

February / March 2015

feed

Department:

Economy & Enterprise Development

North West Provincial Government

Republic of South Africa

NTOMETSEBE

***An Internal publication of the Department of
Economy and Enterprise Development***





Editorial

MS DUMISA SESHABELA
DIRECTOR: COMMUNICATION & IT

The past month of February is considered 'Liquor Month' on the international sphere. It is a time where we should ponder on the wrongs which inflict our country because of the abuse of alcoholic beverages. A time when we need to consider those who have been physically and emotionally affected by alcohol. Let us spare a moment of thought for them.

Furthermore, the month of February is also classified as healthy lifestyle awareness month. It is a time when we need to reflect on the things we eat and do. Eating the right nutrition and exercising will indeed afford us more time with the ones we love. This month also commemorates World Cancer Day held on the 4th February. Raising awareness of this disease is the only way we are able to share our love to those who are affected by it. Showing our support generously to this cause will surely assist the people who are so in need of our assistance.

February also brought with it a day when are encouraged to show a little extra love for our partners or those whom we care dearly about. Let us try and show one another, our family, friends and spouses that we are able to share this love all year round. That we are able to embrace their love, cherish it and reciprocate the adoration 365 days a year.

In this issue of Ntome Tsebe, there are many insightful articles. We will give you fantastic chance to get to know our Acting HoD, Mr Ndlela Kunene. We also have tried to encourage employees to participate in the Employee Wellness programmes which are sure to benefit us all, the STI/ condom awareness session is one such example.

I am confident that you will enjoy our February issue of Ntome Tsebe and that you will give us your thoughts which we can publish in future issues.

CONTENT

Pg 01	Editorial
Pg 02	A moment with the Acting HoD
Pg 04	Sti and Condom Week Awareness
Pg 06	Acting in Higher Posts
Pg 07	Female Sexual Dysfunctions
Pg 08	Staff Issues
Pg 09	Birthday Wishes

A Moment with the Acting HoD

Mr. Ndlela Kunene

Mr Kunene Hails from Leeudoringstad but has grown up in, and attended schooling in Motshioa – Mmabatho. The Acting HOD attended School at Ipeleng Primary and completed his matric at Batswana High School – Monsthoa. He is a B. Comm graduate in accounting and auditing from the NWU – Mafikeng Campus and struggled to study further as he had to support his family by going into the working world.

Mr Kunene Started working for Volkskas Bank in Mafikeng and then moved to Premier's Office (Popo Molefe) in 1996. He thereafter moved to the finance department to conduct the assessment of budgets. In 1998 Mr Kunene got an Assistant Directors post at the Free State Treasury Department from 1998-2003 and thereafter moved through the ranks until he became the Director – PFMA, and furthermore worked at different capacities as Director. In 2007 Mr Kunene was appointed Chief Operations Officer of the Free State Development Corporation.

A desire to come back to Mahikeng led him to take up a post as the Chief Director: Budget Management at the North West Department of Finance in 2012. In the same year he could not deny a post which he was appointed to in the Free State as it was an HOD position at the Department of Education. Unbelievably in 2013 Mr Kunene finally got his chance to again, move back to Bokone Bophirima and took up the position as DDG: Sustainable Resource Development which is his actual post. In 2014 Mr Kunene was appointed Acting HOD of the Department of Finance and thereafter the Department of Economy and Enterprise Development, and remains in that capacity.

1) In your view, what are the steps to becoming successful?

An individual should prefer basic things and be humble as your character determines your destination. Also it is important to undermine no one and as a leader I aim to learn as much as I could from all staff members.



Successful people know that they do not always have the answer to everything and consultation is key. Lastly I believe that imparting knowledge and skill to others and embracing other people's capability is of great importance.

2) What attributes should one have to be a better public servant?

- Professionalism
- Focus
- Team playing
- Quality of work
- Decisiveness
- Responsibility
- Learn from others mistakes and not yours

3) What to look forward to from the department in the coming financial year – Departmental plans

We have solid plans for 2015/16 as a way forward from the transition process we have gone through. These Plans which are tributary to the provincial focus area and will be focused on arts, culture and tourism. There is an opportunity for all of us, including staff within the department, to make the meaningful contribution which we could be proud of from the given focus area. We need by the end of March 2016 to look back at the target we set for ourselves to say we have a good story to tell.

We will also need to come up with basic and simple initiatives that would improve the lives of our people in the township and villages. e.g. initiatives to improve township, village and spaza shops economy.



4) At the staff level what can we expect?

We need to deal with the following as some of the problems we are having in the department and that we need to resolve:

- Misalignment of job descriptions
- Issues of Structure
- Alignment of structure to APP
- Matters relating to job evaluations
- Assessment of PMDS
- Matters relating to health and safety of colleagues
- The overriding element is also personal development plans of officials – to ensure that through departmental initiatives, they contribute to the attainment of the personal development plans of all officials in the department.

