

RE-A-SOMA

OFFICIAL NEWSLETTER FOR THE DEPARTMENT
OF PUBLIC WORKS



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF PUBLIC WORKS



OFFICIALS HONOURING MANDELA DAY

FOURTH EDITION

The heartland of southern Africa - development is about people



EDITORIAL

Welcome to our exciting and long awaited edition of Re A Soma. I know that it is a relief for us to shun away winter and welcome spring and in this edition we promise to give you in-depth information about the staff news, information on internal processes or any other interesting departmental event because the main objective of Re A Soma is to uplift, strengthen and maintain the department's internal communication.

As government employees, we are public servants and it is important to make sure we impeccably serve the people following the Batho Pele Principles white paper and service standards and these was tinted during Public Service Week when the late MEC, Honourable Pandelani Ramagoma and senior officials visited Sekhukhune district, Senwabarwana and Matoks as a results communications service was there to bring you in-depth coverage.

It is important to be familiar with your department as a result in this edition you are going to explore two sections which are Stationery and Employee wellness and after reading these articles you will know and understand the services they offer.

Knowledge dictates that to be on top, you have to start from the bottom and like any other government entity; Department of Public Works also offers opportunity to graduates as per rules and regulations from the Department of Public Service and Administration (DPSA) and in this edition we are having face to face talk with interns about their stay and challenges they are encountering in this department.

Also read our interesting interview with the department's sports coordinator, Ephraim Macheru. Understand the selection criterion when you want to make it to the departmental's squad.

In this edition we also celebrates the life of our late MEC, Honourable Pandelani Ramagoma who met an untimely death when he was involved in a car accident on the N1 between Louis Trichardt and Polokwane that claimed his life and the life of his driver Inspector Richard Netshandama.

We dedicate this edition of Re A Soma to our beloved MEC by showing you all the work he did within the 96 days he spent with us through our centrespread photos of all the events he attended are publicised.

May His Soul Rest In Peace! Muhali Wa Vhahali.

Happy Reading!

Nikiwe Shibambu

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MEC SHOWERS NEBO COST CENTRE WITH SURPRISE VISIT

By Patience Nkoana

This was not an ordinary office day, at least for the employees of Nebo Cost Centres, as the late MEC for Public Works; Honourable Pandelani Ramagoma paid a surprise visit to them. This visit occurred on the 1st of July 2009 and the MEC exchanged his executive suits for orange EPWP overalls. His visit came as part of the national programme; public service week starting each year around 29 June-3 July.

During this week senior government officials are deployed to service points to observe if services are carried out according to the Batho Pele Principles white paper and service standards. The late MEC was accompanied by members of the management.

During his arrival, the late MEC noticed that the house was not in-order. He found:

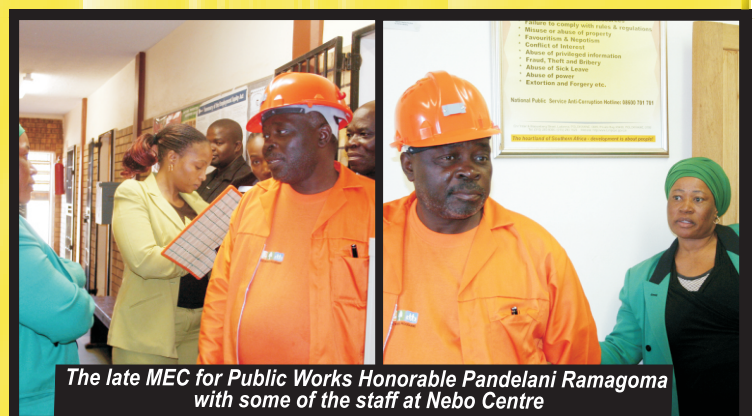
- expired fire extinguishers,
- main entrance door glass broken,
- some employees were busking on the sun,
- maintenance contract not in place, some air conditioning units were out of order,
- lifts were not installed,
- the main issue was that the office space is small to accommodate these departments,
- some officials share offices with ICT servers,
- all departments share the same boardrooms for meetings,
- some floors not properly cleaned,
- no enough parking space,
- In some offices and passage the florescent tubes light bulbs were not working for months and they are not using energy saving bulbs.
- Maintenance division does not adhere to service standards therefore routine inspection is not conducted.

