



**dcs&tm**

Department:  
Community Safety & Transport Management  
North West Provincial Government  
REPUBLIC OF SOUTH AFRICA

# MOPALAMI

NEWSLETTER

ISSUE : 3

Provincial Department of Community Safety & Transport Management

## PROVINCIAL CRIME STATISTICS 2016/2017 RELEASED



Life and legacy of  
**OR TAMBO.**  
100 YEARS



**BOKONE BOPHIRIMA PROVINCE**



REBRANDING, REPOSITIONING AND RENEWAL

**PROVINCIAL DEVELOPMENT PLAN**

Setsokeane Operation Centre No. 0800 111 700  
TOGETHER WE MOVE BOKONE BOPHIRIMA FORWARD

**"Together we move Bokone Bbphirima Province forward"**



**Mr Thabo Sematle**  
**Director : Communication Service**

November 2017 started with a fanfare and a hype of activities led by departmental programs managers and officiated by MEC, Dr Motlhabane. The country at large, regrettably gave a little attention to the fact that on the 9th November, whilst the MEC officiated at the Transport and Safety Lekgotla which was held in Lokaleng Village, Mahikeng, another giant of the liberation struggle's birthday was celebrated posthumous, albeit quietly.

Cde Onkgopotse Ramothibi Abram Tiro, a student activist, the unsung struggle hero and a liberation martyr. Him and Steve Biko will be remembered for their student activism in the academic front, during the colonial repression. Their convictions promoted africanism, african pride and black consciousness.

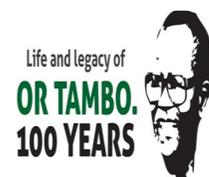
Onkgopotse Tiro's life, work, activism and astuteness continue to inspire us. Hence we must always remain focused, cease the moment and carry on with the trajectory of nation building, unity and delivery of services to the people of the province of Onkgopotse Tiro, JB Marks, Ruth Mompati and Moses Kotane whose ancestral presence continue as our revolutionary conscience.

Remembering them, their selflessness, resilience and relentless fight should always serve as a whip that will always whip us back to line whenever we detour and gets derailed by greed, selfishness, corruption and disunity.

Note the following November 2017 Setsokotsane 10 by 10 that was implemented

10/11/ 2017	Lichtenburg	Monitoring	14/11/2017	Lichtenburg	Project Meeting
15-17/11/2017	Bojanala Learner	Transport Monitoring			
16/11/2017	Taung Villages	Project Meeting			
17/11/2017	Tswaing Local	Monitoring of subsidised commuter service (on board monitoring)			
18/11/2017	Tswaing local	Monitoring of subsidised learner transport Mokope Primary School (on board monitoring)			
23/10/2017	Rust & Brits	Project Meeting			
24/11/ 2017	Tswaing local	Monitoring subsidised learner transport Khunwana High School.			
25/11/ 2017	Tswaing local	Monitoring subsidised learner transport Gothata School			
		Monitoring subsidised learner transport Kopanelo High School			
		Monitoring subsidised learner transport Phenduka Pri			
		Moregester Primary School and Druikerbos Primary			

**"The hills and the valley, rivers and tributaries, daisies and lilies as well our trees and forests are all yours to appreciate, admire and enjoy. The beautiful landscape and escarpment will offer you long lasting memories that will lure you and your country men back in this piece of the continent once again", said MEC Motlhabane as he launched a week long and successful Trans Kalahari Corridor Internation Joint Law Enforcement Operations, in Rustenburg.**



## ANTI-SEXUAL OFFENCE CAMPAIGN IMPACT FRUITFUL

The incidence of sexual offence against women and children is a real problem in our communities and it is committed by people that ought to love and protect. The Department of Community Safety and Transport Management's Crime Prevention unit embarked on a two days Anti Sexual offence Campaign.

The purpose of the campaign was to create awareness as well as empower one another in the fight against sexual offences and abuse of women and children. But the campaign was also meant to encourage community members and organisations to report such crimes and to change the negative mindset about sexual offences.

The campaign started on a cold, rainy Saturday morning (25 November 2017) at the Marikana Community Hall, where young boys and men came in numbers to talk, share ideas and educate one another on the dangers of sexual offences and the impact it has on our communities.

Representatives from the Rustenburg local municipality, Madibeng local municipality, Correctional Services, Department of health, NGO's and the Marikana Police Services (SAPS) also came to make presentations. Captain Kabi from the Marikana police station gave an overview on the crime patterns around the area. "Sexual violence in our country is a reality and many cases remain unreported. Many reported cases are those of children as young as 3 months, and this is caused by the misconceptions we as a community has, that Aids can be cured by having sex with a virgin. We need to continue educating people that this is a myth. In our area a lot of cases reported are of children and the crimes are committed by people close to the victim like a father, step-father, uncle, brother," said Captain Kabi.

