

Vuk'uzenzele



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Molo Mhlaba is steadily closing the gap by offering quality education that can set girls up for life.



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A ray of hope for Khayelitsha girls

KHAYELITSHA'S FIRST low-fee private school for girls Molo Mhlaba believes that people living in poor communities deserve safe, affordable and quality education.

Allison Cooper

Plagued by escalating crime, poverty and inequality, it was tough to find good education for girls in a safe environment in the Khayelitsha township. This is no longer the case as Molo Mhlaba is steadily closing the gap by offering

quality education that can set girls up for life.

Headed up by Dr Rethabile Sonibare, Molo Mhlaba – which means 'hello' world in English - opened its doors with a mere handful of learners aged between three and six in January 2018. A short ten months later, it has 38 foundation phase learners in its charge.

Inspired by the Montessori approach and a fun, playful and creative environment, the school provides quality science, technology, engineering, art and design and maths (STEAM) education, through innovative teaching and learning strategies, by teachers from the community. It is a dual English and Xhosa medium school.

"As a STEAM school, we offer subjects such as robotics and coding to three and four year olds," Dr Sonibare confirmed.

In an area where sexual abuse is one of the biggest social ills, Molo Mhlaba provides a safe haven and

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"The greatest glory in living lies not in never falling, but in rising every time we fall."

Nelson Mandela



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Dti workplace programme sustains jobs

THE WORKPLACE Challenge Programme equips small and medium enterprises with the means to reduce poverty, unemployment and inequality.



The Department of Trade and Industry has through the Workplace Challenge Programme (WPC) sustained over 50 000 jobs while a further 250 have been created over the last two decades.

Speaking at the 20-year anniversary celebrations of the WPC in Botshabelo in the Free State, the department's Chief Director of Space Affairs Nomfuneko Majaja said

the programme has made remarkable progress.

"These figures are a sure sign of progress and we must sustain it and forge partnerships with the WPC programme to support our flagship programmes such as the Black Industrialists Programme, the Industrial Park Revitalisation Programme and the Special Economic Zones Programme."

"We also see the WPC Programme building a compet-

itive manufacturing sector within the Industrial Policy Action Plan," she said.

The programme is a joint initiative of the Department of Trade and Industry (dti) and Productivity South Africa (Productivity SA). The programme is implemented over a 24-month period with the aim to encouraging and supporting negotiated workplace change to improve productivity and job creation.

Majaja further mentioned

that enterprises that had participated in the WPC programme had been collectively funded to the tune of R151 million and had generated more than R1.88 billion in total turnover.

Majaja further outlined that a web-based monitoring and evaluation system has since been launched in order to measure the impact of the WPC on participating companies.

Chief Executive Officer (CEO) of Productivity SA Motshunye Mothiba appealed to prospective entrepreneurs to generate ideas amongst each other, to test the feasibility of success of these ideas and to pursue those that demonstrate potential of success.

"We must accept that productivity is the most effective tool to maximise production, especially amongst our small and medium enterprises as they are the catalysts for economic growth. By helping our enterprises enrol on the WPC Programme we will be equipping them with the means to reduce poverty, unemployment and inequality," said Mothiba. ▀

How to join

Any stable enterprise, from micro, small, medium sized, up to large or corporate companies, in the manufacturing, agriculture and agro processing, mining and beneficiation sectors may approach the WPC Programme contacts in the Regions to sign a contract with Productivity SA (the WPC Programme) for participating in the 24 months programme. For more information contact:

- Justice Tshifularo:
Senior Manager WPC
Programme:
011 848 5315

- Manuel Netili: Gauteng Regional Project Manager:
011 848 5364

- Phila Ngcobo:
KwaZulu Natal Regional Project Manager:
031 268 9770

- Pieter de Bruyn:
Western Cape Regional Project Manager: 021 910 8149

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enables young girls to be themselves without having to fit into specific gender norms.

"Our classrooms are named after women from the continent to celebrate their legacy, which is often not told."

"Women are hidden figures in our history. They are citizens but are never consid-

ered as such. We are always considered second-class citizens, but we are full citizens and we want this school to provide a space for women to actively take part in citizenship," Dr Sonibare said.

The school has already had a massive impact in the community and parents have to spend a certain number of hours a year actively assisting the school and support-

ing their children.

Molo Mhlaba is the brainchild of Sonibare, her colleague Athambile Masola and board members of a non-profit organisation that the two women established called the Thope Foundation.

"The idea grew from an after-school programme we devised and ran for Khayelitsha girls, focusing on science and technology. But we soon

realised that not all of them had access to quality education," said Sonibare.

"That's when we started talking about a school that offers not only quality education, but that encourages girls to be passionate about freedom and independence as well," she added.

Although the school is private, its school fees are minimal. Molo Mhlaba has

received some grant money and is hoping to qualify for education subsidies in 2019. It also conducts its own fundraising campaigns.

Looking ahead, the school has applied to the Department of Education to offer classes up to Grade 7. "We also aim to open ten Molo Mhlaba schools in the next ten years," Dr Sonibare confirmed. ▀



Hope for unemployed South Africans

Unemployment is the biggest challenge facing our country and it has a devastating effect on the economy and communities.

One of the main contributing factors to unemployment is an economy that has not been inclusive. This means that most people don't have the opportunity to own assets or develop skills.

When you want to start a business for example, you need cash.

Historically, this means those who have access to capital and property will always be at an advantage.

While progress has been made in lifting millions of people out of dire poverty, many South Africans still face great hardship.

The jobs that have been created over the past few years have not kept pace with the growth of the population or the expansion of the workforce.

South Africa's Gross Domestic Product needs to grow at a minimum of three percent per year to create basic jobs for people. Because our growth rate is less than 1.5 percent this has become a real problem.

However, we are rising to the challenge of unemployment by working together, as we did at the recent Presidential Jobs Summit that brought together government, labour, business and community-based organisations.

The Summit was fruitful and proved that by working together we can make progress



in eradicating the burden of joblessness.

At the end of the Summit, we signed agreements that have the potential to create about 275 000 jobs per year.

The framework agreement and the Summit deliberations will provide hope and dignity to unemployed South Africans and inject new energy into the economy, alongside government's recently announced economic stimulus and recovery plan.

Some of the agreements include the following:

- Investment of R100 billion (over five years) in black enterprises and firms in the industrial sector.
- Bizniz in a Box Youth Empowerment Programme to equip young people with entrepreneurial skills and actual business opportunities.
- Companies will buy goods and services from South African businesses – big and small - to create more jobs

and save those that already exist.

- Find youth employment and SMME funding to provide training for unemployed youth.
- R1.5 billion for a new Smallholder Support Fund and R1.5 billion for the Township Enterprise Fund.
- Various interventions to create career pathways for the youth through programmes at TVET Colleges, the Installation Repair and Maintenance Initiative, and in the fields of health and, travel and tourism.
- Expansion of a Hub Model and incubators for SMME development.
- Harambee, working with all social partners, will strengthen its pathway management system to ensure that 1.5 million young people are part of an active network of work seekers and, that 500 000 young work-seekers are able to enter first jobs or

on pathways to generating an income to sustain themselves.

- Making sure that government sticks to its promise to spend 30 percent of its procurement on SMMEs and cooperatives.
- Strong focus on Early Childhood Development (ECD), including the KYB Enterprise Incubator, to support women-owned ECD centres.
- Building of 48 human settlement projects which will provide 635 000 housing opportunities by 2019.

Social partners also made firm commitments to strengthen the Buy South African campaign by encouraging all citizens to support local business by buying goods that are manufactured in our country.

By doing this we will be playing our part in creating the environment that we believe will grow the economy.

The Buy South African campaign will also motivate gov-

ernment and the private sector to buy locally made products, which increase domestic demand and creates more jobs.

The Summit was just the beginning. Just a few days ago we held an international investment conference in our quest to create jobs in our country.

The investment conference is part of the drive to get \$100 billion in new investment – by international and domestic investors - into our economy over the next five years. South Africa is a good destination for investors and we are looking to make it easy for investors to invest so that they can create jobs.

You can also play your part in improving and growing our economy. The most important contribution every individual can make is to buy locally produced goods by, for example, choosing to purchase fruits and vegetables grown in South Africa help to grow the agricultural industry.

