

## VISION

A leader in the provision and management of land and buildings.

## MISSION

Optimal utilization of resources in the provision and management of provincial land and buildings and the coordination of Expanded Public Works Programme.

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Life has changed for the better since 1994...

#### Government achievements

- Currently over 15 million eligible South Africans are receiving social benefits through the social assistance programme - of these beneficiaries over ten million are children
- Cabinet approved the extension of the Child Support Grant to children aged 16 and 17, which increased the number of children benefiting from the grant to more than 10, 5 million.
- Age equalisation between male and female recipients of the Grant for Older Persons entered its third and final phase when men aged 60 years started accessing the grant, thus increasing the number of older persons receiving the grant to 2, 7 million.



*Re a Sana*

**The heartland of Southern Africa - development is about people!**

# Mishumo

Official Newsletter for the Limpopo Department of Public Works

By: Happy Lekgothoane

## CIDB INTERACTS WITH PROVINCIAL CONSTRUCTION FORUMS

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Infrastructure development is a huge potential catalyst for Economic and Social development in the country that performs a major role in the construction industry stakeholders through contractor development, job creation, skills development and infrastructure delivery. The contraction Industry Development Board (Cidb) has kick-started phase 2 of the registering of contractors and of projects that set standards to benchmark development in construction industry that is in line with Cidb Act no: 38 of 2000. When addressing Limpopo Provincial Stakeholders, the chairperson for the Cidb Mr Bafana Ndendwa lamented over the corruption levels in the construction industry and procurement processes, in spite of good policies and regulations that govern the industry.

The following issues were outlined during the session:

- Procurement, project management and delivery of project
- Contractor representation and con-



Provincial Construction Forums delegates listening to presentation during Cidb session



Chairperson for Cidb, Mr. Bafana Ndendwa welcoming delegates at The Ranch Hotel

- The grading of contractors that are not capacitated and deregistration of contractors
- Over pricing of tender documents by government departments and Municipalities
- The review of Public Financial Management Act and Municipal Financial Management Act by the National Treasury

In her closing remarks,

Deputy Chairperson of Cidb, Ms Lindelwa Myataza said "Provincial sessions help the Cidb to improve on Governing infrastructure delivery, better service and also transformation and engagement with Public Bodies within construction industry".



Deputy Chairperson for Cidb, Ms. Lindelwa Myataza during her closing remarks

**The heartland of Southern Africa - development is about people!**



## PROVINCIAL BACK TO SCHOOL CAMPAIGN 2014

By: Rosemary Mahapa

Learners from Hoërskool Pietersburg and Capricorn High School, received a word of welcome to the 2014 Academic year, and were encouraged to start the year in earnest, by the MEC for Public Works, Namane Dickson Masemola. Masemola being the former MEC for Education addressed both learners and teachers with an understanding of the Challenges facing schools as well as the strength the learners and teachers have demonstrated in overcoming such challenges.

MEC Masemola encouraged learners and teachers to continue with the good work. Both the obtained over 90% pass rate. Hoërskool Pietersburg obtained a 99.2 % pass rate while Capricorn



MEC for Public Works, Namane Dickson Masemola addressing learners at Capricorn High School

High School obtained a 95.6 % pass rate in the 2013 matric results.

In his address, Masemola emphasized the importance of hard work and commitment, "Your future is in your hands and you must befriend your books", he said.

Masemola visited the schools as part of the Provincial Back to School campaign, led by Premier Chupu Stanley Mathabatha. The campaign is used as a platform to ensure that schools are ready for learning on their first day of opening and also provide the political leadership to encourage learners to commit to high performance



Capricorn High School Learners listening to message of encouragement from the MEC



MEC, interacting learners at Pietersburg Hoër Skool on his arrival



Learners at Pietersburg Hoër Skool listening key note address by MEC

## CURRENT PHASE OF RAPOTOKWANE TRADITIONAL OFFICE PROJECT

Rapotokwane village is the smallest Community of 3500 households in the boundaries between Mpumalanga and Limpopo Province, under leadership of King Mahlangu, Kwa-Litho Traditional Council will soon receive their newly contracted Traditional Offices constructed by the Limpopo Department of Public Works in-house team. The offices will bring service like, Social Security Agency, Home Affairs and other government offices



BEFORE



Earlier Stage of the project



Current stage of the



Current stage of the Project



**Mishumo:** What has your experience as Switchboard Operator in the Department been like, the contribution thereof?

**Lesiba Frans Lekoloane:** I learned how to work with different cultures internally and externally as my work dealt specifically with answering phone calls all day. All received calls are classified and directed to relevant personnel. I also gained experience in handling angry clients and be able to address the situation as guided by Batho Pele principles. My experience taught me to maintain good relations and spirit among colleagues.

