

Vuk'uzenzele



Produced by Government Communications (GCIS)

| January 2017

Infrastructure boost for schools

GOVERNMENT'S PROGRAMME for ensuring that learners have access to quality education infrastructure is making progress.



Minister of Basic Education Angie Motshekga interacts with learners at the launch of Bhungu Junior Primary school in Libode.

Siya Miti

The Eastern Cape has received the lion's share of government's multi-billion Rand Accelerated Schools Infrastructure Delivery Initiative (Asidi) programme, with over half of the schools built as part of the programme in the province, President Jacob Zuma said.

The President was speaking at the sitting of the National Council of Provinces in East London shortly after Basic Education Minister Angie Motshekga launched Bhungu Junior Primary School near Libode built as part of Asidi. The school cost R24 million.

Asidi is an R8.2-billion programme that is part of government's Strategic Infrastructure Projects effort, which aims to replace unsafe mud, asbestos and plank structures with solid structures.

"Since 2014, we have provided electricity to 180 schools, sanitation to 167 schools and water to another 248 schools."

"In the Eastern Cape alone, government has to date built 130 new state-of-the-

art schools," said President Zuma.

Many of the schools built through Asidi have computer labs with Internet access, science laboratories and resource centres. Being no-fee schools in poor areas, they also have nutrition centres.

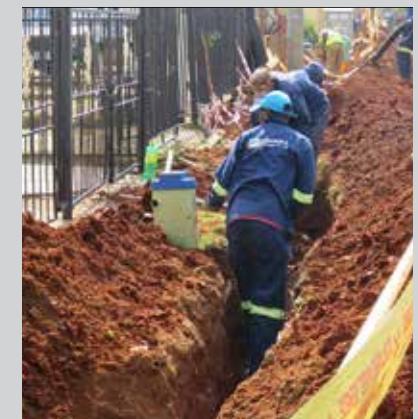
Since September this year, the Department of Basic Education has handed over no less than seven state-of-the-art schools to communities in the Eastern Cape, among them the R49 million Mxhume Secondary School and the R22 million Luxeni Secondary School in villages outside Lusikisiki and Mthatha.

Since its inception in 2011,

Asidi has provided water to 617 schools, sanitation to 425 schools and electricity to 307 schools that previously did not have access to these basic amenities.

Speaking during the opening of Bhungu Junior Primary School, Minister Motshekga said 217 replacement state-of-the-art schools have been built and handed over to communities nationally.

"Since 2014, we have provided electricity to 180 schools, sanitation to 167 schools and water to another 248 schools. We will not rest on our laurels until every South African learner has access to state-of-the-art school infrastructure," she said.



Councillors must transform communities

Page 4



Gogos on the go

Page 7



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Home Affairs goes digital

HOME AFFAIRS IS MOVING from paper-based to digital to keep documents safe and speed up services.

Edwin Tshivhidzo

The Department of Home Affairs will digitise 286 million records through the digitisation project it recently launched in partnership with Statistics South Africa.

Birth certificates will be prioritised, followed by other documents.

The digitisation project, converting information into a digital format process, signifies a transition from the old systems of record keeping to

a modern, efficient and secure storage method.

Speaking at the launch, Home Affairs Minister Malusi

"Digitising these records means we will be able to access records quickly."

Gigaba said digitising records will make them easily accessible.

He said modernising the department means using the most modern, innovative

technology and management approaches to fulfil the department's mandate.

"It means taking the inconvenience away from our clients. It means moving from a paper-based department with all the accompanying inefficiencies, slow processes, security risks and opportunities for corruption, to a digital department which is efficient, fast and secure," he said.

Minister Gigaba said the space for housing documents is scarce and expensive.

The Department of Home

Affairs has 286 million records, 90 percent are in paper format.

Most of these are records of births, marriages, deaths, ID applications, naturalisation and permitting and date back to the late 1800.

"Paper records are vulnerable to loss, deterioration and fire, despite the care with which we store them. Digitising these records means we will be able to access records quickly," he said.

A total of 5.8 million birth records are to be digitised a

year. Records will be indexed by ID number for easy retrieval irrespective of office location. Electronic records can be viewed and accessed by more than one person simultaneously. □

NEWS IN BRIEF

Malls will be safe during the festive season

The South African Police Services (SAPS) has committed to safeguard South Africans at shopping malls this festive season.

Police officials have been deployed to various shopping centres, malls and strategic areas. This part of the Back-to-Basics approach of the SAPS to improve visibility, enhance policing and curb various crimes which tends to spike during the festive season.

SA only country in Africa distributing free STBs

As part of the switch from analogue television to digital television broadcasting, government is providing free set-top boxes (STBs) to five million poor TV-owning households across the country. Digital migration will see TV viewers enjoying good picture quality and sound.

Qualifying households need to produce the following documents; South African Identity Document; proof of residence; proof of possessing a TV set and proof of household income below R3 200 per month. □

New call centre for health complaints

A NEW CALL CENTRE will give patients an opportunity to report public and private health institutions that don't provide proper care.



KwaZulu Natal Health MEC Dr Sibongiseni Dhlomo at the official opening of the Complaints Management Call Centre.

Noluthando Motswai

The Office of the Health Standards Compliance (OHSC) has launched the Complaints Management Call Centre in Pretoria. It operates nationwide.

The call centre comprises a

team of clinically trained inspectors whose role is to inspect health establishments to determine whether they meet the standards of service prescribed by the national Department of Health.

The call centre received over 400 complaints within days of opening.

Chairperson of the OHSC

Professor Lizo Mazwai said the call centre aims to give priority to customer satisfaction in health care.

"Patients have a right to complain if they feel they have been treated with no dignity."

The type of complaints that can be reported to the call centre include long queues and having to wait for a long time to be treated at public health institutions.

"Sometimes waiting itself can be stressful for sick people, especially when nobody explains why they have to wait for long."

Other complaints reported so far include medicine shortages.

The public can also report more serious cases such as wrong medical procedure that has been performed on the individual leading to litigation.

Professor Mazwai added that his office has invested in good electronic technology.

"People can expect to get a

response on what will happen with their complaint between 24 to 48 hours".

The turnaround time for resolutions is between 20 to 30 days in those cases that are not life-threatening."

Professor Mazwai said that at the moment his office was undertaking community engagements and working to inform people about the call centre.

"We also encourage people to lodge the complaints at the institution where the complaints happen so that we can follow up. In our experience we have found that whenever people don't report the matter it is easy for the complaint to be denied." □

Operating hours for the call centre are from 8am to 4pm weekdays and members of the community can contact the call centre toll-free on 080 911 6472.



FROM THE UNION BUILDINGS

a message from
the President



2017: A year of hope and new opportunities

The arrival of the festive season widely greeted with a sense of relief and the belief that each passing year is somehow tougher than the year before.

This is often due to us accumulating experience and witnessing and taking an interest in the events, positive and worrying, unfolding in our lives and in our country.

2016, like every year before it, was yet another mixed bag of achievements and challenges.

It has in many respects been a tough year. Economic growth remained slow. Our political journey was turbulent at times.

But, at the end of this eventful year, our country not only stands, but stands strong, because our democracy works. Between the Programme of Action of government, a watchful Parliament and justice administered by our courts, we are in good hands, no matter what the challenge of the day may be.

In the economy, we are ending the year on a very encouraging note, with three global ratings agencies keeping South Africa's national debt credit rating status above junk status.

We owe our good standing to the hard work done throughout the year by government, business, labour and communities to get growth back into our economy and create jobs. Unity in action and hard work has paid off against a very volatile global economic climate.

Throughout 2016, government met with the likes of Black Professionals, the



Government has worked hard to get growth back into the economy and create jobs.

Black Business Council, the BEE Advisory Council, the CEO Initiative, the Labour Working Group and others to explore what we could do together to bring hope and new opportunities to our nation.

The National Economic Development and Labour Council also reached the historic milestone of a proposal of a National Minimum Wage of R20 an hour or R3 500 a month.

We were also pleased throughout this year to welcome and launch new investments in our country – such as the Toyota production plant in Prospecton – where jobs are being added to our economy in a project that shows South Africa has a profitable place in the global economy.

As we did with the economy, government worked closely with student representatives and institutions of higher education to bring stability to our tertiary campuses and education opportuni-

ties to young South Africans, following unacceptable violence, vandalism, injury and a limited number of deaths.

Since South Africa is an active player in the develop-

land, Ethiopia, Uganda, Kenya, France, Iran, China, India, Russia, Vietnam, Qatar, the United Arab Emirates, Singapore and the Kingdom of Saudi Arabia – just to name some.

In keeping with the cycle of life, we sadly took leave of a number of notable South Africans whose contributions our country should never be forgotten.

Among those whose passing we marked were anti-apartheid activist and liberation theologian, the Reverend Prof Bonganjalo Claude Goba; academic, author and feminist, Ms Phyllis Ntantala-Jordan; former Minister of Sport

and Recreation and former Premier of the Eastern Cape Province, the late Reverend Arnold Makhenkesi Stofile; liberation struggle stalwart, former Robben Island prisoner and former President of the Pan Africanist Congress Mr Clarence Makwetu; Professor Adam Small; KwaZulu legend Mr Mduduzi Tsha-

balala, popularly known as Mandoza; racing car driver Mr Gugu Zulu and acclaimed opera singer Mr Johan Botha.

But we also joined Archbishop Emeritus Desmond Tutu and Ma Winnie Madikizela-Mandela in celebrating their 85th and 80th birthdays respectively.

As South Africans we also celebrated the glorious achievements of our national teams and individual performers at the Olympics and Paralympics were our competitors demonstrated to the world that South Africa is a place that develops the full potential of its people.

Mamelodi Sundowns' victory in the CAF Champions League and the success of the Proteas against the cricketing might of Australia will also remain special memories.

One of our outstanding celebrations was that of reaching the milestone of having delivered more than 4 million government houses and subsidies since the dawn of democracy in 1994.

We also launched the eChannel Pilot Project of the Department of Home Affairs which has worked with four major banks to introduce an online application platform for Smart ID cards and passports.

At the end of this momentous year, I offer all South Africans my wish for a restful and peaceful festive season with family and friends. Let's be responsible as we use our country's roads; let's be responsible in our personal relationships and let us be responsible as we party at our homes or elsewhere. 

"We owe our good standing to the hard work done throughout the year by government, business, labour and communities to get growth back into our economy and create jobs".

ment of our own region and Continent as well as a highly respected partner internationally, our economic effort at home was accompanied by us building sound relations, especially economically, with other countries.

We engaged during this year with Botswana, Lesotho, Zimbabwe, Namibia, Swazi-

Councillors must transform communities

DEPUTY PRESIDENT Cyril Ramaphosa says local government leaders have an opportunity and the responsibility to transform communities.

Albert Pule

Addressing the South African Local Government Association's (Salga) conference recently, Deputy President Ramaphosa told the newly-elected local government leaders that the time of neglecting their constituencies was over and councillors must work for the communities that elected them.

"Our people have elected you because they trust you and have confidence in your ability to lead and to transform their communities and their lives," he said.

Municipal mayors, speakers, municipal managers and chief financial officers attended the Salga conference

that is held every five years.

The Deputy President said this new term of local government must be characterised by dedicated local leadership that responds to the urgent challenges facing our communities.

"We look to this cohort of councillors to exemplify everything our people expect of their public representatives. We want councillors that are accountable and responsive. No task must be too great and no resident's concern too trivial."

"They must be honest, trustworthy and uphold the highest standards of ethical behaviour. No councillor must ever again be accused of 'misusing our money'."

Managing the finances of local government is an im-

portant trait that officials should possess to avoid mismanagement of funds, he added.

"We want councillors that are capable, that understand public finances, that have experience in management and that have a firm grasp of the theory and practice of governance. They must always be trying to improve their skills and expand their knowledge," said the Deputy President.

Since the dawn of democracy, government has made progress in creating a local government system from the fragmented, undemocratic and racially-divided apartheid system, said the Deputy President.

He added that municipalities that were neglected



must get priority.

"Working together, we are directing resources to rebuild administrations that were under-resourced, that performed poorly and that offered no real value to the people."

"Our municipalities need to use technology more effectively to foster innovation, to encourage think-

ing that looks beyond the immediate constraints to significantly increase local investment and economic activity."

"Municipalities should be incubating entrepreneurs and creating an environment for faster, greater employment creation," said Deputy President Ramaphosa. □

Officers on bicycles keep streets safe

IN AN EFFORT TO ENSURE the safety of all residents the City of Tshwane has launched a bicycle unit to respond to incidents of crime faster.

Nonkululeko Mathebula

The new unit, which will see traffic officers use bicycles in the region.

According to City of Tshwane Member of the Mayoral Committee for Community Safety Derek Kissundooth the new unit will also ensure that officers become more versatile on the road.

"This is a new initiative for us to improve safety and security and the addition of this bicycle unit will do exactly that."

"We know that people are targeted at traffic lights where they experience smash and grabs."

"To respond to this, our officers will use these bicycles and will be able to respond to such instances faster," said Kissundooth.

Once the officers have arrested the offenders they will be able to call for back-

" 1000 bicycles will be brought into service"

up from their colleagues in squad cars to take away the criminals and deal with them accordingly.

Traffic officers, who will be using the bicycles, have been trained.

"The bicycles are currently receiving some finishing touches at the manufacturers and we can't wait to start using them."

Initially 1 000 bicycles will be brought into service. Plans are in place to have them deployed in most parts of Tshwane. □



Municipalities get back to basics

THE BACK TO BASICS programme is positively impacting a number of municipalities across the country.

Stephen Timm

A key government intervention – kicked off over two years ago to assist struggling municipalities – is beginning to yield results.

The Back to Basics Programme, launched by the Department of Co-operative Governance and Traditional Affairs (Cogta) in September 2014, aims to tackle various local government challenges. These include political and administrative instability, poor maintenance and low community participation.

National government provides real-time monitoring of



key indicators, funding and capacity building and intervenes in civil claims or asset forfeiture.

The programme is beginning to produce results in

two Eastern Cape municipalities – the Nelson Mandela Bay Metro Municipality and the Sundays River Valley Municipality.