They broke into commission to discuss the factors relating to the topic at hand. Feedback was given and discussed. This initiative helped to change the mind set of this young boys and men. It taught them to care, respect and think about the victim's feelings before reacting. One of the young man who attended the event was Thapelo Mkonde from Tlhabane in Rustenburg, said the campaign helped a lot and opened his eyes.

"The issues raised during the commissions were a real eye opener. It triggers something inside everyone. Knowledge sharing is everyone's duty in order to create a safe and crime free community.



*Mr Neo Mabile and school learner discussing rape and HIV/AIDS issues*

On Sunday the Cosatma team visited the Uniting Reformed Church of South Africa in Boitekong Township, Rustenburg. The visit was a continuation of the Anti- Sexual Offence Campaign in Marikana.

"Though there are other crimes committed like house breaking and car theft in Boitekong, there is also a high rate of sexual offences and rape committed against women and children. Of which most of the perpetrators are people close to the victims, some are uncles, step fathers, neighbours, siblings, etc. What is worse is that most of these cases, involving close family members and neighbours are not reported. There is fear, some buy favours and others make arrangements to silence people. Much, against the wish and will of the victims who continue to suffer the physical, social and psychological effects alone. We urge the community to work together with the police in their fight against this crime", said Constable Ketshepile Mathelela of Boitekong Local Police station.

Boitumelo Maraba from the Departmental Crime Prevention unit explained the different kinds of sexual offences to the congregation. "Rape and sexual assaults are acts of sexual violation and are committed without the consent of the victim. This kind of criminal acts should be reported to the police all the times. Sexual offence is a serious issue that happens not only to young girls and women, but also to young boys. Hence we need to start talking and educating our young

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## ANTI-SEXUAL OFFENCE CAMPAIGN IMPACT FRUITFUL cont...

What women wear should not be used as a scape-goat. We should teach our boys from an early stage of life so that we can change the mind set of our sons. Motswana are; *'lo ojwa lo sa le metsi'*, *teach them whilst they are still young and tender at heart'*. Our boys must grow up to be responsible men and fathers who loves and respects women, girls and boys", she said.

We can only win this battle if we, as communities, churches, the government and the South African Police Service, stand together and protect our beloved ones. The saamtrek and saamwerk approach to issues that continue to ravage our communities by violating our precious women and girl-children, will get us the necessary results; reduction and ultimate stoppage to this scourge of crime.

Let's make it our responsibilities as churches and communities, as well as men and women, to prevent gender-based violence. We should teach, nurture and guide our young boys from a young age about how to treat and respect women. Our men and boys must refrain from alcohol and drug abuse which is often excuses submitted in defence of the crime committed against women and children.

Let us say no to violence. Let us live a violent free life. Let us say not in my name. Lets us chase the perpetrators out. Lets us report all the gender based violence. Lets us support the victims. Let our communities become safe havens for the victims and help to root out this gender based violence. Crime is crime, even when committed by siblings, parents, fathers, boys, neighbours, elders in the family and neighbourhood.

Church leaders have a duty to encourage members to report confessions made to the police in order to help eradicate this scourge.

Boitekong has made an unfortunate presence in the SAPS 2016/17 Crime Statistics report release recently as a crime riddled Mining Township, surpassing the notorious places like Kanana and Wolmaranstadt.



## South Africa hosted Botswana and Namibia to strengthen TKC relations



South Africa through the Department of Transport hosted Botswana and Namibia from 19-26 November 2017, to strengthen relations and improve Cross Border transactions and Customs Operations along the Trans Kalahari Corridor (TKC). The TKC, which was jointly developed in the 1990s consist of South Africa, Botswana and Namibia.

The structure was formed with an objective to contribute and promote trade facilitation within the three states through transport efficiency by simplifying and harmonizing the requirements and controls that govern the movement of goods and persons with to reduce transportation costs and transit times.

During the visit, the three countries will looked into achievements attained and challenges experienced since the signing of Memorandum of Understanding (MoU) in 2003. Furthermore, they came with ways to deal with some of the challenges they have experienced

The Namibian Government delegation was be led by Permanent Secretary from the Ministry of Works and Transport, while Botswana by the Permanent Secretary from Ministry of Transport and Communications.

The MEC retorted that: "VTSD, many of which are found along the Trans Kalahari Corridor. They must be developed as economic hubs too or they must benefit from the transit economy as well. Opportunities like supplying fresh meals and refreshments as well as accommodation for overnight stays to truckers and travellers could boom. Businesses ventures such as offering mechanical assistance, tow services, repairs and truck wash services could also be considered. These VTSD settlements could be allowed to provide amenities, over night security and so forth to the travellers along the corridor. If we all commit to this small endeavours, peace, safety and secure transit is guaranteed but socio-economic standings of the general populace too gets improved.