It is equally important for South Africans to support the small business sector. Support entrepreneurs in their endeavours as small and micro enterprise are central to inclusive growth and job creation.

Together we can unlock the full potential of small and micro enterprises through increased localisation.

Local is not just lekker. Local saves businesses, jobs, lives, families and communities.

Look out for our flag or "made in South Africa" when you're out shopping.

Ambition drives people with special needs to get behind the wheel

A DRIVER TRAINING programme for quadriplegics and paraplegics using specially-adapted vehicles makes it easier to learn to drive.

Dale Hes

People with special needs often find it difficult to access the same opportunities as able-bodied people.

One of these is learning to drive a vehicle. But a unique programme by the QuadPara Association of South Africa (QASA), has taught 120 people who are living with a disability how to drive adapted vehicles, with 80 of these people achieving their driver's licence.

"People living with a disability are often faced with tremendous challenges in getting around, mainly because they are not able to use the vast majority of public transport systems. We wanted to solve this problem and, most importantly, make people employable," said QASA CEO Ari

Seirlis, who is also paraplegic.

This was the inspiration behind the Driving Ambitions programme, established in 2013. QASA met with car hire company Avis to discuss teaching disabled people how to drive vehicles adapted to their needs.

"Avis understood the need, and also saw the value for them, as they rent out vehicles with hand controls. They agreed to donate our first vehicle to be used for driving lessons," said Seirlis.

Applications for the programme are open to quadriplegics and paraplegics who already have a learner's licence.

"They go for an assessment with an occupational therapist to ensure that they have the agility and ability to drive with adapted controls without

risk. A means test is then done to determine how much the participants can pay towards the programme, and the rest is funded," Seirlis explained.

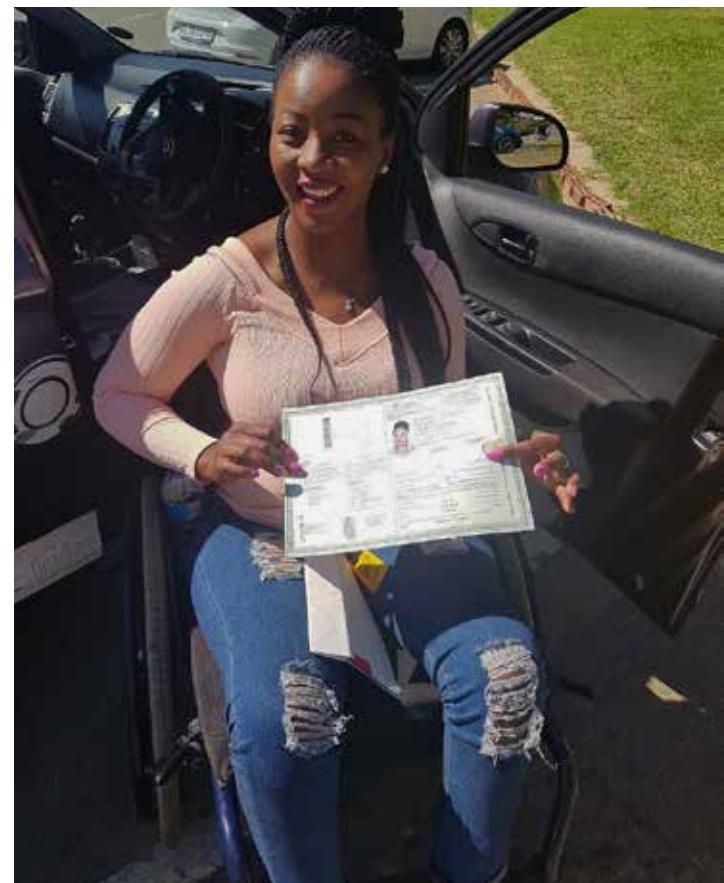
Participants have a full series of driving lessons, until they are ready to take their test.

One of QASA's success stories is Carol Khoza, who was involved in a car accident two years ago. She was left a paraplegic.

"Public transport became terrible for me. I remember once when I got on a taxi, they put me in and left my wheelchair outside to fill up the taxi," said Khoza.

With the support of Driving Ambitions, Khoza achieved her dream of getting a driver's licence.

"I thank QASA for restoring my freedom, independence and self-confidence." □



■ Carol Khoza is one of 80 people with a disability who got their driver's licence thanks to QASA's Driving Ambitions programme.

For more information about applying for the Driving Ambitions programme contact QASA on 031 767 0348/0352 or email: info@qasa.com

GO GEORGE leads in empowering people with disabilities

GEORGE in the Western Cape has been dubbed one of the friendliest cities for people with special needs.

Dale Hes

Access to public transport is often a challenge for people with disabilities, as many buses and minibuses do not have the facilities needed to transport passengers with special needs.

Municipalities around the country are now jumping on board to solve this problem. And the George Local Municipality is setting new standards for how public transport systems can be of service to people with disabilities.

Funded through a grant from the National Department of Transport, the GO GEORGE bus rapid transport (BRT) system currently has a fleet of 35 minibuses, 36 standard buses and 33 midi buses. All of these vehicles are equipped to accommodate wheelchairs. The standard and midi buses



■ The GO GEORGE minibuses were the first of their kind with features designed to transport people in wheelchairs.

are equipped with electronic ramps, special seating and other standard features. Special attention was put into the minibuses, which, at the time of rollout in 2015, were the first in South Africa to feature a hoist system to lift up passen-

gers with wheelchairs. They also have a wheelchair bay and doors operated by hydraulics, making it easy for disabled passengers to get into the bus.

"This is the only bus service in South Africa that is completely accessible," said GO GEORGE

and services such as health-care.

"Passengers with special needs appreciate the consideration of their needs and day-to-day struggle to get to places away from home, and the independence that comes with travelling on their own."

Rodrique Felix, one of the users of the bus service, was involved in a motorcycle accident 18 months ago. He is currently confined to a wheelchair but says that the bus service has made it easy for him to get to hospital.

"In fact, the entire city of George is extremely wheelchair friendly, which is a great advantage," Rodrique said.

The municipality also has a number of other support systems in place for people with special needs, including a read-speaker function on the municipal website that converts text to speech. □

manager James Robb.

"This is one of the key pillars of the GO GEORGE system. It is critical that every single person in George has access to public transport in order to access opportunities for work, shopping, religion, recreation

KZN land claim a wild success

WITH SUPPORT from KZN Wildlife and other conservation entities, a group of land claimants are now the proud owners of a 12 000-hectare game reserve in the heart of Zululand.



■ Some of the visitors who travelled from far to explore the beauty of Somkhanda private game reserve.

Hlengiwe Ngobese

A successful land claim by the KwaGumbi Community led to the estab-

lishment of the Somkhanda private game reserve in northern KwaZulu-Natal.

Situated in Mkuze, it is named after Somkhanda Gumbi, the great grandfather

of Inkosi Zeblon Gumbi.

The land was forcibly taken in 1960, resulting in 250 people losing their homes. The community's Inkosi Gumbi said people were relocated elsewhere, with some going as far as the uMkhanyakude District.

"In 2003, we registered our claim with the Land Commission and two years later, our land was returned to us. It took us eight years to decide what we were going to do with the land as some of us wanted it to be a farm, while others were insisting on maintaining it as a game reserve," he said.

"In 2013, we partnered with the Wildlands Conservation Trust which helped us to secure grant funding to upgrade fencing and other infrastructure."

The funding also allowed community members to be

trained in management, tourism and hospitality.

Wildlands is still responsible for the day-to-day running of the game reserve, but suitable community members are being trained to take over this function in the future

Gumbi said the game reserve has provided 40 employment opportunities for community members.

"These young people were hired after they had been trained as field rangers and in hospitality services," he said.

The reserve is home to the big five and also has African wild dog, spotted and brown hyena, giraffe, zebra, kudu, nyala, blue wildebeest, impala, bush pigs and warthogs, as well as some rarer species such as jackals, honey badger and caracals. There are also more than 230 bird species.

A variety of accommodation

On Twitter

The late struggle stalwart Albertina Sisulu's centenary celebration

Mario Nailenge
@Marion_PMA
Million thanks and continue with excellent work and Madona legacy continue. I thank you!

Marthinus
@marthin25407050
Excellent work excellent work.