In June, Cogta Minister

Des Van Rooyen said the Auditor General's report showed that the department's Back to Basics and Operation Clean Audit interventions over the past few years are beginning to show results.

In 2010/11, only 16 municipalities and entities received unqualified audits with no findings. This has since increased to 72 municipalities and entities. The number of municipalities receiving disclaimers and adverse opinions decreased from 102 in 2010/11 to 43.

A national audit outcomes response plan has been developed to guide provinces and municipalities on the focus areas and quarterly deliverables in response to audit outcomes.

As of June, 2 665 disciplinary and dismissal cases have been captured on the database of dismissed staff, and staff who resigned prior to the finalisation of disciplinary proceedings.

This database stores information about disciplinary proceedings and enables municipalities to "black-list" staff members who have been dismissed for misconduct.

In his budget vote address in May, Minister Van Rooyen said plans are in place to increase public participation through ward-based service delivery dashboards and ward improvement plans to, for example, fix street lights timeously, cut grass and attend to water leaks. □

Service delivery takes centre stage

SERVICE DELIVERY is receiving top priority in Nelson Mandela Bay.

Stephen Timm

When he took the position of acting municipal manager for Nelson Mandela Bay Metro Municipality in November 2015, Johan Mettler had a task to bring positive change to the metro.

Ward committees barely met, there were losses of about 18 percent of billable electricity and 44 percent of water that the city procured from entities, the city's finances were not managed properly and corruption was on the increase.

"It was a challenging time," admitted Mettler, who was one of a number of new appointments made during the city's Back to Basics intervention.

Since various interventions under the Back to Basics programme began in mid-2015, things have improved, he said.

It's now mandatory for ward committees to submit

the minutes of their monthly meetings to the city.

The fraud hotline is now functioning. The city has also filed a number of civil cases to claim the hundreds of millions of Rands from city officials and suppliers suspected of being involved in corruption.

Waste collection in all parts of the city is now carried out weekly, whereas before there were certain parts in which waste was only collected every second week.

In addition, rates collections have climbed from 88 percent to 93 percent, while water losses have been brought down to 37 percent, by putting proper systems in place. Electricity losses are to be addressed through installing smart meters.

A number of critical vacancies have also been filled, including that of the chief risk officer, a position. The city also launched metro police department in May 2016, with 50 officers now employed. □

Back to Basics for Sundays River

AFTER BEING STRUCK by protests in late 2014, the Sundays River Valley Local Municipality in the Eastern Cape is at work again.

Stephen Timm

Sundays River Municipal Manager Lonwabo Ngoqo said the municipality is refurbishing roads, building a new wastewater treatment plant and improving electricity distribution.

More than 250 people have been employed through the Community Work Programme to clean streets and maintain cemeteries.

The municipality, which includes mostly rural areas and parts of the Addo Elephant National Park, did not have good

"More than 250 people have been employed through the Community Work Programme to clean streets and maintain cemeteries."

audit results for 2015/16, but recent interventions are helping to turn things around.

"The community feels government is now working and responding to all the challenges," he said. For example, there are now eight roadwork projects, up from just two in 2014, before the intervention.

Ngoqo said for the current financial

year, the municipality received allocations from various departments to attend to service delivery challenges.

These include R36 million to improve water connections and boreholes, R32 million to maintain roads, R24 million for wastewater treatment and R9 million for electricity connections, with a further R15 million on its way.

A new civic centre in Kirkwood will also be constructed to replace the one burnt down by protestors and a process has begun to recover documents lost in the fire.

Upgrades to electricity infrastructure for the citrus industry will also be carried out. This will prove critical, as the municipality is the second highest citrus-producing area in the country.

Ngoqo said the intervention started in 2014 after the establishment by the municipality and the Department of Cooperative Governance and Traditional Affairs of an intervention committee.

A series of imbizos were then held with community members, while a stakeholder forum was hosted by Eastern Cape Premier Phumulo Masualle.

Ngoqo said he regularly reports to a municipal steering committee on the state of the various interventions. The committee includes representatives of various departments and entities. □

Save lives this festive season



Family reunions and tragedies are two sides of South Africa's annual festive season, when the roads that lead to reunions and festivity also become places of death and injury.

So, make sure that you don't become a statistic this festive season.

Thousands of people lose their lives on South African roads every year. Motorists who will be travelling long distances during the festive season are urged to be vigilant, drive safely and follow road regulations.

The National Festive Season Campaign was launched on 3 December 2016 and hosted

by the Gauteng Province under the theme: "Let's save lives and move South Africa forward."

Useful emergency numbers

- **Emergency number for the flying squad, fire department and ambulances: 10111**
- **Crime Stop: 08600 10111**
- **Cell phone Emergency Number (Free on all cell phone networks) 112.**

South Africa is a signatory to the United Nations (UN) General Assembly Decade of Action for Road Safety 2011-2020 that was launched in May 2011.

The Goal of the UN Decade of Action for Road Safety was endorsed by more than 100 governments, with the objective to "stabilise and reduce" the projected level of global road fatalities by 2020, from a 2010 baseline. The aim is to save up to five million lives, and prevent up to 50 million serious injuries.

We all have a role to play in ensuring the safety of our own as well as the safety of others on the road. Together we can

Fast fact

50 percent of road fatalities are caused by drinking and driving.

make our roads safer if we:

- Don't drink and drive.
- Don't text and drive
- Be visible on the road.
- Use safe roadworthy vehicles

Also remember to:

- Plan your route before you leave
- Carry a spare fan belt and radiator hoses in case the car breaks down in a remote area
- Make sure that there's a working liftingjack and wheel-spanner in the car
- Keep a spare set of ignition, boot and house keys in your wallet or purse
- Keep the car locked when unattended
- Do not leave valuables in the car; rather lock them in the boot
- Never leave a child or pet in a parked car. The heat in a car left in the sun may cause heatstroke.
- Keep a list of emergency numbers in an accessible place. **V**

Know your Minister



Minister David Mahlobo.

David Mahlobo is the Minister of State Security of the Republic of South Africa, a position he has held since May 2014.

About the Minister

David Mahlobo studied at the University of Zululand where he obtained a Bachelor of Science Degree and later an Honors Degree in Biochemistry.

He previously worked at the Department of Water Affairs and Forestry as a Water Scientist and later as Head of the Transformation Unit.

He also served as the Head of the Department for Cooperative Governance and Traditional Affairs in Mpumalanga until his appointment as Member of Parliament in May 2014.

In 2015 he was elected to the National Working Committee of the ANC and also serves on the Organisation Building and Campaigns and the National Task Team of the ANCYL.

About the Department

The State Security Agency's mandate is to provide the government with intelligence on domestic and foreign threats or potential threats to national stability, the constitutional order, including the safety and well-being of our people. **V**

Holiday safety tips



Keep your home safe:

- Ask your neighbours to take out the post. Post left in the mailbox says that nobody is home.
- Make sure you have good lighting. Don't leave the outside lights on during the day.
- Don't let too many people know when you are going on holiday, only those you trust.

Keep safe while shopping:

- Avoid carrying large amounts of money.
- Don't leave valuable belongings in the trolley.
- Don't have your wallet or



purse visible. Keep wallet in your front pocket and not the back pocket.

- Don't let money be too visible, especially large amounts.
- Hold your child's hand and be alert of them at all times. Always accompany them to the bathroom.

Water safety tips:

- Always swim with an adult who can swim.
- Only swim in a public pool or sea if there is a lifeguard on duty.
- Never dive into the water unless the lifeguard says it is safe to do so.
- Never run along the edge of a swimming pool or push people in.
- Stay away from diving

- boards when in the pool.
- Always keep chairs and tables away from the pool fence to keep children from using them to climb over the fence.



- Do not allow anyone of any age to swim alone - drowning happens to adults too.
- When you are entertaining a group of children or adults, have a designated water watcher who is responsible for keeping track

of everyone.

- Never leave children unattended in or around pools - not even for a second. **V**

Source: SAPS, Department of Transport, SANRAL and City of Johannesburg.

Gogos on the go

AN HIV/AIDS initiative in KwaZulu-Natal is taking care of grannies who are often burdened by the disease.



Gogos from the Hillcrest AIDS Centre Trust's Dressmaking School.



Gogos practising soccer ahead of the 2016 Gogo Olympics.

Thandeka Mwelase

The lives of more than 2 000 grannies from the rural areas of Molweni and Nyuswa in

KwaZulu-Natal, who are affected by the HIV/Aids pandemic, are changing for the better after the launch of the HIV/Aids Granny Support Group Programme.

The programme is an initiative of the Hillcrest Aids Centre created to support grannies heavily burdened by the HIV pandemic because they have to take care of their

grandchildren who have lost their parents to the disease.

Hillcrest Aids Centre Trust Granny Support Group Manager Cwengekile Myeni said the programme supports, encourages and empowers grannies.

"It is difficult for an untrained granny to take care of the infected grandchildren."

Through the programme, the grannies are also equipped with skills that will help them earn an income and thus provide for their families.

The training includes sewing, beadwork and gardening. It also encourages them to live healthier lifestyles.

"We also host the annual Gogo Olympics which encourages them to be active. Each year the event attracts approximately 2 000 'gogos' who compete in various sporting events such as soccer, netball, volleyball, rope skipping and high jump.

"Some grannies were

invited to attend an Elderly Conference in Canada to share their experiences with other grannies," she said.

The grannies meet twice a week to share their challenges with each other and seek ways to resolve those challenges as a collective.

Myeni said the support group started with 10 people but now boasts 52 groups consisting of 20-25 members per group.

She added that they also have competitions to select the 'Gogo of the Year' among all groups. The selected winner walks away with a prize.

2015 'Gogo of the Year' winner Lahlawe Khumalo said the group has saved her life.

"The group is a second home since we do not have mothers to talk to about our challenges. The group has also helped with an income because pension money does not go a long way. We have many expenses," she said. □

Moot competition opens doors

Noluthando Motswai

Emile Majikija (16) can't wait to be a law student and realise her dream of being an attorney.

Majikija, from Harding Secondary School, Aviwe Vilane, also from Harding Secondary School, and Surprise Mahlangu and Thembinkosi Msiza from MH Baloyi Secondary School in the Tshwane West District in Gauteng were crowned the winners of the Moot Court Competition.

The team members were awarded bursaries to study law at a university of their choice in South Africa.

"This competition gave me an opportunity to learn so many things in the legal field. Once I complete my matric, I will begin my path of studying towards being an attorney. I'm so happy to have been part of the team that won this competition," said Majikija.

The competition provides a unique opportunity for learners to develop their public

speaking skills, and research, writing skills, learn to structure a legal argument and analyse cases.

Majikija said the highlight of the competition for her was presenting an argument in the highest court in the land at the

"This competition gave me an opportunity to learn so many things in the legal field."

Constitutional Court.

"It was so exciting to mitigate in the highest court in the land where not even advocates have had a chance to present their arguments."

Majikija also said being part of the competition gave her the ability to understand the importance of the law in a democratic country.

"The law is so important; it helps people live in peace and harmony. That is why it's so important to respect the law," said Majikija.

The Moot Court competition



Learners recently took part in the Moot court competition at the Constitutional Court.

was created, among others, to empower and encourage young South Africans, especially those in grades 10 and 11 from all provinces, to understand and relate to human rights concepts, values and principles. The competition further also aims to encourage learners from previously disadvantaged schools to pursue careers in law.

Learners from schools around the country are given a topic to debate on at the Constitutional Court and the best arguments

win the competition.

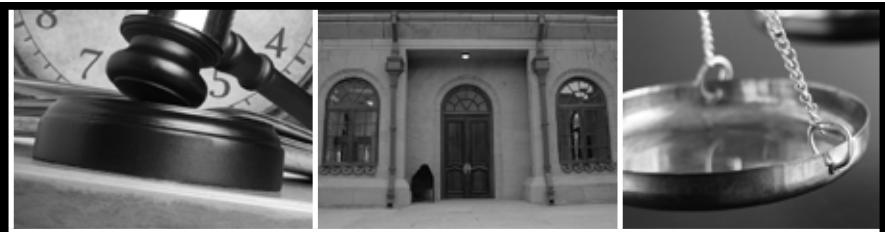
This competition is a partnership between the University of Pretoria Institute for International and Comparative Law, the University of Venda, the Department of Justice and Constitutional Development, the Department of Basic Education, the Law Society of South Africa and the Foundation for Human Rights.

Deputy Minister of Justice and Constitutional Development John Jeffery said this year's competition celebrated

South Africa's Constitution, our constitutional rights and responsibilities and strived to develop the potential of each participating learner.

"As part of the efforts to strengthen the constitutional democracy, the Department of Justice and Constitutional Development has created a Slim-line version of the Constitution and is currently distributing over 500 000 copies to Grade 12 learners in schools country-wide," said Deputy Minister Jeffery. □

THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT LEARNERSHIPS AND INTERNSHIPS 2016/2017

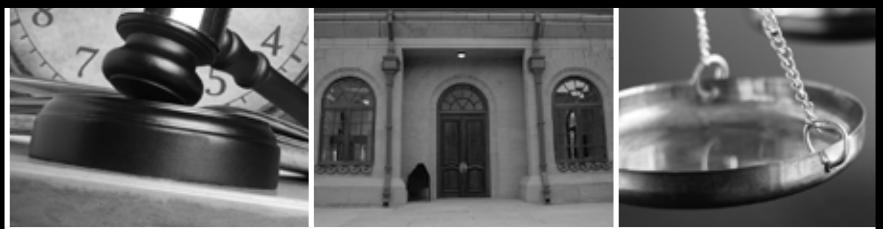


The Department of Justice and Constitutional Development (DOJ&CD) is offering internship opportunities to provide South African matriculants and graduates with the opportunity to gain workplace experience in the field that they have studied. The DOJ&CD is an equal opportunity, affirmative action employer. Candidates with disability are encouraged to apply. **Applicants must clearly state the area of choice (Region) and Reference number.** Details of the Internship Programme are provided below.