There is a benefit for officials, at least subscribing to broader view of government – so they could be counted or seen to be participants in this change.

5) How as a department can we de-conventionalise (premier Mahumapelo's new philosophy on government)

The issue requires us not to think and do the things the same old way we have been doing them. It is an opportunity to do things differently, but with the greatest impact. It is not about being sophisticated. It tells us that through enterprise and economic development programmes, what is it that we can do in the villages, townships and the small businesses within them. It is about what we can do through our prescribed frame of law about our tuck shop and taxi economy. Simple basic things (back to basics principle) that make it easier for citizens to benefit from the fruits of our democratic state.

6) Words of advice you would give to interns and new employees:

- Never get yourself committed to such an extent that you would never get the greatest benefits out of your work
- Associate yourself with the best in the work environment in order to get the best advice – that is the only way to learn
- They should not get themselves aligned with the wrong apples - because people get influenced very easily
- They must demonstrate their ability to work beyond what they are given. This process of being minimal as interns should not disgruntle them. They must chew as much as they can. And through demonstration of willingness to learn, the ability to grasp and more importantly their endurance to try to be best is always helpful.

On a lighter Note

What do you do during Leisure time:

It is very fulfilling during my free time to spend it with my family and visiting friends and relatives. I like golf but am a rookie golf player and hardly find time to play golf, but I love to watch it on TV. I do not do complex things, I prefer simple things – there is nothing magic about my life.

Generally people consider me as someone who is anti-social but when I am in my own space I am a very jovial person "

Favourite Sport

Soccer: staunch Keizer Chiefs supporter

Favourite quote:

From the accounting perspective as an accountant, I found the quote, "dynamite comes in a small packages" profound. The quote "Don't judge the book by its cover" is also relevant in my area of work. In life you meet and deal with different people every day; I have a tendency of giving people 10 out of 10 at the first encounter or before I start working with them. It is people who tend to decrease the marks through their own efforts. I give you what is due; its only you who will make it 10/10, less or 10+.

What is it that staff do not know about you?

Generally people consider me as someone who is anti-social but when I am in my own space I am a very jovial person. I engage in basic and simple things especially when I am with the people who are close to me.

Favourite food:

Dumplings and stew.



FEED partake in STI and Condom Week awareness



Mr. Kunene said the department will continue to carry out this national call by the Minister of Health of spreading government message of healthy life style

"In South Africa sexually transmitted infections remains a big problem. The North West province is also largely affected by the same statistics given the rural nature of our province. If we do not pull together as government and employees we will lose the healthy workforce that is needed to take Bokone Bophirima forward," Said Mr. Ndlela Kunene, the acting Head of Department.

Mr. Kunene was addressing staff during the departmental STI/ Condom Week awareness campaign which was held at the Mafikeng Hotel School on 20 February 2015. The event which was held under the theme "My Health, My Responsibility," aimed to look at hard facts and inspire positive action towards maintaining a safe and healthy lifestyle. It is also envisaged as an outcome of this annual campaign that the spread of sexual transmitted diseases to be reduced and the HIV and AIDS spread to be curbed as well.

The campaign featured highly qualified and trained experts of various professions in the health field who spoke a hand full about issues of STIs and Condoms, intergenerational relationships, safe pregnancy and sexual dysfunction. Apart from the usual health screenings for blood pressure, blood glucose, STIs, HIV and AIDS, and Body Mass Index (BMI), the event was graced by the esteem presence of a Homeopath, Dr. Phetiswa Mukansi, from My Health Services to share and educate staff about their services. This uncommon profession uses natural treatments (herbs, tablets and injections) that have been scientifically proven to treat medical conditions.

Speaking during the event, Sister Elizabeth Mokgothu, primary health care nurse, in the Department of Finance Economy and Enterprise Development said, people are more concerned about HIV and AIDS and often overlook the STIs which are equally the major concern as far as sexual transmitted sickness is concerned. STIs are as well the life threatening illness and only safe sexual behaviour will decrease the risk of the infection," advised Sister Mokhothu.

Many of the staff members commented to have found the event very informative and educative, and commended the Employee Health and Wellness Programme for their services which assist them in terms of improving their work and personal lives. In defense of human dignity and integrity, Mr. Gordon Letlhogile, Director Strategic Management, strongly condemned intergenerational relationships and the misconception that men are lusty creatures and other fallacies normally used to justify philandering. Mr. Letlhogile qualified that it is hard but not impossible to resist temptation as a man. Though we are animals, we are different because of our humanness and morals. We therefore need to behave taking into cognizance the life threatening challenges we are faced with. He further advised that it is high time men become ambassadors of their families and societies.