Mathapelo_N
@Taps
Celebrating the woman who made a remarkable difference!
#Sisulu101

On Twitter

President Cyril Ramaphosa appoints new Finance Minister Tito Mboweni

Ayanda Poyana
@ayanda_poyana
I would like to congratulate Mr. Mboweni but also congratulate the President for such a good appointee.

Lucky
@Lucky52279723
President Matamela has chosen a suitable person for this job, our situation in SA is dire so we need a person of Tito's calibre to uplift our economy

options is available, as well as activities that give visitors insight into contemporary Zulu culture. An annual ceremony is held, to which amakhosi from neighbouring countries are invited. ▀

Protecting the eyes and ears of children

AN NGO wants children from disadvantaged communities to receive better hearing and eyesight screening.

Dale Hes

HearX is seeking to be the eyes and ears of children through new technologies that identify health problems related to hearing and sight. The HearX Group is a social enterprise which uses smartphone hearing tests to provide low-cost screening to disadvantaged communities.

The technology, called hearScreen, uses a mobile app to provide valid screening, through pure tone audiometry which is a global hearing test to identify hearing loss.

To detect vision impairment the group has partnered with UK-based social enterprise PeekVision, which devel-

oped an app that offers a mobile eye test.

The app automatically sends results to an eye-care professional for further assessment.

Since 2017, the project has reached 3 800 children from pre-schools and schools in the Tembisa and Ivory Park areas of Gauteng.

"Our Tembisa project is part of our wider aim of empowering individuals with hearing and vision impairments in lower income communities using innovative technology. Working at the local early childhood development (ECD) centres and primary schools, our three screeners are using mobile devices to test children for both hearing and vision quality," said

hearX Group's founder Nic Klopper.

He said children who need further diagnostic hearing and vision assessments are linked to the appropriate follow-up care, and provided with hearing aids or spectacles.

Kenilwe Mahlangu is the mother of seven-year-old Ofentse, a Grade 1 pupil who underwent the tests. She said that she suspected something was wrong even before the hearX Group arrived at her son's school.

"Just before the campaign started I was actually going to take him for a screening myself. He would squint when watching TV or would hold a book very close to his face when reading. So the



■ HearX ensures that children receive the necessary care if they have any vision or earing impairments.

test happened at a very good time," said Mahlangu.

Once the eye test was conducted by hearX Ofentse went for an appointment at Specsavers, who referred him to a specialist. ▀

He was fitted with a pair of spectacles, which were provided free of charge. Mahlangu said that she noticed a big difference in her son after since he started wearing the spectacles. ▀

Sweet potato drinking yoghurt the healthier choice

A YOUNG ENTREPRENEUR from Limpopo is producing yoghurt made with sweet potatoes.

More Matshediso

A local entrepreneur from Ga Molepo in Limpopo has identified a gap in the market and is using sweet potatoes to provide consumers with a healthier choice for drinking yoghurts.

Edward Molatela Kgarose (29) is the founder of Kgarose Kgaros (Pty) Ltd, a company that produces sweet potato yoghurt in three flavours, namely banana, strawberry and apricot.

Kgarose, who has qualifications in marketing management, told *Vuk'uzenzele* that he saw a gap in the food sector. He researched the health benefits of sweet potatoes and started his business in 2016.

He found out that sweet potatoes are a low-sugar vegetable, a good blood regulator while also high in fibre, vitamins and calcium.



■ Edward Molatela Kgarose is the founder of Kgarose Kgaros a company that produces sweet potato yoghurt in three flavours.

"Sweet potatoes have a neutral flavour, and easily blend with other flavours. They also have high plant protein levels and low calories, which make them a healthy and smart choice

compared to other starchy root vegetables," he said.

Kgarose said the product is lab tested and is safe for human consumption.

He is one of the young

people who have heeded government's call to consider entrepreneurship as a way of helping the economy grow, create jobs and fight youth unemployment.

In the two years that his business has been in operation, he has employed four people in his province and has plans to open a mini factory in Germiston, Gauteng soon.

Currently, his product is available at two retail stores in Polokwane.

Over the years, government has urged the private sector to support emerging small businesses to assist South Africa with economic growth by generating meaningful economic activity in townships, rural villages and towns.

Kgarose has received support of about R70 000 from the Shoprite Hustle competition.

His company also won about R50 000 from SABC1's Making Moves entrepreneurial show.

"With all the funds I received, I managed to buy some small equipment that has enabled me to produce 500 units of 385g of yoghurt per day," he explained. ■

Thuma Mina express at your service

WITH BICYCLES for transport and a willingness to do small chores on behalf of community members, a Gauteng youth is pedalling his start-up business.

Nonkululeko Mathebula

Thabang Dlamini has tackled unemployment and changed his life around when he started his own business, called Thuma Mina Express Services.

Established almost three years ago, Thuma Mina is based in Tsakane, which is part of the Ekurhuleni Metropolitan Municipality.

Its core service is making life easier for others by running errands and making small deliveries around the township with a bicycle.

Speaking to *Vuk'uzenzele*, Dlamini said being unemployed pushed him to think out of the box and consider

the idea of starting his own business.

"I was inspired by the township residents who often don't have time to run their own errands, either because of poor health or work commitments.

"I thought to myself, seeing that I'm unemployed and have all the time in the world, why not start my own business, which would allow me to help those who have too much on their plates," said Dlamini.

He added that most of his clients are women who often don't have the time to go to the shops because of their work schedule, chores or old age.

"Women over the age of 60 form my biggest client base. I assist them by collecting their

medication or purchasing groceries. Some of these women stay alone and have no one to turn to."

He delivers anything from vegetables, to small amounts of groceries, food and medication. In fact, anything that can be transported on a bicycle.

"I honestly find this job fulfilling. Not only do I have my own business and create employment, but I get to help my community."

"Knowing that I bring about certain change in their lives is what keeps me going and I'll forever appreciate their support," said Dlamini.

Dlamini and his employees share three bicycles and are constantly on the go, making deliveries, doing shopping for



■ Thabang Dlamini peddles to success with his delivery business.

their clients or even standing in long queues to make payments at different retail stores.

He charges R20 for normal deliveries and R50 for express deliveries.

Speaking on the issue of un-

employment, Dlamini urges young people who are not employed to look around and identify possible gaps – especially in areas that lighten the load for people – and start their own businesses. ■

From breast cancer survivor to carer

BREAST CANCER SURVIVOR Johanna Francis (56) shares her story and urges women to conduct breast self-examinations once a month.

Allison Cooper

Francis, a wife and mother of three adult children and four grandchildren, was diagnosed with breast cancer on 1 September 1999, at the tender age of 37.

"I had a radical modified left mastectomy. My children were only 16, 13 and seven and the thought of not seeing them grow up pained me."

"In 2003 I had a local recurrence, which was even more traumatic because cancer appeared on the cutline of the old mastectomy. The medication I was taking, which was a hormonal cancer blocker, was not right for me. I thus had six courses of chemotherapy and 35 days of radiation," she explained.

Fortunately, Francis was blessed to have a supporting husband and family to see her



Johanna is a breast cancer survivor who is also a beacon of hope for the community.

through her ordeal and she went into remission.

"In April 2016 I was again told, 'you have cancer'. I lost my right breast. It was half expected, but I was hoping that it would not happen.

"I cannot tell you that I know

it all, because there is no graduation from the school of life. But, I learnt that year that I fall into the triple negative breast cancer group," she said.

Francis, who has endured a long and hard road to recovery, is adamant that breast cancer

is not a death sentence. "It is an opportunity to become a care worker and to motivate and educate communities about the disease," she said.

This is exactly what Francis does at the Keurboom Care Home, in Belgravia, Johannesburg. The home, sponsored by Rotary, is one of 11 Cancer Association of South Africa care homes.

It has 30 beds and services mostly state patients who are receiving radiation and chemotherapy treatment. "Our criteria is simple, clients must be cancer survivors who are undergoing daily treatment over a four to six week period," Francis explains.

Keurboom relies on the public for sponsorship and donations because some of its clients cannot afford to contribute financially. The home takes referrals from Gauteng hospitals and peo-

ple can also contact the centre directly for assistance.

Francis urges women, who are 20 and older, to do monthly breast self-examinations, at the same time every month following their menstrual cycle.