- The warehouse is built of lockable tin house and dust penetrates easily and is health hazard.

The late MEC extended his visit to the Hostel to check if is in good condition and he further went to Thabamooopo cost centre in Lebowa kgomo. At Thabamooopo Cost Centre, the late MEC witnessed two new generators that were installed. The late MEC recommended maintenance to implement the provincial energy saving plan through putting energy saving bulbs in the cost centre and building of other offices in order to create enough space in the cost centres.

The late MEC Ramagoma passed away when he was involved in a car accident with his driver, Inspector Richard Netshandama.

May his Soul Rest in Peace!



EMPLOYEE WELLNESS

By Ramabulana Elelwani

The Limpopo Department of Public Works is committed to the social and emotional wellbeing of its employees, in ensuring a safe and healthy working environment that is without risk of any injuries or diseases.

Occupational health and safety services are rendered in order to enhance employee wellbeing to ensure effective and efficient service delivery without compromising the health and safety of employees and environmental quality.

The Employee Wellness is divided into three sections which are: Employee Assistance Program, Occupational Health and Safety Programme, and lastly Counselling and Support. These sections are all equally important since they play different roles.

In the Counselling and Support Programme they concentrate mostly on HIV and AIDS. The main objective of the Department regarding HIV and AIDS is to create a non-discriminatory work environment for infected or affected employees. The goal for this programme is to minimize economic and developmental consequences, which might impact negatively on individual workplace morale and health, thereby affecting service delivery.

The Department is committed to implementing the programme as laid down in government legislation, policies, and guidelines. The Department encourages employees to know their status by undergoing HIV testing.

In the Occupational Health and Safety Programme, the programme seeks to ensure the health and safety of employees at work, promoting safe work practices. It further ensures that in an unlikely event of an accident or disease caused by work, Occupational Health and Safety Programme (OHS) procedures are followed in providing compensation.



Elelwani with Ms Mahlodi Molema during interviews

The main objective of the OHS programme is to provide warning signs that will alert employees and communities about possible projects dangers and ensure that the environment is not affected by work site activities. One of the goals of OHS is to ensure that employees affected by workplace risks are provided with compensation through Compensation for Occupational Injuries and Diseases (OID) Act.

Lastly there is the Employee Assistance Programme (EAP) this programme assists employees and their families in overcoming various personal difficulties that they are experiencing. The main objective for public works to have the programme is to lessen absenteeism and staff turnover; position the Department as caring employer; assist in addiction problems; and offer counselling and support to those affected and infected with HIV/AIDS,

All these programmes are helpful to all employees of the Department. For more information you can pay a visit to the Employee Wellness Offices at works Towers they will provide you with information brochures. Public Works has five Districts which are: Mopani, Waterberg, Vhembe, Capricorn and Sekhukhune District they have Employee Wellness offices except for Capricorn District the office is still vacant.



Ms Selina Malungane and Ms Mahlodi Molema of employee wellness

“Kudumela moepa thutse ga go Lehumo le letšwago Kgauswi”!!! in simple term *“Perseverance is the mother of success”*

By Jimmy Ramodike

Information is an adversity of a better and creative understanding; it can only be information, knowledge and wisdom that perceive a bright future to an individual. The department of Public Works head office organised a book exhibition event during the August month better known as Women's month. This is an annual event which is organised by Information Management. On behalf of the Library Maoka Dikotla outlined the most vital point of the usage of the Library which is accessible to staff members in the department.

