



public works,
roads & transport

MPUMALANGA PROVINCE
REPUBLIC OF SOUTH AFRICA



Departmental Newsletter

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Issue 20



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EXPANDED PUBLIC WORKS PROGRAMME

"Together Moving South Africa Forward"



Editorial Comment



What an eventful year! Indeed together we have managed to move South Africa forward to the apex of service delivery. The year 2014 has truly marked the pinnacle of our democracy with the celebration of 20 years of freedom. Although across the horizon we are still confronted by the mirage which symbolises the backlog of our past, yet the sun shall not set until our people are truly liberated socially, economically and otherwise. Coincidentally, this is our 20th instalment therefore it befits the occasion to reflect on our 20 year journey.

For the past 20 years we have constructed bridges to bridge the gap of poverty and road networks to map out our own destiny; We have built schools to invest in the future of our next generation; We have erected hospitals to heal the wounds of our past and embrace the birth of a new South Africa. Through it all, we have not betrayed the mandate of the masses that redefined our future in 1994. Instead the Department has been on the driving seat of development, transporting the dreams and aspirations of our people to reality.

In this instalment we conclude the year on a high note just as we started. Firstly, we congratulate the Province for reaffirming our identity as *"The Place of the Rising Sun"*. During October Transport Month MEC Dumisile Nhlengethwa criss-crossed the Province opening roads and bridges, donating bicycles and intensifying law enforcement. The provincial Kamoso Awards set the tone for celebration whilst the real reward for the quarter amongst other achievements was the handover of two schools at Bohlabela and Nkangala districts. We wrap up the year with Christmas carols looking forward to an accident free and peaceful festive season. Bon voyage 2014!

Celebrating transport month in action



Minister of Transport, Dipuo Peters; MEC Dumisile Nhlengethwa, Ms Norah Fakude-Nkuna and Kgoshi Mokoena during the official launch of the bi-articulated bus.

Since 2005, the Department of Transport used October month to highlight the importance of transport infrastructure in all its facets in the public life and economy of our country, giving credence to assertion that transport is a heartbeat of the economy. Accessibility to socio-economic services such as the health facilities, schools and shopping centres remained a pipedream to some of the marginalised South Africans due to poor infrastructure and limited transport infrastructure.

Over the past 20 years, Government has done tremendous work in building new infrastructure for all the people, in particular servicing previously under-serviced areas such as rural areas and townships. Government remained steadfast in its resolve to address the imbalances of the past, and to this effect, introduced for the first time, an overarching and futuristic plan called the National Development

plan (NDP), which calls for investment on infrastructure. Added to this and in the aftermath of the 2008 economic worldwide downturn, infrastructure has become an anchor programme to stimulate the economy and create much needed jobs. It is in this context that 2014 October transport month was celebrated.

In a bid to adhere to the mandate thus speed up the delivery of the province's infrastructure, the Mpumalanga Department of Public Works, Roads and Transport invested billions towards improving the transport infrastructure in the province aimed at creating conditions for better life for all.

Several interventions were introduced such as Scholar Transport which is aimed to transport learners who walk more than five kilometres to school; Non Motorised Transport known as Shova Kalula which provides transport to those learners who are not covered by scholar

transport and walk between 2-5 kilometres to school; Integrated Rural Mobility Access programme (IRMA) projects which are aimed at increasing accessibility in rural areas through building of bridges to connect villages and communities; Subsidies to bus operators to ensure that bus fares are affordable to commuters, assistance to taxi industry for their administration and capacity building and construction and rehabilitation of thousand kilometres of the road network.

A total of more than 66 000 learners in the province are already benefiting from scholar transport since 2005, a total of 6 000 bicycles have been donated annually to eligible learners in the province. Many rural communities have benefited through the IRMA projects as bus shelters have been constructed, footbridges and culvert bridges.

In marking the 20 years of world-class Transport Infrastructure in the province, the 2014 October

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Talk shows

Tune in on the following radio stations every Tuesday fortnightly: Ligwalagwala FM : 19H45 – 20H00 Ikwewezi FM : 19H15 – 19H30

Disclaimer

Although care has been taken to verify the accuracy of information, the editorial team extends sincere apologies for any inaccuracies.