Some signs and symptoms of breast cancer include a lump or thickening in an area of the breast; a change in the shape of the nipple, particularly if it turns in, sinks into the breast or has an irregular shape; blood stained discharge from the nipple; rash on a nipple or surrounding area; swelling or lump in the armpit and nipple tenderness or a lump or thickening in or near the breast or underarm area.

"These signs do not necessarily mean that a woman has cancer but any changes or concerns should be reported to a professional nurse or doctor straight away," said Francis. ▀

Help for mine workers

RELIEF IS ON the way for mine workers who contracted silicosis and tuberculosis while working for gold mines.

A trust, which will disburse funds for mine workers who contracted silicosis and tuberculosis, is to be established in April 2019 according to a statement issued by the Inter-Ministerial Committee (IMC) on the revitalisation of distressed mining communities.

This follows the historic class action settlement reached on 3 May between mining companies and claimants' attorneys. This action involved mining companies African Rainbow Minerals, Anglo American SA, AngloGold Ashanti, Gold Fields, Harmony and Sibanye-Stillwater.

Also involved are current and former workers from the six mining companies from 12 March 1965 to 3 May 2018,

who were certified as having contracted silicosis, as well as those who contracted certain severe forms of tuberculosis.

The settlement needs to be approved by the South Gauteng High Court, which could take several months.

Government will implement the required support to ensure ex-mineworkers receive their funds.

"The tracking and tracing of ex-mineworkers, who are to be compensated for having contracted lung diseases while working for gold mines, gives effect to the successful implementation of the out-of-court silicosis class action suit. The R5 billion out-of-court silicosis settlement will be presented to the court for acceptance," said the IMC in

connection with the settlement.

Four functioning One-Stop centres provide health services to mining communities and ensure that retirement benefits are easily accessible to ex-mineworkers.

In June, a new website www.SilicosisSettlement.co.za and a Facebook page www.facebook.com/silicosissettlement were launched to assist former mineworkers and their dependents who may be entitled to compensation.

The IMC, which is chaired by Minister in the Presidency: Planning, Monitoring and Evaluation (DPME) Dr Nkosazana Dlamini-Zuma, expressed concern about unclaimed social protection benefits for ex-mineworkers



in the Southern African region.

To date, there is:

- R1.6 billion unclaimed by former civil servants.
- R45 billion unclaimed for 4.2 million workers overall (pension/provident funds), R4 billion unclaimed by miners (pension/provident funds);
- R1.2 billion unclaimed compensation funds for miners and

The IMC is mandated to achieve integrated and sustainable human settlements, improve the living and working conditions of mineworkers and health of mining communities, and advance the socio-economic development of mining towns. ▀

SAnews.gov.za

Meet the best tour guide in the North West

A LOVE FOR tourism spurred Thambe to make a success of his tourism business.



Mncedise Thambe winner in the Culture Guide category.

More Matshediso

Its lights, camera action for Mcedise Thambe, the best tour guide in the North West, when he takes to the stage of giving tourists the best experience while guiding them through the beauty of his province

"As a trained actor and entertainer, I always infuse the entertainment element in tourism and that is what makes me stand out over and above knowing which places to take tourists to and what to teach them about the North West," he explained

Mcedise Thambe of Swaartkopfontein village in the North West was the winner in the Cultural Guide category of the 2018 Lilizela Tourism Awards.

The awards are aimed at

honouring the best in the industry and most importantly to motivate the industry to be competitive.

Thambe said his love for tourism started back in 2008 when he toured all over the province as part of the crew member of a reality series *It's for Life* that aired on SABC 2.

"That was my first tourism experience and I was fascinated by the beauty of learning about different cultures and the heritage sites in our province," he reminisced.

The following year he applied for an internship with the provincial Department of Tourism which kept the tourism spark in him alive.

He also received training from the Moses Kotane Municipality as a tourist guide in 2013 and registered as a tour guide upon completion

of his training.

Mcedise proceeded to work with the Mphebatho Cultural Museum as a senior tourist guide and entertainment manager. A few years later he started operating independently as a freelance tour guide and has never looked back.

The North West MEC for Tourism Desbo Mohono said everybody has a duty to ensure that they create conditions suitable for the needs of tourists.

"We all have to constantly be bold and innovative thinkers that can be catalyst in this industry. Government can only go so far in terms of helping our people, but an essential first step in developing appropriate solutions that map the way forward together," she said. ▀

Former domestic worker turns manufacturer

A MTHATHA WOMAN comes clean on what it took to go from domestic worker to the owner of a brand of cleaning products.

Siya Miti

Nonceba Sobai (30) went from being a domestic worker to a manufacturer.

Sobai said she registered her business, Sobag Trading, in 2009 after doing some research on what it takes to manufacture cleaning products.

"I was a maid and the household I worked in used cleaning products I had not seen before. I found out they were manufactured in Pietermaritzburg and got in touch with the factory. Soon I was buying and reselling some of their products."

She did so well that she resigned and became her own boss. Her new supplier,

based in East London – closer to where she lived, sold products she considered inferior and at inflated prices.

So this bold woman visited a nearby internet café and found out where she could be trained to make her own cleaning products.

After completing training course, she realised that the training provider had not been accredited and that she still lacked adequate skills to manufacture quality products.

Determined to do things properly, she found an accredited training provider which had chemical engineers as instructors. Once properly skilled, she encountered another hurdle – the raw materials, which

were needed in large volumes, were very expensive.

It was clear she needed to source start-up funding but discovered that funders were reluctant to 'start from scratch with you'.

A chance meeting with OR Tambo district mayor Nomakhosazana Meth changed her life. She shared her vision with the mayor and showed her samples.

"It was a Friday and the following Monday people from the Local Economic Development (LED) unit called me."

The rest, as they say, is history. Sobai impressed the LED team and soon received the funding she needed to buy raw materials, packaging and labels. When her



A dream came true for Nonceba Sobai, who runs a business that manufactures cleaning products.

business picked up, she was able to acquire further funding from the NYDA as well as the Department of Economic Development, Environmental Affairs and Tourism, which gave her the R750 000 she needed to procure her own production facility.

Sobai now markets her products under the Cleanex brand and employs five full-time workers and a young chemical engineer on a part-time basis. ▀

Nengwenda makes a clean sweep

More Matshediso

When Kholofelo Nengwenda (28) moved from Limpopo to start a job in Mpumalanga four years ago, she struggled to find a domestic worker. This motivated her to start a cleaning service and a domestic worker placement company called Mukhoni Cleaning Specialists.

She said her company has grown to create jobs for about 50 people in just a few years of operation.

"Soon after registering my company the demand became so high that I ended up resigning as a school teacher," she said.

"In the beginning, the business focused more on household cleaning services and domestic worker placement, but two years later we had to expand our services to the commercial and industrial market too," she added.

In 2016, Nengwenda attended entrepreneurial training at the National Youth Development Agency (NYDA), which empowered her as a business

woman.

While she was still attending training, she learned that the NYDA had a grant programme for budding entrepreneurs and she applied for it.

"I specifically applied for grants to purchase equip-

"The application process took about a year. I received an amount of about R49 000 grant from the NYDA in 2017 to buy equipment for my company."

ment for my business because after winning a tender to provide services for the South African Revenue Services (SARS), we struggled to reach windows that were up high on the building," she said.

"The application process



Some of the workers that fall under the Mukhoni Cleaning Specialists banner who are now able to provide for their families.

took about a year. I received an amount of about R49 000 grant from the NYDA in 2017 to buy equipment for my company. This helped my business to advance because we were able to provide services at SARS and the Steve Tshwete Municipality in the past year," she added.

•••

Her company recently expanded its services adding office cleaning, commercial and industrial cleaning to its list.

Among the 50 workers employed by Nengwenda, 35 are permanent. Her company has also made it possible for close to 20 household domestic workers to

be placed.

She said her future plans are to grow the business.

"I would like to expand my services into training cleaners in the hygiene field and also to become a business improvement coach or a business mentor at the NYDA," she said. ■

A young person's guide to NYDA funding

THE YOUTH organisation plays a leading role in developing youth in business.

More Matshediso

With the youth unemployment rate reaching 27.2 percent in the second quarter of 2018, many young South Africans are venturing into the world of entrepreneurship with the assistance of the National Youth Development Agency (NYDA).