CENTRES / REGIONS	PROGRAMMES AND REFERENCE NUMBERS	QUALIFICATIONS REQUIRED	INTERNS / LEANERS REQUIRED	DURATION	STIPEND
National Office	Pretoria: Human Resources TVET Reference Number :- HR1/TVET	TVET N6 Certificate	36	18 Months	R2500.00
	Pretoria: Finance TVET Reference Number :- FIN1/TVET				
	Pretoria: Administration TVET Reference Number :- ADM1/TVET				
	Port Elizabeth Masters Office Administration TVET: Ref: MAS/TVET				
	Graduate Interns Reference Number :- GI1/NO	National Diploma or Bachelor's Degrees NQF Level 6/7 in Library/ information science	2	12 Months	R4000.00
	Candidate Attorney (State Attorney's Office) Johannesburg Ref :- CA1/NO x23, Cape Town Ref :- CA2/NO x10, Pretoria Ref :- CA3/NO x10, Durban Ref :- CA4/NO x10, Polokwane Ref :- CA5/NO x5, Mafikeng Ref :- CA6/NO x3, Mthatha Ref :- CA8/NO x3, Bloemfontein Ref :- CA9/NO x3, Port Elizabeth Ref :- CA10/NO x3	LLB	70	24 Months	R4000.00
Limpopo	Paralegal unemployed Learnership (state attorney's Office) Johannesburg Ref :- PL1/NOJ x10, Cape Town Ref :- PL1/NOCT x4, Pretoria Ref :- PL1/NOPTA x5, Durban Ref :- PL1/NOD x4, Mafikeng Ref :- PL1/NOMF x4, Port Elizabeth Ref :- PL1/NOPE x3, Mthatha Ref :- PL1/NOM x4, Bloemfontein Ref :- PL1/NOB x1, Thohoyandou Ref :- PL1/NOT x1, East London Ref :- PL1/NOEL x6,	Grade 12 (Senior Certificate)	42	12 Months	R2500.00
	Human Resources TVET Reference Number :- HR2/TVET	TVET N6 Certificate	45	18 Months	R2500.00
	Finance TVET:- Reference Number:- FIN2/TVET				
	Administration TVET Reference Number :- ADM2/TVET				
	Graduate Interns:- Human Resources Reference Number :- HR2/GI	National Diploma or Bachelor's Degrees NQF Level 6/7	15	12 Months	R4000.00
	Finance Reference Number :- FIN2/GI				
	Administration Reference Number :- ADM2/GI				
	Legal Administration Reference Number :- LA2/GI	Grade 12 (Senior Certificate)	8	12 Months	R2500.00
	Paralegal unemployed Learnership (Limpopo Regional Office) Reference Number :- PL2/LP				
Mpumalanga	Human Resources TVET Reference Number :- HR3/TVET	TVET N6 Certificate	25	18 Months	R2500.00
	Finance TVET:- Reference Number :- FIN3/TVET				
	Administration TVET Reference Number :- ADM3/TVET				
	Graduate Interns:- Human Resources Reference Number :- HR3/GI	National Diploma or Bachelor's Degrees NQF Level 6/7	20	12 Months	R4000.00
	Finance Reference Number :- FIN3/GI				
	Administration Reference Number :- ADM3/GI				
	Legal Administration Reference Number :- LA3/GI				



THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT LEARNERSHIPS AND INTERNSHIPS 2016/2017



CENTRES / REGIONS	PROGRAMMES AND REFERENCE NUMBERS	QUALIFI-CATIONS REQUIRED	INTERNS / LEANERS REQUIRED	DURATION	STIPEND	CENTRES / REGIONS	PROGRAMMES AND REFERENCE NUMBERS	QUALIFI-CATIONS REQUIRED	INTERNS / LEANERS REQUIRED	DURATION	STIPEND	
Gauteng	Human Resources TVET Reference Number :- HR4/TVET	TVET N6 Certificate	100	18 Months	R2500.00	Western Cape	Human Resources TVET Reference Number :- HR8/TVET	TVET N6 Certificate	14	18 Months	R2500.00	
	Finance TVET:- Reference Number :- FIN4/TVET						Finance TVET:- Reference Number :- FIN8/TVET					
	Administration TVET Reference Number :- ADM4/TVET						Administration TVET Reference Number :- ADM8/TVET					
North West	Human Resources TVET Reference Number :- HR5/TVET	TVET N6 Certificate	30	18 months	R2500.00		Graduate Interns:- Human Resources Reference Number :- HR8/GI	National Diploma or Bachelor's Degrees NQF Level 6/7	20	12 months	R4000.00	
	Finance TVET:- Reference Number :- FIN5/TVET						Finance Reference Number :- FIN8/GI					
	Administration TVET Reference Number :- ADM5/TVET						Administration Reference Number :- ADM8/GI					
	Graduate Interns:- Human Resources Reference Number :- HR5/GI	National Diploma or Bachelor's Degrees NQF Level 6/7	20	12 Months	R4000.00		Legal Administration Reference Number :- LA8/GI					
	Finance Reference Number :- FIN5/GI						Paralegal unemployed Learnership (Western Cape Regional Office) Reference Number :- PL8/WC	Grade 12 (Senior Certificate)	8	12 Months	R2500.00	
	Administration Reference Number :- ADM5/GI						Paralegal unemployed Learnership (North West Regional Office) Reference Number :- PL5/NW					
	Legal Administration Reference Number :- LA5/GI						Human Resources TVET Reference Number :- HR9/TVET	TVET N6 Certificate	40	18 Months	R2500.00	
	Paralegal unemployed Learnership (Free State Regional Office) Reference Number :- PL6/FS						Finance TVET:- Reference Number :- FIN9/TVET					
	Human Resources TVET Reference Number :- HR6/TVET						Administration TVET Reference Number :- ADM9/TVET					
Free State	Finance TVET:- Reference Number :- FIN6/TVET	TVET N6 Certificate	43	18 Months	R2500.00		Graduate Interns:- Human Resources Reference Number :- HR9/GI	National Diploma or Bachelor's Degrees NQF Level 6/7	20	12 months	R4000.00	
	Administration TVET Reference Number :- ADM6/TVET						Finance Reference Number :- FIN9/GI					
	Graduate Interns: Human Resources Reference Number :- HR6/GI						Administration Reference Number :- ADM9/GI					
	Finance Reference Number :- FIN6/GI		30	12 Months	R4000.00		Legal Administration Reference Number :- LA9/GI					
	Administration Reference Number :- ADM6/GI						Paralegal unemployed Learnership (Eastern Cape Regional Office) Reference Number :- PL9/EC	Grade 12 (Senior Certificate)	5	12 Months	R2500.00	
	Legal Administration Reference Number :- LA6/GI						Human Resources TVET Reference Number :- HR10/TVET					
	Paralegal unemployed Learnership (Free State Regional Office) Reference Number :- PL6/FS	Grade 12 (Senior Certificate)	10	12 Months	R2500.00		Finance TVET:- Reference Number :- FIN10/TVET	TVET N6 Certificate	20	18 Months	R2500.00	
Northern Cape	Human Resources TVET Reference Number :- HR7/TVET	TVET N6 Certificate	26	18 Months	R2500.00		Administration TVET Reference Number :- ADM10/TVET					
	Finance TVET:- Reference Number :- FIN7/TVET						Graduate Interns:- Human Resources Reference Number :- HR10/GI		8	12 Months	R4000.00	
	Administration TVET Reference Number :- ADM7/TVET						Finance Reference Number :- FIN10/GI					
	Graduate Interns: Human Resources Reference Number :- HR7/GI	National Diploma or Bachelor's Degrees NQF Level 6/7	15	12 Months	R4000.00		Administration Reference Number :- ADM10/GI					
	Finance Reference Number :- FIN7/GI						Legal Administration Reference Number :- LA10/GI					
	Administration Reference Number :- ADM7/GI						Paralegal unemployed Learnership (Kwazulu Natal Regional Office) Reference Number :- PL10/KZN	Grade 12 (Senior Certificate)	9	12 Months	R2500.00	
	Legal Administration Reference Number :- LA7/GI						OVERALL TOTAL: 699					

CLOSING DATE: 21 December 2016

Requirements: Applicants thatwww wish to apply for internship must have the above mentioned qualification column. Applicants must be submitted on a Z83 form, obtainable from any Public Service Department, stating the field to which the Interns is applying from the above list, a CV together with certified copies of matriculation certificate and certificates, transcripts as well as Identity document. Failure to submit required documents will result in the application not being considered. A pre-employment security screening will be conducted on RSA citizenship, criminal record, credit record and verification of qualification. The outcome of this screening will be considered to determine suitability for employment.

Who should apply? Unemployed South African matriculants and graduates, with a tertiary qualification in one of the above mentioned fields of study, who has not been previously employed under any internship programme. **NOTE:** These internships are based in all the Regions. Candidates that wish to apply for internship outside their respective Regions must be willing and able to find their own accommodation considering that they will not earn a salary but only a stipend.

NOTE: All State Attorney and Masters Office Internship/learner-ship applications must be directed to National Office quoting relevant reference number for office applying for.

DIRECT YOUR APPLICATION TO THE AREA OF CHOICE AT POSTAL ADDRESSES INDICATED BELOW:

NATIONAL OFFICE: The Director-General: Department of Justice and Constitutional Development, Private Bag X 81, Pretoria, 0001. OR Physical address: Application Box, First floor reception, East Tower, Momentum Building, 329 Pretorius Street, Pretoria. Ms. Samantha Fisher (012 315 4843)/Mr. Tokelo Moja (012 315 4847).

GAUTENG: The Regional Head, Private Bag X6, Johannesburg, 2000. OR Physical address: 7th floor; Regional Office - Gauteng; Department of Justice and Constitutional Development; Schreiner Chambers, Corner Pritchard and Kruis Street. **For enquiries:** Mr. S. Mthombeni (011) 332 9013.

MPUMALANGA: The Regional Head, Private Bag X11249, Nelspruit, 1200 OR Physical address: Application Box, Fourth Floor Room 4.26, 24 Brown Street, Nedbank Centre, Nelspruit. **For enquiries:** Ms. Bongi Masilela (013) 753 9370.

KWAZULU-NATAL: The Regional Head, Private Bag X54372, DURBAN, 4000 or Physical Address: Recruitment, First Floor, 2 Devonshire Place, Durban. For enquiries: Ms. Y. de Bruin/Mr. M. Zulu (031) 372 3079/3077.

NORTHERN CAPE: The Regional Head: Justice and Constitutional Development, Private Bag X6106, Kimberley, 8300. OR hand delivers at the New Public Buildings, (Magistrates Court) of Knight and Stead Streets, 7th floor, Kimberley, 8301. **For enquiries:** Ms. Lebogang Swartz (053) 8021317.

FREE STATE: The Regional Head, Private Bag X20578, Bloemfontein, 9300 or Physical address: 53 Colonial Building, Charlotte Maxeke Street, Bloemfontein, 9300. For enquiries: Ms. Dikeledi Letsela (051) 407 1855.

LIMPOPO: The Regional Head, Department of Justice & Constitutional Development, Private Bag x 9526, Polokwane 0700 OR Physical address: Reception area, Limpopo Regional Office, 92 Bol Street, Polokwane, 0700. **For enquiries:** Mr. Sepolokon Nkoana/Funzani Mundzanani (015) 287 2053/2024.

NORTH WEST: The Regional Head, Private Bag X2033, Mmabatho, 2735 or hand deliver at 22 Molopo Road, Ayob Gardens, Mafikeng. Ms. Gomolemo Tshegsetso (018) 397 7070.

WESTERN CAPE: The Regional Head, Department of Justice, Private Bag X 9171, Cape Town, 8000 OR Physical address: Mezzanine floor Plein Park Building, Plein Street, Cape Town. **For enquiries:** Mr. N. Luddy (021) 462 5471.

EASTERN CAPE: The Regional Head, Private Bag X9065, East London, 5200 OR Physical Address 3 Phillip Frame Road, East London. **For enquiries:** Mr. P. Hatting (043) 721 2212 / (043) 702 7128

DEPARTMENT OF PUBLIC WORKS AND ROADS: NORTH WEST

DIRECTOR :
LEGAL SERVICES
SALARY : R 898 743
per annum
(An all-Inclusive remuneration package)
(SL 13) Head Office,
Mmabatho

REF No.: H/O 63/2016

Requirements: Grade 12 certificate. An appropriate B degree in Law/LLB • A minimum of 7 years' experience in legal services of which 5 years must be at Deputy Director level or equivalent. • Experience in the Public Service • Competency in contract and litigation processes and on drafting of legislation. Thorough knowledge of Constitutional, Administrative and Labour Law, Public Service Laws, Regulations and Policies. Knowledge of PFMA. Leadership, team member, analytical, interpretation and implementation of skills. Valid driver's license. Computer literacy. The ability to work under pressure and willingness to work long hours.

Duties: The incumbent will manage the Directorate: Legal Services and as such will be responsible for the following: Providing legal advice or legal opinions to other managers in the Department. Executing instructions regarding legal matters. Drafting or amending legislation or regulation. Conducting, coordinating and monitoring progress in respect of all matters pertaining to general litigation. Liaising with the State Attorneys and State Law Advisors on appropriate legal matters. Advising on Labour Relations issues. Advising on claims and any litigation matters against the Department. Ensuring legal compliance with relevant prescripts (PAJA). Taking overall control and supervision of staff members within the Directorate. Managing the Directorate's budget and other resources.

N.B. The successful candidate will enter into an annual performance agreement and annually disclose his/her financial interest. All shortlisted candidates will be subject to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. SMS appointments are also subjected to SMS competency assessment following the interview process as a DPSA requirement.

This is a re-advert, Employees who previously applied may re-apply.
Enquiries: Ms. NMG Mfikwe

This Department is an Equal Opportunity, Affirmative Action Employer. It is our intention to promote representivity (race, gender and disability) in the Department through the filling of these posts. Candidates whose transfer/promotion/appointment will promote representivity will receive preference. People with disability are encouraged to apply. An indication in this regard will facilitate the processing of applications.