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Transport Month was officially launched at eMalahleni Local Municipality. The community of Masakhane village enjoyed the fruits of service delivery, when the P120/1 road was officially opened on the 7th of October 2014 by MEC Dumisile Nhlengethwa. According to one member of the community, Mr Collen Bango (36), the condition of the road has been a nightmare due to potholes and the high truck volume. "In the past few months, travelling on this road was unbearable due to potholes and the high truck volume. When we went to town we had to ensure that we wake up early or use other alternative routes. So we are happy that our concerns did not fall on deaf ears, since the department intervened and built the road," he said.

On the day, MEC Nhlengethwa, accompanied by Executive Mayor of eMalahleni Local Municipality, Cllr Salome Sithole, delivered a keynote address to stakeholders in the transport and mining sector. MEC Dumisile Nhlengethwa explained that the Department will continue to provide quality road infrastructure to citizens of the province, **"As government, we made a commitment to provide service to the public, so today it is a living proof of what we promised. We are handing over a road worth R215 million which will boost the economy of the area thus better the lives of the people,"** she explained. She also emphatically cautioned the community to take good care of the road and not to destroy it when protesting for other services.

The 15 km road P120/1 and D914 are a major coal haul route for delivery



Minister of Transport, Dipuo Peters and MEC Dumisile Nhlengethwa during demonstration on how the bi-articulated bus cater for people with disabilities.

of coal to Duvha Power Station, South-East of eMalahleni. During the construction of the road ninety seven (97) jobs were created and seventy eight (78) of those were young people. In the process, all those employed were trained in various skills such as; concrete work, shutter work, reinforcing, steel fixing, laying kerbs, brickwork and pipe laying.

The October Transport month concluded at Masibekela village in Nkomazi Local Municipality on the 21st October 2014 where the MEC Nhlengethwa donated 700 bicycles to sixteen (16) schools within the municipality thus reducing the heavy burden on learners who walked long distances to school in the area. She further opened the 2km road and a 23m bridge over the Komati river worth more than R82 million connecting Masibekela and Sibange. A total of 301 jobs were created.



Some of the learners who benefitted from Shova Kalula.



One of the few Transport Inspectorate operations.

Mpumalanga shines once more at National Kamoso Awards



MEC Dumisile Nhlengethwa and Pop Star Idol, Musa Sukwene during provincial KAMOSO Awards.

During the National Kamoso Awards, Mpumalanga Province once again proved to be the best implementer of the Expanded Public Works Programme as it scooped six (6) awards. The ceremony which was embraced by various dignitaries including the National Minister of Public Works, Mr Thulas Nxesi and several MEC's from different provinces was held on the 26th of November 2014 at the St George's Hotel and Convention in Gauteng Province.

The Province received awards for the Best Social Sector project, Best Local Municipality, Best Innovative Social Sector, Best project under Non profit organisations, Siyatentela Maintenance and Best implementer under the National Youth Service (NYS).

"The public body and projects that are being acknowledged at this awards have greatly contributed to the creation of 1 017 265 million work opportunities across all sectors of Expanded Public Works Programme (EPWP) and all spheres of government in the 2013/14 financial year," confirmed Minister Thulas Nxesi during the National

Kamoso Awards. "You have been justifiably honoured by your peers who recognised the excellent work of individuals and organisations. You also raised the bar and inspired others to emulate the example" added Nxesi.

In preparation for the National Kamoso Awards, the Department hosted the Provincial Kamoso Awards where best projects under the Expanded Public Works Programme (EPWP) were awarded during a glittering event on the 31st of October 2014 in Secunda. The Ehlanzeni District Municipality together with the Pixley Ka Isaka Seme Local municipalities proved to be the best implementers of the E PWP in the province as they scooped five (5) and four (4) awards respectively.

Ehlanzeni District Municipality received accolades for the Best Branded Project, Best Institutional Arrangement, Best Marketed Programme, Best District Municipality under the Social Sector as well as the Best District Municipality under the Environmental and Culture sector. The Pixley ka Isaka Seme Local Municipality was applauded for the Best Programme within the Environment and Culture sector, Best Maintenance



Mpumalanga delegation led by MEC Nhlengethwa (white dress with blue stripes) together with Minister Thulas Nxesi (orange tie) during National KAMOSO Awards.

Programme, Best Quality Data project and the Best Local Municipality under Infrastructure.

An excited representative from Ehlanzeni District Municipality, Mr Steven Von Bardeleben said the Kamoso Awards are a good initiative by the Department. "The awards are an excellent instrument to advance service delivery while encouraging performance. The Municipality is

indeed honoured by such recognition especially to scoop such a number of awards," said Mr Von Bardeleben with great excitement.