Maoka indicated that, internal staff members can borrow books in the Library which they can use to do their assignments and for social needs.

Maoka further indicated that as the saying says “**One learns everyday**” we have achieved our goal so far, in large numbers to select relevant books in line with what their doing on their day to day work activities. They also borrow books for social needs and also lend educational books as some intend or are furthering their studies.

This book exhibition intend for employees of the department to help them to work efficiently and effectively. The purpose of the day was for internal clients to come and identify books which will help them in their work studies.

Information Management yearn to boost or uplift the library and the books that they already have in the Library to help the clients.

Rosina Teffo one of the staff members Head Office said “I am happy for what the department is doing, especially the Information Management unit for giving us an opportunity to select books that can help us to further our education for assignments and also acquiring information for our studies.

The response of the staff was overwhelming we

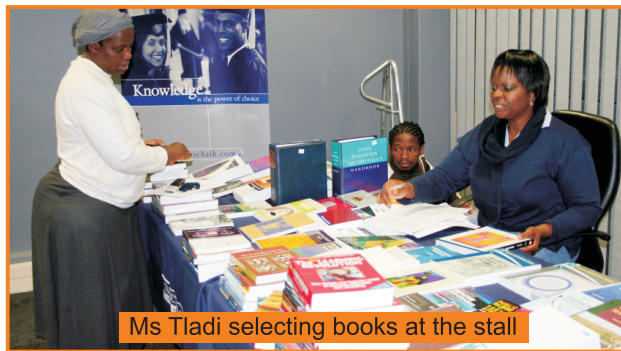
had many members visiting the stall in the department. One of the members from Mankweng Cost Centre Abednico Matshavhe said “I am here to select the books that can help me in my studies, enhanced previously those books were not there in our Library as I am currently studying”.

This year book exhibition was made possible by Van Schaik Bookstore and Academic Bookshop from Limpopo Province and Rorisang Education Supplier from Gauteng Province. Jimmy Chew from Academic Bookshop in Limpopo said “I am

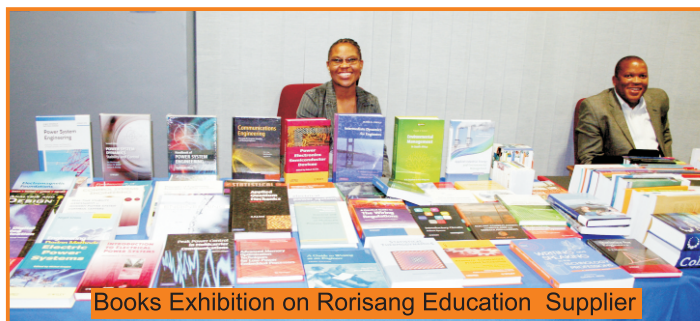
honoured to take part in this exhibition of the department and we have realised that learning never stops”. Nono Diale Marketing Manager for Rorisang Education Supplier said “She was pleased to be part of the exhibitors of the day because it is her first time being in the Department of Public Works even when the

competition was tough”. We came here to give the staff members' information which can be helpful towards their studies, working field and we understand the needs and mandate of the department as the vision says they are “A leader in the provision and management of provincial government land and buildings” especially in the Engineering Field. We achieved our goal because we understood what they were looking

for and we displayed what we were having and those we didn't have even if it's out of print we will outsourced and print it for you said Diale. **“Education is the key of success”**



Ms Tladi selecting books at the stall



Books Exhibition on Rorisang Education Supplier



Maoka and Mr Matshavhe from Mankweng cost centre

"96 DAYS IN OFFICE OF THE LATE



The late MEC Matoks cost centre visit

MEC PANDELANI RAMAGOMA



Candle Lighting Memorial Service

By Patience Nkoana

"Together we are a solution".