## PROVINCIAL RELEASE OF 2016/2017 CRIME STATISTICS

Over 96000 crime cases were reported in the 2016/2017 financial year in the Province. An annual provincial statistics presented before the Bokone Bophirima Portfolio Committee for Community Safety. The statistics by the South African Police Service (SAPS) however show an overall increase in the crimes that were reported. The Provincial crime statistics presentation comes after the National release that was done by the Minister of Police, Mr Fikile Mbalula last month in Cape Town.

The media conference was held on 16 November 2017 at the Provincial Head of Office of the Department of Community Safety and Transport Management in the MEC's boardroom, furthermore the media briefing was led by the Honorable MEC Dr Motlhabane, the Head of Department (HoD) Ms Bothale Mofokeng The Provincial Commissioner (PC) Lt General Baile Motswenyane and the leadership of SAPS, and in their mist was of all media houses.

The provincial crime statistics that were presented by Brigadier Ntshabele dealt with serious crimes recorded by the SAPS and they were made of crime reported from 17 communities across the province and four crimes that were detected as result of police action namely; **Contact crime** which increased by 0.7%, **Contact related crime** that shown a slight decrease by 0.2%, **Property related crime** that has increases by a whopping 6.5% and **Other related crime** which decreased by 6.0%.



*MEC, HoD, and provincial commissioner and leadership of SAPS, during the presentation of crime statistics 2017*

According to the statistics, the biggest towns in the province are experiencing bigger challenges when it comes to combating crimes because of the population in those particular towns. Moreover Rustenburg followed by the Matlosana Cluster top the charts in the crimes committed according to the statistics.

Thereof the MEC, HoD and the PC of SAPS took an initiative to help fight these illnesses by handing provincial Community Service Center (CSC) which is a mobile police to clusters that were identified as haven for criminal activities across the province. In addition the CSC will again of course assist in VTSD areas where access to police stations is not easy.



*Lt General Baile Motswenyane handing over the keys of provincial community centre to MEC Mpho Motlhabane.*

The Greater Taung Cluster and Rustenburg Cluster received these mobile police station as a part of Repositioning, Rebranding and Renewal (RRR) of Bokone Bophirima.

The police, from the statistics, do analysis daily to have an understanding of patterns and trends to plan better and create awareness among communities.

SAPS has patterned with the communities in this regard through Community Safety and Community Policing Forum which have been established in all wards and police stations. Initiatives such crime awareness campaigns, public order back to back strategies in dealing with crime and integrating the use of digital technology to combat and eradicate crime in our society by the provincial SAPS.

'Crime doesn't only affect individual members of the community, but society. It also affects the economy of the country and has the potential to chase away investors' concluded Motlhabane.

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**‘We Need to Expand our Transport Networks and Create a Crime-free Environment if we are to Lure Investors into Bokone Bophirima’ – says MEC Motlhabane**

Community Safety and Transport MEC, Dr Mpho Motlhabane called on communities, businesses, transport operators, SMME’s, oversight committees and all law enforcement agencies in the Province to work together towards the expansion of transport networks and creating a crime, greed and corruption free environment.

According to Motlhabane, lack of transport networks and rampant crime are crippling the economy and scaring away potential investors from the Province and the country at large.

“Crime has the potential to derail and stagnate prosperity of the South Africa's economy. The harm caused by crime has a negative impact on society which results into drawbacks for the economy. The amount of money lost due to crime presents a great economic loss to our economy, which otherwise could have been used in other needed projects,” said Motlhabane who reiterated the importance of working in an integrated and collaborative manner with all stakeholders with a sole intention to ensure building a solid foundation in order to lure possible investors to invest in the province as well as boost the economy of Bokone Bophirima Province”.

“The solid foundation is the drastic reduction of crime, dealing decisively with corruption, fraud and greed which are destroying our economy and scaring away investors. We must all work on the implementation of the National Development Plan, Vision 2030 which advocates for zero tolerance to crime, fraud, greed and corruption.”

“We need to create a conducive, attractive, safe and secured environment for investment to thrive and contribute positively to the economy and social cohesion,” he said.

The Transport and Safety Lekgotla was particularly convened to highlight the importance of transport in creating job opportunities and economic growth. “We must leverage the critical role of transport in advancing economic growth and reducing historic inequalities, by providing maximum opportunities and ensuring that we provide an effective and efficient transportation that will result in heightening multiplier effects.



*MEC Dr Mpho Motlhabane addressing the officials and stakeholders as well as special guests during the Transport and Safety Lekgotla gala dinner.*

This way, there will be better accessibility to markets, work places will be brought closer and additional investments will be realised,” he concluded.