Another official who shared the same sentiment was Mr Jabulani Mshayise from the Pixley ka Seme Local Municipality. "We are very happy to be honoured with these accolades and we will ensure that we always fly the flag of the Municipality high as

one of the champions of EPWP in Mpumalanga,” stated Mr Mshayise with unbelievable enthusiasm.

In her keynote address, MEC Dumisile Nhlengethwa expressed her satisfaction on the support given towards the EPWP by the various public bodies. “I would like to appreciate the co-operation and support we have been getting from the various municipalities as well as the non profit organisations, after the signing of the Declaration during the EPWP Summit. The Declaration compels all EPWP participants to contribute towards job creation in the province. We are optimistic that we will reach the EPWP Phase 3 target of creating 319 000 job opportunities within the next five years,” alluded MEC Nhlengethwa.

Other winners include amongst others the Food for Waste



MEC Dumisile Nhlengethwa (Blue dress) and winners from Ehlanzeni District.

project from DR JS Moroka Local Municipality which scooped the Best Local Municipality category under the Environment and Culture sector. The Department of Agriculture, Land Administration scooped two awards under the Best Provincial Project within the Environment and Culture sector as well as the Best Innovative Project.

The National Kamoso Awards are the brainchild of the National Department of Public Works which has been introduced to galvanise support for participation into the programme. They were introduced in a bid to award best projects under the Expanded Public Works Programme. EPWP is a government initiative aimed at creating job opportunities and addressing the challenges of poverty in the country.

Getting in touch with the community



MEC Nhlengethwa, HOD Ningi Mlangeni, Nkangala District Senior Manager, Mr Aaron Mbatha and the food parcel beneficiaries.

The residents of the Steve Tshwete Local Municipality recently had an opportunity to voice their concerns to the leadership of the Mpumalanga Province during the Executive Council Outreach Programme in Middelburg. This is one of the most successful programmes of service delivery undertaken by the provincial cabinet. During the programme, EXCO meets, talks and listens to people and make follow-ups in response to community problems.

It was created with the sole purpose of rendering support to the Premier, Executive Council, Director-General and provincial government departments by conducting research

in all aspects of reconstruction and development in the province, thus enabling the provincial government to make informed decisions.

The Outreach took place from 16 to 18 September 2014, with the first day being spent in Nasareth Community Hall by the Department of Public Works, Roads and Transport MEC DG Nhlengethwa and the Department of Human Settlements MEC V Siwela with both departments' stakeholders which included contractors and consultants.

MEC Nhlengethwa explained the purpose of the meeting. She said **“The purpose of this meeting is twofold, we are here guided by a decision at cabinet level that we**

must come and have interactions with our partners in business specifically as two departments' core functions, infrastructure development.”

On the third day, 18 September 2014, the Members of Executive Council (MECs) conducted door to door visits to various households in different wards, to better understand challenges facing the communities. MEC Dumisile Nhlengethwa visited seven households that consist of Jiyane, Mahlangu, Ngobeni, Mathelela, Masombuka, Mahlangu and Mathibela families in Somaphepha Village. She donated food parcels, blankets, Shova Kalula bicycles and one member of Mahlangu family was employed in Siyatentela project.

The households had an opportunity to raise their concerns on issues like poverty, unemployment, health, housing, etc.

Cabinet appreciated feedback by communities as members met with various stakeholders at different meetings. Communities commended the provincial government for the strides it was making in bringing about development in their communities and opportunity afforded to interact with the leadership.

The Cabinet further applauded the municipality's commitment to work together with government to ensure constructive engagement, peace, safety and security and development within rural areas.



MEC Nhlengethwa and the HOD for Social Development, Ms Ningi Mlangeni donating blankets and food parcels to one of the families.

Managing government property a priority for the Department



The Mpumalanga Provincial Legislature.

The Department is steadfast in its mandate to provide and manage immovable property for the province, as custodian for all provincial immovable property. This was evident during the interview with Ms Portia Mojaelo, General Manager for Property Management who is at the helm of Property management in the Department. Ms Portia Mojaelo has a mammoth task of planning, acquiring, managing, registering, disposing of all Provincial immovable properties.