**Mishumo:** You leave this place as an award winning employee, tell us more about that:

**Lesiba Frans Lekoloane:** The Department of Public Works awarded me in 2009 for being the best male employee of the year. To be the best, one has to work hard and employees should learn to be punctual at all times. There's a saying that the earliest bird catches the fattest worm. In 2004 I won the best switchboard operator award.

Mishumo team wishes him well in his future endeavours

**Mr. Lesiba Frans Lekoloane, had a passion for languages and in his own way drafted a heartfelt farewell message in his mother tongue. Mishumo has included this message below:**

*Molaetša go bašomi ka moka Kgorong ya Mešomo ya Setšhaba - selo se sengwe le se sengwe se na le mathomo, bogare le mafelelo. Ke šomile le lena go tloga ka di 16 November 1988 go fihla ka di 31 January 2014 e lego mengwaga ye masomepedi-hlano (25years) ka labohlano la 31/01/2014. Kgoro ya Mešomo ya Setšhaba e mphile lengwalo la go khutša ka bogolo bya mengwaga e masometshela-hlano (65years).*

*Byalo bašomišane ka nna, kgoro ka bophara le bopepetla, ke re šalang gabotse ka hlomphe le boikokobetšo. Re šomišane gabotse go ya ka mokgwa wo ke le tsebago ka gona gobane "tau tša hloka seboka di šitwa ke nare e hlotša".*

*Nna ke le Lesiba Frans (Tau) Lekoloane ke re go bašomi ba kgoro ya Mešomo ya Setšhaba, ke kgopela gore le šomišaneng ka bo lena, le rutane bohlale bja mošomo le go fana maele, le se felelane dipelo..*

*Wa lena*

*Lesiba Frans Lekoloane*

## EXCO MEET THE PEOPLE CONTINUES.....

By: Happy Lekgothoane

Executive Council (EXCO) IMBIZO under the leadership of Premier Chupu Stanley Mathabatha continues with its monthly interaction with communities in the province. As part of the programme the MEC for Public Works, Namane Dickson Masemola visited three schools in the province during recent EXCO IMBIZO's to listen to challenges experienced in these schools. Kgalushi at Wegdraai village under Blouberg Local Municipality, Ramojapudi Primary School at Matladi Shogongoane 2 village in the Lephalale Local Municipality and Mamanyoha Primary School at Tlhohlokwe village in the Letaba Local Municipality, were the schools visited.



1. Hon MEC Namane Dickson Masemola speaking to learners during EXCO Imbizo visit at Kgalushi High School
2. Learner from Ramojapudi Primary School writing on the chalk board, while principal and MEC looks on.
3. & 4. Community members receiving departmental information from LDPW Officials during recent EXCO IMBIZO at Wegdraai and Tlhohlokwe



## LDPW HONES YOUTH WITH SKILLS

By: Happy Lekgothoane

Limpopo Department of Public Works (LDPW) has placed unemployed graduates in its internship programme and experiential learners as a contribution towards the development of workplace experience and skills to unemployed youth in the society.

This initiative is in line with the South Government Employment Strategy in contributing to employment targets. Certain Directorates within the department have received young graduates to equip them with skills while doing practical work.

The following personnel have been placed in various directorates:

### Figure no: 1 (Experiential Learners)



Ms. Tshivhase  
ND Property and  
Facility  
Management



Ms. Rakgotsoka V  
Human Resource  
Development



Ms. Makumbila  
KM (Auxiliary and  
Records  
Management

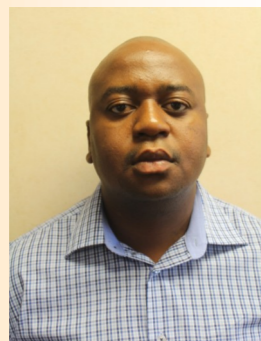


Ms. Sibuyi Z  
Property and  
Facility  
Management

### Figure no: 2 Internships Financial Management, ICT and Risk Management



Ms. Mbedzi R



Mr. Ndlovu M.N



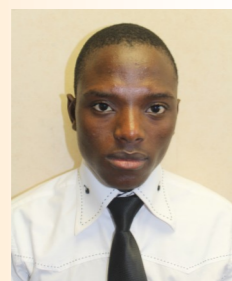
Mr. Mothapo M.J



Mr. Nndanganeni M



Mr. Masoma S



Mr. Mabilu P



Mr. Phakula L



Mr. Mothiba N.J

linked to actual deliverables on the ground, and implementation of the province transversal policies, and ensuring that necessary control are in place to avoid fruitless expenditure by use of my experience in earned in the provincial treasury and national treasury. Promotion of "efficient, economic and effective use of resources and the attainment of value for money to avoid fruitless is also important.

