

Vuk'uzenzele



Produced by Government Communications (GCIS)

| March 2019 Edition 1

Budgeting for a brighter future

- **ECONOMIC GROWTH**
- **TAX**
- **EXPENDITURE**
- **DEBT**
- **SOEs**
- **WAGE BILL**



Finance Minister Tito Mboweni delivers the Budget Speech.

FINANCE MINISTER Tito Mboweni has called on the nation to embrace President Cyril Ramaphosa's State of the Nation Address task list, so that we can become a better South Africa.

During his recent Budget Speech in Parliament, Minister Mboweni assured South Africans that the country is on a bold new path and spoke about what government plans to do

for the nation and its citizens.

The Minister said that the Budget focuses on six areas. These include achieving a higher rate of economic growth; increasing tax collection; reasonable, affordable expenditure; stabilising and reducing debt; re-configuring state-owned enterprises (SOEs); and managing the public sector wage bill.

"Taxes raised in wealthier areas fund poorer provinces and municipalities. In this budget, 47.9 percent of nationally-raised funds have been allocated to national government, 43 percent to provinces and 9.1 percent to local government. Pro-poor spending continues to grow in real terms," he said.

● **Cont. page 2**

Social grant increases



R80 – Increase for old age, disability, war veterans and care dependency grants.

R40 – Increase for the foster care grant.

Health



R717 billion – For health services, including the National Health Insurance.

Education



R30 billion – To build new schools and maintain infrastructure.



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SA's budget in numbers

Finance Minister Tito Mboweni's first Budget Speech in Parliament summed up how government plans to put South Africa on a bold new path.

Below are some interesting figures that emerged during the speech.

Social grant increases

R80 – Increase for old age, disability, war veterans and care dependency grants.

R40 – Increase for the foster care grant.

Programme of action

R5.87 trillion – Proposed for total non-interest spending over the next three years.

R1.2 trillion – For learning and culture.

R717 billion – For health services, including the National Health Insurance.



R900 billion – For social development.

R19.8 billion – For industrial business incentives.

R481.6 million – For the Small Enterprise Development Agency to expand the small business incubation programme.

R1.8 billion – For the implementation of 262 priority land-reform projects.

R3.7 billion – To assist emerging farmers seeking to acquire land to farm.

R30 billion – To build new schools and maintain infrastructure.

R2.8 billion – To replace pit toilets.

R111.2 billion – For students to obtain qualifications.

R567 billion – For social grant payments.

Tax revenue

R1.3 trillion – Projected tax revenue in 2018/19.

R1.5 trillion – Projected spending in 2018/19.

R215 billion – Budget deficit in 2018/19.

Fuel levies

29 cents – Increase, per litre, of petrol.

30 cents – Increase, per litre, of diesel.

Division of revenue

47.9 percent – Nationally-raised funds allocated to national government.

43 percent – Nationally-raised funds allocated to provinces.

9.1 percent – Nationally-raised funds allocated to local government.

State-owned enterprises

R23 billion – The amount being set aside, per year, to financially support Eskom during its reconfiguration.

R50 billion – The additional amount used by Eskom of its R350 billion guarantee in 2018/19.

R1 billion – A further guarantee granted to Denel.

from page 1

Spending priorities

The budget proposes spending of R5.87 trillion over the next three years, with the largest allocations being R1.2 trillion for learning and culture; R717 billion for health services, including the National Health Insurance; and nearly R900 billion for social development.

Fully subsidised education and training for the poor is government's flagship higher education intervention. It will spend R111.2 billion to ensure that deserving students from poor and working-class families are able to obtain qualifications at universities and technical vocational education and training colleges.

For health, R2.8 billion has been reprioritised to a new

human resources grant; R1 billion for medical interns; and R1 billion will be used to raise community healthcare workers' wages to R3 500 per month.

Government continues to support people who want to own their own homes and R14.7 billion has been reprioritised to two new conditional grants for informal settlement upgrading, which will provide these households with basic amenities. "Our Help to Buy subsidy helps first-time home buyers purchase a home. As a pilot, it gets R950 million over three years," the Minister said.

Job creation

Government has allocated R19.8 billion to industrial business incentives, which includes R600 million to the clothing

and textile competitiveness programme. "This will support 35 500 existing jobs and create 25 000 new jobs over the next three years," he added.

The Jobs Fund is an important part of private sector job creation. "It has disbursed R4.6 billion in grant funding and created over 200 000 jobs since inception. The allocation will rise over the next three years to R1.1 billion. In addition, R481.6 million was allocated to the Small Enterprise Development Agency to expand the small business incubation programme."

When it comes to land reform, government has allocated R1.8 billion to 262 priority land-reform projects and has set aside R3.7 billion to assist emerging farmers to acquire land to farm.

Dig deeper

Excise duty increases will see consumers digging deeper for alcohol and cigarettes, with the duty on a can of beer going up to R1.74 and increasing to R3.15 for a 750 ml bottle of wine. Whiskey drinkers will pay R4.54 more and smokers have to fork out an extra R1.14 per pack of 20.

An excise duty is tax levied on goods during the manufacturing stage, rather than at sale.

Fuel levies were increased by 29 cents per litre for petrol and 30 cents per litre for diesel.

Eskom won't be bailed out

President Ramaphosa's plan to stabilise electricity is the subdivision of Eskom into three independent components which, the Minister

said, will allow for more competition, transparency and a focused funding model.

He said that national government will not take on Eskom's debt. "Pouring money directly into Eskom in its current form is like pouring water into a sieve. I want to make this clear. Eskom took on the debt and it must ultimately repay it," added the Minister.

Government is setting aside R23 billion a year to financially support Eskom during its reconfiguration. "Support is conditional on an independent chief reorganisation officer being jointly appointed by the Ministers of Finance and Public Enterprises, with the explicit mandate of delivering on the Presidential Task Team's recommendations," he said. ■



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"NOW IS THE TIME FOR ALL OF US TO WORK TOGETHER, IN HONOUR OF NELSON MANDELA, TO BUILD A NEW, BETTER SOUTH AFRICA FOR ALL."

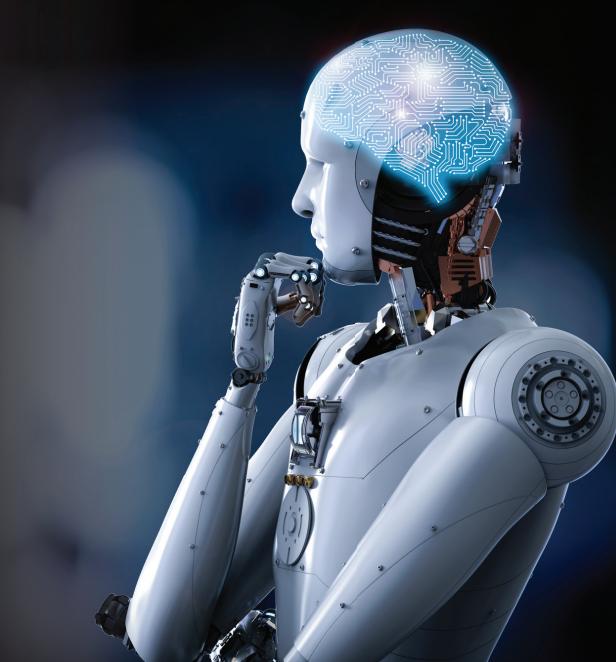
PRESIDENT CYRIL RAMAPHOSA

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The digital revolution is here



I am sure that over the past few months you have heard government leaders, including myself, as well as business leaders and innovative entrepreneurs talk about the Fourth Industrial Revolution (4IR).

Yet there are many South Africans who wonder what 4IR is and how it will impact on their lives.

Broadly speaking, 4IR speaks to the changes that are taking place in technology.

These changes bring a new way of thinking in terms of how we use technology at work, for every day use and how we relate with one another. While these changes are taking place unevenly around the world, South Africa's time to join this revolution is now.

These technologies will bring change in all areas of life, including how we teach our children, how we do business and the types of jobs that will emerge as people work alongside robots and other technologies driven by data.

The technologies of 4IR will provide developing and emerging economies like South Africa with opportunities to improve and replace

technologies of the previous revolutions.

Prior to the Industrial Revolution, manufacturing was often done in people's homes, using hand tools or basic machines. Industrialisation gave birth to machinery, factories and mass production.

4IR brings even more technological advancements in areas such as the Internet of Things (IoT), robotics, virtual reality (VR) and artificial intelligence (AI) to name a few.