There were robust engagements with presentation by various speakers from the SETA, CADET programs, consultants, academics and departmental officials. Stakeholders like taxi associations, organised labour, bus companies, transport operators, women in transport networks; all had an opportunity to raise issues inhibiting accelerated economic growth and sustenance.

The Lekgotla successfully concluded business the following day, 10/11/2017 with a career exhibition where no less than 250 learners from villages, townships and small dorpias drawn from all four districts of Bokone Bophirima were bused in to receive representations from University, TVET colleges, SETA, Aviation Authority. These stakeholder presented a handful of opportunities and careers as well as about bursaries and funding within the sector.

Stalls inspections, viewing of animal carts, commuter and scholar busses, bicycles and light aircrafts were displayed. Lokaleng villagers were excited too to have benefited and taken part of the event hosted at the Mafikeng Aviation Academy located in the Lokaleng village.

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## **M**EC Motlhabane Urges Tswaing to Use the Reopened Licensing Centre and Jealously Safeguard the High Mast Lights Installed

In opening the Delareyville Driver License Testing Centre (DLTC), the Community Safety and Transport Management MEC, Dr Mpho Motlhabane called on the Tswaing community to take good care of the renovated and refurbished facility which was closed last year in September by the Department of Labour following a number of non-compliance issues raised.

MEC Motlhabane, on the 15th November 2017, officially opened the Delareyville DLTC as part of the Setsokotsane 10 by 10 campaigns in a progressive response to the needs of the community and as a way of enhancing service delivery in the Tswaing Local Municipality.

In his short address, Motlhabane urged the Local Municipality Mayor, Cllr Malwane, to constantly monitor service delivery and all activities around the Driver Licensing and Testing Centre (DLTC). "We, unfortunately continue to receive reports of a number of corruption and bribery cases in many of our Driver Licensing and Testing Centres (DLTC). Reports show that often officials work in cahoots with private people and companies to bribe licensing and testing officials. For that reason it becomes important to keep a hawk's eye on activities here, so that none of those gets reported about this Delareyville DLTC" said Motlhabane.

Upon the completion of the renovations and refurbishment project, the network cables and two new eye-testing machines were installed to improve service delivery at the centre. As the MEC was busy inspecting the facility he already witnessed that community members were filing in to receive the services that they otherwise have been travelling long distances to the nearest town to receive. Mnr. Kobus Van Zyl confessed: "ons het baai ver ge gaan om net een papier of sertifikaart te he, did was baai swaar in die saak."

The MEC then continued to lead the Setsokotsane 10 x 10 entourage into Gysdorp, about 20 km away from Delareyville. This is where he conducted inspection of the electrification of the township and stopped at the two high mast light also installed in Geysdorp. This is in a quest to monitor the progress made in completion of the electrification project.

He went on to applaud the municipality for the installation of the high mast lights in particular since they will serve to drastically reduce the criminal activities being conducted rampantly.

"We believe that by installing new high mast lights in our communities it will assist in decreasing the high rate of crime in our respective communities, we indeed are getting closer to that time when crime will be forced out of our communities and safety of our women, children and businesses will be guaranteed," said Motlhabane who appealed to communities to join hands with police and other law enforcement agencies in fighting crime.

The Office of the Premier, Ngaka Modiri Molema District Municipality, Tswaing Local Municipality, Traffic and departmental officials were met by throngs of justifiably excited Gysdorp Community members who witnessed the MEC and Mayor's electricity inspection in their small community.

Media Interviews for MEC, Mokgantsang Motlhabane were conducted with two Community Radio Stations also as a way to reach out to the broader Tswaing Community, its Villages, Townships and Small Dorpias live from these service delivery oriented Setsokotsane 10 by 10 Campaign.



*Cllr Malwane and Dr Motlhabane opening a new licensing centre*

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## History - Heritage Corner

Cde Onkgopotse Ramothibi Abram Tiro, student activist, the unsung struggle hero and the martyr. Him and Steve Biko will be remembered for their student activism in the academic front. Their convictions were embellished in africanism, african pride and black consciousness.

### But is who Onkgopotse Ramothibi Abram Tiro?

Born on the 9th November 1945, in the Dinokana Village, Sefatlhane/Zeerust area, right here in Bokone Bophirima, South Africa. He started his schooling in 1951 at the Ikalafeng Primary School. The school was closed down as a result of strikes against passes for women. This disrupted his studies. During this period of disruption, i.e. five months, he worked on a manganese mine for 75 cents per week as a dishwasher and a general hand, in order to raise funds to further his studies.

He was at Naledi High School in SOWETO for two months but was arrested for a pass offence. He then went to Barolong High School in Mafikeng where he matriculated. He then proceeded to the University of the North (Turffloep) where he became President of the SRC from 1970 – 1971.