During the interview, Ms Mojaelo explained that the Department has achieved a lot on assets management and register, which has been a sore

point perpetually raised by the Auditor General. ***“We have established a task team which will investigate the total number of properties which belong to government. Through this task team, we are optimistic that we will be able to recoup all stolen assets from fraudsters,”*** she explained.

She alluded to the *“Operation Bring Back”* - a campaign conceived by National Department of Public Works in 2011 and is aimed to recoup all stolen provincial government properties. Some of the assets which are already on the assets register include amongst others, properties such as residential

properties, schools, clinic, hospitals, libraries, archive buildings, vacant land, offices and farms. These has been captured using the ieWorks integrated management system, which was introduced seven years ago for implementation by all custodians.

It is against this background that the National Department of Public Works introduced the Government Immovable Asset Management Act, no 19 of 2007 (GIAMA), as there was no legislative framework that governed the immovable assets. “Immovable Assets were managed in terms of the common law general principles of asset management, which proved

to be chaotic for the state as different departments were inventing and implementing their own principles,” she said. The processes of registering all government properties started in 2004 with the consolidation of all properties under the former Kangwane, KwaNdebele as well as Transvaal Provincial Administration (TPA), which was used as a basis for the register.

Residential property is another responsibility which has been added into properties management. This unit is responsible for residences provided to officials working in government. Mr Kenneth Mathumbu, Manager for Properties and Facilities at Ehlanzeni District Office said that there is a huge demand for housing from officials, despite the shortage of budget to maintain the houses. “Officials need to understand that only those that have been relocated from other district to Ehlanzeni district qualify for housing and not everyone”.

In addition the Department has a mammoth task to provide office accommodation or space to all government Departments. Office cluster has proven to be effective for government, as most government Department have been accommodated at the Riverside Government Complex. Plans are underway at Bohlabela and Gert Sibande District to provide similar office cluster.

The Department further manages Pilgrim’s Rest. The Department provides leases to businesses with the aim of drawing tourist in the historic town. Pilgrims rest has undergone major renovations in the past few months in bid to address the dilapidated structures of the town.



Govan Mbeki Cost Centre, another property managed by the Department.



One of the business shops at Pilgrim’s Rest.



Masibekela community walking happily on the newly constructed bridge.

1986 State vehicle still performing at its peak



STILL IN GOOD SHAPE: Mr Jeremiah Nyamande standing next to his “bread and butter” Toyota Hilux.

A 1985 Toyota Hilux is still running and in good condition. The Lekwa Cost Centre allocated the bakkie to Mr Chris Chaplen who kept the vehicle in good condition until 2012 when it was transferred to Mr Jeremiah Nyamade who is the current driver. The bakkie which was recently inspected and its mileage is 272 750 KM.

This indicates the possibilities of good maintenance whilst it also proves that the State can save a lot of money if all Government vehicles could be treated with care and consideration.

Zooming into the drivers of the vehicle, It was discovered that self respect and discipline played a vital role in keeping the vehicle well maintained. This meant that the vehicle is always kept clean, serviced regularly and only used for its intended purpose. Mr Dewald

Els, Manager: Fleet Management told eWorks that officials should be aware that State vehicles are their bread and butter hence it is their responsibility to ensure that they are always kept in good condition.

He further encouraged staff members to take care of State assets in general because they are meant for service delivery. **“If we fail to take care of the very same tool that puts bread on our table, it means we do not appreciate the opportunity we have been given,”** concluded Mr Els.

New bridge puts a smile to community

Masibekela is located on the east of the Komati River, and Sibange is located on the west of the Komati River. The sight distance between the two villages is 2.4 km, and the two villages are visible from either one. The travel distance by road between the two villages is however approximately 50 km. The journey by road is from Sibange, Ntunda, Tonga eMangweni and finally to Masibekela.

The need for an access road and bridge across the Komati River to link the villages of Masibekela and Sibange was motivated in 2003. The project was initiated as a result of the needs of the communities and as a result of the layout of the roads in the area.

which procurement process began. The Contractor, Civilcon Readira Projects JV was appointed, and they constructed the bridge and road over a period of 23 months at a cost of R82,343 million.

The bridge and road were completed in July 2014, and now provides the communities with a quick and safe access. It also serves the business needs of the area more effectively and efficiently. The project comprised of the construction of a new 140m concrete bridge structure over the Komati River and the construction of approximately 2,35km of new surfaced access road.