Behind these words are a revolution in technology that has the power to improve human health, improve the way government or business delivers services to citizens or customers, and to warn us in advance of – and to manage – natural disasters.

It has the potential to reduce inequality in the world, because these technologies can break through the barriers that currently exist between people of different social and economic status.

None of this is science fiction; instead, we are dealing here with the realities of the continuous expansion of human intelligence and now the development as well of artificial intelligence, such as we are witnessing with

driverless vehicles or parcel deliveries by drones.

The question facing a country like ours is how to harness the best aspects of these developments and innovations to ensure that the quality of life of all South Africans improves and that we grow our economy.

As with all leaps forward in human development, 4IR is not without its challenges – one of which is the replacement of human labour by robotics and other technologies.

In a country with our levels of unemployment, we therefore have to balance our adoption of new means of production with our investment in building the skills South Africans need to remain productive in this era.

Even more importantly, we need to identify those sectors of our economy – like agriculture – where we can still provide work for people whose skills are more closely aligned to the previous industrial revolution.

If we are able to strike and maintain this balance, we will be able to benefit from 4IR in ways that will build a dynamic and competitive economy that creates decent, sustainable jobs.

To ensure that we harness technological change in pursuit of inclusive growth and social development, I have appointed a Presidential Commission on 4IR.

The commission comprises people from different sectors of society who will guide our country's digital transformation.

They will identify and recommend policies, strategies and plans that will position South Africa as a global competitive player within the digital revolution space.

To succeed in this revolution, we need to equip our people with the necessary skills to thrive in such a society and in such an economy.

There is a need to develop more alert and applied education models.

This must start even before a child enters primary school and continue right through to our universities and colleges. There is an urgent need in developing and emerging economies to re-skill a significant portion of the current workforce suited for the technological age.

With this said, over the next six years, we will provide every school child in South Africa with digital workbooks and textbooks on a tablet device.

We will start with those schools that have been historically most disadvantaged and are located in the poorest communities, including multi-grade, multiphase, farm and rural schools.

Several new technology subjects and specialisations will be introduced, including technical mathematics and technical sciences, maritime sciences, aviation studies, mining sciences, and aquaponics.

The future of developing our technological age lies in developing the educational capabilities of our children.

It is through them that we will advance in robotics, artificial technology and the internets of things – not just as consumers and users of solutions developed elsewhere, but as creators of new possibilities for humanity.

Let us stand together in preparing for this digital age that seeks to improve our economy.

Greater technological and digital development is an essential part of our renewal and growth as a society. ■



Together we move South Africa forward

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Young health workers lend a hand in rural KZN

KwaZulu-Natal Health MEC Dr Sibongiseni Dhlomo has encouraged young health professionals to leave their comfort zones and go out to the rural areas to help communities that need healthcare.

The MEC was speaking in Durban, at a workshop for the orientation and induction of 268 students. They originate from universities across the country and began their 12 months' community service at the beginning of January.

The 2019 group of community service officers includes dentists, physiotherapists, occupational therapists speech therapists, and audiologists. The introduction of compulsory community service in health started during the 1998/99 financial year, under former President Nelson Mandela's government. Although it initially focused on doctors and



Over 200 young health workers ready to serve the community in different areas of KwaZulu-Natal as part of their in-service training.

dentists, it was introduced to other healthcare workers, including therapists and nurses.

"Most of the services offered by these therapists are hardly ever there (in rural areas). Allowing these young people to go into these areas decreases the need for people

who suffer the consequences of hypertension, diabetes and stroke to come back to urban areas where there's a majority of these professionals," said MEC Dhlomo.

Dentist Frieda Maritz, from Tshwane, studied at the University of Pretoria. She was

initially placed at Ekhombe Hospital, before being transferred to Hlengisizwe Clinic. "I'm quite happy to be outside of Durban. Ekhombe was rural, but it's been an experience. I've learnt a lot in terms of my work. I'm looking forward to learning to speak IsiZulu, getting to know the community better and making a difference," said Maritz.

Nombongo Ntswayi, an audiologist from Cape Town, has enjoyed her first few weeks at Christ the King Hospital at Ixopo, where she's been placed.

"You get to see the other side of life and appreciate the people. "Being able to provide health services to people who don't have access to them is quite rewarding," said Ntswayi.

Yashnita Ramsunder, an occupational therapist who studied at the University of Cape Town, is based at Gamalakhe Clinic, outside Port Shepstone. "I'm really happy where I'm placed. I service nine clinics. What I'm looking forward to the most this year is helping the poorest of the poor, helping the disabled gain independence in communities, and raising awareness about mental health and disability, because that's what I'm passionate about," said Ramsunder. ■

Patients have rights too

PEOPLE WHO believe they have received poor care from a public healthcare facility have the right to lodge a complaint.

Silusapho Nyanda

With March being Human Rights Month, Vuk'uzenzele looks at the rights of health facility patients.

Healthcare is a basic human right that should be enjoyed by all South Africans.

This prompted the Department of Health to put together a Patients' Charter.

The charter states that everyone has the right to healthcare, regardless of their ability to pay for the treatment.

"Treatment and rehabilitation must be made known to the patient to enable the patient to understand such treatment or rehabilitation and the consequences thereof," the charter reads.



If a patient feels that they have been treated unfairly or their rights have been violated, they have the right to make

their voice heard.

Patients using KwaZulu-Natal's (KZN)public hospitals, for example, can complain

directly to public relations officers (PRO) placed in health facilities in the province.

"Currently, we have over 80 public hospitals in our province and 80 PROs, and about 10 community health centres, each with its own PRO," said KZN Health MEC Dr Sibongiseni Dhlomo. He said that over the years, workshops have been held to empower PROs to become the face of the province's public health facilities.

Disgruntled patients may also report their complaints to the office of the Health Ombudsman.

Ricardo Makhanya of the ombudsman's office explained that they investigate complaints by patients and give feedback on each case.

He said patients need to first raise complaints with the health facility and if they are still dissatisfied thereafter, they can approach the ombudsman's office. ■

Your right to dignity

Every patient has a right to:

- A healthy and safe environment
- Participation in decision-making
- Access to healthcare
- Knowledge of one's health
- Insurance/medical aid scheme
- Choice of health services
- To be treated by a named healthcare provider
- Confidentiality and privacy
- Informed consent
- Refusal of treatment
- A second opinion
- Continuity of care
- Complain about health services.

If you would like to report a complaint to the Health Ombudsman, call the toll-free number 080 911 6472 alternatively send a fax to 086 560 4157 or an e-mail to complaints@ohsc.org.za

New school inspires dreams of matric excellence

GAUTENG IS on a mission to provide quality educational facilities in areas that were previously underserviced. The recent school to be built in Soweto cost R57 million.



The newly-opened Protea Glen Secondary school aims to deliver quality matric results. The school was opened by Gauteng MEC for Education Panyaza Lesufi. Picture: Facebook/Panyaza Lesufi

Silusapho Nyanda

Top matric results are the goal of Protea Glen Secondary School principal Linda Molefe.

The school, recently opened by Gauteng Education MEC Panyaza Lesufi, has state-of-the-art equipment, 28 classrooms, an admin block, two science labs, one smart multi-purpose room, a computer lab and a library, among other features.

"When the school is fully equipped, the pupils will be able to connect to the media centre for their research," Molefe said.

He said the school currently has 223 pupils who are all in Grade Eight and eight teachers.

The school offers subjects such as IsiZulu, TshiVenda, XiTsonga, English, Mathematics, Life Sciences and other subjects.

"We want to see good, progressive results in Grade 12," he said.

"The community has highly appreciated the school as it is closer to homes and a feeder primary school," said Molefe.

At the recent opening, MEC

Lesufi said: "We are proud to present this mega school to the people of Protea Glen and plead with the community to protect this school for many generations; we will continue to open more such schools in our quest to change the face of township schools."

Over 13 new brick-and-mortar schools have been opened since 2015. The department is on a quest to improve and transform the quality of education in townships through the building of modern schools.

The Protea Glen school created 356 jobs and used 34 local sub-contractors.

The school falls into the mega school category due its size, which responds to the demand trends encountered across the province. Gauteng has around 1 200 learners from Grade 8 to Grade 12.

It is also a green school – meaning it has roof insulation to reduce energy loss from the buildings, windows and openings that maximise natural light and air circulation into the building and reduce energy loss and insulated walls for heat conservation and sound-proofing. ▀

Tembisa pupils bake their way to the top

A PUBLIC and private sector partnership is developing the baking skills of Tembisa pupils.