**Mishumo:** What measures are you going to implement in avoiding fruitless, under spending and overspending?

**Lebelo:** Firstly I will ensure that on daily basis I interact with the CFO and Programme Managers on the current status of the finances of the department (better communication). I will also use the budget committee meeting as channel of information for management and officials to guide spending and performance, thus creating an information changing platform. I will use budget as a management tool as ensure that funding is guided by Annual Performance Plans this ensures that allocated budget is for planned projects. This will be done through checking monthly spending versus quarter targets. Attending to soft aspects of human resource management, such as employee satisfaction and morale, which are considered to be the most important drivers of performance is also important.

## PUBLIC WORKS BIDS FAREWELL TO AN EXEMPLARY AWARD

By: Rosemary Mahapa

### WINNING EMPLOYEE

Mr Lesiba Frans Lekoloane is arguably one of the best switchboard operators the Department has ever had. Those who have interacted with him will agree that he is like a walking, breathing contact list, a committed employee who took time to know the staff, which assisted him to efficiently execute his job.

As he retires, **Mishumo** caught up with Mr Lekoloane, the Excellence Award winner of 2004 and 2009 respectively to reminisce on his time at Public works and his future plans...



Mishumo crew, Ms Rosemary Mahapa during interview with Lesiba Frans Lekoloane

**Mishumo:** How do you feel about your retirement?

**Lesiba Frans Lekoloane:** I feel happy, relieved and I would like to thank God and my ancestors for what I am and where I am today. Not everyone will have this opportunity to work until their retirement age.

**Mishumo:** How long have you been with the Department of Public Works and what positions did you hold?

**Lesiba Frans Lekoloane:** I have been with Public Works for 25 years; I started working on the 16 November 1988 under the Lebowa government as an Assistant Worker (Electricity). I was then appointed as a Radio Controller on 01 December 1989. In 1994 I was transferred to Western Region, now Waterberg District as Switch Board Operator. I continued to work as such here at Head Office until my retirement in January 2014.



## ONE ON ONE WITH NEWLY APPOINTED SENIOR MANAGER:

By: Rosemary Mahapa

### MANAGEMENT ACCOUNTING



Rosemary and Rufus during Mishumo interview

For some time the Department has been operating with a skeletal staff in arguably one of the most important Chief Directorates, Finance. The Department has had challenges in rental collection, expenditure of allocated budget, delayed payments of invoices, which have led to audit queries throughout the years. Today Finance has been capacitated a man tasked with the responsibility to provide direction on these matters and assist in resolving challenges that put the department in bad light.

Mr Lebelo Rufus, is the Senior Manager for Management Accounting, armed with experience from the Provincial Treasury, which was his former employer.....

**Mishumo** caught up with him, to get in detail what his responsibilities are, and how the department will benefit from his presence...

**Mishumo:** What does your job entail?

**Lebelo:** I am responsible for overall budget management, equitable sharing of the departmental approved budget appropriated by treasury to the department's three programmes. This is achieved through ensuring that Revenue collection is reported and recorded monthly and coming up with ways to monitor progress on collection to avoid under collection, compiling monthly budget expenditure reports, monitoring and reporting of expenditure and revenue of the department among others.

**Mishumo:** Briefly give us your day duties?

**Lebelo:** My day to day duties include but not limited to, approving of budget, interacting with provincial treasury and other stakeholders, managing and balancing of department budget through capturing of Virements and shifting; and monitoring and reporting on programme spending. I also supervise the two system controllers to ensure that proper controls on the systems are in place to

avoid system invasions by unauthorised users.

**Mishumo:** What are some of challenges you encounter with budget allocation?

**Lebelo:** Challenges are there in every work environment, what is important though is to ensure that you come with solutions. My job requires of me to try to find a balance between the unlimited needs of the department with the limited resource, to link planning of targets and budgeting. It is a difficult task at times to link actual expenditure with performance of the department and deliverable on the ground while striving to present a credible and realistic budget with limited resources. This is at times engrained by striving to achieve more with less considering the limited budget of the department.

