



# COGTA NEWS



Province of the  
**EASTERN CAPE**  
COOPERATIVE GOVERNANCE  
& TRADITIONAL AFFAIRS

---

## JUNE 2019

# EDITORIAL COMMENT



Editor: Ms Thando Sonjica

16 June marked the 43th anniversary of the Soweto uprisings that spread to other parts of the country. This profoundly changed the nature of South Africa's struggle for freedom and democracy. The sacrifices of those courageous young people who fought for equal education will forever be engraved in the country's history.

The Province of the Eastern Cape also celebrated the Youth Month where the Premier of the Eastern Cape, Oscar Mabuyane and the Members of the Executive Council handed over a R500 000.00 cheque to the youth, which will be shared amongst the five youth projects in OR Tambo.

Linked to the youth month events the Department of Cogta in conjunction with the House of Traditional Leaders, sector departments and

non-governmental organisations unveiled the state of readiness for the Winter Initiation season. The session which was held at Alfred Nzo District Municipality was aimed at updating the Member of Executive Council about the state of readiness for the winter season as well as for the task team members to make pledges committing to support the initiation campaign to save lives. Find out more about this event on page 3.

Also of significance in this quarter was the ushering in of the 6th administration and the swearing in of new members of the legislature which saw MEC Xolile Nqatha being deployed to the department of Cooperative Governance and Traditional Affairs MEC Nqatha in his first address to senior departmental officials as well as staff emphasized on professionalism, renewal of the department and following of due processes. He said officials who cannot do their work must take the fall. "We are here to work professionally and let us treat ourselves as such," said MEC.

MEC Nqatha further urged the management and staff of the department to work together to serve our communities. We welcome MEC Nqatha and wish him all the best in this term. Let us all strive for professionalism and service our communities. The story about the MEC's first address to management and staff can be found on page 5.

Find out about other stories that took place during this quarter and happy reading.

## IN THIS ISSUE

TRADITIONAL INITIATION DOES NOT KILL - SAYS MEC NQATHA	P3
THE BASIS FOR THE IMPLEMENTATION OF THE DECENTRALIZATION PROJECT	P3
INTEGRATED DISTRICT PLANNING ENSURES ALIGNMENT WITH THE PROVINCE	P4
SERVING THE PUBLIC INTEREST IS A PRIORITY FOR MEC NQATA	P5
COGTA REVIVES PROVINCIAL MUNICIPAL INFRASTRUCTURE FORUM	P6
Minister Mkhize's oversight visit to Keiskamahoe	P6
MINISTER MKHIZE HANDS OVER BRIDGE TO THE MPAME COMMUNITY	P7
SPU ROLLED OUT DISABILITY STRATEGY	P8
MEC XASA PROMISES COMMUNITY TO CLEAN SENQU MUNICIPALITY	P9
"PLANS TO ENGAGE COMMUNITIES MUST BE PRIORITISED AT THE LOCAL SPHERE, COMMUNICATORS TOLD	P9
PROMOTING THE AGENDA OF A DEVELOPMENTAL STATE THROUGH THE DEVELOPMENT OF STANDARD OPERATING PROCEDURE	P10
"SERVICE DELIVERY IS A BASIC NEED FOR OUR PEOPLE" SAID MEC XASA	P11
TRADITIONAL LEADERS URGED TO SPEAK AGAINST WOMEN ABUSE	P12
COGTA AND NATIONAL LOTTERY CO-FUNDED LUGELWENI COMMUNITY	P12
RURAL DEVELOPMENT SPEARHEADED THROUGH PARTNERSHIPS	P13
COMMUNITY DISASTER MANAGEMENT CENTRE TO IMPROVE RESPONSE TO DISASTERS	P14
MINISTER MKHIZE BRINGS WATER TO NKANTOLO VILLAGE	P15
Quarterly performance awards for the Cogta Finance Branch	P15
GALLERY	P16

EDITORIAL TEAM: Mr Mamkeli Ngam, Ms Thando Sonjica and Ms Siphokazi Nonyukela

Contributors in this edition:



Ms Siphokazi Nonyukela



Ms Nowethu Goniwe



Ms Bongwiwe Maseti



Mr Sipiwo Stemele



Mr Dumisani Lindi



Mr Vuyani Sibene

Tel:+27 (0) 40 609 5337 • Fax: +27 (0) 40 635 0439 • E-mail: thando.sonjica@eccogta.gov.za

• Website: www.eccogta.gov.za • Facebook: Cogta Eastern Cape • Twitter: @ECogta

PHYSICAL ADDRESS: Tyamzashe Building • Phalo Avenue • Bhisho

• 5605 • Eastern Cape • Republic of South Africa • Private Bag X0035, Bhisho, 5605

This is a quarterly newsletter published by the Directorate: Corporate Communications of the Department of Cooperative Governance and Traditional Affairs.

# TRADITIONAL INITIATION DOES NOT KILL - SAYS MEC NQATHA

**By: Siphiso Stemele**

Newly sworn in MEC for Cooperative Governance and Traditional Affairs (Cogta), Xolile Nqatha, Traditional Leaders, various stakeholders and Cogta officials gathered at Alfred Nzo District Municipality to get an update on the state of readiness for the Winter Initiation season.

Welcoming the attendees at the session, Chief Mwelo Nonkonyana, the Chairperson of the House of Traditional Leaders said they welcomed everybody assisting the government to fight or minimise the death of initiates. "Our fifth government want to see change for better though we know that tradition or custom does not kill and black people are nothing without custom. Our kids are vicious of people who are against this custom," said Chief Nonkonyana.

He also said that since 2012 more than 400 boys have died due to negligence of parents and Traditional nurses in practising this custom. "Today we are announcing officially that the winter initiation is on and it is so unfortunate that fourteen(14) to sixteen (16) boys have been circumcised at Lusikisiki before the season was declared open," said Nkosi Nonkonyana.

He said on that morning a seven (7) year old Siphamandla Dadeni was circumcised by a thirty five year old male in Tsolo in the Nyandeni local municipality. "Fortunately the culprit has been arrested. What is important is to make sure that initiates are not dying," said Nkosi Nonkonyana.

District Initiation Forums were given platform to give an update on their state of readiness for the winter season. They gave assurance that they were ready for the commencement of the winter season and promised that no initiates will die during the season. Speaking at the session MEC Nqatha said he appreciated the fact that everybody was hell-bent to keep the custom ongoing. "We have noticed your dedication to make this custom a success," said MEC. He proposed that



**MEC Nqatha handing over vehicles**

the department should prepare or coin a competition for best performing district, best coordinator, and best municipality with zero death or least deaths of initiates per season. He promised to approach the Premier for funding and the head of the HoTL for the budget figures to his proposal.

He said all plans discussed on the day should try meet halfway the practise of early circumcison before season was officially opened. "We should also revisit the law that says 18 years should be eligible for circumcison in an endeavour to cover those under age initiates", MEC Nqatha continued.