Silusapho Nyanda

Pupils from Masibenze High School in Tembisa Gauteng are being taught how to make confectionery treats, thanks to a partnership with Chipkins Puratos Bakery School SA.

Twenty-five pupils are participating in the four-step training programme that will teach them how to bake cakes, bread, biscuits and scones, among other things.

Administrator of the Chipkins Puratos Bakery School

SA Jeanette Letsoalo said the training aims to skill the pupils in baking and developing an entrepreneurial form of thinking.

Letsoalo said: "What we are trying to achieve is to take learners from under-privileged backgrounds and turn them into entrepreneurs of the future and get them into the baking industry."

Pupil Thabiso Ndlovu said the skills he is learning will allow him to open his own bakery one day.

The programme has seen the building of a bakery in



Twenty-five pupils are participating in the four-step training programme. They will receive an NQF level two qualification in bread and flour confectionary on top of their matric certificate.

the school yard which allows pupils to attend lessons after class.

Students who pass will receive an NQF level 2 qualification in bread and flour confectionary, on top of their matric certificate. The programme is run over a two-year period, starting with Grade 11 pupils.

Pupil Yolanda Genda has already started applying the skills she is learning from the

school by baking treats for her family.

The Grade 11 pupil said her family saves a lot of money as they no longer have to go to the grocery store as often. "I bake all sorts of nice things for them at home."

She said that she has already learnt how to bake different things. "I have learnt how to bake muffins. I have also learnt that in order to make it

in this industry, you need a lot of patience," she said.

Spokesperson for the bakery school in South Africa Richard Kuppan said they hope that the lessons learnt from the programme will assist in developing skilled confectioners.

"Bakers are the fourth scarcest skill in the wholesale and retail sector today," he said. ▀

Keeping an eye on human rights



More Matshediso

The South African Human Rights Commission (SAHRC) is the watchdog of elected officials. It ensures that they do their job so that South Africa does not go back to the state it was in during apartheid.

"Basically, we are the watchdog of how our country meets its human rights obligations in terms of the Constitution, Bill of Rights and international instruments. At the same time we also advise government on how best to meet its own human rights obligations at national, regional and international level," said SAHRC Chief Executive Officer Advocate Tseliso Thipanyane.

The commission is a Constitutional body established

to promote and protect human rights.

Part of the commission's mandate is to monitor and assess observance of human rights in South Africa, and to address human rights violations in the country and find appropriate redress for them.

The commission has the powers to investigate and report on the observance of human rights; take steps and secure appropriate redress where human rights have been violated; carry out research; and to educate.

"We are also allowed to receive complaints from anybody within and outside government on human rights violations, whether in the instance of government or the private sector," he added.

The commission keeps an eye on everybody in terms

of how they conduct themselves with regard to the Bill of Rights. It can investigate, make findings and

"Without human rights there is no South Africa."

binding recommendations and can take those matters to court. This includes cases of racism and hate speech amongst others.

The commission has tremendous power including search and seizure, even without a search warrant,

and can compel people to testify during its investigations.

It is a criminal offense to interfere with the work of the commission but more importantly, Section 181 of the Constitution has placed the obligation on all organs of State to assist and support the commission and uphold its dignity.

According to Thipanyane, the commission cannot be sued unless it has acted in bad faith or is malicious in its conduct.

As the country celebrates Human Rights Month this March, Thipanyane said every citizen must uphold the legacy of human rights, which many people suffered and died for during the Sharpeville massacre.

"Without human rights there is no South Africa," he said.

Thipanyane said South Africa is in a different phase than it was in 1994. He added that there is still hope that South Africa can be better and its people are committed to the course because they want a better future. □



About Human Rights Day

On March 21 1960, the community of Sharpeville, Langa townships and other communities across the country embarked on a protest against pass laws. The apartheid police shot and killed 69 of the protesters at Sharpeville, many of them were shot while fleeing. Many other people were killed in other parts of the country. The tragedy came to be known as the Sharpeville Massacre and it exposed the apartheid government's deliberate violation of human rights to the world. After 1994, the democratic government declared March 21 Human Rights Day to commemorate and honour those who fought for the country's liberation and the rights that citizens enjoy today.

How to get services from the SAHRC

The commission has nine provincial offices based in capital cities. Anyone who would like to lodge a complaint can visit the SAHRC website www.sahrc.org.za or email Shafeeqah Salie (Intake Officer) at ssalie@sahrc.org.za



Eastern Cape

043 722 7828/21/25



Northern Cape

054 332 3993/4



Gauteng Office

011 877 3750



Limpopo

015 291 3500



North West

014 592 0694



KwaZulu-Natal

031 304 7323/4



Free State

051 447 1130



Mpumalanga

013 752 5890/5870



Western Cape

021 426 2277

UPHOLDING THE LEGACY OF HUMAN RIGHTS



General matters can be emailed to Penny Carelse (Admin Officer) pcarelse@sahrc.org.za

Addressing food scarcity through research



The ARC Nadorcott, a citrus fruit that contains fewer seeds and has been trade named Clemengold.

Allison Cooper

As with fashion, consumers are always looking for something new when it comes to fresh fruit. Something to excite the palate, something sensational, something like the Agricultural Research Council's (ARC) six new fruit cultivars!

ARC stole the show with the recent introduction of extraordinary new varieties of citrus, pear and passion fruit.

Cultivars are plants that are produced for farming.

ARC conducts research and fosters innovation to support and develop the agricultural sector.

With its dedicated fruit research facilities around the country, the ARC is actively involved in breeding new varieties of indigenous citrus and deciduous fruit.

The ARC's citrus cultivar breeding programme develops improved young citrus twig cultivars for cooler climates, in response to changing climate conditions.

It focuses mainly on high-quality mandarins and niche

market cultivars, to develop seedless, easy peeling fruits with an excellent appearance and flavour.

Its six new cultivars are;

- a seedless lemon, called Eureka, which is the first and only commercial lemon variety;
- Valley Gold and African Sunset, attractive, late-maturing mandarins with excellent flavour;
- ARC Nadorcott, a citrus fruit that contains fewer seeds and has been trade named Clemengold;
- Sonet, an early-maturing

mandarin that has an excellent fruit quality;

- Cheeky Pear, a blush pear variety that may just be the answer to maintaining a continual supply of South African two colour pears. Cheeky pear was cultivated in the ARC's Infru tec-Nietvoorbij research facility. It is also more stable in higher temperatures, compared to other blush varieties which totally lose their colour, and it's unique in the world.

"We developed the fruit cultivars in response to the demand for fruits that ripen when there is a demand for them in the market," said the ARC's chief executive officer Shadrack Moephuli.

With the export of a huge variety of fruit to over 90 countries, South Africa has a reputation for premium quality, consistency and innovation in fruit markets across the globe.

Naturally breeding outstanding export quality fruits like these new ARC cultivars is the result of many years of research.

ARC leading the pack in 4IR technologies

The ARC's mandate is primarily to conduct research

and technology development to provide productivity of the agricultural sector.

"South Africa is one of the top fruit producers in the world, competing with California, Australia, Chilli, France and Spain. This is possible only through research, and is what makes South Africa competitive globally," said Professor Bongani Ndimba, senior research manager at the ARC.

ARC's mandate is in line with the much talked about fourth Industrial Revolution (4IR) which President Cyril Ramaphosa has said is about using research and technology to enhanced food security, better disease management, and cheaper, cleaner and more efficient energy.

The ARC wants to empower smallholder farmers, by providing them with a licence to produce ARC-cultivated fruits and export them to international markets.

"We affirm our commitment to investing our knowledge and expertise to provide solutions for farmers' challenges and to improve socio-economic conditions for the people, especially those who work the land," said Professor Ndimba. ■

Tractors to give farmer a growth spurt

LAND BENEFICIARIES in the Sasolburg area are being provided with the necessary assistance by government to better use their land.

A Free State farmer is set to grow his business after receiving his share of R34 million in equipment from the Department of Rural Development and Land Reform.

Land reform benefactor and farmer Elias Tlatsa said he plans on using the two tractors, planter, spreader and diesel cars to grow his Kroonstad-based maize, soya bean, sunflower and cattle farm. He also intends

to diversify his operations. His expansion plan means he will need more workers on the 600 hectare farm, which is good news for the area's unemployed. His current staff complement is three and he hopes to grow it by 12.