A new bridge consisting of 6 spans of 23m over the Komati River and a new access road linking the R571 in Masibekela with the D2945 at Sibange. A total of 301 jobs were created. 46 adult males, 141 male youth, 1 disabled male, 1 disabled female, 21 adult females, and 91 female youth were employed during the period of the contract.

An amount of R4,66 million was spent on local labour, and R13,68 million on local SMME's. The SMMEs were involved in the construction of concrete kerbing and channeling, guardrails, in and outlet drainage structures, fencing, carting of gravel materials for layerworks, and security services.

The following training courses were provided and all participants received certificates.

DESCRIPTION	NO. OF PEOPLE	PERSON - DAYS
Concrete Works	24	120
Reinforcing	24	120
Formwork	12	60
Entrepreneurial Training	12	240
Kerbin and Channeling	12	36
Guardrails	12	36
General Earthworks	20	60
TOTAL	116	648



MEC Nhlengethwa greeting one of the first road users after the official opening of Masibekela bridge.

Sporting, enforcing the law, awarding th



We didn't come to parade but to win.



Your wellness is our concern.



If we are fit enough to serve our people, we are fit enough to play netball.



Who can beat us?



After this my boys, we are going to celebrate.



Head Office team ready to tackle the ball.



Roll camera...



Taking service delivery to the people.



What a gentleman.



Here it is, in black and white.



Let's reason together.



"For you HOD, I will hold."

the best and of course, serving our people



Roll camera.



"Finally colleagues we have completed the project."



Man of God sharing the Word with employees.



20 years of service deserves recognition.



Thank you Mr photographer for the opportunity.



My culture and my tradition all the way to the top.



It's lunch time.



We just came to say thank you.



Observing a moment of silence for the late Madiba.



In touch with the spirit.



What an evening of glitz and glamour.



"Nkosi sikelel' iAfrica..."



Remember where we come from.



Without education we are doomed.



Shining with our orange.



United to renovate our facilities.



With team spirit we do much better.



Women from Bohlabela District packing potholes.



Even under the hot sun, service is delivered.



Attendants listening attentively to the captain of the Department.



Traditional dance at its best.



The pride of our culture.



Who can miss the opportunity



After all we need to eat.



"Sishaya kancane ngemvunulo yetfu"



"We are going to miss you."



We can still get down.



When duty calls, we are always ready.



Preparing African feast the African way.



Can I have a taste please?



Uplifting the spirit of Heritage.



We are representing the Tsonga.

Department shelters Vaalbank from the storm of poverty

Contrary to the connotation of Vaalbank which evokes a mental picture of the fertile Vaal river banks, the actual village which is situated in Nkangala District under Dr J.S. Moroka Local Municipality is engulfed in abject poverty. The community is confronted by a soaring rate of unemployment combined with the plight of HIV and Aids amongst others. The results are catastrophic as many children are left to fend for themselves. However several women from the village took the bull by its horns and enlisted the help of the Department of Public Works, Roads and Transport to establish a community home based care centre.

The Department donated a portion of land adjacent to Dr J.S. Moroka 2 Cost Centre where the Bokamoso Community Home Based Care Centre was born. The centre brought a new lifeline to the community. Today, over 95 children are able to enjoy a healthy meal, three times a day which gives them an opportunity to focus on their studies without worrying about their next meal. The centre which is a drop-in centre also assists the children with their school work, clothes and many other social challenges they are facing. Furthermore, these 14 courageous women also provide healthcare assistance to T.B. and Aids patients within the community. Each and every day they attend to patients at their homes to ensure that they take their medication as prescribed, provide food to the needy and assist the sick with their daily chores.

During Mandela Month, the Department embraced the opportunity to celebrate the life of the legend, Dr Nelson Mandela, by dedicating more than just 67 minutes of service towards renovation of the centre particularly the administration block and storage facility. Bakamoso which means "of tomorrow", was injected with a pill of rejuvenation to resuscitate the future of the impoverished village. A squad of about fifty (50) men and women in orange overalls from Dr J.S. Moroka 2 Cost Centre, converged to restore the pulse of the community. A smell



A HEARTFELT SACRIFICE: DPWRT officials from Dr. JS Moroka 2 Cost Centre lending a hand to uplift the community of Vaalbank.

of fresh paint coupled with plumbing, electrical and roof repairs are just a few of numerous items on the to-do-list which were attended to by the Departmental team.

Mr George Mofomme, the Cost Centre Manager stated that although the project is not within the ambit of the Department, poverty alleviation is one of government's key priorities hence the Department felt mandated to intervene.