The NYDA was established to address the challenges faced by the nation's youth. Previously, the organisation pro-

vided loans to young entrepreneurs but changed in recent years to provide micro-finance grants for survivalist youth entrepreneurs. They also provide co-operative grants.

The objective of the grant programme is to provide entrepreneurs an opportunity to access both the financial and non-financial business development support to establish their survivalist businesses.

How much grant can I receive from the NYDA?

The grant finance starts from R1 000 to a maximum of R200 000 for any individual or youth co-operative, but for agriculture and technology-related projects, the maximum amount is R250 000.

Young people whose business ideas qualify for the Grant Programme, depending on their individual needs, will also receive some of the NYDA's non-financial support services that include:

- Mentorship
- Business Consultancy

Services

- Market Linkages
- Business Management Training Programme
- Youth Co-operative Development Programme

What are the criteria for application?

In order to meet the criteria, applicants must be between the 18 and 35 years old. They must also have skills, experience or potential skills, appropriate for the enterprise that they conduct or intend to conduct.

Most importantly, appli-

cants must be South African citizens who live in the country and operate a business within the borders of country.

Applicants must also be involved in the day-to-day operation and management of the business with at least one or more of the members being a fulltime employee of the business, especially the main applicant. ■

For more information on services offered by the NYDA call 0800 52 52 52

Eastern Cape women's rights champion

GIVING VULNERABLE women the chance to improve their lives.

Siya Miti

Dr Lesley Ann Foster has a passion for women's rights and her legacy is measured in the positive feedback she receives from the people whose lives she has touched.

Earlier this year, Dr Forster – who founded Masimanyane Women's Rights International – intervened in a case involving domestic worker Phumza Kadeni, whose baby girl was taken away from her by her employer. The case was made more complex because the employer is a magistrate who had bonded with the baby. When Kadeni took her baby back, she was arrested. To add to this a social worker had reportedly written a report saying that Kadeni's shack was not suitable for a baby and the courts gave

her daughter back to the employer.

"I was furious when I heard the story. Since when does being poor disqualify a woman from being a mother? I wrote to the magistrate, quoting international and domestic law and highlighting that it is in the best interests of the baby to be with her mother. I made a very strong case and the baby was returned home," said Dr Foster.

Dr Foster started Masimanyane in 1996, after working with street children for seven years and realising that it was often an unfavourable home environment that forced them to live on the streets.

Masimanyane has a 10-bed shelter in East London which provides a sanctuary for female victims of domestic violence and their children. "We provide temporary accommodation,



■ Dr Lesley Ann Foster founded the Masimanyane Women's Support Centre and is known as a champion for women's rights.

meet basic needs and offer counselling and life skills programmes," she said.

Masimanyane is funded by the Department of

Social Development and employs about 42 people. It also offers medical and legal services and 24-hour counselling. ▀

For more information about Masimanyane Women's Rights International call 043 743 9169.

Locally designed ethnic wear for kiddies

More Matschediso

A female owned cooperative is looking to improve the economy of Queenstown in the Eastern Cape through manufacturing ethnic clothes for children.

Sikhona cooperative is a clothes manufacturing company that focuses on designing school uniforms and ethnic clothes for children. It was established in 2007 by five women in the area.

Sikhona Managing Director Khosi Jayiya said the cooperative initially designed ethnic clothes for adults women but decided to focus on childrens wear and school uniforms because they saw a gap in the market.

"The beauty of our work is that children will always need clothes and new school uniform every year,"



■ Sikhona Managing Director Khosi Jayiya saw a gap in the market and decided to manufacture ethnic clothes for children.

she added.

Jaiya is a qualified fashion designer, who used to own a boutique but decided to partner with four other women from her area to start the co-operative.

"It was difficult in the beginning as we had different visions about the direction that we wanted our co-operative to take. We have fallen many times but we never stopped rising and

"We want to improve the economic conditions of our small town, starting with ourselves and those around us."

now our business is starting to grow," she said.

The high rate of unemployment in their small town encourages them to keep going so that they can contribute towards in their community.

The co-op has so far created five permanent jobs for women in the area.

"We started as a small business but we have grown

to and we now a factory, which was made possible by Enoch Mgijima Local Municipality," she said.

The factory comprises 371 square metres with part of it being used for manufacturing clothes. The rest of the space is used for NQF level 1 clothing manufacturing classes, which are offered by members of the co-operative.

Jaiya said the co-operative has trained about 20 people in clothing manufacturing.

"Our goal is to have a vibrant and successful business that contributes to the development of our community. We want to improve the economic conditions in our small town, starting with ourselves and those around us," she said.

She said the co-op has clients from all over the country and caters for diverse cultural and ethnic groups. ▀

Fast food king received a sizzling start from ECDC



Sicelo Mntonga the franchise king creating jobs in the Eastern Cape.

AN EASTERN

Cape government funding agency enabled a youngster to embrace his passion for entrepreneurship.

Siya Miti

The Eastern Cape Development Corporation (ECDC) has been instrumental in helping an entrepreneur tuck into the fast food industry with gusto.

The R12 million in financing that Mthatha-based entrepreneur Sicelo Mntonga received from the provincial economic development agency has enabled him open a number of Famous Brands restaurants over the past 13 years.

He currently operates several Debonairs Pizza, Wimpy, Steers and Mugg & Bean franchises.

Of the eight Debonairs Pizza restaurants he operates, five

are in Mthatha, one in Dutywa, one is in Butterworth and one in Kokstad. Mntonga is partnered with long-time friend Onke Mankahla in three of the Mthatha franchises.

Mntonga and Mankahla's journey with the ECDC started in 2009 when they sought financing to buy two existing Debonairs outlets in Mthatha. The ECDC financed R2.2-million of the R2.8 million needed.

Today, Mntonga employs over 350 people which, given his passion for education and personal development, is highly satisfying for him. Nothing pleases him more than seeing people grow, especially when they have had to overcome the challenge of poverty.

"There are a number of people who only had a Grade 12 education when employed. Through our assistance, they have managed to further their studies and they now have tertiary qualifications either in the hospitality industry or other fields. That makes us happy," he said.

Prior to becoming an entrepreneur, Mntonga worked as an accountant. He completed his articles at Deloitte in Kwa-Zulu-Natal.

ECDC head of development finance and business support Tandeka Rozani said the support given to Mntonga is in line with its commitment to

extend its reach to deserving entrepreneurs in all corners of the province.

"This is particularly true for those entrepreneurs based in underserved and largely rural areas. Loan funding helps businesses in these areas to

grow, stimulates local economic activity and facilitates job creation," said Rozani.

In the 2016/17 financial year, the ECDC disbursed R168 million to 263 enterprises, benefitting 118 youth-owned businesses. □

If you are interested in receiving assistance from the Eastern Cape Development Corporation (ECDC), you can visit one of their offices.

Head office

Email info@ecdc.co.za
Ocean Terrace Park, Moore Street, Quigney, East London

PO Box 11197, Southernwood, East London, Eastern Cape, South Africa, 5213
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24 High Street Butterworth
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King William's Town

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PO Box 498, King Williams Town, Eastern Cape, South Africa, 5600
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PO Box 1331, Port Elizabeth, Eastern Cape, South Africa, 6000
Telephone: +27(0)41 373 8260 · Facsimile: +27(0)41 374 4447

Queenstown

22 Cathcart Street, Queenstown Private Bag X7180, Queenstown, Eastern Cape, South Africa, 5320
Telephone: +27(0)45 838 1910 · Facsimile: +27(0)45 838 2176

Mthatha

7 Sissons Street, Fort Gale, Mthatha
Private Bag X5028, Mthatha, Eastern Cape, South Africa, 5099
Telephone: +27(0)47 501 2200 · Facsimile: +27(0)47 532 3548

For general information, please contact an ECDC branch nearest you or email us on info@ecdc.co.za

Start-up timber company branches out into China

Hlengiwe Ngobese

Exporting to China can be an uphill battle for many small and medium-size businesses, but for Kwa-Zulu-Natal businessman Xolani Ntuli it is a winnable battle with the right partners at his side. Ntuli (40) owns XKG, a timber and logistics company that recently secured a contract to supply timber to a furniture manufactur-

ing company in China.