"The implements will help me increase my ability to plant so I can make more money from the farm," said Tlatsa.

"Farming requires a lot of hard work so if you want to become a farmer, you must

be prepared to roll up your sleeves and get your hands dirty. Before you start farming, you must know what you want to do. You must have a plan of how you will do that," Tlatsa said.

Acting Director General of Rural Development and Land Reform Rendani Sadiki agrees with this, saying that farm owners need to be hands-on. "We want farmers who are present; who know what is happening on their farms.



Four farmers in the community of Sasolburg in the Free State received equipment collectively worth R34 million from the Department of Rural Development and Land Reform.

"The department's support ensures that farmers' operations aren't hampered by a lack of resources."

Sadiki said four farmers

in the area had been given equipment collectively worth R34 million and urged beneficiaries to take care of what they had been given. ■

Meet the SAPS super-scientist!

BY ACCURATELY analysing evidence, a young forensic specialist has been able to help the police make solid cases against criminals.



■ Top cop Captain Veshalin Moodley is making waves in forensics.

Dale Hes

Captain Veshalin Moodley is only 27 years old but is already a crime-fighting superhero within the South African Police Service (SAPS).

Working as a forensic analyst, Moodley has won an incredible 11 awards in just four years of employment in the police service. In February this year, he received the ultimate recognition by winning the SAPS National Excellence Award for Forensic Science Laboratory Employee of the Year.

"I have always been passionate about both science and serving the community. After I got my degree in chemistry and microbiology, becoming a forensic analyst was perfect for me. It has allowed me to carry out my ultimate dream by combining my two pas-

sions," said Moodley.

Moodley analyses residue samples which are collected at crime scenes such as murders and attempted murders, hijackings, house robberies and possession of illegal firearms. His work is then submitted as evidence in court, helping to put criminals behind bars.

In the 2017/18 financial year, he completed all of the 296 cases assigned to him, with an error rate of 0 percent. An incredible 99 percent of these cases were finalised within 10 working days. He is also the only police officer to have achieved over 90 percent for four consecutive courses presented by the South African Paint Manufacturing Association. Paint analysis is used in cases such as hit-and-runs, where the paint on vehicles and victims can be compared.

Moodley said that achieving recognition for his hard work has been an honour, but this isn't the main goal for him.

"Getting the awards are fantastic, but it goes much further than that. When I have helped to get criminals prosecuted with my evidence, that is highly rewarding. It is also about being able to serve the country and play a role in combatting crime – that is what is really important to me."

Moodley's motivation and dedication have been key to his success.

"This is not an easy field to be in. You're looking at some terrible crimes, and you just have to be motivated, determined and carry on doing your best for your country," he said, adding that mentorship and support have also been vital. ▀

New police station keeps residents safe

THERE ARE HIGH hopes that a police station in rural Mpumalanga will result in a reduction of crime in the area.

Kabelo Marumo

Rose Malaza, a resident of Kamhlushwa in Mpumalanga, is pleased that her community finally has a police station a stone's throw away. "We used to be served by Tonga Police Station, which is far and travelling hit our pockets hard. That is a thing of the past as we are receiving services on our doorstep. It is also safer to walk around, even at night," said Malaza.

The Kamhlushwa Police Station, recently opened by Minister of Police Bheki Cele, serves over 50 000 people in three villages.

"Having a police station

in the centre of the community will reduce the police's response time, as well as the distance that people travel to receive police services," said Minister Cele.

The station is the first of many police stations to be opened across the country in response to the National Development Plan's call for greater access and better quality of public services, especially in rural areas.

The state-of-the-art police station is situated on the outskirts of Malelane in Mpumalanga, which is close to the border separating South Africa and Mozambique, making it susceptible to cross-border crime.

"The police station belongs to the people of this area. It will be a point of excellence

Minister Cele said the South African Police Service and police chiefs in neighbouring African countries were clamping down on cross-border crime.

The station offers, among its many services, a detective centre, a community service centre, a victim empowerment centre and holding cells.

Minister Cele added that the opening of the police station means that a team of dedicated and disciplined police officials will ensure the safety of all communities in the surrounding areas.

"The police station belongs to the people of this area. It will be a point of excellence



■ Residents of Kamhlushwa in Mpumalanga are feeling a little safer thanks to the opening of a new police station.

and will serve with diligence."

Minister Cele urged the community to work with the police, stating that the

station and its many officials would be worthless in fighting crime without co-operation between the police and the community. ▀

Make your mark on Election Day

BY VOTING on 8 May, you will help determine how South Africa is run.



More Matshediso

Democracy only works if people actively participate in the process.

This is the message that the Electoral Commission of South Africa (IEC) has for first-time voters who are still not sure

why they should vote in the National and Provincial Elections on 8 May.

According to the IEC, South Africa has one of the youngest populations in the world. The voting population's largest age group is between 20 and 29 years – an estimated 10.8 million people. That means young people have the power

to determine the outcome of an election.

A person's vote is their way of making their voice heard. By not voting, you are giving up your most important right and responsibility as a citizen. "Whoever is eligible to vote but does not exercise their right, gets stuck with other people's choices," said the commission.

Tips for first time voters

- Respect other voters, election and party officials.
- Feel free to show your party support by wearing party T-shirts and other regalia with party slogans.
- Bring your valid South African identity document, either a smart ID card, green barcoded ID book, or valid temporary ID certificate.
- Mark each ballot paper only once.
- Make sure your ballot papers have been stamped by election officials before putting your marked ballots in the ballot box, or else they won't be counted.

Do not:

- Vote more than once in an election.
- Pretend to be an IEC official, a representative of a registered political party, an accredited observer or an accredited voter education official.
- Prevent someone from speaking to other voters.
- Interfere with a voter's right

Voters are encouraged to take a thumb selfie and share it with family and friends on Twitter or Facebook with the hashtags #Xse2019 #IXSA #CountryDuty to show they have made their mark and encourage others to do so too.



Health in Action benefits children

A SCHOOL programme that aims to deal with social ills such as poverty and unemployment is doing wonders in communities.

In South Africa, non-profit organisations play a very important role in supporting government's programmes and goals.

INMED Partnerships for Children is one such organisation. It ensures that children lead healthier lives. INMED's Health in Action programme promotes healthy lifestyles for children by providing nutrition

education, physical exercise and school gardens.

Currently carried out in 116 schools in 13 disadvantaged communities in Johannesburg and Port Elizabeth, the programme is reaching more than 100 000 children.

"South Africa is facing a public health crisis as obesity rates rise while

hunger and malnutrition persist for too many," explains Health in Action programme director Unathi Sihlahla.

"Through this school-based programme, children learn about nutrition, physical activity and healthy lifestyles. This is done through hands-on, skills-based activities, including the development of school gardens that provide nutritious fresh produce."

The programme is based on the success of the initiative in Brazil, which started in 2010 and has reached more than 1000 schools.

In South Africa, Health in Action has been running since 2015.

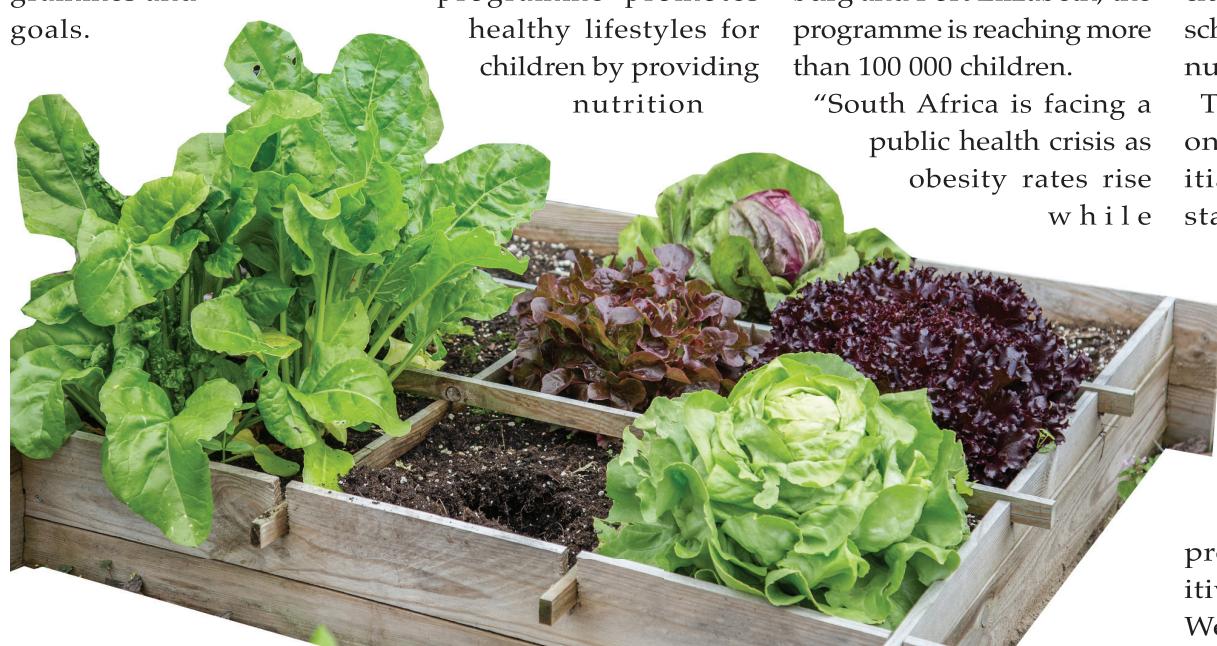
"We have seen the huge value of this programme and the positive impact it has made. We are looking forward