He further applauded the increase of vehicles allocated for the season by various stakeholders from 63 the last season to 81 and said this was an indication that much work has been done. In closing he said when government celebrates June 16, it must try its best to meet the needs of youth who have been injured during initiation including those that have been amputated.

## THE BASIS FOR THE IMPLEMENTATION OF THE DECENTRALIZATION PROJECT

### **Rationale**

- The basis upon which decentralization project is implemented comes from the recommendations of the 2009 Fever Tree Report on the Eastern Cape's State of Local Government. The report observed a huge gap that exist when the Department is supporting municipalities and recommended a narrowing of the gap between the municipalities and the department.
- In 2010, National Treasury and the DPSA diagnostic investigation on the departmental mandate, priorities and service delivery recommended establishment of District Support Centres (DSCs) to support municipalities and traditional institutions.
- In 2011, the Eastern Cape Executive Council, guided by a developed concept document, made a resolution for the Department to establish DSCs.
- In 2014, following this approved strategic shift, the Department approved a decentralised Organizational Structure.
- Between 2015 and 2018 all the Policy Speech documents of the department committed to implement a decentralized service delivery model.
- In 2017 , after noting some lull on this project, the

Department resuscitated decentralization process through project planning approach.

### **Objectives of Decentralization**

The decision to establish District Support Centres and decentralise the core service delivery functions took into account various factors.

- A need to strengthen weak municipal institutional capacity in all forms ;
- A need for deepening vertical and horizontal coordination of the totality of government support to municipalities.
- An appreciation of the fact that municipal incapacity is not static.
- A need for a differentiated approach in supporting the municipalities.
- A need to create a developmental local government system due to local governments inability to achieve its constitutional mandate;
- Support traditional leadership institutions; and
- Support District Municipalities to fulfil their legislated role in supporting local municipalities, Monitoring and Evaluation.

# INTEGRATED DISTRICT PLANNING ENSURES ALIGNMENT WITH THE PROVINCE

**By: Siphokazi Nonyukela**

The Department of Cooperative Governance and Traditional Affairs (CoGTA) through its Strategic Planning Directorate recently convened Integrated District Planning and Budgeting Sessions for the 2019/20 financial year throughout all the District Municipalities in the Eastern Cape.

“The purpose of these sessions are to conduct District Strategic Budget and Planning Sessions towards the development of the District Annual Performance Plan 2019/20, Decentralised District Budget & Annual Operational Plan 2019/20 in line with decentralisation, said Mr Willie Galli whom is CoGTA’s Director of Strategic Planning”.

Welcoming the attendees of the session, the District Director of O.R. Tambo, Mr Lamla Jiyose highlighted that as a country this was a very important period as we were coming from the Provincial and National Government Elections. “Voters have voiced a lot of issues regarding the performance of our government. I hope when we are doing our plans we will take their concerns into account. Mr Jiyose added that what was key was how we responded to the challenges facing our people. “We can sit here and debate all day but if we don’t respond to the challenges facing our country, in 2021 our voters will ask what is it that we have been doing,” said Mr Jiyose.

Mr Galli further went on to explain that the desired outcomes of the session were to ensure that District APP and AOP feed into the Provincial APP and AOP, District budget and cash flow feed into the Provincial Budget Plan. “We further want to ensure that there is a clear Monitoring and Reporting Framework for District Performance Planning and Management and that the District Risk Management Register is based on the District APP and AOP for the 2019/20 financial year,” said Mr Galli.

He further highlighted that the plans of the provincial department should talk to those of the local municipalities. “Do our planning talk to their Integrated Development Plans (IDPs) and budget because if we are just planning not knowing the plans of municipalities then we will not be able to respond to the challenges facing our municipalities. Whatever we are doing we must know that our responsibility is to support the municipalities as well as the traditional leadership,” added Mr Jiyose.

Mr Don Nyathela whom is the General Manager for Intergovernmental Relations and District Coordination explained the decentralisation process started in 2009, where it was pronounced that Cogta needed a decentralised mode of service delivery for the communities and the traditional leadership institutions.

“Coordination and all government work is legislated and we have a body of policies and legislations that guide us on what we need to do.” What anchors us in terms of the planning horizons is the Vision 2030 which is a long term plan. We now have the Medium Term Strategic Framework (MTSF) period of 2014 to 2019 and we are going to have another of 2019 to 2022,” said Mr Nyathela.

He continued to explain the role of district coordination and said that there is an objective realisation that if as government we work in silos we are not going to be able to realise the government objectives. “Hence we felt that coordination

must seek to address the uncoordinated, disintegrated and unstructured support that usually translate to poor service delivery in our municipalities,” he said.

He explained that the role of coordination was to ensure that all the plans are coordinated and that there was an alignment of the different spheres of government. “We also want to ensure that there is unification, integration, synchronisation of organisational efforts to provide unity of action in pursuit of common goals. As we operate and work within the department there has to be integration of work, synchronisation and streamlining of the plans that we are doing. We want to ensure that we are a force that binds together those plans and ensure that we achieve one common organisational goal or objective,” he said.

Mr Nyathela continued to point out that as District Coordination they have a vision, a mission. “We want to ensure that as we traverse and work through in the next five years or in the future or towards 2030 we are operating as a single unit in CoGTA.



# SERVING THE PUBLIC INTEREST IS A PRIORITY FOR MEC NQATHA

By: Mamnkeli Ngam and Siphiso Stemele



MEC Nqatha with DDG Gwebindlala at a staff meeting

Cogta MEC Xolile Nqatha has called for the renewal of the department to serve the public interest through sustainable support to municipalities and traditional leadership institutions.

Addressing the senior managers of Cogta in Bhisho as well staff MEC Nqatha said for a while South Africa has been defined as a corrupt country due to the deliberate collapsing of accountability and professionalism in public institutions through the capture of the state.

“State capture has been a deliberate programme to siphon state resources for the benefit of the political elite, their friends and families. The weakening of public institutions to serve the public including the disregard for efficiencies and the rule of law were the hallmarks of state capture,” said MEC Nqatha.

He added that South Africa has also witnessed the “erosion of the value of education” wherein only the politically connected benefitted from job opportunities and government tenders. Those who dared to challenge the status quo were referred to as “clever blacks.” MEC Nqatha said Cogta is a department constituted by hard working professionals who have the requisite skills to serve the nation and make the new dawn a reality.

“I am joining a team of hard working professionals to deal with the service delivery challenges that confront us on a daily basis. We should all move from a position of trust, professionalism and respect for one another. I am also aware of the good things you are doing, hence the need to ensure we make the good we do to shine,” he said.

MEC Nqatha said coming fresh from the 08 May 2019 elections the department should work hard to mitigate community protests as the country moves towards the 2021 local government elections. “We are under the spotlight about the instability situation in some of our local municipalities. We know what our people are crying for hence we need to become an agile department that responds promptly to municipal issues.” He said he was aware that some of the problems are due to “political interference for self-serving

purposes and I will attend to political issues not officials.”