Note: Applications must be accompanied by a signed Z83 form, recently updated comprehensive CV as well as originally certified copies of all qualification(s) including Grade 12 (Senior Certificate), certified ID document and the names of three contactable referees. Failure to submit the requested documents will result in the application not being considered. All qualifications will be verified. Persons in possession of a foreign qualification must furnish this Department with an evaluation certificate from the South African Qualifications Authority (SAQA). Candidates will be subjected to security screening process. Applicants must indicate the post and reference number in their applications. Applications should be forwarded on time to the Department, since applications received after the closing date indicated below will, as a rule, not be accepted. Candidates requiring additional information regarding an advertised post, must direct their enquiries to the different enquiries of the posts.

It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Correspondence will be limited to short-listed candidates only. If you have not heard from us within 3 months of the closing date, please accept that your application has been unsuccessful

All applications must be forwarded to: The Head of the Department, Department of Public Works and Roads, Private Bag X2080, Mmabatho 2735 OR hand delivered to Office No 160, 1st Floor, New Building Head Office Complex in Old Parliament, Modiri Molema Road, Mmabatho 2735, for attention: Mr ME Khuoe.

Closing date:
21 December 2016

Deputy Director: Labour Centre Operations (3 posts)

Centre: Labour Centre:
 Bethal Reference No: HR4/4/7/29 (1 post)
 Labour Centre: Mitchells Plain- Reference No: HR4/4/10/102(1 post)
 Labour Centre: Beaufort West- Reference No: HR4/4/10/103 (1 post)
 Salary: All Inclusive: R 726 276 .00 per annum
 Enquiries: Ms D Chiloane, Tel: (013) 655 8701
 Ms Z Maimane, Tel: (021) 4418 125

PROVINCIAL OFFICE

Chief Director Provincial Operations:
 Private Bag X 7263, Emalahleni, 1053
 Chief Director: Provincial Operations:
 P O Box 872 Cape Town, 8000

Deputy Director: Risk Management and Fraud Investigations (2 posts)

Centre: Provincial Office: East London
 Reference No: HR4/4/1/48 (1 post)
 Provincial Office: Western Cape- Reference No: HR4/4/12/017 (1 post)
 Salary: All inclusive: R612 822.00 per annum
 Enquiries: Mr MM Mafani, Tel: (043) 701 3029/40
 Ms Z Maimane, Tel: (021) 441 8125

PROVINCIAL OFFICE

Chief Director: Provincial Operations: Private Bag X 9005 East London 5201

Chief Director: Provincial Operations:
 P O Box 872 Cape Town, 8000

Registered Psychometrist / Registered Counsellor Grade1

Centre: Labour Centre: Oudtshoorn
 Reference No: HR 4/4/10/108
 Salary: Commencing: R 479 478 to R 532 143 (OSD)
 Enquiries: Ms Z Maimane, Tel: (021) 4418 125

PROVINCIAL OFFICE

Chief Director: Provincial Operations: P O Box 872 Cape Town, 8000

CLOSING DATE FOR APPLICATIONS:
WEDNESDAY, 04 January 2017 at 16:00

For full details of 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 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.

website: www.labour.gov.za | Facebook: Department of Labour | twitter: @deptoflabour



labour

Department:
 Labour
 REPUBLIC OF SOUTH AFRICA

**Enjoy an Injury-free Festive Season****A long and healthy life for all South Africans!**

Many studies are showing that a greater portion of crashes on South African roads are caused by human factors such as:

Distracted Drivers: Talking on the cell phone, sending a text message, eating, arguments/loud chatting or loud music

Speeding: Ignoring the speed limit – the faster you drive, the slower your reaction will be to stop in time to prevent an accident

Drunk Driving: Drinking makes you lose focus and not function properly – which is very dangerous when operating a vehicle

Rain: Makes it difficult for drivers to see other cars and roads become slippery, which causes vehicles to spin out of control while braking. All drivers know that driving in rainy conditions is dangerous and that extra careful driving is required

Running Red Lights: Red means stop – but drivers speed up when they approach a yellow light with the excuse of "being in a hurry".

Road crashes not only impact the lives of family and friends of those involved, they also affect the cost of proper, adequate healthcare provision.



We cannot control the condition of the roads we use, and it is rare to correctly anticipate the driving of other motorists, so it is up to each one of us as drivers to make an individual effort collectively to drive safely, to have a greater impact on our healthcare system and infrastructure.

It's not only the victim who suffers as a result of a serious injury or death on our roads. While negative emotions obviously affect the person involved in the collision, the families of these victims often present more pronounced psychological suffering than the victims themselves.

It is frequently the case that someone who feels out of control or unable to help a loved one, suffers similar traumatic symptoms to those who actually go through the experience.

Trauma and Violence

Trauma and violence are widespread, harmful, and create costly public health concerns. They have no boundaries with regard to age, gender, socioeconomic status, race, ethnicity or sexual orientation. Trauma is a common experience for adults and children in South Africa, particularly urban areas and communities, and



it is especially common in the lives of people with substance use disorders. For this reason, the need to address trauma is increasingly seen as an important part of effective behavioural healthcare.

Trauma and Mental Health

Mental health implications such as depression, anger, suicidal feelings, anxiety attacks and loss of drive are more common in the relatives of victims left with disabilities than the victims themselves.

Traumatic experiences are associated with both behavioural health and chronic physical health conditions, especially those traumatic events that occur during childhood.

Substance use (such as smoking, excessive alcohol use and taking drugs), mental health problems (such as depression, anxiety or PTSD), and other risky behaviours (such as self-injury and risky sexual encounters) have been linked with traumatic experiences. Because these behavioural health concerns can present challenges in relationships, careers and other aspects of life, it is important to understand the nature and impact of trauma, and to explore healing.

**Risky Behaviours During the Festive Period**

Certain risky behaviours tend to increase during the festive period. During this time, there are more incidents of:

- Domestic violence
- Rape and physical abuse of women and young girls
- Excessive use of alcohol
- Unprotected sex
- Pedestrian deaths due to drinking and walking in the streets
- Car crashes

Quadruple Burden of Disease

Violence and Trauma together are a public health priority and part of the country's quadruple burden of disease.

It rests upon all of us to reduce the pervasive, harmful and costly impact of violence and trauma to our society and its resources.

The Department of Environmental Affairs (DEA) invites unemployed graduates, who wish to apply for the 2017/18 Internship Programme. DEA is an equal opportunity, affirmative action employer. It is our intention to promote representivity (race, gender and disability). The persons with disabilities will receive preference for the Internship programme, and therefore encouraged to apply. DEA is inviting applicants who have not previously participated in any Internship programme and currently unemployed. Candidates must have completed at least an undergraduate or post graduate qualification from a recognised Higher Education Institution in the following study fields. Correspondence will only be limited to successful candidates. If you have not heard from us within 3 months after the closing date, please accept that your application was unsuccessful. Incomplete, e-mailed, faxed and late applications will not be considered. Applicants must only apply for one study field per application.

HEAD OFFICE-PRETORIA

STUDY FIELD	REF. NO.
BSc Environmental Science; BA Environmental Management; Nat Dip Environmental Science (Subjects: Environmental Law; Legislative Drafting; Policy Development)	CWM/01/2017
BSc Information Science / Management (Subjects: Statistics, IT)	CWM/02/2017
BSc Environmental Science; BA Environmental Management; (Subjects: Project Management, Pollution & Waste Management, Environmental Law; Legislative Drafting; Policy Development)	CWM/03/2017
BSc Environmental Science; BA Environmental Management; Nat Dip Environmental Science (Subjects: GIS, Environmental Management, Waste Management)	CWM/04/2017
BSc Environmental Science; BA Environmental Management	CWM/05/2017
MSc / BSc Hons Environmental Science; MSc / BSc Hons Chemistry; MSc / BSc Hons Chemical Engineering (Subjects: Chemistry / Chemical Engineering / Geology)	CWM/06/2017
MSc / BSc Hons / BSc Chemical Engineering; MSc / BSc Hons / BSc Chemistry; MSc / BSc Hons / BSc Biochemistry; MSc / BSc Hons / BSc Microbiology	CWM/07/2017
BSc Hons Environmental Science; BSc Hons Natural Sciences (Subjects: Geography, Ecology, Resource Management)	BC/01/2017
BSc Biotechnology; BSc Genetics (Subjects: Microbiology, Genetics)	BC/02/2017
Nat Dip Nature Conservation; BSc Environmental Science / Management	BC/03/2017
BSc Biological Science; BSc Environmental Science; Nat Dip Environmental Science; Nat Dip Nature Conservation	BC/04/2017
BSc Environmental Science; BSc Biochemistry (Subjects: Biochemistry, Botany, Biotechnology)	BC/05/2017
BSc/BSc Hons Conservation Biology; BSc /BSc Hons Natural Science (Subjects: Conservation Biology or Zoology or Botany or Ecology)	BC/06/2017
BSc Environmental Science; BA Environmental Management (Subjects: EIA, GIS, Ecology, Botany)	BC/07/2017
Nat Dip Nature Conservation; Nat Dip Environmental Science / Management (Subjects: Ecology, Natural Resource Management)	BC/08/2017
BSc Environmental Science /Management; Nat Dip Nature Conservation; Nat Dip Environmental Science / Management (Subjects: Environmental Management, Natural Resource Management, Research)	BC/09/2017
BSc Environmental Science /Management; Nat Dip Nature Conservation; Nat Dip Environmental Science / Management (Subjects: Environmental Management, Natural Resource Management, Research)	BC/10/2017
BSc Environmental Science; BA Environmental Management; Nat Dip / BTech Nature Conservation; Nat Dip / BTech Environmental Science / Management (Subject: Geography)	BC/11/2017
BA /BSoc Sci Heritage and Cultural Studies; BSc Natural Science; BA Environmental Management (Subjects: Conservation, Environmental Studies, Heritage, Cultural Studies)	BC/12/2017
BSc Environmental Science; BSc Ecology (Subjects: Environmental Economics, Botany)	BC/13/2017
BSc Environmental Science; BA Environmental Management	EAS/01/2017
BSc Hons Environmental Science; BA Hons International Relations; BSc Environmental Science; BA International Relations	EAS/02/2017
BSoc Sci Environmental Management; BA Environmental Management; BSc Environmental Science (Subjects: Environmental Impact Assessment, Geography)	EAS/04/2017
BSc Environmental Science / Management; BSc Natural Science, BSc Statistics (Subjects: Conservation Ecology, Environ. Economics, Geography, Data Processing Methods, Environ. Monitoring and Reporting)	EAS/05/2017
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant	LACE/01/2017
Nat Dip Nature Conservation; BSc Environmental Science / Management (Subjects: Botany and Zoology, Ecology)	LACE/03/2017
BSc Biological Science; BSc Natural Science (Subjects: Botany, Horticulture, Entomology, Zoology, Marine Science, Invasion Biology, Pathology, Environmental Science)	EP/01/2017
Nat Dip Civil Engineering; Nat Dip Structural Engineering (Subjects: Advanced Structural Engineering, Engineering Design)	EP/06/2017
Nat Dip Forestry; Nat Dip Natural Science; Nat Dip Environmental Science (Subjects: Soil Science, Environmental Studies)	EP/07/2017
Nat Dip Environmental Health; Nat Dip Safety Management (Subjects: Occupational Health & Safety Management)	EP/08/2017
BSc / Nat Dip Information Science; BCom / Nat Dip Auditing; BCom / Nat Dip Cost and Management Accounting (Subjects: Data Quality Management, Records Management, Research)	EP/10/2017
BSc / Nat Dip Information Science; BA Public Administration / Management; Nat Dip Public Administration / Management (Subjects: Records Management, Archives Management)	EP/11/2017
BSoc Science; BCom Economics; BCom Statistics; BA Development Studies; M&E Related Studies (Subjects: Monitoring and Evaluation, Research)	EP/12/2017
BSc Computer Science; BSc IT (Web & Application); Nat Dip IT (Web & Application) (Subjects: Information Systems, Database Design, Development-Net Framework)	EP/13/2017
BA Public Administration / Management; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant	CCAQ/01/2017
BCom Hons Environmental Economics; BA Hons Development Studies; BCom Environmental Economics; BA Development Studies (Subjects: Environmental Economics, Development Studies)	CCAQ/02/2017
BSc Hons Environmental Science / Management; BSc Hons Process Engineering (Subjects: Chemistry, Climate Change)	CCAQ/03/2017
MSc / BSc Hons Environmental Science and Geography; MSc / BSc Hons Climate Change and Development Studies (Subjects: Environmental Science, Climate Change)	CCAQ/04/2017
BSc Hons Environmental Science / Management; BSc Hons Natural Sciences (Subjects: Environmental Science, Geography, Climate Change, Development Planning)	CCAQ/05/2017
BA Public Administration / Management; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant	CCAQ/06/2017
MSc / BSc Hons Atmospheric Science; MSc / BSc Hons Chemical Engineering; MSc / BSc Hons Environmental Science / Management (Subjects: Chemistry, Mathematics, Geography)	CCAQ/07/2017
BCom Human Resource Management/Development; Nat Dip Human Resource Management/Development; Nat Dip Management of Training	COO/01/2017
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant (Subjects: Project Management, Finance and Procurement Management)	COO/02/2017
BCom Risk Management; BCom Internal Auditing; Nat Dip Internal Audit; Nat Dip Risk Management	COO/03/2017
BA Communication; BA Public Relations; BCom Marketing; Nat Dip Events Management; Nat Dip Marketing Management; Nat Dip Public Relations	COO/04/2017
BA Journalism; BA Public Relations; BA Media Studies; Nat Dip Journalism; Nat Dip Public Relations; Nat Dip Media Studies	COO/05/2017
BA Communication; BA Journalism; BA Public Relations; BA Media Studies; Nat Dip Journalism; Nat Dip Public Relations; Nat Dip Media Studies	COO/06/2017
Nat Dip Contact Centre Management (Subjects: Customer Relations, Contact Centre Management, Communication Skills)	COO/09/2017
BA Communication; BA Public Relations; BCom Marketing; Nat Dip Marketing Management; Nat Dip Public Relations	COO/10/2017
BSc IT Web & Multimedia; BSc IT Web Applications & Development Nat Dip IT Web & Multimedia; Nat Dip IT Web Applications & Development	COO/11/2017
BA Graphic Design; BTech Graphic Design; Nat Dip Graphic Design (Subjects: Photography, Visual Communication, Illustration Techniques, Drawing & History of Graphic Design)	COO/12/2017
Nat Dip Information Technology (IT) (Subjects: +A, +N, Desktop Support)	COO/13/2017
BA Public Administration/ Management; Nat Dip Public Administration/ Management; Nat Dip Management Assistant	COO/15/2017
BCom Human Resources Management; Nat Dip Human Resources Management	COO/17/2017
BCom / BA Tourism Management; Nat Dip Tourism Management	COO/18/2017
BSoc Sci Environmental Management; BA Environmental Management; BSc Environmental Science	COO/19/2017
Nat Dip / BTech Management Services; Nat Dip / BTech Operations Management (Subjects: Organisational Effectiveness, Work Study, Operations Management)	COO/20/2017
BCom Purchasing Management; Nat Dip Purchasing Management; BCom Logistics Management; Nat Dip Logistics Management	CFO/01/2017
BCom Accounting; Nat Dip Accounting; Nat Dip Cost and Management Accounting (Subjects: Accounting, Mathematics)	CFO/04/2017