to continuing to make a difference in the lives of schoolchildren," said Sihlahla.

Another important part of the Health in Action initiative is providing work for unemployed youth. Many of the activities in the programme are led by youth – known as Break Time Buddies – who are recruited by INMED through local school governing boards.

"This programme has enabled me to make a difference in my community. Every time I visit schools I am welcomed by screams of kids competing for my attention," says Samkelo Dumse, a Break Time Buddy in Kwazakhele in Port Elizabeth.

INMED's work is made possible through partnerships with local and provincial governments, large companies and organisations. ■



Buying local products creates jobs

BECOMING A Proudly South African member company will increase your market access.

More Matshediso

Buying locally manufactured products helps to sustain and create jobs for South African citizens.

This is according to the chief executive officer of Proudly South African, Eustace Mashimbye.

Proudly SA is the country's official buy local advocacy campaign and has a mandate to drive the buy local message.

Its largest funder is the Department of Trade and Industry and this partially makes it an agency of the department. It has been around since 2001.

During an interview with *Vuk'uzenzele*, Mashimbye said sending money back to the economy and retaining existing jobs is effectively what a buy local choice means.

Mashimbye said South African products and services are often compared with



Streetwear designs by Chepa Streetwear are taking the online world by storm and prove that being 'Proudly SA' can provide decent jobs.

imported goods.

"If any company wants to build a loyal customer base, it knows that it has to provide value for money, and that is for consumers to decide," Mashimbye said.

All Proudly SA member companies' products are audited

for quality.

He said the best support that Proudly SA gives member companies is access to markets.

"Without access to market, a business cannot thrive, even if it has the best products, so this is what we see as our most critical role," he said.

One of the local companies that is listed on the database is Chepa Streetwear (Pty) Ltd, a clothing and footwear design and manufacturing business that is the brainchild of Dumisani Mahlangu (34) and his wife Candice.

"We wanted clothing that is

African and modern because we always loved African prints and there were many requests for bomber jackets from our potential clients," he explained.

The company has already managed to create eight direct and indirect jobs and currently distributes products using an online platform nationwide. Some of its products end up abroad, thanks to an international distributor.

Mahlangu is happy with the company's local support but urges people not to ask for discounts because that kills local businesses, especially those that are starting up. □

Companies that are interested in registering for membership with Proudly SA may visit the website <http://www.proudlysa.co.za> and click membership on the toolbar to read further about requirements.

Grab a book and join the reading revolution

Drop everything for 30 minutes and read a book - that's the message from Basic Education Minister Angie Motshekga as she jumpstarted the reading revolution.

The Minister urged schools to set aside 30 minutes for reading for enjoyment every day and called on parents to support their children in practicing their reading skills each day. She further pressed businesses to adopt and sponsor reading resources for schools.

Minister Motshekga, along with various social partners, made the calls recently at the launch of the National Reading Coalition (NRC) in Benoni, Ekurhuleni.

Under the National Education Collaboration Trust (NECT) and in partnership

with the DBE, the launch introduced the NRC as a collaborative body where ideas can be developed and implemented to address the national reading challenge.

This comes after President Cyril Ramaphosa, during the State of the Nation Address, made a call for the country to improve its literacy levels and that starts with improving its reading capabilities.

In 2017, the Progress in International Reading Literacy Study (PIRLS) released a report about the poor and deteriorating literacy levels in SA. In its report, PIRLS found that 78 percent of Grade 4 learners are unable to read for meaning. That means nearly eight out of 10 of Grade 4 learners cannot read for meaning.

In a bid to tackle this chal-

lenge, the launch of the NRC saw non-governmental organisations, teachers, policy makers and education stakeholders thrash out ideas to get the nation reading.

The NRC's national proposed plan recognises six areas that are important in the improvement of reading which include initial teacher preparation, access to relevant resources, community support, continuous professional development, policy, research and evaluation.

NECT Chairperson Sizwe Nxasana said another step to improve reading is to create book clubs. He added that often boys and men are not part of book clubs and they are getting left behind.

Nxasana also made the point that in order to tackle the reading challenge, the country



must work towards establishing mother tongue proficiency to ensure that learners read for meaning.

Delegates attending the launch agreed that to ensure a successful reading revolution, access to books must be prioritised.

"You cannot fall in love with someone you haven't met

and the same goes for books. "Children cannot learn to love books if they haven't been introduced to them," said Nal'ibali Managing Director Jade Jacobsohn.

Nal'ibali is a national reading-for-enjoyment campaign aimed at sparking children's potential through storytelling and reading. □ SAnews.gov.za

A public servant worthy of emulation



Nosipho Mkhupheka is setting the bar high for other public servants.

Silusapho Nyanda

Nosipho Mkhupheka is a public servant who has set tongues wagging – for all the right reasons.

The unassuming Department of Home Affairs official has earned the praise of many South Africans, and even that of the Minister, after news of her work ethic made its way to Facebook.

Mkhupheka, who is the Chief Administrations Clerk at the Scottburgh Home Affairs office stayed behind after her normal working hours to assist about 40 people who could not be attended to dur-

ing the office hours.

One of those she helped was Facebook user Marius Botha who then sang Mkhupheka's praises on his social media page. The post read: "I want to thank Mrs Nosipho Mkhupheka for her unselfish and exceptional service beyond the call of duty. This wonderful lady works at the Dpt of Home Affairs, Scottburgh. Today at 16:00 all her colleagues left their workstations and went home. Mrs Mkhupheka stayed and help(ed) the last 40 customers all on her own and with a smile on her face!!! You are my hero. South Africa needs more people like you. Thank you. We salute you".

She was alerted to the trending post by her sister while she was at church. Mkhupheka's children also kept calling her to tell her that she was trending.

"They kept on calling to tell me I was trending and I was asking my sister what is trending. It was the first time I even heard of the phrase 'trending'. I was so confused," she told *Vuk'uzenzele*.

Reflecting on the attention she has received since the Facebook post, Mkhupheka said 8 February was a normal day for her as she always stays behind, with some members of her team, to ensure that those who were already in the queue when closing hour arrives are helped.

Mkhupheka exploits caught the attention of Home Affairs Minister Siyabonga Cwele who paid her a special visit at her work place. Mkhupheka said even though she was excited and shocked by the visit it was also humbling. "Even though I was shocked I was very excited that people recognise my work," she said.

During his visit Minister Cwele commended Mkhupheka for her dedication. "Ms Mkhupheka is one best example of the thousands of Home Affairs officials who are dedicated to serve our people with a smile. When I arrived, the office was full and she was still assisting our citizens. The people who were there at the time I arrived said they appreciated her work," he said. **V**

Unwanted babies need not be dumped



Silusapho Nyanda

New-born dumped in bin. Baby abandoned in public restroom. Day-old baby rescued from pit. Too often, stories like these make the headlines.

They leave the country reeling and the mother at risk of being jailed. No matter how desperate the situation, safe and legal alternatives exist for women who are unable to keep their infant.

The Department of Social

Development works with a number of vetted temporary safe care facilities for the immediate placement of abandoned or unwanted babies.

One such facility is the Tshwane Place of Safety Association, which works with public social workers and the police to house abandoned children.