**Mishumo:** Fruitless expenditure, overspending and under spending are challenges of the Department, how are you going to manage this?

**Lebelo:** Knowledge in implementation of the PFMA and financial prescribes, providing guidance to management, managing and monitoring department expenditure are always key. These will be achieved when used in conjunction with proper implementation of performance budgeting where spending is

## MISHUMO INTERVIEWS GENERAL MANAGER: INFRASTRUCTURE PLANNING AND DESIGN

By: Rosemary Mahapa



Mr. MICHAEL DIALE

### 1. What does your job entail?

- My job entails strategic thinking and analysis,
- Providing leadership and high level strategic direction, with regards to the planning and alignment of Provincial infrastructure sectoral plans using the Infrastructure Development Management System (IDMS).
- Ensuring adequate capacitation of the branch with prudent human resources for the attainment of departmental goals, through collaboration with the human resource unit.
- Effective and efficient utilisation of the financial resources within the parameters of the legislative provisions.
- provide design management services and liaise with the affected stakeholders in the design integration
- coordinate and monitor infrastructure development planning, conduct research on all infrastructure development related issues

### 2.

#### How does this assist in infrastructure delivery?

- It improves coordination of service delivery
- It ensures that infrastructure service is delivered on time, within the budget and it is of good quality informed by the developed departmental or sector service plans
- effective prioritisation of infrastructure projects with approved budgets based on User-Asset Management Plan (U-AMPs) and Custodian Asset Management Plans (C-AMPs) for purposes of developing Infrastructure Programme Implementation Plans (IPMP)
- it ensures the relationship between the sector departments and Implementing Agent (IA), which is LDPW, is formalised through Service Delivery Agreements (SDAs)
- sector departments are able to set targets for the Medium to Long-Term periods, including expenditure projections for a period of three to five years, and align them to the