The renewal programme led by President Cyril Ramaphosa is meant to restore public confidence in public institutions. The strengthening of consequence management in the department is part of the renewal project including accountability management, he said.

MEC Nqatha said he was clear about his mandate in Cogta to realise the manifesto of the ruling party. “Do not obstruct me in my work to avoid a collision. Let us be professional and am hopeful that we are going to succeed and put the spotlight where it is. Those officials who cannot do their work, they must take the fall. We are here to work professionally and let us treat ourselves as such,” said MEC Nqatha.

He urged the management and staff of the department to work as a unit to review our government. “As a political head of this department I want to build an agile, responsive department to the needs of our people. When Municipalities face challenges this department is expected to solve them,” he added.

In closing he requested management to improve and treat people equally, recognise education and boost staff morale.



L-R: Mr Thabo Mdukiswa- Chief Director Municipal Public Participation, Ms Thembeke Ncume - Chief Director Traditional Governance and Finance

# COGTA REVIVES PROVINCIAL MUNICIPAL INFRASTRUCTURE FORUM

By: Dumisani Lindi

The Municipal Infrastructure Services component in the Department of Cooperative Governance and Traditional Affairs (CoGTA) hosted a two-day Provincial Municipal Infrastructure Forum meeting held at East London in June 2019. The forum invited all municipalities within the province to discuss issues concerning infrastructure and service delivery in their respective municipalities.

The objectives of the forum were to strengthen intergovernmental relations, cooperation, coordination amongst sector partners and municipalities thus ensuring sustainable infrastructure development in the municipalities. "It's also aimed to enhance councillors oversight capacity and entrench accountability by sector officials to the portfolio heads on implementation of infrastructure and service delivery programmes policy just to mention the few," said Head of Department (HoD) for CoGTA Ms Gabisile Gumbi Masilela.

Ms Gumbi Masilela addressing the representatives of various municipalities said the issue of municipalities who do not hire Chief Financial Officers and Municipal Managers cause delay in processing projects to assist with infrastructure growth and service delivery. "Municipalities need to work hard to ensure all relevant structures are present within the municipality so that projects are implemented on time," said HoD.

She said the picture that is painted of our municipalities is not great because most of them have difficulties spending the grants given for infrastructure and service delivery.

"Infrastructure and delivering services is the main business of municipalities and we know that infrastructure development takes time hence we need to be vigilant and do our job right," added HoD.

She said that District Municipalities need to have shared services with its locals "Districts need to act as families with their local municipalities or even within themselves, if you get a good service provider who gave good services they need to share the person or company with other municipalities so the standard of services delivered can be as good and up to standard". "We need to remember that shared services and capacity building is the key and us as the department we need to listen to our municipalities and be there to support them," said HoD Gumbi Masilela.

She advised that service providers and councillors should be meeting often to discuss issues so that municipalities are not in the dark, "because at the end of the day when the service provider over charges the municipality services and infrastructure get delayed and the communities blame the municipality," she said.

In closing the HoD told municipal officials that municipalities exist to look after the communities and they need to deliver services because if that is not done they are labelled as thieves. "We need to empower our councillors as they are the mouth of the municipality in their communities. We need to do right by our communities and we can only do that if we work hard and work together to ensure that our people are served," said HoD Gumbi Masilela.

## MINISTER MKHIZE'S OVERSIGHT VISIT TO AMAHLATHI MUNICIPALITY

The Minister of Cooperative Governance and Traditional Affairs (CoGTA), Dr Zweli Mkhize undertook an oversight visit to Stutterheim and Keiskammahoek in Amahlathi Municipality in the Eastern Cape Province on Friday 03 May 2019. The Minister was joined by the MEC of CoGTA,

Mr Fikile Xasa and they visited various projects including the Lenye bridge in Keiskammahoek and later on engaged stakeholders and the community by giving report back on issues raised last year during their engagement with the community of Keiskammahoek.



Minister Mkhize and his entourage inspecting the Lenye bridge



L-R MEC Xasa, Minister Mkhize and Mr Thabo Mdukiswa

# MINISTER MKHIZE HANDS OVER BRIDGE TO THE MPAME COMMUNITY

By Siphiso Stemele.

On 05 April 2019, National Department of Cooperative Governance and Traditional Affairs (CoGTA) Minister, Dr Zweli Mkhize, handed over the Mpame bridge to the community of Mbhashe under the Amathole District Municipality.

In his key note address at the handing over event, Minister Mkhize said his department has a programme called Municipal Infrastructure Support Agency (MISA) which was established to give technical advice and support to municipalities on infrastructure development.

“MISA aims to optimise municipal infrastructure provision so that municipalities can provide basic services which is their constitutional mandate,” he said.

This historical event was also graced by the Eastern Cape Premier, Phumulo Masualle, Minister of Public Works, Thulasi Nxesi, Deputy Minister of Cogta, Mr Andries Nel, and MEC for the EC Cogta, Fikile Xasa.

Minister Mkhize said the day was not for speeches, “but one of delivering promises and pledges to the people of Mpame who will now have easy access to pass the river.”

He said people of Mpame and other surrounding villages will access Zithulele Hospital and schools that are situated two kilometres away on the other side of the river.

“This bridge brings freedom of movement to these communities. Of utmost importance is that the process to build the bridge created job opportunities,” said Minister Mkhize.

He added that even though the country is gripped by the election mood, “our caring government continues to deliver services to the poor and to better their lives.”

Minister Mkhize said the next assignment for government was to build access roads at Mpame village.

The Minister said he was saddened by the news of school children who lost their lives trying to cross a full river in Matatiele in the past weeks.

Mr Zanebandla Dwayi, a 63 year member of the community said he was “grateful to the government” for building the bridge.

“Many people have lost their lives trying to cross the river to access Emadwaleni and Zithulele Hospitals. Also pregnant girls and women had to give birth on the banks of the river due to its heavy flooding. That will no longer be the case, now,” said Mr Dwayi.



Nkosi Xolile Ndevu, Nkosikazi Nosintu Gwebindlala, Nkosi Zwelikhanyile Gwebindlala, Dr Zweli Mkhize Minister for Cogta, Andries Nel Deputy Minister for Cogta, Premier of the Eastern Cape Phumullo Masualle and Minister of Public Works Mr Thulasi Nxesi



Community of Mbhashe

# SPECIAL PROGRAMMES UNIT ROLLS OUT DISABILITY STRATEGY

By: Siphiso Stemele

In May 2019 Special Programmes Unit (SPU) of the Department of Cooperative Governance and Traditional Affairs (CoGTA) held sessions to roll out a disability strategy throughout the department as well invited inputs from Chief Directorates.