The association's managing director, Jeanette Birrel, said on average they receive six babies a month. These infants are often malnourished and unhealthy as a result of being left in dumpsites and other unsuitable places.

Birrel said: "Babies that are left in hospital – what we call a soft abandonment – are often well nourished. Babies that are found in the veld are often sunburnt... Those who are dumped in dustbins often have infections."

Department of Social Devel-

opment spokesperson Lumka Oliphant said children housed in the temporary places of safety have access to food, clothing, shelter, healthcare services, education and therapeutic programmes.

Oliphant added that the department works hard to teach the community about available options for parents who are unable to raise their children.

Among the options are places of safety which have anonymous drop-off boxes, leaving a baby or child with social workers in state-owned facilities or at hospitals immediately after the birth of a child or at any given point, said Oliphant. **V**

DID YOU KNOW?

Organisations such as Door of Hope Children's Mission in Johannesburg, Shepherd's Keep in Durban and Ubuntu House in Cape Town exist as a safe drop-off point for unwanted babies and to prevent babies being left in dangerous environments.

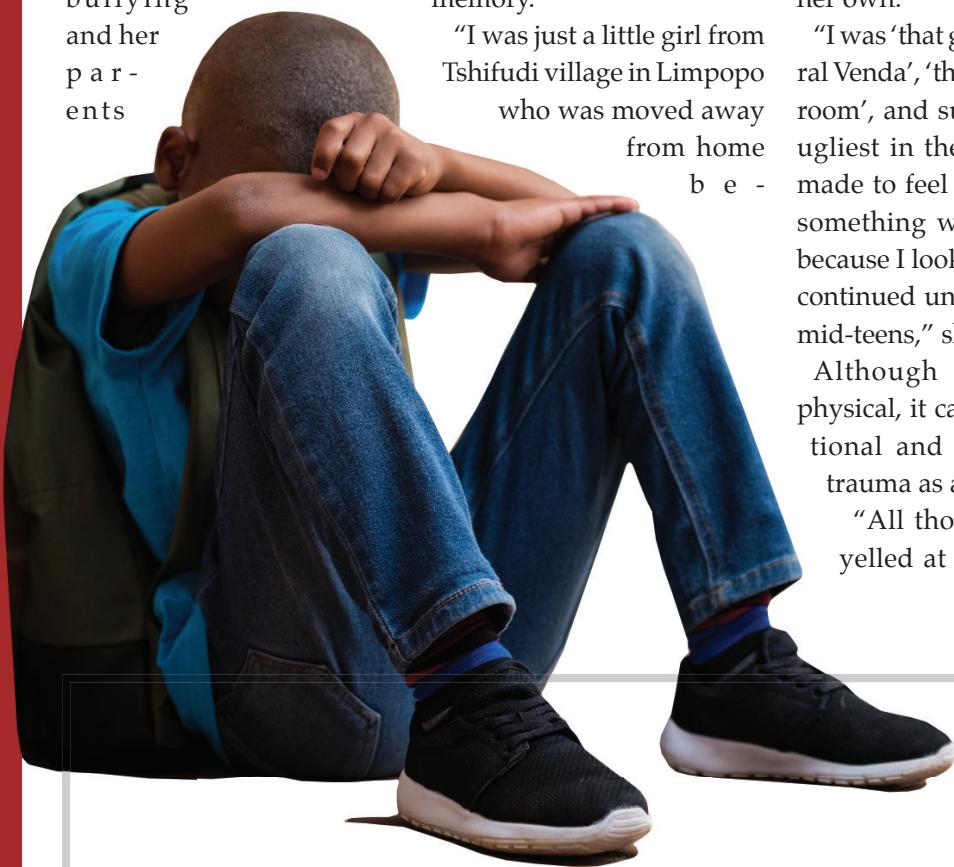
For more information call:
Door of Hope
082 783 3374
Shepherd's Keep
031 466 1045
or 084 581 2453
Ubuntu House
021 592 0610

For more information call the Department of Social Development on 012 312 7727

The effects of bullying in schools

More Matshediso

When Lusani Mugivhi was just nine years old, her parents took her to boarding school where she stayed until she finished matric. Unfortunately, she became a victim of bullying and her parents



What is bullying in schools?

The Department of Basic Education defines bullying in school as something that can occur either inside or outside of school. It can be physical, verbal, or emotional and is usually persistent.

"Bullying sometimes consists of a group of learners taking advantage of or isolating one learner in particular and gaining the loyalty of bystanders who want to avoid becoming the next victim," said Department of Basic Education spokesperson Elijah Mhlanya.

"For behaviour to be labelled as bullying, it has to be persistent and intentionally designed to hurt or frighten another."

were too far away to protect her.

She is now 37 years old and an attorney who works as a Senior Legal Counsel and Acting Group Manager at the Council for Scientific and Industrial Research (CSIR). However, traumas of being bullied remain fresh in her memory.

"I was just a little girl from Tshifudi village in Limpopo who was moved away from home

b e -

cause my parents wanted better education for me, but they had no idea that I would be bullied," she said.

From her first year in a school, Mugivhi said she found herself in a different environment, surrounded by people who had different ethnicities and cultures than her own.

"I was 'that girl from the rural Venda', 'the darkest in the room', and supposedly 'the ugliest in the room.' I was made to feel that there was something wrong with me because I looked different. It continued until I was in my mid-teens," she said.

Although it was never physical, it caused her emotional and psychological trauma as a child.

"All those things they yelled at me were most



■ Senior Legal Counsel and Acting Group Manager at the Council for Scientific and Industrial Research, Lusani Mugivhi tells her story of being bullied as a child.

painful because I could not tell my parents about the experiences at school since I was far from home. I could not run to anyone for help. I

could not always tell teachers everything that was being done to me. It was just terrifying," she said.

"I had to deal with it on my own and stand up for myself. I ended up having to create a shell and shut myself off from the environment in order to focus on my school work," she added.

She told herself that no one had a right to define her.

Her message to bullies is that they should deal with their deeper issues because they have insecurities about themselves that is why they want to hurt others.

"It is wrong. They must stop it. I sympathise with them, but I do not condone bullying," she said.

For those who are being victimised, Mugivhi said they must talk to someone about it because it helps.

"It does not necessarily have to be your parents. You can talk to someone you trust," she said. □

The bully normally has power and control over the victim," said Mhlanya.

Parents and educators are advised to stay vigilant, look for warning signs, and attempt to address problems quickly.

One of the signs is if your child feels a need to avoid certain areas on school property at certain times.

"Learners must feel safe at school. Parents and other adults can help learners who suffer at the hands of bullies," Mhlanya said.

Tips for parents whose children are affected by bullying

■ Encourage your child to talk to an adult, such as a supportive teacher, every day to provide an update on the mistreat-

ment.

■ Be sensitive to the fact that your child may feel embarrassed and ashamed.

■ Find out what happened, who was involved, and when and where it happened, and keep a record of this information.

■ Ask your child to express his/her thoughts and feelings about what happened.

■ Express confidence that you, the adults at school, and your child will be able to find a solution.

■ Assure children that you will immediately investigate and report the matter to the school principal or senior teacher.

Report bullying by calling:
SAPS Hotline
0860 010 111
DBE Hotline
0800 202 933
ChildLine - South Africa
08000 55 555

Principal Inspector: COID Employer Auditor

Centre: Provincial Office: Western Cape

Reference No: HR 4/4/10/113

Salary: Commencing: R 444 693.00 per annum

Enquiries: Ms. Z Maimane, Tel: (021) 441 8125

PROVINCIAL OFFICE

Chief Director: Provincial Operations: PO Box 872, Cape Town, 8000

Principal Inspector: Occupational Health and Hygiene

Centre: Provincial Office: Western Cape

Reference No: HR 4/4/10/112

Salary: Commencing: R 444 693.00 per annum

Enquiries: Ms. Z Maimane, Tel: (021) 441 8125

PROVINCIAL OFFICE

Chief Director: Provincial Operations: PO Box 872, Cape Town, 8000

Assistant Director: Work-Seeker Registration Co-ordinator

Centre: Provincial Office: Western Cape

Reference No: HR 4/4/10/114

Salary: Commencing: R 444 693.00 per annum

Enquiries: Ms. Z Maimane, Tel: (021) 441 8125

PROVINCIAL OFFICE

Chief Director: Provincial Operations: PO Box 872, Cape Town, 8000

ERRATUM: Kindly note the post of Deputy Director: Management Support Services Reference no: HR4/4/6/24 for provincial Office: Limpopo advertised in Vuk'uzenzele dated 15 February 2019 has been withdrawn. Enquiries: Ms. TE Maluleke, (015) 290 1662

Assistant Director: Human Resource Development and Performance Management

Centre: Provincial Office: Free State

Reference No: HR 4/4/8/227

Salary: Commencing: R 356 289.00 per annum

Enquiries: Mr. S Segalo, Tel: (051) 505 6206

PROVINCIAL OFFICE

Chief Director: Provincial Operations: P O Box 522, Bloemfontein, 9300

Chief Director: Provincial Operations

Centre: Provincial Office: Free State

Reference No: HR 4/19/03/13HO

Salary: All inclusive: R 1 189 338 per annum.