Masters / BCom Hons Public Management / Administration / Business Management / Governance and Public Policy (Subjects: Governance, Public Policy, Law, Research Methodology, Project Management)	COO/21/2017
BTech /Nat Dip Information Technology (IT); BSc Computer Science (Subjects: Information Systems, Project Management)	COO/22/2017
Nat Dip Human Resource Development (HRD); Nat Dip Management of Training	COO/23/2017
Nat Dip Human Resource Development (HRD); Nat Dip Management of Training	COO/26/2017
Nat Dip Labour Relations	COO/27/2017
FREE STATE REGION	
STUDY FIELD	REF. NO.
BA Public Administration / Management; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant (Subjects: Project Management, Finance & Procurement)	EP/05/2017
LIMPOPO REGION	
STUDY FIELD	REF. NO.
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant	EAS/03/2017-POLOKWANE
BSc Environmental Science; BSc Forestry; BA Environmental Management; Nat Dip Nature Conservation; Nat Dip Forestry (Subjects: Ecology, GIS)	EP/04/2017
NORTH-WEST REGION	
STUDY FIELD	REF. NO.
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant	EAS/03/2017-MAHIKENG
EASTERN CAPE REGION	
STUDY FIELD	REF. NO.
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant	EAS/03/2017-KING WILLIAM'S TOWN
MPUMALANGA REGION	
STUDY FIELD	REF. NO.
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant	EAS/03/2017-WITBANK
WESTERN CAPE (CAPE TOWN)	
STUDY FIELD	REF. NO.
LLB (Law Degree); Bachelor of Laws	LACE/02/2017
BSc /BSc Hons Environmental Science /Management; Nat Dip /BTech Nature Conservation (Subject: Environmental Law)	LACE/04/2017
BSc Biological Science; BSc Natural Science (Subjects: Botany, Horticulture, Entomology, Zoology, Marine Science, Invasion Biology, Pathology, Environmental Science)	EP/02/2017
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant (Subjects: Project Management, Finance and Procurement)	EP/03/2017
BA Public Administration / Management; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant	EP/09/2017
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology (Subjects: Project Management, Finance and Procurement Management)	OC/01/2017
BSc Environmental Science / Management; BSc Natural Resources; Nat Dip Nature Conservation (Subjects: Botany/ Horticulture)	OC/02/2017
BSc Environmental Science / Management; BSc Environment and Water Science; BSc Oceanography (Subjects: Chemistry, Environmental Pollution, Oceanography)	OC/03/2017
BTech Mechanical Engineering; BTech Electromechanics; BTech Machanotech; BTech Operations / Project Management (Subjects: Project Management, Operations Management)	OC/04/2017
BSc Oceanography; BTech Oceanography (Subjects: Oceanography, Physics, Computer Science)	OC/05/2017
Nat Dip Analytical Chemistry	OC/06/2017
MSc /MTech Oceanography; MSc /MTech Chemistry; MSc /MTech Earth Science (Subjects: Chemistry, Marine Geochemistry, Oceanography)	OC/07/2017
BSc /BSc Hons Natural Science; BSc /BSc Hons Marine Biology; BSc /BSc Biology; BSc /BSc Hons Zoology (Subjects: Zoology, Botany)	OC/08/2017
BSc /BSc Hons Zoology; BSc /BSc Hons Statistics (Subjects: Animal Behavior, Research Methods)	OC/09/2017
BSc /BSc Hons Life Science; BSc /BSc Hons /BTech Oceanography; BSc Hons /BTech Natural Science; BSc Hons /BTech Conservation (Subjects: Biology, Zoology, Botany, Oceanography)	OC/10/2017
BSc /BSc Hons Biological / Conservation; BSc /BSc Hons Biochemistry; BSc /BSc Hons Zoology (Subjects: Marine Zoology, Marine Ecology, Marine Biology, GIS, Systematics, Statistics)	OC/11/2017
MSc /BSc Hons /BSc Biological Science (Subjects: Top Predator Research, Biology, Zoology, GIS)	OC/12/2017
BSc Zoology; BSc Marine Biology; BSc Environmental Science; Nat Dip Oceanography; Nat Dip Nature Conservation (Subjects: Zoology, Marine Science, Computer Skills, Data Analysis)	OC/13/2017
BSc /BTech Life Science; BSc /BTech Natural Science; BSc /BTech Nature Conservation (Subjects: Biology, GIS)	OC/14/2017
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology; Nat Dip Management Assistant (Subjects: Project Management, Finance and Procurement)	OC/15/2017
BSc /BSc Hons Biological / Conservation; BSc /BSc Hons Biochemistry; BSc /BSc Hons Zoology (Subjects: Marine Zoology, Marine Ecology, Marine Biology, GIS, Systematics, Statistics)	OC/16/2017
BA Public Administration; Nat Dip Public Management; Nat Dip Office Management and Technology (Subjects: Project Management, Finance and Procurement Management)	OC/17/2017
Nat Dip Electrical Engineering (Light Current); Nat Dip Mechatronics (Subjects: Electronics, Power Electronics, Control Systems)	OC/18/2017
BSc Hons Natural Science; BSc Hons Environmental Science / Environmental Education (Subjects: Communication, Journalism, Oceanography, Environmental Science)	OC/19/2017
BTech Oceanography	OC/20/2017
BSc Hons /BTech Environmental Science /Management; BTech /BEng Environ. Engineering (Subjects: EIA, Environ. Sustainability and Planning, Environ. Law, Environ. Management)	OC/21/2017
BSc /BTech Environmental Science /Management (Subjects: Research Methodology, Project Management)	OC/22/2017
BSc Environmental Science /Management; Nat Dip Nature Conservation (Subjects: Environ. Law, Environ. Resources, Environ. Management, Zoology, Biology, Research Methodology)	OC/23/2017
BSc Environmental Science /Management; BSc Natural Resources; Nat Dip Nature Conservation (Subjects: Nature Conservation, Environmental Management, Zoology, Law, Ecology)	OC/24/2017
BA Journalism; BA Public Relations; BA Media Studies; Nat Dip Journalism; Nat Dip Public Relations; Nat Dip Media Studies	COO/07/2017
BA Communication; BA Public Relations; BCom Marketing; Nat Dip Marketing Management; Nat Dip Public Relations	COO/08/2017
Nat Dip Information Technology (IT) (Subjects: +A, +N, Desktop Support)	COO/14/2017
BA Public Administration/ Management; Nat Dip Public Administration/ Management; Nat Dip Management Assistant	COO/16/2017
Nat Dip Human Resource Development (HRD); Nat Dip Management of Training	COO/24/2017
BCom Human Resources Management; BCom Industrial Psychology; Nat Dip Human Resources Management	COO/25/2017
BCom Purchasing Management; Nat Dip Purchasing Management; BCom Logistics Management; Nat Dip Logistics Management; Nat Dip Public Management	CFO/02/2017
BCom Accounting; Nat Dip Accounting; Nat Dip Cost and Management Accounting (Subjects: Accounting, Mathematics)	CFO/03/2017

The programme will commence on **01st April** and end on **31st March**. Interns will receive a stipend / allowance of **R4 500** per month. Applications must be submitted on a completed Z83 form obtainable from any Public Service; please indicate "**Internship & Study Field**" for the position which you are applying for; also indicate the "**Ref Number**" (as stated in the advertisement). Applications must be accompanied by a detailed CV and certified copies of ID and qualifications (*Matric / Grade 12 certificate; National Diploma; Degree; Post Graduate qualifications as well as the recent Academic Transcripts / Records*) to the following address:

All Internship applications for Head Office-Pretoria, Free State, Limpopo, North-West, Eastern Cape and Mpumalanga Regions must be directed to the following address:
Director-General | Internship Programme | Private Bag X 447 | PRETORIA | 0001 | or hand delivered to: Department of Environmental Affairs | Environment House | 473 Steve Biko Road | ARCADIA
Enquiries: Mr Mbongeni Mnqube 012 399 8691; Ms Phindhani Maphefe 012 399 8687; Mr Dinilezwe April 012 399 9415

All Internship applications for Western Cape (Cape Town Office) must be directed to the following address:
Director-General | Internship Programme | Private Bag X 4390 | CAPE TOWN | 8001 | or hand delivered to: Department of Environmental Affairs | 63 Strand Street | CAPE TOWN
Enquiries: Mr Nkosikhona Zuma 021 814 8085; Ms Nozuko Grootboom 021 814 8088; Ms Neliswa Magwala 021 814 8089

CLOSING DATE: 23 DECEMBER 2016



NOTICE

CHANGE OF ADDRESS AND CONTACT DETAILS OF THE NATIONAL CONSUMER COMMISSION

Dear Consumers

Please be advised that our offices have moved to a new premises, and that we now have new contact details where you can reach us for cost free assistance with your consumer disputes.

CONTACT CENTRE NUMBER Tel: 012 428 7000

POSTAL ADDRESS

National Consumer Commission
P.O Box 36628
Menlo park
0102



NATIONAL CONSUMER COMMISSION
a member of the dti group

PHYSICAL ADDRESS

Building C, South African
Bureau of Standards campus,
1 Dr. Lategan Road, Groenkloof, Pretoria

The Pan South African Language Board (PanSALB) is a statutory body established in terms of Act 59 of 1995 (as amended) for, inter alia, the creation of conditions for the development and the promotion of equal use and enjoyment of all the official South African languages. PanSALB seeks to appoint results-driven, assertive and dedicated individuals to fill the following positions.

SENIOR PROVINCIAL MANAGER

Salary: R898 743 per annum (All-inclusive package, of which a portion can be structured according to the individual's needs)

Duration: Permanent

Reference: Eastern Cape: 023/ 2016

Location: Eastern Cape Provincial Office

The Provincial Manager is responsible for operational management, leadership and coordination of PanSALB's functions at the provincial and local level. The incumbent must implement the province's language policies and ensure effective running of the Provincial Office. Develop policies and procedures, manage resources and report periodically. Implement and improve practices and initiatives to align the Provincial Office with the strategic requirements of the Division. Manage the effective use of resources in the Provincial Office.

CHIEF LANGUAGE PRACTITIONER X2

Salary: R389 145 per annum

Duration: Permanent

Reference: North West: 024/ 2016 and

Free State: 025/ 2016

Location: North West and Free State Provincial Offices

The Chief Language Practitioner is responsible for the implementation of language development and usage in the province. The incumbent must ensure equitability of language use, language promotion, implement language research programmes as well as co-ordinate the linguistic



PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD

human rights cases. The incumbent must also support PLC's, NLB's and NLU's within the Province. Whilst complying with the offices policies and procedures, the incumbent must focus on improving and supporting their work in order to respond to PanSALB's business requirements through troubleshooting and diagnosis of problems and taking corrective measurements. The incumbent shall also execute any other duty as assigned by his/her supervisor.

For more detailed information of the reflected vacant posts you may be interested in, kindly visit our website at: www.pansalb.org

Enquiries: Bongani Mahlangu

Tel: (012) 341 9638. Interested applicants are invited to forward their applications (Cover letter and CV ONLY) via email to recruitment@pansalb.org No walk-in applications will be accepted.

PanSALB is committed to equity in our employment practice; it is our intention to appoint individuals with the aim of meeting equity objectives. Please note that PanSALB reserves the right not to appoint any applicants to these positions and to conduct pre-employment security screening. If you have not been contacted within 1 month of the closing date, consider your application unsuccessful. Correspondence will only be with short-listed candidates. A SAQA evaluation report must accompany foreign qualifications. Persons with disabilities are encouraged to apply.

Closing Date:
13 January 2017

"One nation many languages"

www.pansalb.org

FUNDING FOR HERITAGE PROJECTS

Closing Date: 31 Jan 2017

Do you have a heritage project that needs funding? The National Heritage Council (NHC) would like to help you and your community.

Applications are invited from these provinces: Mpumalanga, North West, Limpopo, Free State, and Northern Cape

The application form and more information is available from our website: www.nhc.org.za.

You are welcome to send us an email if you require to interact with us: funding@nhc.org.za.

Documents and application forms can also be requested through calling us directly on 012 348 1663 between 08:00 and 16:00.

Applicants are expected to meet all the funding requirements of the NHC as stipulated in the terms and conditions.

Heritage Funding Policy and the Heritage Funding Guidelines which are available on our website together with the application form.

Who can apply: Educational institutions participating in heritage projects, Non-Profit companies (NPCs), Community based organisations (CBOs), Non-governmental organisations (NGOs), Associations, Foundations, Community Trusts (family trusts excluded).

Section 21 companies not for gain, individuals who are involved in heritage projects and must be willing to partner with a qualifying entity.

Proposals from women and youth led projects will be appreciated.

Priority areas: Funding for this term will give priority to proposals in the following streams: Heritage Research and Publication, Liberation Heritage, Education & Training, Indigenous Groups Heritage, Indigenous Knowledge Systems, Heritage of women and Heritage of youth.