One of his earlier encounters with the administration as SRC President was when they wanted expunged from the student diary two articles that they regarded as "objectionable": the South African Student Organisation, (SASO), Policy Manifesto and the Declaration of Students' Rights. The administration confiscated the diaries and removed the items. On returning these to the student body, the students made a bonfire of them. In April 1972, the graduandi of that year asked Cde Tiro to represent them at the graduation ceremony.

He made his famous speech and was expelled from the institution by the University Authorities.

His parting shot to Prof J.L. Boshoff, Rector of the university before being driven away by university administrative staff, was a quotation from the bible: **"For we can do nothing against the truth, but for the truth"**. The expulsion has made me realise that one can be punished for saying two plus two make four", said Tiro.

In 1973 he took over as SASO's Permanent Organiser after the banning of the SASO and Black People's Convention, (BPC), leaders in 1973. In that same year, he was elected the President of the Southern African Students' Movement (SASM), an affiliate of the All-Africa Students' Union (AASU).

In his message of solidarity to the 5th SASO General Students' Council, as President of the SASM, Cde Tiro wrote: **"From this meeting some of you will be called a number of names, the most prominent of which will be communist; some of you will be forced to sleep with hungry stomachs; some will be faced with external separation with their parents and friends; some will languish in prison. This is not new. Our forerunners have suffered all this. No struggle can come to an end without casualties. It is only through determination, absolute commitment and positive self-assertion that we shall overcome"**.

This letter was written some two weeks before he was blown to pieces by a powerful parcel bomb sent to him by agents of the apartheid regime. He died on the 1st February 1974; the first Azanian to be pursued beyond the borders of our country by the enemy and silenced for good. Cde Tiro was buried in Botswana because the then Apartheid regime and its surrogates forces, would not allow Tiro's body to be buried at his home in Dinokana Village. The Tiro Family with the support of the Azanian People's Organisation, requested the Truth and Reconciliation Commission to assist them in bringing the remains of Tiro back into the country for re-burial.

On the 20th March 1998, the President of Azapo, Mosibudi Mangena, Mrs Moleseng Tiro – Onkgopotse Tiro's Mother, Mookami Tiro – Tiro's younger Brother and family members; accepted the remains of Onkgopotse Tiro at the border post between South Africa and Botswana.

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## **PLANNING FOR THE ROAD AHEAD**

Every single South African should know and understand that our country has one of the worst road safety records in the world, losing over 40 people a day to traffic crashes, with a further 20 being left permanently disabled and several hundred suffering serious injuries.

Of the 1.2 million people who lose their lives in road traffic crashes each year, almost a third of them are youth under the age of 25 years. Dangerous roads have significant impacts on developmental objectives – especially because of the immense economic and social cost of road crashes. Road accidents cost the South African economy an estimated R133 billion annually, which has a significant effect on other needs such health, education, housing, job creation initiatives, water and electricity production and other state expenses.

Most of these crashes (reliably estimated at 90% plus) are unnecessary and occur due to law infringement. It is the responsibility of every single citizen to ensure their own, their families and their community safety. The challenges in addressing road safety in South Africa are primarily those of human behaviour i.e. a lack of knowledge of the rules of the road, and unwillingness to abide by those rules.

The North West Provincial Government is on a quest to ensure a sustained, coordinated approach to the battle against road carnage.

Taking inspiration from this program as well as the Global Plan, the province has developed extensive plans and awareness campaigns for the period of November 2017 until December 2018.

### **The following measures should always be remembered on the road.**

- Obey the rules of the road and carry your driving licence with you.
- Plan rest stops along the way.
- Try to avoid driving after dark if possible.
- Expect others not to be as obedient to the law as yourself.
- Make sure that your vehicle is in a roadworthy condition before departure.
- All lights and indicators, windscreen wipers, brakes, steering, exhaust system and tyres should be carefully examined for faults.
- Do not drink and drive - . If you intend to consume alcohol make alternative arrangements so you will not be behind the wheel.

- Remain alert at all times and avoid Driver Distractions such as cellular conversations, texting etc!
- Be responsible with seatbelt wearing - Always wear your seat belt and see that everyone in the car is wearing theirs.
- Drive defensively! Risk takers are collision makers!
- Avoid all distractions -Keep both eyes on the road and hands on the steering wheel!
- The law requires that you cycle in single line and with a safety helmet.