It was a dream come true for Ntuli who, after working in the timber industry for many years, aspired to be his own boss. In 2015, he took a leap of faith by starting his own business. Within months, he secured a contract to export pine timber to Dongguan, a manufacturing hub in China's Guangdong province.

Ntuli said winning the contract would not have been possible without the support of Trade and In-

vestment KwaZulu-Natal through its Emerging Exporter Programme.

The incubation programme focuses on export and market opportunities. Ntuli received step-by-step mentorship. "They even went with me to the forest to help me choose the right product for my client," he said.

The first shipment of 10 tons of pine timber was sent in June and his clients wanted another eight tons in September.

"The first shipment was a headache because I didn't have the R500 000 to cover the shipping costs. I had many sleepless nights trying to figure out what to do and eventually used all my savings for my kids to get the job done," he said.

Ntuli is one of the people who heeded government's call to consider entrepreneurship as a way of helping the economy to grow. He employs five young people and plans to open a satellite office

in Nelspruit as he gets most of his timber from Mpumalanga.

"I'm a strong believer in outsourcing as a means of supporting other black-owned businesses," he said, citing the trucks that transport his timber to the port and the machines used to load timber in the forest as examples.

Ntuli has this message for entrepreneurs: Work hard on your dreams and be willing to learn and make sacrifices." □

"Slangman" and his slithering sidekicks

SNAKES ARE AMONG the most feared and misunderstood of all animals, but a Mpumalanga-born man is determined to change the myth that 'the only good snake is a dead snake'.



■ Herpetologist Harry Baloyi with his pet Cecilia.

Galoome Shopane

With a pet boa constrictor called Cecilia, it is little wonder Harry Baloyi (34) has earned the nickname "Slangman".

Baloyi is committed to changing perceptions about snakes and his job at the Bloemfontein Zoo gives him the perfect platform to do so.

Baloyi was introduced to reptiles by his grandfather who bred snakes and crocodiles.

"My family is part of a community that lives near the Kruger National Park and I became a student guider at around 13 years old."

Baloyi has been bitten many times but says only three were significant because the other bites came from "baby snakes who didn't know what they

were doing".

"I have been bitten by a cobra a puff adder and an African rock python but I'm still here and my love for snakes hasn't changed," he explained.

As the temperatures rise, snakes become more active. Baloyi advises that if you are bitten by a snake, you should seek medical help as quickly as possible. He strongly advises against using a tourniquet (a tight, restricting bandage or piece of cloth) to prevent blood flow because the resulting concentration of poison may lead to an amputation.

According to Baloyi, Math, Science And Biology are compulsory subjects if you want to become a herpetologist like him.

A herpetologist specialises in the study of amphibians which include reptiles.

Working with reptiles has taught Baloyi the importance of treating animals in a humane and respectful way.

Among his many achievements, Baloyi was named the Best Reptile Keeper in 2008 by the National Zoo and he was the one who found the black mamba that was lost at Pretoria Zoo in 2013.

Baloyi's future plans include running an institution that preserves and breeds reptiles while teaching members of the public more about these interesting but often feared creatures.

He said that his love of snakes can be compared to his love for his children and he is certain that creating awareness about them is his God-given purpose.

"People don't realise that animals are beings created by God, hence they treat them with cruelty. Snakes are not evil. They are part of the ecosystem; if they weren't there, the ecosystem would be incomplete. Mice would run havoc and as human beings, we would get very sick because both humans and rats are mammals and we can pass diseases easily between each other. So in essence, snakes help keep us safe," he said. ■

Economics graduate beefs up the KZN cattle sector

AGRICULTURE is an exciting sector filled with career opportunities that are perfect for motivated, skilled and experienced young men and women.

Hlengiwe Ngobese

Thabiso Sithole is adamant that farming is a specialised business and not just a job for people with limited options.

The 27-year-old from Nyamvubu obtained degree in economics from the University of KwaZulu-Natal and he has used this knowledge to establish himself as a successful farmer in the province.

He currently owns a herd of 500 strong cattle.

The youngster, who entered the agricultural sector in 2016, employs six people.

"I have a degree in economics and here I am. For me, farming is a business," he said. Sithole added that agriculture is a highly specialised field but one that is accessible to anyone not afraid of hard work and learning.

He explained that proper costings are essential when raising cattle. For instance, you need to balance the cost of the cattle feed and operational costs against the price paid by the abattoir to ensure that a profit is realised.

He cautioned that livestock farming generates income only at a specific time of the year.

Sithole acknowledged the help he received from government. He explained that the provincial department of agriculture bought a 825-hectare farm which was equally divided between members of the Nyamvubu co-operative of which he is a part. Beef cattle are kept and vegetables grown by the men and women who are members of the co-operative.

"Working together as a co-operative helps us a lot as it encourages each one of us to work hard. Even though we work as individuals, from time-to-time we meet to share challenges and find solutions



■ The young livestock farmer Thabiso Sithole sees farming as a business.

together. If we need to buy medication, we all contribute and do a bulk purchase at a discounted rate."

Sithole said he owes his success to hard work, dedication and the mentorship he has received from other farmers. He said one of his priorities now is to increase his livestock to at least 5 000.

"Government has helped us; I now need to step up and do what it takes to grow my business," he said.

Sithole's advice to aspiring farmers is to work hard and be 100 percent committed to what they do. "Livestock farming needs you all the time, so it is important to love what you do," he said. ■

Principal Psychologist
Centre: Provincial Office: Free State
Reference No: HR 4/4/8/208
Salary: Commencing: R 974 634.00 (OSD)
Enquiries: Ms. E Maneli, Tel: (051) 505 6350

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

Deputy Director: COID
Centre: Provincial Office: Free State
Ref No: HR 4/4/8/207
Salary: All inclusive: R 826 053.00 per annum
Enquiries: Dr. N Kahla, Tel: (051) 505 6397

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

Principal COIDA: Employer Auditor
Centre: Provincial Office: Free State
Ref No: HR 4/4/8/206
Salary: Commencing: R 444 693.00 per annum
Enquiries: Ms. A Mantule, Tel: (051) 505 6210

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

Deputy Director: HRD and Performance Management
Centre: Provincial Operations: Gauteng
Ref No: HR 4/4/4/10/09
Salary: All inclusive package: R 697 011.00 per annum
Enquiries: Ms. K J Ntshingane, Tel: (011) 853 0300

PROVINCIAL OFFICE
Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001

Principal Inspector: Employer Audit
Centre: Provincial Office: Mmabatho
Reference No: HR4/4/9/40
Salary: Commencing: R 444 693.00 per annum
Enquiries: Mr. ABM Mampuru, Tel: (018) 387 8100

PROVINCIAL OFFICE
Chief Director: Provincial Operations: Private Bag X 2040, Mmabatho, 2735

Assistant Director: Training and Performance Management
Centre: Provincial Office: Mpumalanga
Reference No: HR 4/4/7/45
Salary: Commencing: R 356 289.00 per annum
Enquiries: Mr. LM Nkotsoe, Tel: (013) 655 8762

PROVINCIAL OFFICE
Chief Director: Provincial Operations, Private Bag x 7263, Witbank, 1035

Psychometrist / Registered Counsellor
Centre: Labour Centre: Dundee
Reference No: HR4/4/5/86
Salary: Commencing: Grade 1 (R 547 917.00 - R 608 103.00) (OSD)
5 years relevant experience
Commencing: Grade 2 (R 626 481.00 - R 695 295.00) (OSD)
8 years relevant experience
Commencing: Grade 3 (R 712 950.00 - R 791 253.00)
(OSD) 16 years relevant experience
PROVINCIAL OFFICE
Chief Director: Provincial Operations: PO Box 940, Durban, 4000

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Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. The fully completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as recently certified copies of all qualification(s) including a Senior Certificate and ID-document [Driver's license where applicable]. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of their Permanent Residence Permits to their applications. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. All shortlisted candidates for SMS posts will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which are 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.

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ENQUIRIES: Ms T Gama, Tel: (012) 473 0405

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THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

**MASTER****REFERENCE: 18/194/MAS**

SALARY: R1 005 063 - R1 183 932 per annum
(All Inclusive Remuneration Package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An LLB Degree or 4 years recognized legal qualification at NQF level 7; 5 years' experience should be at middle/ senior management level; Knowledge and experience in the functional fields and services provided by the Masters of the High Court; Knowledge of the Administration of Estate, Mental Health, Insolvency, Companies, Close Corporations, Trust Property Control Act and other relevant legislation; A valid driver's licence.