These inspirational words were the theme for the Candle Lighting Memorial Ceremony that Limpopo Department of Public Works held on the 30th of June 2009. This event was organised by Employee Wellness as part of the national candle lighting day which is held annually on the 3rd week of every May and its purpose is for people to remember those who are living with the disease and those who passed away because of this pandemic and furthermore to celebrate their lives. Talking about HIV/Aids, the MEC for the department of Public Works, Mr Pandelani Ramagoma outlined that this pandemic is a national crisis and an international issue. He further highlighted countries like Namibia who have found ways of dealing with the pandemic. He noted that many people die because of lack knowledge about the disease and they are also in denial. "Accept this condition and live a normal life. HIV/Aids is a human resource issue and our role as the department of public works is to manage buildings and infrastructures so we should massify home based care because it is a public works programme", he said. He further stressed that living with HIV is not a death sentence. Talking about the purpose of the day, the general manager for Cooperate Services, Mr R Naidoo said candle lighting memorial service is when people reflect back and remember those who circum to the HIV/Aids. Naidoo also highlighted candle lighting day as a day for people to empower themselves with knowledge. He said that lighting a candle is also a sign of destroying darkness creating hope for the nation. A representative from the department of health and social welfare, Mr PE Makgakga, addressed the audience, telling them about the main objectives for the department regarding HIV/Aids been:

Creating a non-discriminatory work environment for infected employees.

- Changing employees high risk behaviour.
- Prevent infections.
- Ensuring that all employees are well informed about the disease and its prevention methods.
- Helping employees affected by the disease, to cope with additional emotional, financial and other demands placed on them by the pandemic.

- Improving the quality of life for employees affected by the disease.

Makgakga said Candle Lighting Memorial Service is also about praying for the nation, asking God to provide strength for the sick and those taking care of them. Makgakga concluded by urging people to go and do Voluntary Counselling and Testing (VCT) for HIV/Aids so that they know their status. When lighting the candle, Mrs R Ledwaba from Takalani Nana Home based Care Centre said people die because the people discriminated against and stigmatize them. "Lighting a candle is an honour for me because it is a sign of you having trust in me," she said. Candles were lighted and a moment of silence was observed remembering those who passed on because of HIV/Aids.



DPW staff during candle lighting memorial service



DPW staff holding lit candles as a sign of remembering those who died of HIV/AIDS

Departments celebrate Africa Public Service Day

By Jimmy Ramodike

Government coordinated the 2009 Africa Public Service Day. The event was held at the University of Limpopo in Onkgopotse Tiro Hall under the theme: **“Delivery of quality service for sustainable development”**. The Department of Public Works along with other provincial departments participated in the event. Africa Public Service Day is an entrenched strategic event on the Africa Union Calendar. This day emanates from the declaration on the first Pan-African Conference of Ministers of Public/Civil Service held in Tangier, Morocco in 1994. A decision was taken by the Ministers that annually the 23rd of June should be celebrated as Africa Service Day. The day is used to recognize the value and virtue of service delivery to the community.

The ministers' declaration was reaffirmed in the Stellenbosch declaration adopted at the fourth Pan-African Ministers' Conference held in Stellenbosch, in 2004.

The meeting acknowledge the importance of the Africa Public Service Day initiative as part of the continental strategy to boost public administration programmes, public sector performance and governance.

Departments meet at this day across Africa and the organs of the state to network together to find ways on how services delivery could be improved to exceed customer's expectation.

Problems encountered in work place were discussed and the challenges they face on their daily work routine.

Emancipation from Western dominance with regard to productivity reform. Africa can and can do things better without the assistance from Western Countries.

Words of encouragement from different speakers highlighted the importance of people to live a better life in the country.

solutions were also addressed. The acting Minister for Department of Public Service Administration (DPSA) Edna Molewa said “Let's celebrate this day thinking of those less fortunate individuals in the country to do sterling work for reconstruction development across all over the world and the country as a whole.”

“We must also deliver quality service for sustainable developments to the country added “, Molewa.