## ***Did you know ?***

### **PUBLIC TRANSPORT:**

- Total number of vehicles registered in the country is 11 million
- We have 316 508 registered minibus taxis in the country
- We have 63088 registered buses in the country
- We have 12, 2 million licensed drivers

### **CIVIL AVIATION**

- Aviation is the safest mode of transport in SA
- We have 135 airports in the country
- 10 of those are owned by ACSA
- South Africa's international airports i.e ,Cape Town, King Shaka and OR Tambo are rated amongst the best 40 airports in the world
- Aviation is one of the fastest growing industries in the world.
- Aviation industry grew SA's GDP by R74bn and in 2013 about 230 000 jobs were created.
- South Africa is the chairperson of the International Civil Aviation Organisation's Security Panel.
- The South African aviation industry is well respected across the globe.
- South Africa became one of the first countries in the world to introduce new regulations that allowed the flying of remotely piloted aircraft systems(RPAS) or drones.
- South Africa has installed solar plants in three airports.
- SACAA is providing training funding to 27 young South Africans in various fields of aviation, including piloting, avionics, aeronautical engineering, and so forth.
- The Air Traffic Navigation Services (ATNS) is providing a safe air navigation service to 10% of the World's airspace.
- There are 22 airlines that are operating in the country

## MARITIME

- South Africa has a 3000 km coastline
- 23 000 small vessels
- We have three registered ships
- We have the world's largest bulk terminal port in Richards Bay
- Durban Port is the busiest in Africa and the largest container facility in the Southern Africa
- The Port of Ngqura is the deepest container terminal in Africa
- The Port of Cape Town is the biggest refrigerated container facility in Africa
- Saldhana Bay is the largest port in Africa by water footprint
- South Africa is among the top fifteen (15) countries that trade by sea

## RAIL

- Prasa owns 2280 kilometers of South Africa's rail network
- We have 585 train stations
- We have a total fleet of 4735 coaches
- We have eighteen new modern trains

## ROADS

- We have the tenth longest road network in the world
- We have a road network of 750 000 km
- SANRAL is managing about 21 403 km, of which 84% are non-tolled and only 16% are tolled
- Provinces manage about 47 348 km of our road network
- Metropolitan municipalities manage about 51 682 km of our road network
- Local municipalities manage about 37 691 km of our road network

## ROAD SAFETY

- Vehicle roadworthiness and driver fitness are key contributors to road crashes and fatalities.
- Irresponsible, reckless and negligent behavior on the road is an offence,
- Corruption and bribery are contributor factors to high levels of crashes and fatalities in the country
- Road safety is everyone's business.
- For your safety you must wear visible clothing colours at night when walking on the road

- Alcohol Affect visibility, Judgment, and the ability to react
- Using a cellphone while driving is equivalent to a level of impairment similar to a blood alcohol level of 0.08%, which is above the legal limit in South Africa
- Children must be put in child restraints or child seats, it is a legal requirement
- Globally each year 1,3 million people die as results of road crashes
- Young people between the ages of 20 and 34 constitute the majority of people who die on roads.
- 73% of road crashes are due to human factors
- South Africa has endorsed the global undertaking to save up to 5 million lives and contribute to the prevention of up to 50 million serious injuries by 2020.
- By 2030, road traffic crashes is expected to become the fifth leading cause of fatalities worldwide, overtaking AIDS, tuberculosis and cancers of the trachea bronchus and lungs.
- In South Africa, approximately 23.5 people per 100 000 lost their lives on the country's roads in 2014



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# HRM CORNER



**Ms Sheila Tselapedi**  
**Director HRM**

## What is Employee Relations & People Management (ER&PM)

Employee Relations & People Management (ER&PM), also known as Labour Relations or Industrial Relations, refers to the system in which employers, workers and their representatives and, directly or indirectly, the government, interact to set the ground rules for the governance of work relationships. It also describes a field of study dedicated to examining such relationships. The field is an outgrowth of the industrial revolution, whose excesses led to the emergence of trade unions to represent workers and to the development of collective labour relations.

## Parties within the Relationship?

A labour or industrial relations system reflects the interaction between the main actors in it: the state, the employer (or employers or an employers' association), trade unions and employees (who may participate or not in unions and other bodies affording workers' representation). The phrases "Labour Relations" and "industrial relations" are also used in connection with various forms of workers' participation; they can also encompass individual employment relationships between an employer and a worker under a written or implied contract of employment, although these are usually referred to as "Employment Relations".

A labour relations system incorporates both societal values (e.g., freedom of association, a sense of group solidarity and search for maximized profits) and techniques (e.g. methods of negotiation, work organization, consultation and dispute resolution).

## Employee & Employer Rights

Employment relationships are built on trust and the rights of parties. Employees and employers have very specific rights in terms of common law and labour legislation. It must always be remembered that with every right there is an obligation. In other words the rights of the employee are the obligations of the employer; and the rights of the employer are the obligations of the employee.