ENQUIRIES: Mr. M Lehong (012) 315 1264

PRINCIPAL LEGAL ADMIN OFFICER**REFERENCE: 18/137/CLO**

SALARY: R1 005 063 - R1 183 932 per annum
(All Inclusive Remuneration Package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An LLB or appropriate equivalent 4 year legal degree (NQF7); A post graduate qualification in international Law/Relations will be an added advantage; A minimum of 5 years at middle/Senior Management Level; Knowledge of the South Africa legal system, legal practices and related spheres; Knowledge of the Constitution, 1996, the Institution of legal proceedings against certain organs of State Act, 2002, Public Finance Management Act 1999, Truth Reconciliation and the State Liability Act, 1957; Knowledge and experience in office administration; A valid driver's licence.

ENQUIRIES: Ms. K. Ngomani (012) 357 8661

REGIONAL AUDIT MANAGER**REFERENCE: 18/169/IA**

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

REQUIREMENTS: An appropriate 3 year B Degree or National Diploma with majors in Auditing/Internal Auditing and Accounting; At least 5 years experience in Internal Auditing of which 2 years should be at a supervisory level or completed articles with 3 years relevant internal audit experience of which one year should be at a supervisory level; Must be pursuing either the Chartered Accountant (CA) or Certified Internal Auditor (CIA) designation and must also be a member of the Institute of Internal Auditors; A valid driver's licence.

ENQUIRIES: Mr. O Melato (012) 315 1351

IT PROJECT MANAGER: BUSINESS SOLUTIONS (03 POSTS) (1 YEAR CONTRACT APPOINTMENT)**REFERENCE: 18/185/ISM**

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

REQUIREMENTS: A National Diploma/Degree in Information Systems/Technology/Computer science or equivalent qualification NQF6; Three years' experience within the Information Systems Environment; Five year's

experience in IT environment of which 3 years should be in IT project Management related practices; Knowledge/ experience of Project Management in IT Public Sector; Knowledge of application development, architecture, infrastructure and software package development projects; A valid driver's licence.

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

DEPUTY DIRECTOR: BUSINESS INTELLIGENCE ANALYST (12 MONTH CONTRACT APPOINTMENT)**REFERENCE: 18/186/ISM**

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

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

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

DEPUTY DIRECTOR: BUSINESS PROCESS ANALYST (2 POSTS) (12 MONTHS CONTRACT APPOINTMENT)**REFERENCE: 18/187/ISM**

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

REQUIREMENTS: A National Diploma/Degree in Information Systems/Technology/Computer Science/ Industrial Engineering or equivalent qualification at NQF Level 6; IIBA or similar certification will be an added advantage; A minimum of 5 years' experience in a process analyst or business analyst role; Knowledge / experience in applying formal business process modeling and process re-engineering methods; Experience in the implementation of ICT solutions in a solution analyst design capacity; Knowledge coupled with experience in working in an agile design and development environment will be an added advantage; Knowledge in working with business process management tools/repositories will be an added advantage; A valid driver's licence.

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

SENIOR ASSISTANT STATE ATTORNEY, (LP5-LP6)**REFERENCE: 18/158/SA**

SALARY: R482 907 - R1 133 979 per annum
(Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement

REQUIREMENTS: An LLB or 4 year recognized legal qualification; Admission as an Attorney; At least 4 years appropriate post qualification legal/litigation experience; The right of appearance in the High Court of South Africa will be an added advantage; Admission as a conveyancer

will be an added advantage; A valid driver's licence.

ENQUIRIES: Mr. E. Seerane (012) 315 1780

SENIOR ASSISTANT STATE ATTORNEY (LP5-LP6)**REFERENCE: 18/195/SA**

SALARY: R482 907 - R1 133 979 per annum
(Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement

REQUIREMENTS: An LLB or 4 year recognized legal qualification; Admission as an Attorney; At least 3 years' experience in Administration environment; Knowledge of finance and procurement directives and procedures; Knowledge of all legislation and policies that inform the Department's administrative support activities; Knowledge of the core functions of the Masters Office; A valid driver's licence.

ENQUIRIES: Mr. M. Maeko Tel (012) 315 1996 or Mr. C. Msiza (012) 315 4754

ASSISTANT DIRECTOR: MONITORING AND EVALUATION (02 POSTS)**REFERENCE: 18/138/DG**

SALARY: R356 289 - R419 679 per annum
The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: 3 years Bachelor's Degree/ National Diploma or equivalent qualification in Finance; 3 years relevant experience in Finance environment; Knowledge of Public Finance Management Act (PFMA), Treasury Regulations, Departmental Financial Instructions (DFI), Public Service Act and other relevant legislation; Knowledge/ experience in government or recognized Accounting software will be an added advantage.

ENQUIRIES: Mr. C. Msiza (012) 315 4754

GRAHAMSTOWN: Mr. C. Msiza (012) 315 4754
PRETORIA: Mr. M. Lehong (012) 315 1264

ASSISTANT DIRECTOR (3 POSTS)**REFERENCE: 18/166/MAS GRAHAMSTOWN (1)****REFERENCE: 18/191/MAS PRETORIA (2)**

SALARY: R356 289 - R419 679 per annum.
The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: 3 years Bachelor's Degree/ National Diploma or equivalent qualification in Finance; 3 years relevant experience in Finance environment; Knowledge of Public Finance Management Act (PFMA), Treasury Regulations, Departmental Financial Instructions (DFI), Public Service Act and other relevant legislation; Knowledge/ experience in government or recognized Accounting software will be an added advantage.

ENQUIRIES:

GRAHAMSTOWN: Mr. C. Msiza (012) 315 4754

PRETORIA: Mr. M. Lehong (012) 315 1264

ESTATE CONTROLLER EC1, (03 POSTS)**REFERENCE: 18/172/MAS: KIMBERLEY (1)****REFERENCE 18/176/MAS: JOHANNESBURG (1)****REFERENCE 18/190/MAS: PRETORIA (1)**

SALARY: R186 828 per annum.
(Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An LLB degree or recognized four years legal qualification.

ENQUIRIES:

KIMBERLEY: Mr. S. Maeko (012) 315 1996

JOHANNESBURG: Mr. C. Msiza (012) 315 4754

PRETORIA: Mr. M. Lehong (012) 315 1264

CLOSING DATE: 19 NOVEMBER 2018

NOTE: Interested applicants may visit the following website: www.justice.gov.za or www.dpsa.gov.za to view the full job specification of the above positions. Applications must be submitted on Form Z83, obtainable from any Public Service Department or on the internet at www.gov.za. A Z83 form & CV must be accompanied by original certified copies of qualifications, identity document and a driver's licence where necessary. A SAQA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical and competency assessment. Candidate will complete a financial disclosure form and also be required to undergo a security clearance. The foreigners or dual citizenship holder must provide the Police Clearance certificate from country of origin. The DOJ&CD is an equal opportunity employer. In the filling of vacant posts the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996), the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Reasonable accommodation shall be applied for People with Disabilities including where driver's license is a requirement. Correspondence will be limited to short-listed candidates only. If you do not hear from us within 3 months of this advertisement, please accept that your application has been unsuccessful. The department reserves the right not to fill these positions. Women and people with disabilities are encouraged to apply and preference will be given to the EE Target.



Yamama Gemmer goes international

THE FAIR HAS about 7 000 companies from over 109 countries presenting their products to retail and food service professionals.

A South African ginger beer manufacturing company Yamama Gemmer is set to break into the European beverage sector after showcasing their goods at the Salon International de l'alimentation (SIAL) international food innovation exhibition that recently took place in Paris France.

Mosibudi Makgato founder of Yamama Gemmer is among the 38 South African enterprises that showcased their products and services at the 27th edition of the SIAL.

The Department of Trade and Industry (dti) led a delegation of local agro-processing companies to the world's largest food products exhibition to be held this year.