@NHCSouthAfrica and NationalHeritageCouncil



"A nation proud of its African heritage"

General Manager: Heritage Management

(Pretoria) Ref: 02/2016/17

Five Year Fixed-Term Contract

A market related package is offered

The National Heritage Council of South Africa (NHC) whose mandate encompasses the protection, promotion and preservation of heritage, seeks the professional services of a qualified, self-motivated, driven and goal oriented candidate for the above position.

The successful candidate will be responsible for overseeing the day to day operations of Heritage Management business unit which forms the core business of the organisation. Other key responsibilities will include strategy development, resource management, monitoring, reporting and consistent alignment across all core operational units. This position reports directly to the Chief Executive Officer.

More details about the vacancy are available on www.nhc.org.za/notices/vacancies.

The NHC is an equal opportunity employer and encourages applications from women and people with disabilities in particular.

Take note that the NHC will verify all qualifications and experience and that original documents must be submitted on appointment and all qualifications obtained abroad will be evaluated by SAQA.

The preferred candidate will be subjected to competency assessment, signing of a 5 year employment contract and performance agreement.

The NHC reserves the right not to make an appointment. Consideration will be given to applicants who meets minimum requirements of advertised post.

Interested persons should forward their applications and detailed Curriculum Vitae to Human Resources Manager: National Heritage Council, P.O. Box 74097, Lynnwood Ridge 0040 or e-mail hr@nhc.org.za. Enquiries can be directed to the same email.

Closing date: 13 January 2017 at 12:00pm.

No late applications will be accepted

Applications not responded to within 30 days of closing date must be considered unsuccessful.

@NHCSouthAfrica and NationalHeritageCouncil



"A nation proud of its African heritage"

DEPARTMENT OF LABOUR

Application Developer: ASP.NET

Centre: Chief Directorate: Information Communication Technology, Head Office
Reference No: HR 4/16/11/82
Salary: Commencing: R 311 784 per annum
Enquiries: Ms E Cronje, Tel. 012 309 4876

Requirements: Three year relevant tertiary qualification in Information Communication Technology/Information Systems or Informatics/ Computer Science. Two years supervisory experience. Two years functional experience in Application Development and Support (specialization in ASP.NET). **Knowledge:** • Software languages and associated development platforms and tools • Java Enterprise Architecture Development and Deployments • Java Enterprise Java Bean(EJB)Technologies• JavaScript / JSON and JBOSS / Tomcat Web deployments •Service Oriented Architecture (SOA) implementations and Linux Operating Systems (preferably RHEL)• Backed Oracle Systems and Java Integration(JDBC,OLE etc)• Multi-tier Software architectures and interfaces •ASP.NET,SQL Server,HTML5,CSS3 and C#VB.NET• SQL Server 2008 and upwards • Development and maintenance of Oracle Stored Procedures, Packages and functions • Data loads and imports from different sources including files, XML and other database including SQL Server •Java Development• Software development lifecycle •IT service management principles for incident, Change, Problem and Release process• Software developments methodologies including Waterfall and Agile •Batho Pele Principles •Departmental Procedures and Processes, Skills: • Management of Microsoft OS based solution •Development for template based web content management solution • web application architecture Documentation including ERD's and Data Flow Diagrams •Enterprise level Oracle Database Administration with multiple of users • Software testing including unit integration and acceptance testing etc • SharePoint Object Model, SharePoint Designer, Visio, InfoPath, Visual Studio and PowerShell• Problem Solving• Communication• Time Management• Planning and Organizing • Multi-tier architecture• Project management.

Duties: Develop and Document technical design for customized software Applications ASP.NET • Provide support and maintenance of customized software Applications ASP.NET• Develop applications according to the defined standards and best practice principles.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street, Laboria House
For Attention: Sub-directorate: Human Resources Operations, Head Office

Application Developer: MS SharePoint
Centre: Chief Directorate: Information Communication Technology, Head Office
Reference No: HR 4/16/11/83
Salary: Commencing: R 311 784 per annum
Enquiries: Ms E Cronje, Tel. 012 309 4876

Requirements: Three year relevant tertiary qualification in Information Communication Technology/Information Systems or Informatics/ Computer Science. Two years supervisory experience. Two years functional experience in Application Development and Support (specialization in MS SharePoint). **Knowledge:** • Software languages and associated development platforms and tools • Java Enterprise Architecture Development and Deployments • Java Enterprise Java Bean(EJB)Technologies• JavaScript / JSON and JBOSS / Tomcat Web deployments •Service Oriented Architecture (SOA) implementations and Linux Operating Systems (preferably RHEL)• Backed Oracle Systems and Java Integration(JDBC,OLE etc)• Multi-tier Software architectures and interfaces •ASP.NET,SQL Server,HTML5,CSS3 and C#VB.NET• SQL Server 2008 and upwards • Development and maintenance of Oracle Stored Procedures, Packages and functions • Data loads and imports from different sources including files, XML and other database including SQL Server •Java Development• Software development lifecycle •IT service management principles for incident, Change, Problem and Release process• Software developments methodologies including Waterfall and Agile •Batho Pele Principles •Departmental Procedures and Processes, Skills: • Management of Microsoft OS based solution •Development for template based web content management solution • web application architecture Documentation including ERD's and Data Flow Diagrams •Enterprise level Oracle Database Administration with multiple of users • Software testing including unit integration and acceptance testing etc • SharePoint Object Model, SharePoint Designer, Visio, InfoPath, Visual Studio and PowerShell• Problem Solving• Communication• Time Management• Planning and Organizing • Multi-tier architecture• Project management.

Duties: Develop and Document technical design for customized software Applications MS SharePoint • Provide support and maintenance of customized software Applications MS SharePoint• Develop applications according to the defined standards and best practice principles.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street, Laboria House
For Attention: Sub-directorate: Human Resources Operations, Head Office

Application Developer: PL/SQL
Centre: Chief Directorate: Information Communication Technology, Head Office
Reference No: HR 4/16/11/84
Salary: Commencing: R 311 784 per annum
Enquiries: Ms E Cronje, Tel. 012 309 4876

Requirements: Three year relevant tertiary qualification in Information Communication Technology/Information Systems or Informatics/ Computer Science. Two years supervisory experience. Two years functional experience in Application Development and Support (specialization in PL/SQL). **Knowledge:** • Software languages and associated development platforms and tools • Java Enterprise Architecture Development and Deployments

• Java Enterprise Java Bean(EJB)Technologies• JavaScript / JSON and JBOSS / Tomcat Web deployments •Service Oriented Architecture (SOA) implementations and Linux Operating Systems (preferably RHEL)• Backed Oracle Systems and Java Integration(JDBC,OLE etc)• Multi-tier Software architectures and interfaces •ASP.NET,SQL Server,HTML5,CSS3 and C#VB.NET• SQL Server 2008 and upwards • Development and maintenance of Oracle Stored Procedures, Packages and functions • Data loads and imports from different sources including files, XML and other database including SQL Server •Java Development• Software development lifecycle •IT service management principles for incident, Change, Problem and Release process• Software developments methodologies including Waterfall and Agile •Batho Pele Principles •Departmental Procedures and Processes, Skills: • Management of Microsoft OS based solution •Development for template based web content management solution • web application architecture Documentation including ERD's and Data Flow Diagrams •Enterprise level Oracle Database Administration with multiple of users • Software testing including unit integration and acceptance testing etc • SharePoint Object Model, SharePoint Designer, Visio, InfoPath, Visual Studio and PowerShell• Problem Solving• Communication• Time Management• Planning and Organizing • Multi-tier architecture• Project management.

Duties: Develop and Document technical design for customized software Applications PL/SQL • Provide support and maintenance of customized software Applications PL/SQL• Develop applications according to the defined standards and best practice principles.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street, Laboria House
For Attention: Sub-directorate: Human Resources Operations, Head Office

Assistant Director: COIDA (6 posts)
Centre: Labour Centre: Klerksdorp (1 post), Rustenburg (1 post) -Ref No: HR 4/4/9/176
Labour Centre: Mbombela (1 post), Secunda (1 post) -Ref No: HR 4/4/7/21
Labour Centre: Upington (1 post) -Ref No: HR 4/8/238
Labour Centre: George(1 post)-Ref No: HR 4/4/10/191

Salary: Commencing: R 311 784 per annum

Enquiries: Mr KM Gaolathwe, Tel: (018) 387 8100
Ms L Mlambo, Tel: (013) 655 8733
Ms M Sekgobela, Tel: (054) 311 752
Ms Z Maimane, Tel: (021) 441 8125

Requirements: Three year tertiary qualification degree / diploma in Public Management / Administration / Social Science / OHS / Finance and HRM are required. A medical background will be an added advantage e.g Professional nurse. Five to eight years supervisory experience in compensation of claims and medical claims processing environment. Valid drivers licence. **Knowledge:** • Public Services, DoL and Compensation Fund business strategies and goals • Directorate goals and performance requirement • Compensation Fund Services • Compensation Fund Value Chain and business processes • Public Service, DoL and COID Act, regulations, policies and procedures • PFMA and Treasury Regulations • Relevant stakeholders • Customer Service| Batho Pele Principles •Fund Values• Fund IT Operating System •Required IT • DPSA guidelines on COIDA. Skills •Required Technical Proficiency • Business writing • Strategic Leadership • Programme and Project Management • Financial Management • Change Management • Knowledge management • Service Delivery Innovation • Planning and Organizing• Problem Solving and Analysis • Decision Making • Accountability• People Management and Empowerment• Communication• Client orientation • Work Ethics and self management •Risk Management methodologies including Waterfall and Agile •Batho Pele Principles •Departmental Procedures and Processes, Skills: • Management of Microsoft OS based solution •Development for template based web content management solution • web application architecture Documentation including ERD's and Data Flow Diagrams •Enterprise level Oracle Database Administration with multiple of users • Software testing including unit integration and acceptance testing etc • SharePoint Object Model, SharePoint Designer, Visio, InfoPath, Visual Studio and PowerShell• Problem Solving• Communication• Time Management• Planning and Organizing• Project management.

Duties: Provide oversight and control to claims processing and employer assessment processes as required in terms of segregation of duties • Manage the resolution of all COID enquiries• Manage the quality assurance on all COID claims and employer registrations and assessments• Provide technical advice and guidance on finalization of all COID activities• Assist in the management of the sub-directorate.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberly, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberly

Applications: Chief Director: Provincial Operations: Private Bag X 2040, Mmabatho, 2735 Or hand deliver at University Drive, Provident House, Mmabatho
Attention: Sub-directorate: Human Resources Management, Mmabatho

Applications: Chief Director: Provincial Operations: Private Bag X 7263, Emalahleni, 1053
Or hand deliver at labour building, Cnr Hofmeyer Street and Beatty Avenue, Witbank.
For Attention: Sub-directorate: Human Resources Management, Emalahleni

Applications: Chief Director: Provincial Operations: PO Box 872, Cape Town, 8000,
For Attention: Sub-directorate: Human Resources Management, Western Cape.

Assistant Director: PES Administration

Centre: Provincial Office: East London
Reference No: HR 4/4/145
Salary: Commencing: R 389 145.00 per annum
Enquiries: Mr S Luthuli (043) 7013076

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.

Requirements: Three year relevant tertiary qualification in Social Sciences (Psychology/ Public/ Business administration. Two years supervisory experience. Two years functional experience in Public Employment/ Public Administration/ Management Services. **Knowledge:** • Relevant ILO Conventions• Financial Management• Human Resource Management• Social Plan Guidelines. Skills: Planning and Organizing• Communication(verbal and written)• Computer • Analytical • Presentation • Interpersonal • Problem solving skills • Report writing • Leadership, Networking.

Duties: Provide administrative support to the PES at the Provincial Office • Compile and monitor the budget for the PES at the Provincial Office • Coordinate and submit reports for the PES at the Provincial Office • Provide human resources management functions to PES at the Provincial Office.

Applications: Chief Director Provincial Operations: Eastern Cape Provincial Office: Private Bag X 9005, East London, 5200 or hand delivered at No. 3 Hill Street, East London

For Attention: Sub-directorate: Human Resources Management: Provincial Office: East London

Assistant Director: Anti Fraud and Anti Corruption (7 posts)

Centre: Provincial Office: Kimberley- Ref No: 4/8/216
Provincial Office: Limpopo- Ref No: 4/6/6/46
Provincial Office: Free State- Ref No: 4/4/8/33
Provincial Office: Western Cape- Ref No: HR 4/4/10/193
Provincial Office: Mmabatho- Ref No: HR 4/4/9/189
Provincial Office: East London- Ref No: HR 4/4/6/44
Provincial Office: Gauteng- Ref No: HR 4/4/10/15
Salary: Commencing: R311 784 per annum

Enquiries: Mr ZL Albirane, Tel: (053) 838 1500
Mr PJ Tladi, Tel : (015) 290 1613
Mr F Ngubane, Tel: (051) 5056 352
Ms Z Maimane, Tel: (021) 44 18125
Ms FK Dikana, Tel: (018) 387 8100
Mr MM Mafani, Tel: (043) 701 3029/40
Ms RE Tema, Tel: (011) 853 0300

Requirements: Three years tertiary qualification in Risk Management / Internal Audit/ Compliance Management Two (2) years supervisory experience. Two (2) years functional experience in Fraud and corruption. A valid driver's licence. **Knowledge:** • Public Financial Management Act • Risk Management Strategy • Risk Management Policy • Fraud Prevention Plan • Promotion of Access to information Act • Basic Condition of Employment • Protected Disclosure Act • Labour Relations • Public Service Regulations • Public Service Act • Unemployment Insurance Act • Unemployment Insurance Contribution Act. Skills: • People Management • Conflict Management • Analysis • Problem Solving • Presentation • Planning and Organising • Communication • Computer Literacy • Report writing • Driving • Creativity • Numeracy.

Duties: Initiate and manage the investigation of all reported incidents of fraud and corruption • Manage the fraud hotline and case database • Conduct and manage fraud and corruption risk assessment • Manage resources (Human, Financial, Equipment/ Assets in the section).