Ms Kgabo Lamola-Magoro an Assistant Director at the SPU explaining the purpose of the rollout said the strategy would provide a comprehensive approach for advancing the interests of persons with disabilities as well as covering eight strategic pillars as set out in the white paper on the Rights of persons with Disabilities. "The strategy also serves as a guide for employer and employees on promoting equal opportunities and fair treatment of persons with disabilities towards achieving the minimum of 2% or more presentation in the department," she explained.

She pointed out that as the department of Cogta we are not doing well in considering people with disabilities on employment opportunities. She mentioned that as SPU they have discovered that people have different interpretations in terms of people living with disabilities. "There are number of challenges faced by people with disabilities. In some cases they are marginalised by able people and even excluded in

social gatherings. As SPU we are campaigning to change that behaviour, she added.

She also said that if you ask someone to do a task but not giving him/her tools for the task at hand you are disabling that person. She requested Directorates of Corporate Communication and Supply Chain Management (SCM) to consider people with disabilities when printing their documents such that they be issued in braille.

Ms Lamola-Magoro further mentioned that government has a lot of legislations that protect the interests of people living with disabilities. "For instance United Nations Convention of the Rights of people with disabilities requires states to recognise the rights of persons with disabilities to work on an equal basis with others. Similarly the South African Constitution Act 108 of 1996 also affirms that Persons with Disabilities have the right to enjoy their full rights on equal basis.

In closing she said the department has a key role to play as an agent of transformation of society working with Persons with disabilities to achieve equality and social integration. The SPU requested everyone to submit their inputs in order to beef up the strategy.



Ms Nolufefe Tapuko from PMDS and Mr Zola Funzela were part of the session



Ms Kgabo Lamola-Magoro

## DID YOU KNOW:



Mr Vuyani Mbemga with King Zwelonke Sigcawu receiving keys to his new vehicle

### White Fleet

The department had 58 vehicles of which 36 have been permanently allocated to districts, regions, MEC, HOD, Disaster Centre and HoTL. This leaves Head office with 22 pool vehicles, less 3 that have been in accidents, making it 19 operating vehicles.

Department is still awaiting 2 special vehicles (Automatic) that were requested from GFMS. The vehicles are for officials with physical impairments.

### Traditional Leaders vehicles

The department now has 20 executive vehicles, allocated to the MEC, Kings, Queens, EXCO members of the HoTL and Local Houses.

A Memo requesting application of limits on petrol cards for executive fleet has been implemented by GFMS. The applications are based on the Handbook on Tools of Traditional Leaders

# JOC ON THE CARDS TO MITIGATE RISKS AND INJURIES OF ULWALUKO

The Provincial Initiation Coordinating Committee (PICC) has taken a decision to establish the Provincial Joint Operations Centre (JOC) to mitigate risks associated with the deaths and injuries of abakhwetha. The announcement was made during the PICC meeting held in Bisho to deliberate the report on the Winter Traditional Initiation Season.

The meeting was attended by Cogta MEC Xolile Nqatha, Chairperson of the EC House of Traditional Leaders, Nkosi Mwelo Nonkonyana, EC Provincial Commissioner of the South African Police Services (SAPS) LT General Liziwe Ntshinga and government officials from the National Prosecuting Authority (NPA) and the South African Local Government Association (Salga).

“The establishment of the JOC to monitor and co-ordinate activities during the traditional initiation seasons is a new invention that we welcome. The JOC will ensure rapid response to hot spot areas to mitigate deaths and injuries of our children. The structure will be replicated through the establishment of District JOCs,” said MEC Nqatha.

The details to operationalize the JOC will be mapped up soon and launched before the summer season starts, said MEC Nqatha.

The JOC will be comprised of key and relevant stakeholders including members of the SAPS and will sit throughout the initiation season. The JOC is expected to be functional during the 2019 summer season.

MEC Nqatha applauded the Provincial monitoring teams for their hard work to curb deaths and injuries of abakhwetha in the past season.

“The seriousness of the situation demands that we continue to put the interest of our children as a priority to save lives. Our teams work hard under difficult situations risking life and limb. We praise them for their service to the nation,” he said. Nkosi Nonkonyana commended the roles played by members of SAPS and the NPA as evidenced by the forty-four (44) arrests that have been registered in the last winter season.

He supported the report from the SAPS that the commercialisation of the custom has turned into “organised crime including extortion hence the need to look at adding more charges around human trafficking.”

“We are aware of unreported cases of illegal iingcibi and amakhankatha in some traditional communities. The additional support promised by the SAPS in the form of horses and motor bikes as well as strengthen the role of police stations is a step in the right direction. We must be alive to the fact that we are dealing with organised crime here and we must respond appropriately,” said Nkosi Nonkonyana.

The meeting agreed on the following recommendations amongst others;

- Capacitate members of the SAPS on the provisions of the Customary Initiation Practice Act, 05 of 2016.
- Follow up on post mortem results with a view to open cases against the perpetrators.
- Expedite amendments to the Act to close grey areas and deal with issues of resistance in some communities with regard to medical interventions.
- Update the database of the iingcibi and amakhankatha to weed out the illegal ones.

Nkosi Nonkonyana also noted “with concern” the non-participation of the traditional leaders in the District Initiation Forums.

“The role of traditional leaders to functional initiation working committees in district and local municipalities for the safety of our children cannot be over-emphasised. I will be visiting ten affected areas to canvass the support of traditional leaders,” he said.



Nkosi Nonkonyana, Nkosi Ngwekazi and Nkosi Jezile

## EASTERN CAPE CUSTOMARY MALE INITIATION PRACTICE, Act 2015

### Objectives of Act are to;

- provide for the protection of life, the prevention of injuries and the prevention of all forms of abuse experienced by initiates before, during and after the customary practice of male initiation (both physical and mental conditions), this principle underpins the entire process of initiation without any exceptions,
- provide for traditional leadership to take primary responsibility for the practice of male initiation within their areas of jurisdiction, in partnership with the provincial government and all the other stakeholders;
- ensure that all stakeholders accept accountability for their roles within an established
- governance framework;
- (4) ensure that the provincial government (including municipalities), in partnership with traditional leadership, coordinates, monitors and evaluates all activities relating to initiation and provides sufficient resources for this purpose;
- ensure that initiation is not exploited as a commercial enterprise used purely for personal enrichment;
- ensure that the teachings and rituals that are part of male initiation are aimed at character building to prepare the young people for adulthood (school of life); and
- protect the customary practice of male initiation and ensure that it is practiced within the constitutional and other legal prescripts.

# SERVICE DELIVERY HIGHLIGHTS

The Back to Basic (B2B) Programme is our foundational philosophy to building a responsive, caring and accountable department capable to support municipalities and traditional leadership institutions to serve our people better. Below are brief highlights of the programme per each pillar.