## Employer rights

- To maintain discipline at all times;
- To expect employees to render the agreed services on the agreed days and times;
- To expect employees to perform under authorisation and supervision;
- To carry out all work instructions and obey all reasonable and lawful instructions issued;
- To expect employees to display good behaviour in the workplace (*to comply with Public Service policies and procedure, and to comply with the Disciplinary Code and Procedure, and to behave in the workplace in a manner acceptable to the norms of society*);



We belong



We care



We serve

- To expect employees to act in good faith, be loyal, and have the best interests of the employer at heart at all times;
- To expect employees to know and follow workplace rules, policies and procedures and work performance standards;
- To expect employees to strive honestly toward work achievement of objectives;
- To expect employees to use the employer's prescribed resources and methods;
- To expect employees to report any dishonest or unlawful practices in the workplace;
- To lock-out employees to compel them to accept a demand etc.

### **General Employee Rights**

- Freedom of Association – the right to join a trade union;
- To receive fair labour practices – to lodge a grievance / dispute;
- Not to be unfairly dismissed or discriminated against;
- To be provided with appropriate resources and equipments;
- To have safe working conditions;
- To receive the agreed remuneration on the agreed date;
- To non-victimisation in claiming rights and using procedures;
- To implement basic conditions of employment as stipulated in the BCEA;
- Participation in a protected strike.

#### ***The sub-directorate consists of two sections:***

⇒ Collective Bargaining, Discipline and Grievance Handling

### ***Responsibilities***

- Advising management on effective grievance resolution.
- Managing, monitoring and investigation of grievances
- Advising management on effective disciplinary processes.
- Managing, monitoring and investigation of allegations of misconduct.
- Representing the employer during dispute cases referred to the Bargaining Council and CCMA.
- Training

### ***What is a Grievance?***

**"Grievance" means a dissatisfaction regarding an official act or omission by the employer which adversely affects an employee in the employment relationship, excluding an alleged unfair dismissal.**

#### ***It is very important to note the following!***

There is a perception by employers that when an employee lodges a grievance he/she is labelled as a problematic employee, whereas it is the opposite that should be used as an opportunity to improve your knowledge on correct interpretation and application of policies.

The employer must ensure that the grievance is dealt with in a fair, impartial and unbiased manner, and that the principles of natural justice are observed (Hear the other side of the story).

The procedure must be such that it assists and enables an employer and employee to address dissatisfaction. No employee must be victimized or prejudiced, directly or indirectly, as a result of lodging a grievance.

### ***What is discipline***

The word discipline is derived from the Latin word discipline which means to teach and to instruct. Discipline is one of the least enjoyable, but one of the most critical aspects of labour relations.

It is essential for effective service delivery to have a disciplined workforce. Equally important for service delivery is the ability to effectively deal with incapacity and ill-health problems in the work situation.



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***The following options are available to deal with the alleged transgression:***

- Counselling the employee
- Utilising a system of warnings
- Holding a disciplinary enquiry

***In deciding which option to use, you need to –***

- **Investigate the allegations of misconduct**
- **Assess the seriousness of the alleged misconduct by considering the following: -**
  - ◇ the actual or potential impact of the alleged misconduct on the work of the public service, the employee's component and colleagues, and the public
  - ◇ the nature of the employee's work and responsibilities
  - ◇ the circumstances in which the alleged misconduct took place

**Collective Bargaining Process.**

Collective Bargaining Convention, 1981 (No. 154) which was convened in Geneva by International Labour Organisation defines the term collective bargaining as negotiations which take place between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more workers' organisations, on the other, for-

- Determining working conditions and terms of employment; and/or
- Regulating relations between employers and workers; and/or
- Regulating relations between employers or their organisations and a workers' organisation or workers' organisations.

***The Collective Bargaining Chambers are as follows:***

- Coordination Chamber of Public Service Coordinating Bargaining Council for North West Province (CCPNWP);
- General Public Service Sectoral Bargaining Council (GPSSBC).

At the above structures the Department can consult and negotiate with unions in order to reach a collective agreement on matters of mutual interest of which the Premier of the Province has jurisdiction. It is important to note that no collective agreements can be concluded on departmental level.

***Responsibilities***

- To represent the department in the Collective Bargaining Chambers;
- Manage implementation of resolutions concluded in chamber meetings and collective agreements;
- Communicate new Bargaining Chamber Resolutions through workshops;
- To represent the department in the Provincial Labour Relations Practitioners Forum (PLRPF);
- Coordinate and facilitate consultation meetings between Labour Unions and Management;
- Manage strikes, lock outs and any other form of industrial action.

**LABOUR RELATIONS TEAM**

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**Fax : 086 693 8255**



## **SECURITY TIP!!**



### **Keep the Laptop Out of Sight**

Do not allow your Laptop(s) to be exposed, so to avoid the risk of theft. When the laptop is not being used, it should be safely tucked away in its bag and be kept in place that is not easily accessible.

