be a surf-ski paddling paradise. And there are few better ways to see the coastline than from a surf-ski, though of course this can vary from tranquil to adrenaline-filled.

But if you're starting out, some training is advisable. A brilliant place to start is the Fish Hoek-based Mocke Surfski School, which will be 10 years old this year.

Especially appealing is their "Ocean ABC Paddling Course."

As they explain, this is for those who're totally fresh to the sport, as well as those who've done it once or twice but haven't quite mastered. You'll be taught everything from how to catch a wave to how to shoot a flare. Best of all, you don't need any equipment – surf-skis and paddles are provided. All you need to do is bring your swimming gear.

Meanwhile, Durban Undersea Club has a very active surf-ski section, and lessons and advice for beginners are available.

In Port Elizabeth, you can try the Paddling Shop, which caters for all needs of the Eastern Cape paddling market, and also runs the local Surfski School franchise.



Courtesy Chalupsky Paddle School

SURFSKI SCHOOLS

MOCKE SURFSKI SCHOOL

www.surfskischool.com

DURBAN UNDERSEA CLUB

www.duc.co.za

THE PADDLING SHOP

www.thepaddlingshop.co.za

**"South Africa
can be a
surfski paddler's
paradise."**

They'll teach new paddlers how to paddle, and existing paddlers how to improve their skills, while they also sell new and second-hand surf-skis.

But be warned: surf-ski paddling is like malaria. Once it's in your blood, you'll never get rid of it. ☹️



A raging Inferno through my mind

If you are a fan of the descriptive, thought provoking, mind-blowing anti-Roman Catholic Church writing of American fictionist Dan Brown, you would do well to get your hands on his latest offering *Inferno* featuring the symbolist Robert Langdon.

Inferno follows on Brown's other offerings namely *Angels and Demons*, *The Da Vinci Code*, and *The Lost Symbol*. When I heard from a friend that Brown's *Inferno* would be hitting the stores, I couldn't wait to get my hands on the book. Just looking at the cover, I knew that Brown was offering something special.

Without giving too much away, in *Inferno* Harvard Professor and symbolist Robert Langdon wakes up in a hospital confused and not knowing where he is. He has a head wound, and doesn't recall what happened in the last few days. His last memory is of him walking on the Harvard campus, but he quickly realises that he is in Florence, Italy.

During his short stay in hospital, he is attended to by two doctors, Dr Marconi and Dr Sienna Brooks, who tell him that he is suffering from concussion as a result of a bullet that scraped through a part of his head. While Dr Brooks is trying to explain to Langdon how he got to hospital, Vayentha (a woman hired to kill Langdon) walks through the hospital

ward, firing a gun in an attempt to finish off Langdon, but she misses and fatally shoots Dr Marconi instead. Dr Brooks helps Langdon escape and hides him in her apartment.

At her apartment Dr Brooks shows Langdon an object she found sewn into his Harris tweed jacket. It turns out to be a cylinder seal with a laser pointer inside. The pointer displays Sandro Botticelli's "La Mappa dell'Inferno". Botticelli's work is a tribute to Dante's *Inferno*, depicting a journey through hell. She decides to partner with him to help him find answers.

Together they travel across Italy, chased by villains in the form of an assassin from a shady outfit, the "Consortium," a SWAT team of operatives in dark vans, and the Italian authorities thrown in for good measure.

During his run through the city of Florence, Langdon comes across multi-layered riddles, questions about his surroundings and if and whom to trust along his journey as he races against the clock to save the world from an airborne virus concocted by the mad genius.

If I were to rate this book I would say it comes just below *Angels and Demons* in terms of intrigue, suspense and description. But it is still one of Brown's interesting offerings.



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