## 1. PUTTING PEOPLE AND THEIR CONCERNS FIRST

- Supported municipalities to establish 514 Ward War Rooms out of 705 as per provincial target.
- There are only 319 functional war rooms out of the 514 established war rooms. The War Rooms are a realisation of the Operation Masiphathisane Programme to improve integration and coordination in the three spheres of government.
- 705 Ward Committees established and inducted on their roles and responsibilities.
- 39 municipalities were supported to develop systems, procedures and policies related to Petition management and Rapid Response.
- Collaborating with OTP and Provincial Treasury on the implementation of the Provincial and Local Government Coordination and Integration Framework to improve integrated planning and implementation of government programmes within the Province from 2019 and beyond.

### Customary Male Initiation Practice Act of 2016

- The Department with its stakeholder's implemented aimed at curbing the **deaths and injuries of initiates**. Despite the introduction of the **Customary Male Initiation Practice Act of 2016** and the intervention of multi-task teams, the death and injuries of initiates sadly remains a serious challenge.
  - **Convictions:** 34-year-old Lelethu Zilibele has been handed either an R8000 fine or two years imprisonment. This after he was found guilty of circumcising a 15-year-old boy, who was later rescued. Zilibele was also sentenced to three years in jail, which is suspended for five years.
  - **Six men from Ntsizwa village near Mount Ayliff** were sentenced to **five years in jail** by the Mount Frere District Court for assaulting 35-year-old initiate Lungile Nqwaba, who later died. The assault took place in December 2014.
  - **Challenges:** Cases were withdrawn due to witnesses untraceable, unknown suspects, accused deceased, withdrawals by victims and complainants, parents and victims disinterested, awaiting the arrest of the suspects by police, etc.

### Investigations in Municipalities

- As per the provisions of Section 106 (1) of the Local Government: Municipal Systems Act, fact finding investigation teams were selected for **Mnquma, Amahlathi, Great Kei, Emalahleni, Enoch Mgijima, Ingquza Hill, Raymond Mhlaba, Ngqushwa, KSD, PSJ and Mbhashe** Local Municipalities. The investigation reports have been presented to Municipal Councils of some of the affected municipalities. **However, the none implementation of the recommendations remains a serious cause for concern.**

## 2. DELIVERING BASIC SERVICES

### Water and Sanitation Services

- The number of households with access to water has increased from **1,340,230 households** which translates to **79% in 2014 to 1,505,816 (89%) in 2018**, while the total households with access to sanitation increased from **1,112,096 (66%) in 2014 to 1,353,251 (80%) in 2018**.

### Electricity

- Between 2014 and 2018, 187,114 households were connected to the grid and to date the cumulative number of households that have access to electricity is 1,720,945 which translate to 97% of the total households in the Province.
- **4 237 households in seven (7) municipalities** namely KSD, Elundini, Ntabankulu, Mbizana, Matatiele, Intsika Yethu, and Umzimvubu were electrified.

### Traditional Leadership Institutions

- CoGTA constructed the **AmaNdele, AmaNguzela, AmaBhele and AmaGqunukhwebe Traditional Councils**.
  - The Province established Local Houses for Traditional Leaders in six Districts and one Metro municipality.
  - The Kings/Queens Forum, Kingship/Queenship were established including the reconstitution of Traditional Councils from the erstwhile Tribal Authorities.
  - The Department facilitated the coronation of King Mangaliso Ndamase of AmaMpondo aseNyandeni Great Place.
  - **44 669 job opportunities were created through the Community Work Programme (CWP) across the province**. This is a cumulative achievement of **49 491 inclusive of participants** who have exited the programme. This intervention contributed to the **reduction of poverty and joblessness**.

## 3. GOOD GOVERNANCE

- A policy guideline on **Promotion of Administrative Justice in Traditional Leadership Institutions** has been developed.
- **20 research reports on genealogies of Royal Families have been compiled.**
- **258 Traditional Leaders are participating in Municipal Councils** after having been inducted by SALGA throughout the Province.
- Hosted a Provincial Traditional Leadership Summit as part of government efforts to continue to capacitate the Traditional Leaders including with education support with accredited Educational Institutions like the University of Fort Hare.

## 4. SOUND FINANCIAL MANAGEMENT

- Supported municipalities to develop and implement **Audit Improvement Plans** to manage resources as to sustainably deliver services to communities.
- Assisted **Traditional Councils on financial management compliance issues** such as opening of proper bank accounts, administration of accounts for Traditional Councils, etc.
- Facilitated a presentation on the recommendations of the **King IV Report on Corporate Governance**

to management. Our resolve and determination is to achieve clean and capable administration that reduces to zero irregular and wasteful expenditure in its ranks and municipalities.

## 5. CAPACITY BUILDING

- The process to **recruit members of the Senior Management Service** including **prioritised posts** in the lower levels, is work in progress.
- The **decentralisation process** is also ongoing with some employees already occupying their seats in our District offices.
- Good work has been attained which consist of the establishment of the **Management Labour Forum** to

improve **employer-employee communication and maximize employee engagement.**

- Traditional Council **secretary positions** were filled and the remaining vacancies will be filled in the new financial year.
- **R1,4 million** educational programme for twenty **(20) Traditional Leaders** is being implemented covering modules in **History, Heritage and Ethics of Traditional Leadership** in partnership with the University of Fort Hare.
- Out of **245 Senior Managers posts** in municipalities, **210 are currently filled** and **35 Senior Manager posts** will be filled as a matter of urgency including Municipal Manager positions in **Chris Hani DM and Great Kei LM.**

# PROMOTING DEVELOPMENT OF STANDARD OPERATING PROCEDURE

## 1. Background

A Standard Operating procedure (SOP) is a set of written instructions that document a routine or recurring activity followed by an organisation. The development and use of SOPs are a fundamental part of a successful quality system as it makes available information to employees to perform a job effectively and efficiently. A SOP facilitates consistency in the quality and integrity of an end product or end result.

Clear and effective SOPs are essential in the development and deployment of any solution. The Service Delivery Organization Transformation (SDOT) framework was developed to provide direction and guidance on the development, implementation, monitoring, report and feedback on the SDOT interventions in the public service. Fundamentals in this regard include among others; the macro-organisation of the public service, service delivery mechanisms, norms and standards to access quality services for all, enhanced citizen engagement and participation and the promotion of innovative learning and knowledge management.

One of the key principles underpinning SDOT framework is promoting the agenda of a developmental state by institutionalizing quality service through effective and efficient SDOT mechanism. Central to this is the development of the service delivery planning and implementation value chain that include framework and toolkit stipulating the minimum required norms and standards for business process mapping, review and management, standard operating procedures, setting of service standards. The development of a framework and methodology for developing effective SOPs were finalised in March 2011 as a result of a need for consistency and a set standard.

## 2. Why the toolkit

The toolkit is intended to assist Departments in developing and implementing and maintaining SOPs. Every Department needs to prepare a comprehensive set of SOPs to provide structure to important administrative functions. Standard operating procedures include steps that outline when and how information should flow between departments.