"The government of the day has taken the approach of rendering service delivery collectively without individualising challenges. This means every state entity should find a space within every challenge where it can fit in and make an impact regardless of custodianship. Hence our officials decided to adopt the centre in terms of rendering technical support as and when it is required since

that is our line of expertise," explained Mr Mofomme.

The Department of Social Development has also come on board to assist the volunteers with monthly stipends and other requirements such as school uniform and sanitary towels although within the parameters of a very limited budget. Evidently, the amount of challenges requires supplementary intervention from all parties hence Star Fish donated a mobile classroom where the children are assisted with



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HOME AWAY FROM HOME: Some of the children from Vaalbank who have found a new home at Bokamoso.

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their school work. The unit is also used as a dining hall although it is very small compared to the growing number of children.

The Manager of Bokamoso, Ms R.M. Bosoga applauded the intervention of the two departments including Star Fish which has dramatically improved the social landscape of the community. "Although there is much that is still required to improve the situation in our community, we appreciate without reservations that much has been achieved through the involvement of Public Works, Roads and Transport as well as Social Development departments and Star Fish. The unemployed, the sick and the poor have found courage to face tomorrow with vigour and determination," stated Ms Bosoga.

A 23 year old lad who is a beneficiary from the centre, Isaac Ubisi also voiced out his gratitude to the donors. "Without the centre, I would have probably dropped out from school since it is hard to attend school on empty stomach but I salute the departments for rescuing many children like myself from the situation. Now my duty is to attend school and make sure that I graduate on top of my class," concluded Ubisi, a grade 11 learner from Hlalakahle High School, with a beaming smile.



SNACK TIME: Volunteers from the centre dishing out snack to the children after having assisted them with their school work.

"Departments must pay," says Nhlengethwa

Infrastructure delivery, job creation and efficient public transport formed the crux of the agenda of the Munimec meeting on the 02 October 2014 at Ehlanzeni District Municipality. The fifth democratic term of government has prioritized creation of decent work as its Apex priority. Public Infrastructure has been identified as one of the key job creation driver especially in the aftermath of the economic meltdown.

In line with the above, Government has set a target of creating six million job opportunities of which Mpumalanga province is expected to contribute at least 390 000. "The Mpumalanga province is expected

to contribute towards the six million work opportunities within the same period towards the national target. We will target economic growth that is above 5% per annum. Job creation for the unemployed youth will take precedence," said MEC for Public Works, Roads and Transport, Ms Dumisile Nhlengethwa in her address to the meeting.

Munimec is a structure of co-ordination, where two spheres of government; province and municipalities meet to share plans and enforce co-ordination thus maximize service delivery.

Municipalities raised concerns with respect to lack of communication in the planning and integration especially in

the context that the two spheres use different financial years and different planning cycles. They also raised issue of nonpayment of rates and taxes by various provincial Departments and requested Department of Public Works, Roads and Transport and Department of Corporate Governance and Traditional Affairs to intervene.

The meeting resolved to improve communication between the two spheres and inform communities on the projects of service delivery.

"On our part, we will ensure that provincial department does pay rates and taxes, in a bid to enlighten the

financial burden which municipalities incur due to non payments of services," said MEC Nhlengethwa.

The Department further informed the municipalities about other programmes such as construction of new roads, rehabilitation and patching of potholes and donation of six 6 thousand shova kalula bicycles for learners who travel long kilometers to school and not covered by scholar transport.

In closing the MEC stated that "Twenty years later in democracy, service delivery should be a high priority and therefore these meetings will be held regularly".



MED Dumisile Nhlengethwa chairing the MUNIMEC meeting.

Women not limited by their age, but still serving the Nation

Age is nothing but a number, so they say. The statement has been proven by the six remarkable women from Tonga Cost Centre in the Department of Public Works, Roads and Transport. The women aged between 55 and 65 years have been working in the Department as Artisans since 1988. Some of them are grandmothers, they are widows, married and divorcees but they are still going strong in their work and serving the public.

The women started working in government during Apartheid reign but it did not stop them to work hard. These women are hard workers who are really dedicated and passionate about their daily job. Speaking to the women during our interview they could not hold their excitement. Meeting them they were all in their overalls. The overalls and their enthusiasm show that all six women were passionate about their jobs.