Most of the speakers commented on the skills, accessibility, teamwork, networking and a healthy working environment at a workplace. “It is not the strongest

we must always reflect on the issues raised in the past and interrogate them for the future of this country”, one speaker said. Ms Mante Maepa attached to Service Delivery Improvement (SDI) in the Department of Public Works said “During the session we learnt through the acting Minister's of (DPSA) Mme Edna Molewa through the teleconferencing that services should be accelerated to reach to all South African Citizens because **“KE NAKO” It's about time** we adhered to that,” Maepa said.

She further indicated that there must also be collaboration between Public Servants in dealing with service delivery issues of common interest.

Africa Service Day is celebrated in honour of service delivery where Senior Government Officials are deployed at the coal face of delivery to observe and experiment on how services are delivered. The report compiled after each deployment should indicate service delivery baseline and recommendations to improve present situations.



POLICE BRASS BAND ENTERTAINING THE CROWD

of the species that survives nor the most intelligent but the one most responsible are the one who makes a difference in other people lives.



Pulamadibogo Primary school's stall

KNOW YOUR DEPARTMENT

ONE ON ONE WITH LUCY MATSI FROM STATIONERY

Happy:

What is the key role of stationery in the Department?

Lucy:

The role of stationery is to support departmental Staff with working tools to enable them to execute their daily duties effectively and efficiently.

Happy:

What are challenges that you encounter when dealing with internal and external clients?

Lucy:

Challenges that we encountered internally and externally are:

The staff does not want to follow when requesting items.

- Staff members are not obeying our operational time.
- Suppliers sometimes delays in delivery of stock and also our suppliers give us material of not good quality.
- Also the process of getting the stock it is taking time.

Happy:

How is your daily work routine?

Lucy:

The starting time of issuing stationery is from 08h00 to 11H00 and after issuing stationery I capture requests, determine stationery needs, make requests and pack the stock accordingly for easy accessibility.

Happy:

What is your inspiration in Corporate Services (Stationery)?

Lucy:

Working in the stationery makes me to understand different behaviours of personnel, working

with figures is easy because i have acquired business management skills and Customers services skills

Happy:

Where do you get your operational stock from?

Lucy:

We receive our stock through Supply Chain and Provincial Treasury through procurement.

Happy:

How often do you make sure that your stock is balance?

Lucy:

I manage stock monthly and it also helps us in managing surplus and shortages.

Happy:

From your perspective, how will you like to see stationery operating or improving?

Lucy:

The improvement in stationery should start with personnel in stationery to further develop their skills, Improvement of the system that is used to issue stationery, have more human resource (personnel) that can assist in the stationery and also if staff members can reduce utilizing stationery for personal purpose, the stationery can be efficiently and effectively.

Happy:

Which career path can one follow, if he / she want to work in the stationery?

Lucy:

The career path that one can follow is to study Diploma in Public Management, Supply Management and Stores Management.

Happy:

Why did you choose to work in the stationery than any other directorate in the Department?

Lucy:

I did not choose to work in the stationery, but through work rotation I end up working in the stationery and I also not regretting working in the stationery as I learn more about other things that I did not know before.



Lucy and Happy

DPW INTERNSHIP PROGRAMME

By: Patience Nkoana

Internship is a national programme wherein students work to gain experience and all departments are expected to implement it following rules and regulations from the Department of Public Services and Administration (DPSA). As per rules and regulations that govern government entity the Department of Public Works (DPW) also gives graduates from higher institutions such as Universities, Colleges and Technical Colleges the opportunities to explore and gain experience in the field they studied for through an Internship programme.



Mr S. Tshindane, the deputy manager in human resource department confirmed that the department employ graduates every year for an internship programme. He further noted that internship serves as a platform where students learn and implement what they have studied from higher institutions of learning. Tshindane also mentioned the advantages of an internship

programme which includes when one goes for an interview it becomes easy because one knows what the job requires. Rea Soma spoke to the interns in the department and this is what they had to say about their stay in this department. Neo Makamole an intern in IT unit, under GiTO, said: "getting this internship was a joyful moment for me as this could serve as an opportunity for me to help further my career as per my short term goals.