The SOP development process, while demanding, can provide significant performance improvements. When properly and fully carried out, the development process brings workers,

managers, and advisers together in a collaborative way. As a result, everyone focuses their abilities on doing the best job possible with the department's resources. The knowledge of SOPs will make departments understand processes in order to improve efficacy in achieving government's outcomes.

## 3. Benefits of SOPS

The development and use of SOPs minimizes variation and promotes quality through the consistent implementation of a process or procedure within a department. The benefits of SOPs are outlined as follows:

- Standardisation of activities – SOPs identify planned and agreed upon roles and actions. This information helps standardize activities and promote co-ordination and communication among personnel. SOPs thus help to assure the quality and consistency of a service;
- Explanation of performance expectations – SOPs describe and document what is expected of personnel in the performance of their official duties. As such they provide a benchmark for personnel, an objective mechanism for evaluating operational performance, and a tool for promoting a positive organisational culture. It ensures that good practice is achieved at all times;
- Training and reference document – Written SOPs can provide a framework for training programmes and briefings. These activities in turn improve the understanding of work requirements and helps identify potential problems. A comprehensive SOP manual also serves as a reference document for personnel and SOPs provide a contribution to the audit process.



**Mr Mongezi Giyose: Director: Organisational Transformation**

# PERFORMANCE REVIEW ANALYSED ACHIEVEMENTS OF THE 5TH TERM

**By: Nowethu Goniwe**

The Department of Cooperative Governance and Traditional Affairs (CoGTA) held the fourth quarter and annual review session on the 25 and 26 April 2019 at Good News Church in King Williams's town.

The Head of Department (HoD) Ms Gabisile Gumbi-Masilela outlined that the purpose of the session was to account on the departmental performance and to also analyse what has been achieved during previous five-year term. She further said that the session was aimed at conducting performance outcomes of the year, evaluate what has been achieved, assess and analyse the support that has been given to municipalities.

HoD said officials need to ask themselves whether their support have created any impact, did it change the lives of the people for the better and going forward what does one plan to do. Different Chief Directorates of the department were given a platform to present their achievements, challenges as well as proposed recommendations. Deputy Director General (DDG) for Corporate Management, Intergovernmental Relations and District Coordination Mr Vuyo Mlokothe sharing his observation since he has been seconded as an Administrator at Enoch Mgijima, said the Provincial Government was misunderstanding support with intervention. "Government Departments do not understand their roles and there is an assumption that people sent to municipalities have all the skills but intervention needs support. He also suggested that there should be discussions

that are happening periodically about intervention and support. HoD making inputs after presentations said that there is poor coordination in the department and therefore frameworks such as Standard Operating Procedures should be developed (SOPs). She also indicated that Managers should be the ones that are accountable for people that are sent to municipalities to submit reports. She also advised the attendees that as Managers they should capacitate their staff.

Furthermore, Ms Gumbi Masilela said there should only be people in the head office who are supposed to be at head office. "Keeping people in the head office that are supposed to be in districts is violating the law," said HoD. She said as the department we to be able to know municipalities that are compliant as well as those that are non-compliant.

HoD also suggested that there should be regular sessions with Deputy Directors and Assistant Directors to make them understand their roles and responsibilities.

She further asked questions whether officials knew what they were doing when it comes to support and whether they are able to define their support.

She requested to have a session to develop legal framework and schedule of what the municipalities need. "Evaluation is the most critical part to evaluate the areas that has dragged the department down," said HoD.

## COGTA AND NATIONAL LOTTERY CO-FUNDED LUGELWENI COMMUNITY

**By: Vuyani Sibene**

MEC for Cooperative Governance and Traditional Affairs Fikile Xasa in conjunction with the National Lotteries launched Simingaye Community Project in Lugelweni Administrative Area, Mount Ayliff in the Alfred Nzo District Municipality.

Welcoming the guest was Mzimvubu District Municipality Cllr Garana who is the Portfolio Head Special Programmes and Communication said "we are gathered here today to celebrate this moment of joy as we pride ourselves about this project of which its main aim is to be at the local economy of this ward by ensuring that produce is locally sourced." Let me encourage the members of Simingaye community project to continue working for the success of this project.

The support and contribution offered by Cogta and National Lotteries Commission in funding the project is cherished as it has resulted into today's celebrations event. Chieftainess Nonyaniso Fikeni who is the Project Leader explained that the Lugelweni Irrigation Scheme was founded in 1983 by Chief Norman Bambaliphi Fikeni alongside Mr Sandile Vakalisa. "The main aim of this project was to boost the local economy by ensuring that produce was locally sourced and not from nearby towns such as Kokstad," said Chieftainess Fikeni.

She further gave details that the project members had planted crops such as maize, spinach, cabbage and lettuce. "The project also boasts of a packhouse for sorting cabbage which has been built by National Lotteries. There are also hydroponics here which were built by funding we received from the department of Cogta," said Mrs Fikeni.

Giving a key note address at the launch MEC for Cogta, Fikile Xasa said the Cogta's Community Works Programme, through its agrarian revolution interventions has provided hydroponics tunnel and a nursery tunnel to the Lugelweni project at a total cost of R1, 5 million. "This costs includes implements and training for beneficiaries to be able to operate the hydroponic system," said MEC. He added that through the project, twelve jobs were created during establishment of the hydroponics tunnel and nursery tunnel. "More than twenty jobs will be created in the operation and processing of produce," MEC Xasa added.

However he said he noted the challenges of water scarcity for them to produce more crops as well the phenomenon of climate change. Speaking also at the event, National Lotteries Commissioner Mrs Thabang Mampame clarified that their company fund Non-profit organisations (NPOs) and Non - Governmental Organisations (NGOs) and their funding is application based. "One of the values of National Lottery is to ensure restoration of human dignity by empowering communities. Our vision is to be a catalyst for social upliftment and mission to distribute funds equitably 5% of total budget to every province," said Ms Mampame. She further requested the community to modernise agriculture and farming to attract the youth of South Africa.

The Chairperson of the National Lottery Commission Board (NLCB), Prof Nevhutanda said urged the community to ensure that the project is kept safe so that more projects can be funded.

# THUMBS UP TO COMMUNICATORS FOR GOOD WORK

**By: Nowethu Goniwe**

Speaking at a two-day Local Government Communicators Forum (LGCF) meeting in Alfred Nzo District Municipality recently, Provincial Director of GCIS Mr Ndlelantle Pinyana said communicators must prioritise plans to engage communities at the local sphere.

“As a province we have recently emerged from a period of National and Provincial elections and I would like to thank all the head of communications for their hard work during the election period. However, plans to engage communities must be prioritised at the local sphere of government,” said Mr Pinyana. He advised communicators to profile municipal achievements and align them to communication programs.

Highlighting the objectives of the LGCF, Mr Pinyana said that the forum was officially launched in 2011 with an aim of strengthening communication in municipalities through the implementation of the Local Government Communication System (LGCS). “The forum was first targeted at only the Metropolitan and District municipalities but at a later stage, a need was felt to include local municipalities as well. This was done deliberately in order to energise the forum as a nerve centre for all communicators, secondly to tease out communication matters, strengthen collaboration and lastly to mitigate communication risks,” said Pinyana.