One of the women, Mrs Norah Nobunga a 55 year old mother of four, explained how they started working in Government. **"We started working in the former government of Kangwane,"** She explained that they would travel with camps and travelled on the trucks. It was really hard because we would go for months without going

home. We have been working in the field where it was male dominated as artisans. We would work in hospitals, workshop, clinics and schools to do painting and carpentry. Part of their job includes maintaining by painting and doing carpentry in public building. Our daily job includes changing and fixing broken doors, windows, door locks, painting in hospitals and clinics. It has been our daily bread since 1988, elaborated Nobunga.

These group of women including Ms Margereth Mlambo who is 56 years, Ms Busisiwe Ngubane who is 56 years, Ms Ntombane Luphoko who is 56, Ms Betty Mazibuko who is 63 years and Ms Linah Ngomane who is also 63 years are not only painting in the Department. They are also known in their homes as painters and carpenters. They help their relatives and their neighbours with painting their houses, putting ceiling and changing doors with the training they acquired in the Department. The skills have also helped them as some of them are widows and they are able to do work without paying a person.

The story of the women shows that there is no male dominated field and age is nothing but a number. The women have worked hard in a male dominated field since 1988 and they are still strong in serving the public.



FROM LEFT: Ms Norah Nobunga (55), Ms Margereth Mlambo (56), Ms Busisiwe Ngubane (56), Ms Ntombane Luphoko (56), Ms Betty Mazibuko (63) and Ms Linah Ngomane (61).



Women doing paint work by themselves.

Swift government intervention, saves klarinet community



Learners ready to take the bus to school.

The Mpumalanga Department of Public Works, Roads and Transport acted swiftly to the community protest at eMalahleni Local Municipality at Klarinet ext 6,7 and 8, in which disgruntled protesters were complaining about the shortage of scholar transport in the area. The protest started on the 13th October 2014 and ended on the 17th of October 2014, where the MECs for Public Works, Roads and Transport and that of Education, Ms Dumisile Nhlengethwa and Ms Reginah Mhawule intervened, assuring the community that there will be additional scholar transport in the area.

On the 20th of October 2014, the situation returned to normality as the department added a total of three (3) extra standard buses into the existing fleet of three (3) buses which includes (2) articulated busses with 1 standard bus. Meanwhile a task team was established to address concerns of the community on the matter as well as ascertain the additional figure of learners that needed scholar transport.

The busses are ferrying learners into various schools within the local townships, where most

learners used to live. The Klarinet ext 6,7,8 is a new development area, where residence from the old township are occupying the new RDP houses at Klarinet, hence the increase in the number of learners.

According to Ms Euphine Mahlaole from Klarinet ext 6, the scholar transport busses were not enough to accommodate all the learners in the area, however she said the community appreciate attempts made by the department in adding extra busses. **"We are happy now, because the problem has now been resolved and the learners do not have to be packed into small busses like sardines. In the future we will work closely with officials from the department to avert scholar transport protest,"** she said.

The Mpumalanga Department of Public Works, Roads and Transport is providing scholar transport to at least four thousand five hundred and seventy six (4576) at eMalahleni Local Municipality. There are a total of sixty four (64) standard busses and eleven (11) midi buses and two (2) minibuses, which are transporting learners within the various schools in the area.

Taking stock of officials' performance

The Performance Management Development System section is currently conducting Information Sessions in order to create awareness and simplification of the policies for better understanding and implementation. It is also important for the Department to comply with the Provincial Policy, Incentive Policy, Procedure Manual and all related mandates on Provincial and National Performance Management.

One of the Sessions took place at Amersfoort Cost Centre on the 13th of November 2014 conducted by Mr Phineas Mkhonza who is Manager at Gert Sibande District.

The workshops are conducted to emphasise the misinterpretation from employees viewing the PMDS as a monetary tool than performance management tool. Officials need to understand that

Performance Bonuses payment is the acknowledgement of good or excellent performance is not a right and should not be claimed.

"The Information Session that is being conducted by the section, gave me a clear understanding of PMDS," says Mr JP Sibande who is a Road Worker from Bethal Cost Centre.

The Department of Public Works Roads and Transport implemented the Performance Management Developments System tool from 2009. The aim of introducing this tool is to manage the performance of employees within the organisation and recognition of exceptional performance to identify poor performers for developmental and corrective measures to enhance service delivery.