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberly, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberly

Applications: Chief Director: Provincial Operations: Private Bag X 9368 Polokwane 0700 Physical address: 42 Schoeman Street, Polokwane 0700
For Attention: Sub-directorate: Human Resources Management, Limpopo

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein, 9300 or hand
Deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein
For Attention: Sub-directorate: Human Resources Management, Bloemfontein

Applications: Chief Director: Provincial Operations: Private Bag X 2040, Mmabatho, 2735 Or hand deliver at University Drive, Provident House, Mmabatho
Attention: Sub-directorate: Human Resources Management, Provincial Office: East London

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Applications: Chief Director: Provincial Operations: P O Box 872 Cape Town, 8000
Or hand deliver at Cnr Riebeek and Long Street
For Attention: Sub-directorate: Human Resources Management, Western Cape

Assistant Director: Human Resource Operations
Centre: Sheltered Employment Factories, Silverton
Reference No: HR 4/16/2/30 HO
Salary: Commencing: R 311 784 per annum
Enquiries: Ms GG Mashigo, Tel: (012) 843 7322

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 com-

Requirements: Three year relevant tertiary qualification in Human Resource Management / Public Management or equivalent in the field of HRM. Two years supervisory experience. Two years functional experience in Human resource management environment. Valid drivers licence.

Knowledge: • Recruitment and Selection • Human Resource Administration • Relevant Labour Relation Legislation • Public Service Regulation Act • Basic Condition of Employment Act • Departmental Policies and procedures • Public Finance Management Act • Project Management • Batho Pele Principles • Compensation Act • Employment Equity Act • UIF Act • Labour Relations Act. Skills: • Management and Supervision • Interpersonal • Communication (verbal and written) • Computer literacy • Negotiation • Patience and empathy • Presentation • Report writing • Counselling • Time Management.

Duties: Implement recruitment and selection policy within the Sheltered Employment Factories • Perform service benefits services within the Sheltered Employment Factories • Coordinate and Employee Health and Wellness Programs within the Sheltered Employment Factories• Monitor and manage sound Employee Relations in the Sheltered Employment Factories.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street, Laboria House
For Attention: Sub-directorate: Human Resources Operations, Head Office

Assistant Director: Inspection and Enforcement Services (2 Posts)
Centre: Labour Centre: Germiston- Ref No: HR 4/4/4/07/09
Labour Centre: Pretoria- Ref No: HR 4/4/4/07/12
Salary: Commencing: R 389 145 per annum
Enquiries: Mr M Kgwele, Tel: (011) 345 6300
Ms Ma Phasha, Tel: (012) 309 5027

Requirements: Three year relevant tertiary qualification in Labour Relations / Human Resource Management. Two (2) years supervisory experience. Two (2) years functional experience in Inspection / Enforcement services. A valid Driver's licence. **Knowledge:** • Departmental Policies and Procedures • Skills Development Act • Labour Relation Act • Basic Conditions of Employment Act • Skills Development Levies Act • Public Service Regulations • Occupational Health and Safety Act • COIDA • SABS Codes • Unemployment Insurance Act • Unemployment Insurance Contribution Act • Employment Equity Act • Immigration Act • Rules of the Labour Court • Criminal Procedure Skills • Facilitation • Planning and organizing • Computer literacy • Interpersonal • Conflict handling • Negotiation • Problem solving • Interviewing • Presentation • Innovative • Analytical • Verbal and written communication.

Duties: •Manage and monitor quality inspections with the aim of enforcing and ensuring compliance with Labour Legislation •Manage the planning and monitor investigations on reported cases pertaining to contravention of Labour Legislation and enforce as and when necessary including making preparations for and appearing in court as State witness •Provide guidance and manage a proactive (Blitz) inspection programme for compliance with Labour Legislation. •Manage and monitor the advocacy campaign on Labour Legislation as per work plan •Compile and consolidate statistical reports on regional, allocated cases and inspections.

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Assistant Director: Labour Market Information and Statistics
Centre: Provincial Office: Kwazulu-Natal
Reference No: HR 4/4/5/31
Salary: All inclusive: R 389 145 per annum
Enquiries: Mr SB Ndebele, Tel: (031) 366 2078

Requirements: Three year relevant qualification in Social Sciences/Economics/Statistics. Two years supervisory experience. Two years functional experience in labour market data processing / statistics. Valid driver's licence. **Knowledge:** • Public Service Act • Public Service Regulations and relevant prescripts • Departmental policies and procedures • Batho Pele principles • Statistics and Database software packages • Functioning of DoL Labour Centres and Business Units • Labour market dynamics • Labour legislation. Skills: • Facilitation • Planning and organising • Computer literacy • Interpersonal • Problem solving • Interviewing • Presentation • Innovative • Analytical • Verbal and written communication.

Duties: Manage performance information of the provinces in the Department of Labour, in order to ensure that the pre-determined plans and objectives of the organisation are provincially monitored and successfully achieved in line with applicable government prescripts •Promote accountability and transparency by providing Government and the public with timely , accessible, accurate and quality assured provincial performance information •Monitor and evaluate implementation of Service Delivery Improvement Plans •Assist in consolidating and analysing trends recorded through quarterly performance reports against targets •Manage all the resources of the division.

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambeth Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Assistant Director: Organisational Development
Centre: Directorate: Management Advisory Services, Head Office
Reference No: HR 4/6/12/13HO
Salary: Commencing: R 311 784 per annum

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

Enquiries: Mr S Nkhabane, Tel: (012) 309 4436

Requirements: Three year relevant tertiary qualification in Human Resources Management/Management Services/ Industrial Engineering/Operations/Production Management/ Industrial Psychology. Two years supervisory experience. Two years functional experience in Organisational Development/ Effectiveness/ Work Study services. **Knowledge:** • Basic understanding of policies, Public service regulations, prescripts and legislation • Understanding of efficiency promotion including the development of organisational structure •Job profile design and Job evaluation •Organisational behaviour •Organisational Design • DPSA Resolutions and Guidelines •Labour Relations Act. Skills: • Organizing and planning •Facilitation •Project Management •Computer literacy• Good communication(verbal and written) • People Management• Listening • Interviewing • Research• Analytical •Good interpretation relation• Innovative.

Duties: Develop and conduct change management processes intervention and organizational client survey in the Department • Facilitate and coordinate the development Business Processes Improvement• Coordinate, facilitate and monitor development of job profile in the Department of Labour• Conduct organizational development investigations• Manage and conduct job evaluation processes in the Department • Manage all resources of the Directorate.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Assistant Director: Risk Management
Directorate: Risk Management, Head

DEPARTMENT OF LABOUR

Service Regulations • Basic Conditions of Employment • Public Finance Management Act (PFMA). Skills: • Innovative/Creative • Report writing • People Management • Financial Management • Communication (both verbal and written) • Computer literacy • Time management • Interpersonal • Budgeting.

Duties: Manage the payment of UIF benefits in relation to accounts receivable and payable functions • Co-ordinate and monitor the financial activities relating to procurement of accounts where UIF Operations are concerned • Manage integrated budget planning and expenditure relating to UIF Operations • Provide technical support to Processing Offices and report on all UIF Financial matters including Financial systems • Manage all the resources in the Unit.

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Career Guidance Coordinator: Public Employment Services (2 posts)
Centre: Provincial Office: Kimberley- Ref No: HR4/4/8/223 (1 post)
Provincial Office: Kwazulu-Natal-Ref No: HR 4/4/5/43 (1 post)
Salary: Commencing: R389 145 per annum
Enquiries: Mr A Senakomo, Tel: (053) 8381500
Mrs D Mlaba, Tel: (031) 366 2010

Requirements: Four (4) year BA Psych Qualification. Two years supervisory experience. Two years functional experience in Employment/Career Counselling. A valid code 08 drivers' license. Registration with HPCSA as Psychometrists, (Independent Practice) or Registered Counsellor (Independent Practice). **Knowledge:** • Employment Service Act of 2014 • International Labour Organisation Conventions • Financial Management • Human Resource Management • Public Service Act • Skills Development Act • Unemployment Insurance Act • Health Professions Act • Employment Equity Act • COIDA. Skills: • Planning and organizing • Communication • Computer literacy • Analytical • Presentation • Interpersonal • Report writing • Leadership • Networking.

Duties: Provide technical support to Labour Centres for the delivery of employment counselling services • Manage the referral of work-seekers to relevant employment services and active labour market interventions • Co-ordinate the dissemination of employment and career information to Labour Centres • Establish and manage relationships between career counsellors and relevant organisations • Manage and co-ordinate the administration of psychometric assessment.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberly, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberly
Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Communication Specialist
Centre: Sheltered Employment Factory, Silverton
Reference No: HR 4/16/12/68 HO
Salary: Commencing R 311 784 per annum
Enquiries: Mr D Matsepe, Tel: (012) 843 7349

Requirements: Three years relevant qualification in Communication / Marketing / Public Relations. Two years supervisory experience. Two years functional experience in communication and marketing environment. **Knowledge:** • Business processes, structures and organisational culture • SFE structure, systems and products • PFMA and Treasury Regulations • GAAP / GRAP • Tendering processes and procedures • Market research and analysis initiatives • Business development activities • PR tools and strategies • ISO 9001 standards and requirement • Public Service Environment. Skills: • Communication (written and verbal) • Leadership • Research • Computer literacy • Organizing • Planning • Project Management • Interpersonal • Attention to details • Marketing • Conceptualisation • problem solving • Analytical • Decision making • Networking • Customer Care • Innovation • Knowledge and information sharing • Conflict management.

Duties: Coordinate Sales and Marketing at SEF • Monitor compliance to relevant piece of legislation • Manage SEF Information and Communication Technology • Manage SEF marketing financial reporting.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Deputy Director: Business Development Management (2 posts)
Centre: Sheltered Employment Factories, Silverton
Reference No: HR 4/16/16/66 HO
Salary: All inclusive: R 612 822 per annum
Enquiries: Mr S Nondwango, Tel: 012 843 7300

Requirements: Three year relevant tertiary qualification in Business Administration or Marketing. Two (2) years management experience. Three years relevant functional experience in Marketing. A valid drivers licence. **Knowledge:** • Business processes, structures and organisational culture • The SFE structure, systems and products • The PFMA and Treasury Regulations • GAAP / GRAP • Tendering processes and procedures • Market research and analysis initiative • Business development activities • PR tools and strategies • ISO 9001 standards and requirements • Public Service Environment. Skills: • Communication (written and verbal) • Leadership • Research • Computer literacy • Organizing • Planning • Project management • Interpersonal • Attention to

details • Marketing • Conceptualization • Problem solving • Analytical • Decision making • Networking • Customer Care • Innovation • Information sharing • Conflict management • Sales.

Duties: Manage Sales and Marketing at SEF • Coordinate, integrate and manage SEF budget • Monitor Compliance relevant pieces of legislations • Manage SEF Information and Communication Technology • Manage SEF marketing financial reporting.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 Or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Deputy Director: COIDA
Provincial Office: Kwazulu-Natal- Ref No: HR 4/4/5/67
Salary: All inclusive: R 612 822 per annum
Enquiries: Dr P Dayaram, Tel: (031) 366 2097

Requirements: Three year tertiary qualification degree/diploma in Public Management/ Administration/ Social science/ OHS / Finance/ HRM is required. Valid code B drivers licence. Five (5) to (8) eight years experience in claims processing of compensation or medical claims is highly desirable. **Knowledge:** • Public Service, DoL and Compensation Fund business strategies and goals • Directorate goals and performance requirements • Compensation Fund Services • Compensation Fund Value Chain and business processes • Public Service, DoL and COIDA Act; regulations, policies and procedures • PFMA and Treasury Regulations • Relevant stakeholders • Customer Service (Batho Pele Principles) • Fund Values • Required IT knowledge • Fund IT Operating Systems • DPSA guidelines • COIDA • Technical Knowledge. Skills: • Required Technical Proficiency • Business Writing Skills • Required IT skills • Fund IT Operating Systems • Strategic Leadership • Programme and Project Management • Financial Management • Change Management • Knowledge Management • Service Delivery Innovation (SDI) • Planning and Organizing • Problem Solving and Analysis • Decision Making • Accountability • People Management and Empowerment (including developing others) • Client Orientation and Customer Focus • Communication • Work Ethic and self-management • Risk Management and Corporate Governance • Customer Service Improvement Skills • Data Capturing • Quality Management.

Duties: Coordinate efficient provision and administration of compensation and assessment services • Oversees the provision of specialist support in the province/labour centre • Liasise with internal and external stakeholders in respect of COIDA legislation • Manage human, financial and physical resources of the directorate.

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein 9300 Or hand deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein, 9301
For Attention: Sub-Directorate: Human Resources Management, Bloemfontein

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberly, 8301 Or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberly

Applications: Chief Director: Provincial Operations: Centre: Labour Centre: Vryheid – Ref No: HR 4/4/5/14 (1 post)
Labour Centre: Kokstad-Ref No: HR 4/4/5/63 (1 post)
Labour Centre: Harrismith- Ref No: HR 4/4/8/49 (1 post)
Salary: Commencing: R 726 276.00 per annum
Enquiries: Mr E Khambula, Tel: (031) 366 2201
Mrs JKC Manogaran, Tel: (051) 5056203
Ms NP Douw-Jack, Tel: (051) 5056203

Requirements: Three year relevant tertiary qualification in Business Management /Public Management / Public Administration / Management / Operations Management. Two years management experience. Three years functional experience in business / organisational operations / services. Valid drivers licence. **Knowledge:** • Public Finance Management Act • Treasury regulations • Supply Chain Management processes • Asset Management • All Labour Legislations • Departmental Policies and procedures • Public Service Regulations • Batho Pele principles. Skills: • Management • Communication (both verbal and written) • Computer • Analytical • Presentation • Interpersonal • Report writing • Leadership • Project management.

Duties: Manage the service delivery objectives as per the mandate of the Department of Labour • Manage the budget of the Labour Centre • Represent the Department in key stakeholder forums including interdepartmental structures of government and municipalities • Manage the budget of the Labour Centre • Manage all the resources of the Labour Centre • Manage and ensure compliance with ALL HRM policies, directives and legislation including the Public Service Act and regulations.