He advised the communicators to engage themselves in the process of developing their action plans to support interventions in the hotspot municipalities. He also said that we need to know what is it that we must do differently and encouraged communicators to organise training for political principals on how to conduct themselves in the media space. Welcoming communicators at the meeting the Deputy Executive Mayor of Alfred Nzo, Cllr Polelo Mohale said that it is important that communicators must have content and assist leadership in their municipalities. He also said that they have agreed that the head of communications must also sit in the Mayoral committee meetings since it remains

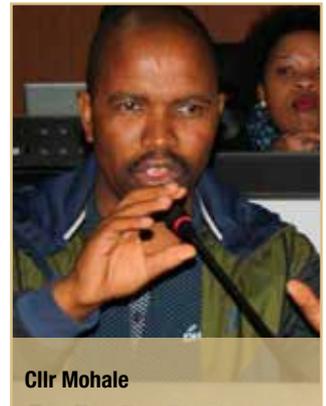
a very strategic function “I am proud to say we are one of the best districts in terms of social media operating with a limited fiscal. Every quarter we have a slot in our community radio which is Talk to your Councillor Programme wherein we update our citizenry about service delivery related issues of the district and its locals,” said Councillor Mohale.

He also shared with the communicators that as a district they will be celebrating the life of Alfred Nzo and there will be a memorial lecture on the 26 June 2019 about the history of Tata Alfred Nzo.

Mr Mamnkeli Ngam who is the Director for CoGTA Corporate Communication shared Mr Pinyana’s sentiments and said that as communicators we need to create a way of integrating ourselves with the complaints management system of our municipalities. “We need leadership that puts the interests of people first, we cannot underestimate the role of visibility of our leadership in communities”, said Mr Ngam. He advised the communicators to take their leadership to communities towards 2021. “We also need to partner with Public Participation as the citizens need to be provided proper and accurate information,” said Mr Ngam.



Mr Pinyana.



Cllr Mohale

## RURAL DEVELOPMENT SPEARHEADED THROUGH PARTNERSHIPS

**By Bongwiwe Maseti**

“The House of Traditional Leaders (HoTL) in its nature is not established to implement programmes and projects brought by its Committees, but due to inadequate funding, it has been prompted to engage in sessions of this nature to improve the livelihoods of its people.

These were the opening remarks of Chairperson of the HoTL, Nkosi Mwelo Nonkonyana in stakeholder engagement session held in East London on 27 June 2019. The session was graced by the presence of various stakeholders both existing and prospective partners, South African Police Services (SAPS) Provincial Commissioner, Lt. General Liziwe Ntshinga and Acting Head of Department for Roads, Public Works and Infrastructure, Mr Mahlubandile Qwase. Representatives from the offices of the Head of Department from Social Development and Sports, Recreation, Arts and Culture as well as Senior Managers of Traditional Affairs and the traditional leadership institution were also in attendance.

Outlining the purpose of the session, Nkosi Nonkonyana said, “It was intended to allow in-depth deliberations, identify areas of mutual interest, forge partnerships of common interest through signing of Memoranda of Understanding (MoUs) and reactivate

those MoUs that have lapsed since the previous term. The Chairperson further highlighted that they appreciate the work that is being done through the existing partnerships, however, there are still challenges facing their communities and urged them to continue doing the good work.

Lieutenant General Ntshinga informed the session that South African Police Services had already partnered with Traditional Leaders through the Traditional Policing Concept which has been launched in Kingdoms particularly where people are far from police stations to enhance police visibility and mitigate crime. Out of the deliberations, it emerged that SAPS should present a detailed plan either to full House sitting or committee concerned. In addition, they should collaborate efforts with the House in relation to community safety awareness sessions. It was resolved that some prospective stakeholders like Billion Tech Africa, whose mandate is Industrial Revolution, Joy Foundation whose core business is Skills Development through technology, EDF Energy Renewables (South Africa) who have developed a portfolio of wind farm projects across South Africa with an emphasis on the Eastern Cape Province should make further engagements with the House and in turn to the full House sitting to decide on the way forward.

# DISASTER MANAGEMENT CENTRE TO IMPROVE RESPONSE TO TIME

**By: Siphwo Stemele**

“With the opening of this state of art disaster centre, we hope to improve our response time to disasters in the Eastern Cape Province. Those were the words of MEC Weziwe Tikana of Department of Transport welcoming the dignitaries who attended the official opening of the Provincial Disaster Management Centre in Bhisho on 11 April 2019. She said there are disasters who had occurred four years ago and have not been properly responded to “ but seeing the technology here makes us to believe there will be a good turnaround”.

Explaining the purpose of the day Mr Themba Hani Chief Director Disaster Management Services said climate change has led to huge disasters such drought, floods, hurricanes etc throughout the world. “We are gathered here today to state that we are ready to respond to disasters in the province,” said Mr Hani. He also said the Eastern Cape Province now has access to media communication and resources to respond to disasters that it could be faced with. In his closing remarks he said the opening of the centre marks the history for contribution to respond to disasters.

Speaking also at the event , MEC for the department of Cooperative Governance and Traditional Affairs (Cogta) said he was honoured to be part of opening the Disaster centre “as we are among the first provinces to launch the disaster management centre. Our people have been complaining about disasters that have happened in a long time and have not been responded to” said MEC Xasa. He explained that a disaster is a sudden event that seriously disrupts the functioning of a community or society and causes human, material and economic or environmental losses that exceeds the communities or societies to cope using its own resources. Though often caused by nature, disasters can have human origins,” explained MEC Xasa.

He continued to say that the establishment of the centre was started in the 2012/2013 financial year. “The centre is equipped with an Emergency Communication Room (ECR) which will serve as a call taking and dispatching facility. The officials managing this centre will coordinate the dispatching of appropriate response services to disasters and incident situations in the Province,” added MEC.

MEC Xasa added that the centre comes at a convenient period for the province as it has been ravaged by drought since 2015. “As a caring government we must put people and their concerns first and ensure constant contact with communities through effective public platforms on disaster situations and how to prevent them.

Dr Tau, head of National PDMC said the occasion of the opening must inspire hope, a relook on the function and critical decisions on concrete renewal of the Provincial Disaster Management system for the Eastern Cape Province.