Enquiries: Ms. M Bronkhorst, Tel: (012) 309 4969

HEAD OFFICE

Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001

Deputy Director: Business Analyst (Test Manager)

Centre: Chief Directorate: ICT, Head Office

Reference No: HR 4/19/02/04 HO

Salary: All inclusive: R697 011.00 per annum

Enquiries: Mr. LA Maholela, Tel: (012) 337 1422

HEAD OFFICE

Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001

Deputy Director: COID

Centre: Provincial Office: Limpopo

Reference No: HR 4/4/6/40

Salary: All inclusive: R 826 053 per annum

Enquiries: Mr. GS Mathumbu, Tel: (015) 290 1664

PROVINCIAL OFFICE

Chief Director: Provincial Operations: Private Bag X 9368, Polokwane, 0700

CLOSING DATE FOR APPLICATIONS: 19 March 2019 | For full details of the advertised posts visit our website: www.labour.gov.za

Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. The fully completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as recently certified copies of all qualification(s) including a Senior Certificate and ID-document [Driver's license where applicable]. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of their Permanent Residence Permits to their applications. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. All shortlisted candidates for SMS posts will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Labour is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan.

Stay in touch with the department, visit: website: www.labour.gov.za | Facebook: Department of Labour | twitter: @deptoflabour

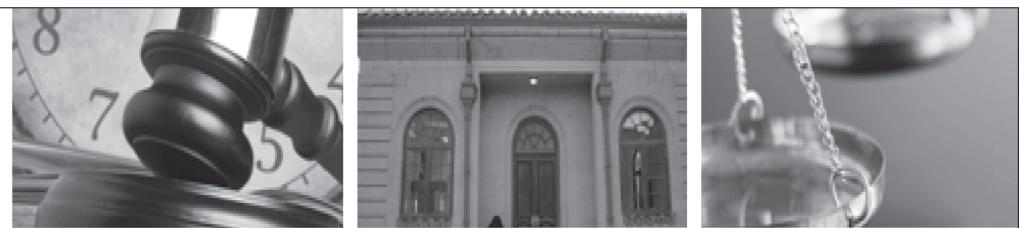


labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT


HEAD: JUSTICE COLLEGE (CHIEF DIRECTOR LEVEL)
REFERENCE: 19/19/JC
CENTRE: JUSTICE COLLEGE, PRETORIA

SALARY: R1 189 338 - R1 422 012 per annum. (All inclusive remuneration package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An appropriate B Degree in Public Administration/Law or equivalent qualification at NQF level 7 as recognized by SAQA; A Master's degree in the above mentioned qualification will be an added advantage; A minimum of 5 years' experience at Senior Management level of which 4 years should be in training and education environment.

ENQUIRIES: Ms P Leshilo ☎ (012) 357 8240

STATE LAW ADVISER LP7- LP8
REFERENCE: 19/12/LD
CENTRE: RULES BOARD FOR COURTS OF LAW: PRETORIA

SALARY: R725 487 - R1 203 570. (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement

REQUIREMENTS: LLB or 4 year recognized legal qualification; At least 5 years appropriate post qualification litigation/advisory experience; Admission as an Advocate or Attorney; Knowledge of the Civil Justice System and the Rules of Court; Experience in Constitutional Law and Administration will be an added advantage.

ENQUIRIES: Ms P Leshilo ☎ (012) 357-8240

DEPUTY DIRECTOR: THIRD PARTY FUNDS ACCOUNTING
REFERENCE: 19/15/CFO
CENTRE: NATIONAL OFFICE, PRETORIA

SALARY: R697 011 - R821 052 per annum (All inclusive remuneration package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A Degree/National Diploma (NQF level 6) in Financial Management or equivalent; A minimum of 5 years relevant experience in a Financial Accounting/Management environment of which a minimum of 3 years should be at management level; Knowledge of the Public Finance Management Act and National Treasury Regulations; Experience SAP FI & PSCD; Experience in the compilation of financial statements according to GRAP Accrual principles; A valid driver's license.

ENQUIRIES: Ms. E. Zeekoei ☎ (012) 315 1436

DEPUTY DIRECTOR: BUSINESS INTELLIGENCE ANALYST (RE-ADVERTISEMENT): (12 MONTHS CONTRACT APPOINTMENT)
REFERENCE: 19/17/ISM
CENTRE: PRETORIA

SALARY: R697 011 - R821 052 per annum (All inclusive remuneration package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A National Diploma / Degree in Information Systems/Technology/Computer Science/Industrial Engineering or equivalent qualifications at NQF level 6; A minimum of 5 years' experience in a business analyst role, with proven business intelligence experience; Knowledge and experience of data analysis/mapping, interpretation and presentation is essential; Knowledge and experience in large data extraction, cleansing and migration (ETL process) is essential; Knowledge coupled with experience in working in an agile design & development environment will be an added advantage; Experience/Exposure (with certification) in designing and executing SQL scripts will be an added advantage; Experience/Exposure in designing operational reports and dashboards in POWER BI will be an added advantage; A valid driver's licence.

ENQUIRIES: Ms. E. Zeekoei ☎ (012) 315 1436

DEPUTY MASTER MR-6
REFERENCE: 19/13/MAS
CENTRE: MASTER OF THE HIGH COURT: PIETERMARITZBURG

SALARY: R448 269 - R1 084 437 per annum (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: LLB degree or a four year recognized legal qualification; 8 years appropriate post qualification legal experience; Knowledge of the Administration of Estates, Mental Health, Insolvency Act, Companies, Close Corporations, Trust Property Control Acts and other relevant legislations; Experience in the functional fields of the services provided by the Masters of the High Court; A valid driver's licence.

ENQUIRIES: Mr S Maeko ☎ (012) 315 1996

COURT MANAGER
REFERENCE: 2019/04/MP
CENTRE: MAGISTRATE OFFICE: BUSHBUCKRIDGE

SALARY: R444 693 - R523 818 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: Three (3) year qualification in Administration (NQF level 6) and / or National Diploma in Services Management (NQF level 5) plus the module on Case Flow Management or equivalent qualification; At least 3 year's managerial or supervisory experience; Knowledge of

an experience in office and district administration; Knowledge of Public Financial Management Act (PFMA); Experience in managing Trust (Third Party Funds) and Vote Account; A valid driver's licence; Experience in the Court environment will be an added advantage;

ENQUIRIES: Ms. NC Maseko ☎ (013) 753 9300/249

ASSISTANT DIRECTOR: TRUST FUND MANAGEMENT: (THREE YEARS CONTRACT APPOINTMENT)
REFERENCE: 19/18/CFO
CENTRE: NATIONAL OFFICE: PRETORIA

SALARY: R356 289 + 37% in lieu of benefits. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: National Diploma/Degree in financial management or equivalent qualification at NQF level 6; A minimum of 3 years' experience in a financial management environment; Knowledge and experience in Third Party Funds management; Knowledge of Public Finance Management Act and National Treasury Regulations; Knowledge of MojaPay and JDAS/SAS operational as well as training experience; A valid driver's license.

ENQUIRIES: Ms E. Zeekoei ☎ (012) 315 1436

CLOSING DATE: 11 MARCH 2019

NOTE: Interested applicants may visit the following website: www.justice.gov.za or www.dpsa.gov.za to view the full job specification of the above positions. Applications must be submitted on Form Z83, obtainable from any Public Service Department or on the internet at www.gov.za. A Z83 form & CV must be accompanied by original certified copies of qualifications, identity document and a driver's license where necessary. A SAQA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical and competency assessment. Candidate will complete a financial disclosure form and also be required to undergo a security clearance. The foreigners or dual citizenship holder must provide the Police Clearance certificate from country of origin.