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein, 9300 or hand deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein, 9301
For Attention: Sub-Directorate: Human Resources Management, Bloemfontein

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 Or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Deputy Director: Risk Management and Fraud Investigations (4 posts)
Centre: Provincial Office: Limpopo- Ref No: HR 4/6/6/45 (1 post)
Provincial Office: Free State- Ref No: 4/4/8/31 (1 post)

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.

Provincial Office: Kimberly-
Ref No: HR 4/8/215 (1 post)
Provincial Office: Kwazulu-Natal- Ref No: HR4/4/5/69 (1 post)

Salary: All inclusive: R 612 822 per annum
Enquiries: Mr PJ Tladi, Tel: (015) 290 1613
Ms NP Douw-Jack, Tel: (051) 5056 350
Mr ZL Albanie, Tel: (053) 838 1500
Ms JKC Manogaran, Tel: (031) 366 2013

Requirements: Three year relevant tertiary qualification in Risk Management / Financial Management or equivalent qualification. Two years management experience. Three years functional experience in Risk Management. A valid driver's licence. **Knowledge:**

• Public Financial Management Act (PFMA) Fraud and Corruption Legislative Framework • Internal Auditing • Risk Management and Corporate Governance • Prevention of Organized Crime Act • Promotion of Access to Information Act (PAIA) • Basic Condition of Employment (BCE) • Protected Disclosure Act • Labour Relations • Public Service Regulations (PSR) • Public Service Act (PSA). Skills: • People Management • Conflict Management • Analysis • Problem Solving • Presentation • Planning and Organizing • Communication • Computer Literacy • Report Writing • Driving • Creativity • Numeracy.

Duties: • Implementation of Risk Management Strategy • Implementation of Fraud Prevention Plan and Corruption Strategy • Provide Support to the Province and Labour Centres • Implementation of auditor general and risk management agreed action plans • Manage all the resources within the Unit.

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein 9300 Or hand deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein, 9301
For Attention: Sub-Directorate: Human Resources Management, Bloemfontein

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberly, 8301 Or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberly

Applications: Chief Director: Provincial Operations: Private Bag X 9368 Polokwane 0700 Physical address: 42a Schoeman Street, Polokwane 0700
For Attention: Sub-directorate: Human Resources Management, Limpopo

Director: Business Development
Centre: Sheltered Employment Factories, Silverton
Reference No: HR 4/16/12/61 HO
Salary: All Inclusive: R 898 743 per annum
Enquiries: Mr S Nondwango, Tel: 012 843 7300

Requirements: An undergraduate qualification (NQF level 7) (Degree) as recognized by SAQA in Business Administration or Marketing. Five (5) years middle management experience. Three (3) years functional experience in Business Development or Marketing. Valid drivers licence. **Knowledge:** • Business Development • Professional Sales • Manufacturing environment • Product Development • Project Management • Marketing campaigns • Financial budgeting and reporting • Policies and Procedures • Strategy development and Corporate Governance. Skills: • Problem Solving • Initiative • Strong Communication • Consultative • Strategic Planning • Presentation • Time management • Planning and organizing • Analytical / judgement and decision making • Negotiation and good existing network • Assertiveness • Computer Literacy.

Duties: Develop and manage SEF Business Strategy • Develop and Monitor the implementation of SEF Sales and Customer Relationship Strategies • Develop and monitor the implementation of Marketing Strategy • Identify and manage Strategic Alliances and ventures • Provide detailed information on the progress of marketing and sales activities.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 Or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Employment Service Practitioner (ESP3) (2 posts)
Centre: Labour Centre: Welkom- Ref No: HR 4/4/8/43 (1 post)
Labour Centre: Pretoria- Ref No: HR 4/4/11/01(1 post)
Salary: Commencing: R 389 145 per annum
Enquiries: Ms M Sauer, Tel: (012) 309 5000
Ms MA Phasha, Tel: (012) 309 5000

Requirements: Three year relevant qualification in Public Administration/Social Science. Two (2) years supervisory experience. Two (2) years Functional experience in PES services. **Knowledge:** • ILO Conventions • Financial Management • Human Resource Management • Recruitment and Selection • Immigration Act • Unemployment Insurance Act • Compensation for Occupational Injuries and Diseases Act • PFMA • Public Service Act. Skills: • Planning and organizing • Communication • Computer • Analytical • Presentation • Interpersonal • Leadership • Networking.

Duties: Co-ordinating and maintain the relationship within Employment Services stakeholders • Manage the provision of effective career guidance and psychometric assessment services for the Department. • Oversee the provisioning of technical advice and administration service regarding PES legislations to the client. • Provide administrative support to PES Labour Centres. • Manage all the resources of the division.

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 com-

Applications: Chief Director:
Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein, 9300 or hand Deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein

For Attention: Sub-directorate: Human Resources Management, Bloemfontein

Principal Inspector: Employer Audit (2 posts)

Centre: Provincial Office:

Northern Cape - Ref No: HR 4/4/8/236 (1 post)

Provincial Office:

Gauteng-Ref No: HR4/16/11/100 (1 post)

Salary: Commencing: R 389 145 per annum

Enquiries: Mr IS Vass Tel: (053) 838 1500

Mr P Masilo, Tel: (011) 853 0300

Requirements: Three (3) year relevant tertiary qualification with either Accounting/Finance/Internal Auditing. Two (2) years supervisory experience. Two (2) years functional experience in Auditing/Financial Management. Valid drivers licence. **Knowledge:** • Departmental Policies and Procedures • Batho Pele Principles • Public Service Act and Regulations • OHS Act and Regulations • COIDA • UIA • PFMA • BCEA • SDLA • LRA • UI Contribution Act • Skills Development Act • Employment Equity Act. Skills: • Planning and Organizing • Computer Literacy • Interpersonal • Problem solving • Interviewing • Presentation

Duties: Monitor the implementation of UIA and COIDA strategy programs. • Implement the systems that provide expert advice on sector specific UIA & COIDA matters • Control the process that monitor and evaluate impact of UIA & COIDA programs • Monitor the implementation of Advocacy Campaigns on COIDA regularly and when there are amendments.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberly, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberly

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Principal Inspector: Employment Equity

Centre: Provincial Office: Braamfontein

Reference No: HR4/4/4/07/10

Salary: Commencing R 389 145 per annum

Enquiries: Mr J Zitha, Tel: (018) 387 8100

Mr J Zitha, Tel: (018) 387 8100

Requirements: Three year relevant tertiary qualification in Labour Relations/Human Resources Management/Law. Two (2) years management experience. Three (3) years functional experience in enforcement Labour Laws. Valid drivers licence. **Knowledge:** • Public Service transformation and management issues • White Paper on transformation of Public Services • Public Service Act • Ability to convert policy into action • Public Service Regulations and Relevant prescripts

• Departmental policies and procedures • Corporate governance • Batho Pele principles. Skills: • Facilitation • Planning and Organizing • Computer Literacy • Interpersonal • Problem solving • Interviewing • Presentation • Innovative • Analytical • Research • Project Management.

Duties: Conduct complex inspections on EEA & BCEA • Manage the implementation of employment standards inspection strategy, policy and procedure • Develop and monitor the implementation of policy and work plan ensure peaceful and harmonious employer employee relationship • Manage and conduct the advocacy and educational programmes directed to internal and external stakeholders such as Human Resources; Financial Resources; Assets, etc

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301
For Attention: Sub-directorate: Human Resources Management, Kimberley

Applications: Chief Director: Provincial Operations: Private Bag X 2040, Mmabatho, 2735 Or hand deliver at University Drive, Provident House, Mmabatho
For Attention: Sub-directorate: Human Resources Management, Mmabatho

Specialist:

Occupational Health and Safety

AU holds first ever leadership debate



Outgoing AU Chairperson Nkosazana Dlamini Zuma.

The African Union (AU), through its African Union Leadership Academy convened the first ever leadership debate for candidates contesting for the position

of the Chairperson of the African Union Commission.

The debate was held on 9 December at the African Union Headquarters in Addis Ababa, Ethiopia. It was

conducted before a live audience comprising members of the African Union Executive Council, members of Permanent Representatives Committee and African Union Commissioners, media personnel and invited guests.

"It aims at popularising the African Union and giving the candidates an opportunity to speak to African citizens and present their vision for the fulfilment of the AU vision of an integrated, prosperous and peaceful Africa," the AU said in a statement.

Candidates contesting to replace outgoing Chairperson Dr Nkosazana Dlamini Zuma are Pelonomi Venson-Moitoi of Botswana, Moussa

Faki Mahamat of Chad, Mba Mokuy of Equatorial Guinea, Dr Amina C Mohamed of Kenya and Dr Abdoulaye Bathily of Senegal.

Dlamini Zuma served as head of the AU for four years. When she took over the position in 2012, Dlamini Zuma boasted many firsts: the first woman to head the AU; the first head of the AU Commission from southern Africa and the first head of the AU Commission with liberation credentials.

She took over the AU Commission, which confronted significant challenges in the spheres of peace, security and governance as well as institutional reform and so-

cial affairs.

However, Dlamini Zuma stressed the importance of unity within the AU as well as advancing transformation on the continent.

Under Dlamini Zuma, the union launched the bolder and more ambitious plan for the next five decades, Agenda 2063, which is a strategic framework for inclusive growth and sustainable development for Africa's transformation.

The commission, under Dlamini Zuma's guidance, has also been credited with organising exemplary summits and events that start on time with better agenda management for leaders. ■

SA takes part in Algerian business forum



Algeria is South Africa's largest export trading partner in the North Africa region.

Over 80 local South African companies participated in the African Investment and Business Forum in Algiers, Algeria, recently.

The Department of Trade and Industry said South Africa's participation in the forum is aimed at strengthening bilateral economic relations with Algeria.

"Algeria has been South Africa's largest export trading partner in the North Africa region, having accounted for 43 percent of SA's total trade with North Africa in the period from 2011 to 2015."

"The value of trade between the two countries reached over R13.4 billion, from 2011 to 2015. South African exports [are] esti-

mated at R13 billion while imports from Algeria were R463 million," Minister Rob Davies said.

South Africa's top five

"The value of trade between the two countries reached over R13.4 billion, from 2011 to 2015."

exports to Algeria include vehicles, prepared food-stuffs, vegetable products, machinery, base metals and other products.

Meanwhile, South Africa's top five imports from Algeria consisted mainly of mineral fuels, chemicals,

ceramic products, vehicles and other products.

The trade balance between the two countries is skewed in South Africa's favour however a closer analysis of bilateral trade trends illustrates that the volume and value of trade is generally declining.

"South Africa is gradually losing its import market share in Algeria," noted Minister Davies.

He emphasises that taking part in this forum will afford South African companies first-hand opportunity to network, identify partners for joint ventures, and create opportunities for the export of value added goods and services to Algeria and the North Africa region. ■

New President for Gambia

President Jacob Zuma has congratulated Gambia's President-elect Adama Barrow following his victory in the presidential elections held on 1 December.

Barrow defeated President Yahya Jammeh, who has been ruling the West African nation for 22 years.

Barrow won by 263 515 votes, or 45 percent of the total, while Jammeh came second with 212 099 votes, or 36 percent.

In a statement President

Zuma conveyed his best wishes and committed himself to working closely with Barrow to strengthen bilateral relations between South Africa and Gambia.

President Zuma also commended outgoing President Jammeh for graciously conceding defeat, as well as the people for conducting peaceful and democratic elections.

"The peaceful and democratic manner under which these elections were conducted signify yet another positive step towards deepening democracy on the African continent."

Meanwhile African Un-

ion Commission (AUC) chairperson Dr Nkosazana Dlamini Zuma also congratulated President-Elect of The Republic of The Gambia, Mr. Adama Barrow.

Chairperson Dlamini Zuma hailed the statesmanship of outgoing President Yahya Jammeh, for gracefully accepting the outcome of the elections. She commended the Independent Electoral Commission (IEC) for the conduct of peaceful and credible elections.

"The stakeholders' participation is evidence of the level of maturity of the political system and a demonstration of patriotism of the daughters and sons of The Gambia," Dlamini Zuma said in a statement.

Chairperson Dlamini Zuma also reaffirmed the determination of the AU to support the Republic of The Gambia and urged the neighbours and the international community to provide the necessary support that the country requires to guarantee democratic stability and unity. ■

Top accolades for sports stars



South Africa's sportsmen and women were awarded for their efforts at the South African Sports Awards.



Minister Fikile Mbalula hands over Wayde van Niekerk one of his many awards. Caster Semenya (below) won sportswoman of the Year.

Albert Pule

Sprint sensation Wayde van Niekerk closed off a brilliant 2016 by winning three awards at the recent 2016 South African Sports Awards (SASA).

The SASA recognise and honour individuals and teams who have excelled both on and off the field from 1 September 2015 to 30 September 2016.

Van Niekerk's win at the SASAs comes hot on the heels of him shattering US sprint legend Michael Johnson's 400 m record at the Rio

Olympics in June this year.

At the Sports Awards, he was crowned Sport Star of the Year, Sportsman of the Year and also won the People's Choice Award.

Speaking to media after the awards, van Niekerk said the journey to the top has been filled with challenges.

"There has been tough times and good times and I'm thankful to the Lord for pushing me through and blessing me with the wisdom to realise that he has blessed me with the talent," said van Niekerk.

Gold medallist at the Rio Olympics Caster Semenya also emerged as a winner in her category when she won the award for Sportswoman of the Year. ▀



2016 WINNERS

Sportsman of the Year with a Disability
Charl Du Toit

Sportswoman of the Year with a Disability
Ilse Hayes

Team of the Year
Mamelodi Sundowns

Coach of the Year
Anna Botha

Volunteer of the Year
Kim Pople

Newcomer of the Year
Ntando Mahlangu
(Athletics)

Photographer of the Year
Sydney Mahlangu

SA Sports Journalist of the Year
Thabiso Sithole

Developing school team of the Year
Benny's Care Academy

Federation of the Year
Roller Sports South Africa

Steve Tshwete Lifetime Achiever Awards
Thomas Kwenaithe
Francois Pienaar
Mzimasi Mnguni

Dyan Buis and Wayde Van Niekerk were awarded the Shield of Jove.