### **Choose an Inconspicuous Carrying Case**

The choice of dark colours in the purchase of laptop bags is intended to minimise exposure to unwanted attention. Please, as far as possible, stick to carrying your laptop in dark coloured carry case.

### **Keep the Laptop Close at Hand**

Please do not leave your Laptop unattended even for a minute, as it may "sprout legs and disappear". Where possible, remain in physical contact with it at all times.

### ***NOTE: PASSWORD MANAGEMENT IS VITALLY IMPORTANT TO SAFEGUARD SENSITIVE INFORMATION***

- Password should be individual and exclusive.
- Password should have at least minimum length of 7 and maximum length of 14 characters.
- Same Password should not be re-used within 6 month.



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# WELCOME ON BOARD!



**Mr. ZENZILE AARON NAPHAKADE**

**Q:** BRIEFLY TELL US ABOUT YOURSELF AND YOUR PLACE OF ORIGIN

**A:** **ZENZILE AARON NAPHAKADE BORN IN KLERKSDORP AND RESIDING IN MAHIKENG.**

**Q:** WHERE DID YOU WORK PREVIOUSLY AND YOUR POSITION?

**A:** **EDUCATION DEPARTMENT AS THE ASSISTANT DIRECTOR: MONITORING AND EVALUATION (SPECIALIST)**

**Q:** WHAT IS YOUR CURRENT POSITION IN THE DEPARTMENT OF COMMUNITY SAFETY & TRANSPORT MANAGEMENT AND YOUR RESPONSIBILITIES?

**A:** **DEPUTY DIRECTOR: MONITORING AND OVERSIGHT**

**Q:** FOR FEW DAYS YOU HAVE SPENT ALREADY IN YOUR POSITION, HOW CAN YOU DESCRIBE IT?

**A:** **OVERWHELMED AS THE RECEPTION WAS WELCOMING.**

**Q:** WHAT IS YOUR MOTTO AND FAVOURITE QUOTE?

**A:** **YOU WILL NEVER WORK ALONE, "STRONG PEOPLE DON'T PUT OTHERS DOWN, THEY LIFT THEM UP"**

**Q:** WHAT IS YOUR QUALIFICATIONS AND ARE YOU BUSY STUDYING FURTHER?

**A:** **HONOURS DEGREE IN MANAGEMENT AND LEADERSHIP**

**Q:** DO YOU CURRENTLY READ ANY BOOK AND WHICH OTHERS YOU CAN RECOMMEND?

**A:** **MOTIVATIONAL BOOKS IN LEADERSHIP AND MANAGEMENT,**

**Q:** WHAT DEVELOPMENTS WILL YOU BRING IN THE DEPARTMENT RELATED TO YOUR WORK?

**A:** **TO BE THOROUGH ON YOUR WORK AND PRODUCE QUALITY PRODUCT.**

***THANK YOU FOR YOUR TIME AND WELCOME TO DC&TM!!!***

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**OR TAMBO.**  
**100 YEARS**



# FAREWELL

## WORDS OF FAREWELL TO MS ELLEN DISETLHE AFTER 21 YEARS OF SERVICE

HRM staff members gathered on the 27 October 2017 at Riviera Park to bid farewell to their Colleague, Ms Kebonye Ellen "Manduna" Disetlhe who resigned on the 30th September 2017. Ms Disetlhe joined the Public Service on the 1st July 1996 until her resignation. She was one of the most dedicated, reliable, committed Senior HR Practitioner attached to PMDS Section, HRM Directorate.

Everyone present at the farewell, confirmed how dedicated Manduna was in doing her job. Ms Grace Kunene, also attached to PMDS Office could not hold her tears back when she talked of how Me Disetlhe has groomed her to be a better Person she is today both on work related matters and her life in general. She remembered the first day she was introduced at PMDS Office and the warm welcome received from Me Disetlhe. Manduna guided her every step of the way, with lots of love and patience.....

In her response Me Disetlhe expressed her gratitude on the love shown by her colleagues in arranging her a farewell. She encouraged all of them to be committed in their job, they must read to develop themselves and rather ask themselves what is it they are giving to Government and not the other way round. Me Disetlhe also motivated her colleagues that whatever they do, they must do it to please God and not and individual.....

In her concluding remarks, Ms Sheila Tselapedi challenged her colleagues to learn from Me Disetlhe considering the challenges facing the Public Servants. Government requires committed, loyal and ethical Public Servants of Ms Disetlhe's calibre. We must move away from expecting a lot from Governemnt yet we dont put more efforts, said Me Tselapedi.....She also thanked Ms Disetlhe for her contribution in ensuring HRM Directorate executes its mandate as expected and wished her well.

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