Back in 2010, Makgato and her sister Rosemary Padi



■ Yamama Gemmer is set to break into the European beverage sector after showcasing their goods at the Salon International de l'alimentation (SIAL).

were experimenting with a catering business, which resulted in the pair introducing ginger beer as part of their offering.

"We began noticing that ginger beer was flowing more than alcoholic beverages."

"We also loved the idea

•••

because it had a nostalgic element to it and that was when we grasped that there was a gap in the market for ginger beer beverages," said Makgato.

Makgato's Yamama Gemmer is sold in both concentrated and in ready-to-drink form and is marketed as a healthy lifestyle drink.

The company participated in SIAL through the dti's Export Marketing and Investment Assistance (EMIA) scheme. The objective of the scheme is to develop export markets for South African products and services, and to recruit new foreign direct investments into the country.

SIAL is the global showcase for the food industry with unrivalled geographic coverage of Europe and the rest of the world, which specialises in the food processing industry.

The trade show is dedicated to the agri-food industry, food retail, and institutional and commercial catering.

South African Marketing Officer responsible for Economic Affairs in France, Mustapha Adams, said the exhibition is a strategic gateway for local companies into the European market.

"If one is looking for any agro-processing products or services SIAL is the platform to find them and the advantage for South African companies on show is that they will be able to measure how their products fare both comparatively and competitively against those from other countries," said Adams. □

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This month in history

Tuesday, 15 November 1938 - Anti-apartheid activist Ronnie Kasrils is born

South African anti-apartheid activist Ronnie Kasrils was born in the Johannesburg suburb of Yeoville. The Sharpeville massacre and its aftermath drew him closer to the African National Congress (ANC). He was renowned for perfectly executing tasks entrusted to him by the leadership of the party. He was a member of the South African Communist Party (SACP) and Umkhonto we Sizwe (MK). He personally executed acts of sabotage.

Kasrils was constantly on the run from government law enforcement agencies. In 1963, he skipped the country to Dar es Salaam. He has travelled to several foreign countries on ANC missions.

After the country's first democratic elections in 1994, he was appointed as the Minister of Defence in President Nelson Mandela's Cabinet. He later became Minister of Water Affairs and Forestry under President Thabo Mbeki. He served his second term in Mbeki's Cabinet as Minister of Intelligence.

Youth Olympics headed for Senegal

DAKAR WILL come alive and make history in 2022 when young people from all over the world flock to the city in a quest of good sportsmanship.



Senegal will be flying their flag high as the host nation for the 4th Summer Youth Olympic Games (YOG) in 2022.

The event which takes place every four years will be hosted on African soil for the first time.

Three other African countries namely Botswana, Tunisia and Nigeria were also on the shortlist to host the Olympics but Senegal emerged as the winner.

The announcement to host YOG was made by the International Olympic Committee

(IOC).

"The IOC was fortunate to have four quality partners representing the African continent in the YOG 2022 Host Selection Process. All four candidates have the capability of delivering successful Youth Olympic Games and offer many opportunities," the IOC said in a statement.

Botswana, the smallest of the four candidate countries, proposed a compelling project based in the capital Gaborone that would help achieve the country's long-term vision for young people

and sport.

Nigeria proposed a very solid and compact project in the capital Abuja, a project also fully aligned with the national sports and youth strategy.

"Tunisia presented a robust project involving the seaside tourist resort of Yasmine-Hammamet. The project's vision is in line with the government's "Emerging Senegal" plan, which envisions major economic and infrastructure improvements.

IOC President Thomas Bach said, "It is time for Africa... Africa is the home of many successful and prominent Olympic athletes. Africa is a continent of youth. That is why we want to take the Youth Olympic Games 2022 to Africa and to Senegal." □

moment in time.

The country's bid tied closely with the West African country's overarching development strategy in line with the government's "Emerging Senegal" plan, which envisions major economic and infrastructure improvements.

IOC President Thomas Bach said, "It is time for Africa... Africa is the home of many successful and prominent Olympic athletes. Africa is a continent of youth. That is why we want to take the Youth Olympic Games 2022 to Africa and to Senegal." □

Lubabalo is Africa's first world Draughts champion

Jauhara Khan

Lubabalo Kondlo has done South Africa and the continent proud by becoming Africa's first world draughts champion, but the road to the title has not been an easy one for this Port Elizabeth resident.

Kondlo recently beat Italian draughts Grandmaster Michele Borghetti 5 - 0 to take the title in Mississippi. This win made him the first African to become the world champion.

"The final score was 5 - 0 with 15 drawn games. I was so happy because I am the first and only grandmaster and world champion on the African continent," said Kondlo about his win.

Born in New Brighton, Kondlo started playing draughts at the age of seven and later joined the Vulindlela Draughts Club.

In 1997, Kondlo moved to Johannesburg in search of work.

"I went there because everyone goes there for opportunities, but I also knew that if I wanted to play overseas I had to be in Johannesburg," he said.

Kondlo went on to join Mind Sports SA, an affiliate of SASROC, and started playing in provincial tournaments in Gauteng. His talent for the game led him to win the Gauteng Draughts Championship every year from 1997 to 2003.

He started competing internationally in 2001, playing his first International draughts test against world number two Hugh Develin from Ireland.

"I beat him, and I was so excited because, he was number two in the world. We are very good at draughts here in South Africa and he had played me here at home. He was surprised that I had won, but he had already heard that there were good players in South Africa,"



Africa's first World Draughts Champion Lubabalo Kondlo is sharing his passion for the game with South Africans.

Kondlo said.

In 2007, Kondlo became the first and only draughts Grandmaster in South Africa and on the African continent after winning the World Qualifier in Las Vegas.

Kondlo has represented South Africa in international

tournaments that have taken him to the USA to Europe and China.

Kondlo has also worked hard over the past few decades to make sure that the game of draughts receives recognition in South Africa as an official sport.

He is a coach at where the same club he first started playing draughts in New Brighton, teaching young players his award-winning strategies and tactics. Kondlo believes that draughts trumps chess in stimulating the mind. □

MaSisulu was a woman of fortitude

WHILE important strides have been made regarding the emancipation of women, South Africa still needs women of fortitude like Albertina Sisulu.

Energy Minister Jeff Radebe has called on women to draw strength from the life and legacy of Mama Albertina Sisulu.

"Mama Sisulu was... in her own right an activist for the total liberation of our people from the yoke of apartheid and emancipation of women," Radebe said recently.

He was speaking in his capacity as the chairperson of the Inter-Ministerial Committee on the Centenaries of Mama Sisulu and President Nelson Mandela.

The event to mark MaSisulu's 100th year birthday was held at the Holy Cross Anglican Church in Orlando, Soweto.

Born on 21 October 1918, the liberation heroine passed away peacefully at home in Linden Johannesburg on 5 June 2011.

Radebe praised MaSisulu

for having waged a relentless struggle for political freedom and the emancipation of women.

"When we say Mama Sisulu is a woman of fortitude, it is precisely because of the hardships she endured to raise her voice against the apartheid tyranny."

Radebe added that while democracy has made important strides the emancipation of women is still unfinished business.

"Women of fortitude, imbokodo, are women who must fearlessly fight for the radical socio-economic transformation of our country."

Radebe also called on young people, both male and female, to learn from the life-long stewardship of Mama Sisulu and her generation, who relentlessly fought for freedom and democracy.

Communications Minister Nomvula Mokonyane described MaSisulu as a woman who had a vision and



Albertina Sisulu played an integral role in the struggle for liberation.

determination.

"She was strong and her views were always respected. She had the determination and courage to fight the apartheid government," said Minister Mokonyane.

The commemoration of MaSisulu's 100th year started with a visit to the cemetery where she and her husband, Walter Sisulu, are buried.

Family members laid a wreath, along with Radebe,

who laid one on behalf of government and the people of South Africa. The ceremony was attended by senior government officials, family members and politicians.

From the cemetery, guests proceeded to the church, where a service was conducted in honour of MaSisulu.

Congregant Cynthia Thabethe, said she learnt a lot from MaSisulu. "I admired her courage. She was not afraid of anything. She groomed us as young women to be strong for our families," she said.

From the church, guests proceeded to a nearby crèche that MaSisulu helped to establish. She also assisted with providing food for the children. The crèche has been renovated and now has 37 children.

Guests then proceeded to a nearby library established for children and a clinic where MaSisulu worked for many years. □

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