A maximum of 20% of the employees may qualify to be paid performance bonus. Incentives are to be paid in

the following Categories:

Category A: 91 to 100%

Level 1 to 10 to be paid between 14 and 18% whilst Level 11 to 12 to be paid between 13 and 14%

Category B: 71 to 90% to be paid between 6 and 10%

All employees on salary levels 1 to 12, appointed in terms of the Public Service Act, 1994 are required to enter into a Performance Agreement Undertaking by the 1st of April of each year. Employees appointed later than 30th of April, are required to complete their performance undertakings within the first three months of their appointment.

"This Information Session has made a huge difference when it comes to compliance and submission of Performance Agreements and Assessments by employees," says Ms Phindile Simelane who is the Assistant Manager in the PMDS Section.



Officials from Amersfoort Cost Centre listening attentively to Mr Phineas Mkhonza during Information Session presentation held at Amersfoort.

Officials urged to exercise during wellness games

"Exercise and you will stay mentally and physically fit," this was the key advice to officials during the departmental wellness games that were held at Nkangala District on 12 November 2014 at the Taljaard Sport Complex in Middelburg.

Officials from all the districts were competing against one another in order to be crowned as champions at the end of the day. Some of the sporting codes that were played on the day included men's soccer, ladies soccer, netball and volleyball.

Gert Sibande District netball team managed to beat Ehlanzeni District 23 - 19. On the volleyball game, the Bohlabela team won by seven to six beating the Nkangala team whilst the departmental ladies soccer team won by 2 - 1.

During the day of the games officials also had a chance to interact with stakeholders who were exhibiting their services, these included GEMS, blood test and examinations

were conducted by officials from the department of Health, and financial advice were offered by various Banks.

According to Ms Phumzile Nxumalo from Employee Health and Wellness at Head Office, the objective of the games is to promote health and wellness through sports amongst employees within the department. "We urge all officials to take part in this games from cost centres to Head Office and from junior to senior officials hence the games help you exercise your body and mind thus making you healthy," she said.

During the men's soccer finals that was staged at Bohlabela District on 19 November 2014 between Nkangala District and Bohlabela District, the boys from Nkangala proved to be the hard nut to crack as they won by 8 - 7 on penalties after a two all draw.



BAYAZENZELA: Ladies soccer team celebrating their victory.



THE CHAMPIONS: Nkangala District soccer team.



WE ARE READY FOR THEM: Departmental netball team.

MEC Nhlengethwa's Festive Message



**MEC Dumisile Nhlengethwa
(MPL)**

The year has once more come to an end. What an eventful year this was. The year offered all South African citizens an opportunity to once more renew the mandate of their government through both National and Provincial general elections. The fact that the elections were conducted in a peaceful manner confirms the maturity of our body politics.

This year also marked the first year we celebrated Mandela Day without our SthwalaNdwe Tata Mandela. The great spirit displayed here and abroad, is evidence of the undying love people had for Mandela and the values he espoused and led his life, that of his organization and Country at large.

In his memory and of many gallant heroes that have fallen alongside the march of freedom, lets us double our efforts as we celebrate 20 years of freedom and democracy, to bring services better and faster to our

people. We, public servants, occupy a sole position in society, and our daily conduct should reflect the ethos and values of our Government-selfless service to our people.

As we enter into festive season and the new year, let us remain vigilant that the road ahead remains muddy and scrapy, let us remain mindful that we are far away from our destination, a destination defined as **A BETTER LIFE FOR ALL**.

At all material times, let us continue to conduct ourselves in a manner that restores faith, trust and confidence in our Government- A people's Government. This demands of us to be exemplary in words and deeds.

Festive season is a period of reunion, family hood, sharing, joy and happiness. By all means it is not or should not be a period for grieving. It is a bitter reality that so many lives are lost during this

period. Many of these deaths, are deaths which can be avoided. To avoid these unfortunate deaths, calls on each of us to have fundamental mind shift with respect to using the roads.

Roads are for all of us. we have to share them at all times. This requires that we all respect the rules of the road and adhere to basics; Do not drive and drink or under influence of alcohol, do not use a cell phone and drive, follow speed limit and all rules of the road and rest every two hours if driving long distance.

On behalf of the Department of Public Works, Roads and Transport, I wish you all a very safe and enjoyable Festive Season and a Prosperous 2015. Pass to your beloved ones our sincerest regards for allowing you to be part of our lives and machinery to deliver quality services to all our people in the province.



**WHEN THE SUN RISES
WE WORK HARD TO DELIVER**

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