The DOJ&CD is an equal opportunity employer. In the filling of vacant posts the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996), the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Reasonable accommodation shall be applied for People with Disabilities including where driver's license is a requirement. Correspondence will be limited to short-listed candidates only. If you do not hear from us within 3 months of this advertisement, please accept that your application has been unsuccessful. The department reserves the right not to fill these positions. Women and people with disabilities are encouraged to apply and preference will be given to the EE Target.

Tel: 012 315 1111 Private Bag X81, Pretoria, 0001 Momentum Centre, 329 Pretorius Street, Pretoria

www.justice.gov.za [@DOJCD_ZA](https://twitter.com/DOJCD_ZA) [@DOJCD](https://facebook.com/dojcd)



the DOJ & CD

Department:
Justice and Constitutional Development
REPUBLIC OF SOUTH AFRICA



Ensuring radiation safety in the nuclear industry

HELPING TO ADDRESS South Africa's energy challenges is the ultimate aim of a nuclear physicist.

More Matshediso

Nuclear science and technology is an industry with many opportunities that have the potential to address South Africa's economic and energy problems.

This is according to Gaopalelwe Santswere, who is a nuclear physicist at the South African Nuclear Energy Corporation SOC Ltd (Necsa).

Necsa houses the country's only nuclear research

reactor, which is by far Africa's largest producer of a range of medical isotopes that are used for diagnostic



purposes and the therapeutic treatment of cancer.

Santswere's job is to ensure that the research reactor operates within the licence conditions as required by the

National Nuclear Regulator (NNR).

"As a nuclear physicist, I analyse the safety of the research reactor in detail by using calculations to ensure that the operations of the facility do not result in exposing workers and the public to the amount of radiation that could be harmful," he explained.

After doing his calculations, he has to produce safety reports which are continuously submitted to the NNR.

He has a Bachelor of Science in Chemistry and Physics and did his post-graduate studies in nuclear science. Today, he has over 10 years' work experience and is currently a PhD candidate at the North West University.

"I want to be a corporate strategist and contribute

meaningfully to the economy of my country by helping to resolve the energy challenges that we are facing," he said.

He advises young people to consider taking up careers in the nuclear science industry because there are many opportunities.

Nuclear science is found in a variety of career fields, such as healthcare, research, energy and nuclear power. The most prominent careers in this field include nuclear engineer, nuclear physicist, and nuclear medicine technologist.

Those who are interested in these type of careers will have to choose mathematics and physical science as main subjects in high school and must study nuclear science and technology-related courses at university level. □



This month in history

Monday, 2 March 1987 - Ladysmith Black Mambazo win a Grammy

Ladysmith Black Mambazo, with lead vocalist Joseph Shabalala, became the first South African group to win a Grammy award. The group won the award for the best traditional folk album. The album 'Shaka Zulu' was produced by music icon Paul Simon. Simon was captivated by their music and helped the group conquer the international music scene. The group has since been nominated for six additional Grammy awards, including a nomination in 2001 for the album 'Live From Royal Albert Hall'. It was a befitting honour for this outstanding group that has sold over six million copies in South Africa and internationally. Ladysmith Black Mambazo has performed before kings and queens; the Pope; at the Summer Olympics; at two Nobel Prize ceremonies; and at countless other venues over the years. (Sahistory.org)

Juice entrepreneur's journey to sweet success

Galoome Shopane

Modikeng Makhele (36) has had first-hand experience of the ups and downs of starting and running a business.

He owns a juice manufacturing business called Buta Industries, which operates from the garage of his home in Botshabelo in the Free State. The company produces fruit juice, fruit nectar, cordials and dairy blends.

Equipped with a food biotechnology degree from the University of the Free State, Makhele left his job at a soft drink manufacturing company in Johannesburg in 2011 to become his own boss.

Five years later, however, financial challenges forced the company to its knees. Makhele battled to pay his rent and salaries.

"I felt embarrassed and frustrated. I even thought of giving up and returning to the corporate world."

He refused to let his dream die, however.

In 2017, he managed to revitalise his business and opted to run the company from his home garage. He also man-

"We have learnt to start with small steps to get us to where we want to be."

aged to boost his clientele, which includes supermarkets, tuckshops and individual households.

"I have this burning desire pushing me to see my vision of owning a successful company come true. Waiting for someone to assist me to grow my business is a waste of time.



Modikeng Makhele, Mamajone Lesale and Voyane Adoons who run a juice manufacturing business called Buta Industries.

I want to grow this business myself," he said.

Makhele said one of his biggest achievements was his ability to revive his company and enter the tough Bloemfontein retail market.

"The fact that we create quality products has ensured that we have loyal customers."

He said one of his biggest lessons in entrepreneurship was the power of planning and managing money.

"We started with renting a huge factory and that didn't work out. We have learnt to start with small steps to get us to where we want to be," he said. □

Unemployed artists show off talent



■ Emerging artists were given a chance to show their talents through the City Mural Project in Cape Town.

Dale Hes

Aspiring artist Carlo Olivier (37) never thought that he would see his artwork painted on the side of a tall building.

Through the City Mural Project in Cape Town, Olivier's art is now being seen by thousands of people every day, as they walk past the wall of a block of flats which has been transformed into an enormous piece of art.

Funded by the city's arts and culture department, the project started in the settlement of Leonsdale in mid-2018. Hundreds of unemployed artists – including Olivier – were asked to design artworks, and residents then voted for the ones they liked most. The artists then painted these designs on the outside of council flats. The murals pay

tribute to the anti-apartheid struggle and display iconic people, sporting traditions, local cuisine and arts and culture.

"I have been an artist in Leonsdale for a long time and this was the first opportunity we got to show what we can do."

Olivier says that the project has given him an opportunity to show his skills as an artist.

"I have been an artist in Leonsdale for a long time and

this was the first opportunity we got to show what we can do. We did it with the community to spread inspiring messages of hope and show others passing Leonsdale the talent we have," said Olivier.

In 2019, the project moved to Athlone, where several more emerging artists were involved in painting four more ground-to-roof murals. Roscoe Masters, an art teacher at a high school in Cape Town, was one of the team leaders guiding the unemployed artists. He says that projects such as these are an excellent way to highlight the issues facing communities.

"Art is a very important tool to voice concerns and opinions about what is happening in your own community. I also like the aspect of engaging with the community and getting to know what the people are going through. You can then find a way to interpret their problems best through your artwork."

Masters added that it was encouraging to see the publicity that the project created for the unemployed artists. ■

'Fela and The Kalakuta Queens' musical comes to SA

More Matshediso

South African art lovers will have an opportunity to watch the life and times of the late legendary musician Fela Anikulapo Kuti played on stage in few weeks' time.

The South African State Theatre announced that Fela Kuti's story will be told through the *Fela and The Kalakuta Queens Musical* from 27 March to 7 April 2019.

The Nigerian musical play *Fela and The Kalakuta Queens* premiered in Lagos in Nigeria in 2017 and has since become a sensation across the globe.

The story of Fela and his Kalakuta Queens is compelling deeply moving and emotionally engaging.

His story is told from birth to life as a defiant and uncompromising social activist, a

flamboyant musical maestro and his historic marriage to his 27 wives (known as the Queens).

The story travels through the honest and selfless love the icon had with his dancers (Queens) who left their homes to follow him, believing in his vision of building a better community through arts and music.

The musical also explores the lives of these women who constituted an integral part of his band and gives a unique insight into the negotiation of gender and power relations at the Kalakuta Republic, while also showcasing their unique fashion, dance and African identity, and unmasking common misconceptions about them.

Award-winning writer and director of the musical Bolanle Austen Peters works with



■ The *Fela and The Kalakuta Queens Musical* promises to be a spectacular event.

prolific choreographers, Paolo Sisiano and Justin Ezirim, and revered composer, Kehinde Oretimehin, on the production.

The character of Fela is projected by both Laitan "Heavywind" Adeniji and Patrick Diabuah who lead the 36 member cast, backed by a band in the ensemble.

"We believe that a historic and cultural production like *Fela and the Kalakuta Queens* will be received well in South Africa - considering Fela's iconic status and the increasing interest in afrobeat internationally," said Peters.

Artistic Director of the State Theatre Aubrey Sekhabi said: "We have a thriving

community representing the diaspora in Pretoria and believe that this will bring them out for theatrical entertainment."

Tickets to the show can be purchased from R150-R350 online at www.webtickets.co.za or at Pick 'n Pay stores nationwide. The show has a 13 age restriction. ■