A very confident young man; Makamole says he aims to gain as much experience as he can get and hopefully become one of the most valuable employees in the department. His long term goal is to own a computer company and share the experience amongst those who envy him. Nkhensani Mabunda, Human Resource (Employment Relations) intern was appointed on the 1st of April 2009 and this appointment was a foundation for her to build her experience since she is exposed to more practical side of Labour Relations. Talking about her challenges, she said: "I still find it hard to memorize all the

sections and acts that are within the public sector or regulation, but I'm overcoming that by referring to the website to familiarize myself with them. I have great managers and colleagues who are willing to assist where ever possible."



When talking about her future she said that she is intending to use this knowledge to the best of her advantage. "I do not want to leave the department at the end of the internship, but only God knows what He has in store for me, concerning me and DPW," she concluded.

Percy Nkgapele, an intern in Human Resource said he was very excited to hear that he got the internship. "I realised that it will be the foundation and I will gain a lot of experience because this is my first job experience," he said. Nkgapele highlighted that he is gaining intensive experience because his mentors give him a lot of support. "I am very confident that I can work in any organisation because I am working in the relevant division doing what I have been studying," he nodded. His future plans is to study further by being committed to life long learning in order to keep abreast with the recent development in his field and also see himself been registered with South African Board for Personal Practise (SABPP).



KEEPING FIT THROUGH SOCCER

By Patience Nkoana

Employee Wellness stated the importance of physical activity in the work place because of the good results it has on the lives of the employees by increasing service delivery in the work place. According to wellness management, engaging employees into sports contribute to lowering tension, fatigue and general anxiety in the work place and it also increases productivity. As a result Rea Soma spoke with the sports coordinator, Mr Ephraim Macheru about organising, selecting and overall performance of men soccer within the department and this is what they has to say!

Rea Soma: What is the main purpose of playing Soccer?

Macheru: It is part of exercising and it also refreshes the mind which is vital for the department because it will promote service delivery. It also helps socially as it promote friendship among public servant.

Question: What are the challenges that the team is experiencing?

Answer: The team doesn't get enough support from the management as a result sometimes when we are going to practises or when we have a match; the manager refuses to let the players attend the match and this result in the team lacking enough players.

The greatest challenge is that some of our squad members are interns or are on NYS and when they live after their contracts elapse we find ourselves having few players and last year we were merely disqualified because of that. When coming to washing our gear, it is a great challenge because we use to collect money from each player and take the gear to the dry clean and now only coordinators contribute a certain amount of money and take the clothes to laundry.

Question: Since the men soccer started, what tournament did they win?

Answer: -2006 in Mmabatho, our team took 2nd position and we have done well because it was our first appearance in the tournament.

· 2008, we hosted the tournament and we took 1st position and it was a huge achievement

· In September the 24-26, we are going to Bloemfontein and the most amazing thing is that we are going to be defending our title.

Question: How committed and disciplined are the players as far as practise is concerned?

Answer: Our players are committed, they are giving it 100% of their time and they don't give us problems. They do make it to soccer practices and matches.

Question: What are the Criteria used to select players?

Answer: When selecting prospective players, we set a match practise and while playing, we look at whether the player has some soccer skills.

Question: What encouragement can you give to the staff?

Answer: We encourage the veterans to come and forward their names and practise and play for the team.

Question: Future Plans for the department?

Answer: We wish to keep the momentum of defending and retaining the trophy at the tournament in Bloemfontein in September.

We also want to get more players and support from the management because they play an important role in the success of our team.

Question: When do you practise?

Answer: We practise every Wednesday at 3:00 pm and we manage to do our daily work before going to practices as a result service delivery doesn't suffer.

VISION

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

MISSION

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

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