**L-R : Mr Craig Els of Greater Stutterheim Fire Protection Association (GSFPA) and Mr Hein Niemand of Eastern Cape Umbrella Fire Protection Association (ECUFPA)**



**Mr Themba Hani: Chief Director Development and Planning Services**



**L-R: Ms Ntombesine Ndabeni, Ms Mandisa Nohashe and Ms Linda Sigwili**



**MEC Weziwe Tikana for Department of Transport, Safety & Liaison; MEC Xasa and Mr Lunga Mnxulwa who is the Deputy Director for Disaster Management Services**

# MINISTER MKHIZE BRINGS WATER TO NKANTOLO VILLAGE

By Dumisani Lindi

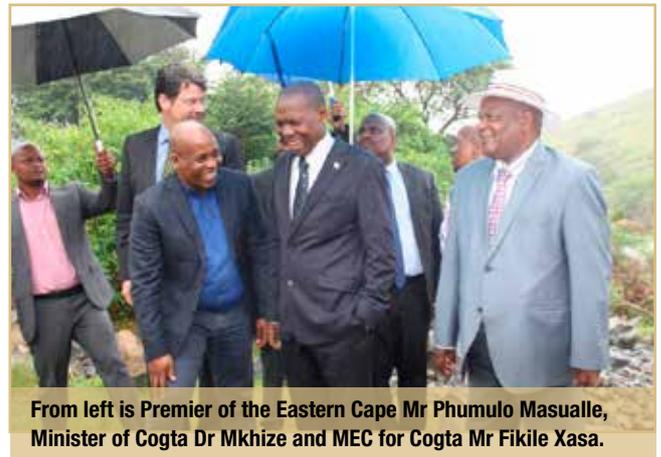
Minister for Cooperative Governance and Traditional Affairs (CoGTA) Mr Zweli Mkhize together with the King of AmaMpondo Tyelovuyo “Zanozuko” Sigcau, MEC for CoGTA Fikile Xasa and Mayors from the Alfred Nzo District Municipality and Mbizana Local Municipality respectively joined the community of Nkantolo as they handed over water reticulation station early in April 2019.

Welcoming the visitors, King of AmaMpondo, Tyelovuyo “Zanozuko” Sigcau thanked the National and the Provincial government for the initiative they brought to Nkantolo. “Let us thank the Minister for bringing us quality water to Nkantolo as this will see the community have safe and clean water to drink for years to come” said King Zanozuko. He said Minister Mkhize had promised to bring more to the people of Nkantolo. He then begs the community to take care of the resources given to them by government. “Let us stop this behaviour of destroying our assets when we want services from the government” added the King. The King said he hoped that that was not the last time the Minister was visiting Nkantolo.

Addressing the community at the event, Minister Mkhize said the purpose of the visit was to handover the water project to the community of Nkantolo. “For years people of Nkantolo have used water from one of the biggest rivers in South Africa and that is the Ludeke River. This reservoir we are

unveiling today has the capacity of 250 thousand litres of water and will process water from the bore holes making the quality of water in Nkantolo very good,” added the Minister. “It is the plan of government to ensure services are given to the people and water is one of the basic necessities needed by a human being so giving dignity to those service makes life better for our communities, added Minister Mkhize.

He further thanked the community of Nkantolo for showing support and being patient with government. “Remember working together we can do more,” said Minister Mkhize.



## QUARTERLY PERFORMANCE AWARDS FOR THE COGTA FINANCE BRANCH

**Below are the views and comments of employees from the Finance Branch on receipt of the awards.**

### **Ms Noluvo Maki, Director Supply Chain Management (SCM) Services**

“As the SCM team we were cheerful for receiving recognition as it shows that our efforts and commitment to serve the department were not in vain. She said development of strategies, continuous review of SCM policies and procedure manual accompanied by strict and close implementation and monitoring are the result of an efficient and effective SCM working environment. “The improvement and recognition would not have occurred without working as a team. We will continue to excel by doing the right thing,” said Ms Maki

### **Mr Phindile Qambatha, Manager Revenue, Expenditure, Assets and Liabilities**

“The awards by our Chief Directorate (CFO Office) is key as it will motivate staff in doing more than is expected of them. When I became one of those officials awarded with this kind of an incentive I couldn’t believe it. It was a wonderful gift I ever got in my entire life and I felt like it’s a dream come true. I am that kind of a person who is committed, dedicated, diligent, devoted and eager to do more than is expected of me.

The fact that I was nominated for the award is because I always avail myself whenever a need arises even if I am on a vacation leave when called I am quick to respond. To

sight one example amongst others, I was called in to sign payments for electricity account to municipalities and I obliged.

I wish that the rest of our department can take this initiative in ensuring that other Chief Directorates, Directorate and Sub-Directorate follow suit in terms of this incentive. This will motivate all staff of the department as it will showcase appreciation in terms of recognizing the good work done by departmental employees which in future can also be incentivized in a form of cash,” said Mr Qambatha.

### **Ms Celiwe Velelo, Manager Budget Services**

“I’m a person who works to my level best and someone who thinks more about solutions when experiencing problems. I always ensure that information is accurate and reliable because if its not accurate it could mislead the department. I’m also passionate about my work and that is in my heart. My message to other staff members is that they must have duty conscious about their work and never miss the deadline. “If you think that you might not meet deadline you can sacrifice and take work home. For me not meeting the deadline means non-compliance and that can cause the department to get an audit query. Also one should also be proactive and not wait to be told by your supervisor because we know the processes,” said Ms Velelo.

# QUARTERLY PERFORMANCE AWARDS FOR FINANCE BRANCH



Officials from Transport and Assets Units were Awarded 1st place for the first quarter performance. L-R: Ms Sinoyolo Rode; Ms Asanda Koti-Tshona; Ms Chwayita Tembe, Mr Wandisile Nobhatyi, Ms Zodidi Hloma-Madubedube and Ms Sinethemba Luzipho



L-R: Ms Namhla Siwahla-Dlulani, Ms Kutala Shinta, Ms Noluvo Maki, Mr Vuyo Mlokothi, Ms Chwayita Tembe, Mr Mthunzi Njomba, Mr Asanda Braweni & Mr Andile Ngewu



Chief Financial Officer (CFO) Ms Kutala Shinta with award recipient Mr Nobatyi of Transport Unit and DDG for Corporate Management , Mr Vuyo Mlokothi



Officials of the Budget directorate who had received awards. L-R: Mr Dominic Sampong, Ms Celiwe Velelo, Mr Dumisani Ndlovu, Ms Lingeka Mayo, Mr Mthunzi Njomba and Ms Yolanda Mati



Supply Chain Management Directorate: Front row: Mr Danver Flanagan, Ms Busisiwe Aplom, Ms Noluvo Maki, Ms Mandisa Ntlangulela, and Mr Bongani Mbatani Back row: Ms Sibongiseni Mguzulwa, Mr Thembani Ncontso, Mr Zola Funzela and Mr Simphiwe Mathumbu



Ms Shinta, award recipient Mr Bongani Mbatani of Contracts Management



Representatives from the Financial Management Directorate. L-R: Ms Boniswa Sakhela, Mr Luvo Davids, Ms Lungelwa Nondo, Mr Andile Ngewu, Ms Noxolo Tom, Mr Phindile Qambatha and Ms Fundeka Mpikheleli



Ms Shinta and Mr Qambatha



Ms Shinta with award recipient Mr Danver Flanagan