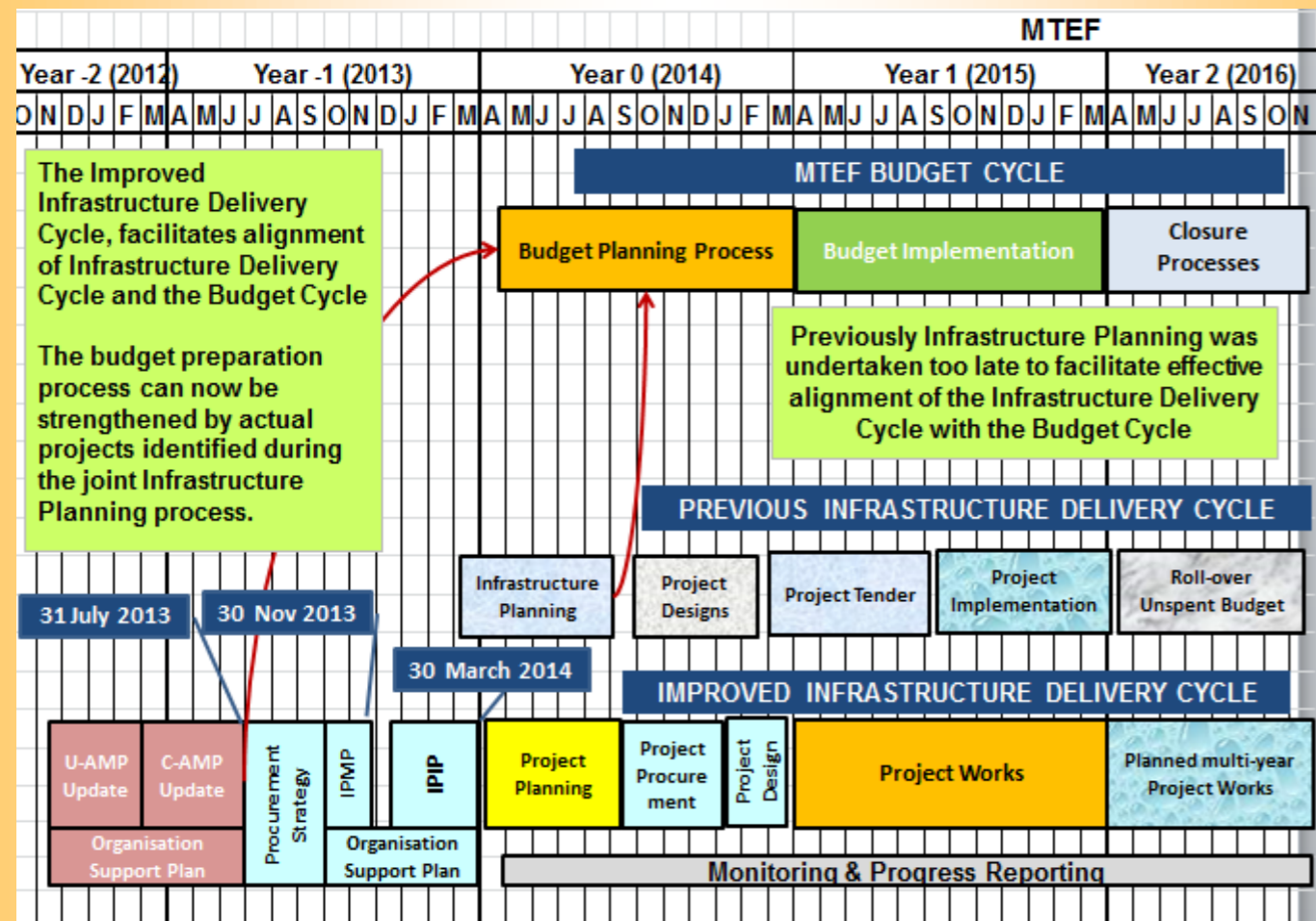


Government Planning Cycle, which includes the Medium-Term Expenditure Framework (MTEF) [see example of the Alignment Model]

- improves the prevention and eradication of infrastructure delivery backlogs.

**Fig 1: Alignment Model**

Source: IDMS



**3. How important is planning and design in the built environment?**

- Infrastructure planning and design is a MUST in the built environment, otherwise you are headed for a catastrophe – you will occupy, build and plan; instead of planning, building and occupying. This scenario results in chaos, therefore it is absolutely imperative to apply credible standards of planning and design when providing infrastructure service delivery for the Province.
- In the built environment there are set norms, standards and integrated processes and systems which are key in supporting successful project delivery
- Planning also enhances the management of project controls, contract and risk management.
- The department as a custodian of State immovable assets in the Province and it is mandated by the Provincial Government to act as an Implementing Agent for the Infrastructure Delivery Programme of line function Departments. In executing this responsibility the

branch’s main objective is to acquire support to enhance the capacity of the Departmental Infrastructure Management Unit and the entire service delivery value chain.

- The main aim is to enhance the existing Service Delivery System by improving the management of Provincial Infrastructure Projects managed by the Department

**4. What are your day to day duties, when executing your work?**

- My day to day duties among other things include attending departmental meetings, and other provincial meetings related to infrastructure delivery. Working closely with the departmental Technical Assistant Advisor, Mr Michael Holford, as well as General Manager: Construction Management and General Manager: Property & Facility Management; in implementing best practice methodologies and systems in Infrastructure.
- Identification of the major constraints in the infrastructure delivery internally, i.e. capacitation of professionals within DPW so as to implement and assist client departments especially Departments of Education, Health and Sports Arts and Culture with projects.
- Identify and address the backlog in infrastructure delivery which has accumulated over the period of years, which has negatively affected the ability of the LDPW to its client departments and thus my duty is to ensure that the outputs, objectives, timely delivery and quality workmanship required by infrastructure are maintained without a break.

**5. What are differences between Provincial and National department in planning and design of infrastructure?**

- The Provincial government has approved the rollout and implementation of the IDMS with emphasis on the coordinated infrastructure delivery methodology, while national department is still using the “old “system of infrastructure delivery or planning which is not aligned to IDMS, however currently there’s a process ensuing to align infrastructure plans to IDMS.
- The current National approach has built in capabilities such as information management, stakeholder engagement, IT systems and efficient business processes.
- The uncoordinated infrastructure in South Africa is the same with many other countries worldwide in relation to infrastructure policy and is rated among their greatest concerns.” Clearly infrastructure crisis is an immense, complex, multidimensional problem that challenges the world governments and requires innovative solutions for solving bottlenecks in financing of investments and the implementation and operations of the projects.
- The lack of clarity between provincial and national governments in relation to infrastructure delivery and non-alignment between infrastructure units and the new management and legal requirements, is that the delivery management system either does not exist or is dysfunctional.