In his concluding remarks, Mr. Kunene said the department will continue to carry out this national call by the Minister of Health of spreading government message of healthy life style and make sure that we test regularly to know our status in as far as sexually transmitted diseases are concerned. He also urged staff that it is their responsibility to disseminate the information that we have at our disposal to members of our communities, many of whom are less fortunate and do not

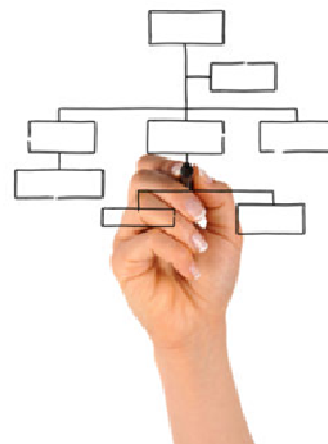


It was packed to capacity with staff gaining vital information.

Acting in higher posts: An article by Labour Relations

Every year government loses thousands if not millions of tax payers' money through bargaining council awards and labour court judgments relating to misinterpretation and incorrect implementation of policies, acts, bargaining council resolutions and regulations governing the public service.

Recent analysis and trends across all Public Service departments indicate that most supervisors or managers tend to appoint employees to act in higher posts for periods exceeding 12 months, contrary to guidelines of the Public Service Regulations. The latter present challenges as payments/allowances for employees acting in higher posts are made in accordance with the Public Service Regulations and should be in line with the Public Finance Management Act 1 of 1999; this causes discontent amongst employees acting in the said posts thus resulting in grievances and later litigation.



Acting in a higher graded position applies only where a vacant and authorised post exists. The incumbent should be notified in writing, of the position in which he/she is to act and the effective dates. He/she should also be informed of the outputs required in the higher graded position and any other conditions such as signing authority, etc. He/she should acknowledge receipt of the above in writing.

The incumbent should be afforded the necessary support from managers and co employees alike, in order for the acting employee in or to cope with the demands of the job. Payments of allowances exceeding 12 months are considered as Irregular Expenditure according to the Public Finance Management Act 1 of 1999, although it does not necessarily result in a loss.

Public Service Regulations states that an employee can be appointed to act in a post higher than the one occupied at the time of the acting period, this is subject to an acting allowance when an employee acts in a position for a period exceeding 6 consecutive weeks but not exceeding 12 months. Acting in higher posts is regarded as temporary and cannot be permanent, in cases where a post is vacant and funded an employee can act in a higher post for a period not exceeding 12 calendar months, in most cases this is construed as a prospect for appointment for the acting officer. Caution should be applied not to create an expectation of being appointed in the higher graded position. For this reason, the period for the acting should be specified by managers and it should also be indicated that acting in higher graded posts does not guarantee appointment in the same.

In principle acting in higher posts should be utilized as a development tool and as a succession plan, it should be rotated amongst employees in the division where the higher graded post is vacant. In conclusion it is essential that employees accept acting in higher posts to develop themselves and not fiscal reasons, it should be in good faith and should not be a tool or basis of grievances should they not be appointed in the said posts.

FEMALE SEXUAL DYSFUNCTIONS

What are female Sexual Dysfunctions?

Persistent, recurrent problems with sexual response or desire that distress you or strain your relationship with your partner are known as female sexual dysfunction.

Many women experience problems with sexual function at some point in their lives. Female sexual dysfunction can occur at all stages of life, and it may be ongoing or happen only once in a while.

You may experience more than one type of female sexual dysfunction. Types include:

- **Low sexual desire:** You have diminished libido, or lack of sex drive.
- **Sexual arousal disorder:** Your desire for sex might be intact, but you have difficulty or are unable to become aroused or maintain arousal during sexual activity.
- **Orgasmic disorder:** You have persistent or recurrent difficulty in achieving orgasm after sufficient sexual arousal and ongoing stimulation.

Sexual pain disorder: You have pain associated with sexual stimulation or vaginal contact.

Sexual response involves a complex interaction of physiology, emotions, experiences, beliefs, lifestyle and relationships. Disruption of any of these components can affect sexual drive, arousal or satisfaction. Fortunately, female sexual dysfunction is treatable.

Sexual problems often develop when your hormones are in flux for example, after having a baby or during menopause. Sexual concerns may also occur with major illness, such as cancer, diabetes, or heart and blood vessel (cardiovascular) disease.

Causes

Several factors contribute to sexual dissatisfaction or dysfunction. These factors tend to be interrelated.

Physical. Examples of physical conditions that may contribute to sexual problems include arthritis, urinary or bowel difficulties, pelvic



surgery, fatigue, headaches, other pain problems, and neurological disorders such as multiple sclerosis. Certain medications, including some antidepressants, blood pressure medications, antihistamines and chemotherapy drugs, can decrease your sex drive and your body's ability to experience orgasm.

Hormonal. Lower estrogen levels after menopause may lead to changes in your genital tissues and sexual responsiveness. The folds of skin that cover your genital area (labia) become thinner, exposing more of the clitoris. This increased exposure sometimes reduces the sensitivity of the clitoris. The vaginal lining also becomes thinner and less elastic, particularly if you're not sexually active, causing a need for more stimulation to relax and lubricate before intercourse. These factors can lead to painful intercourse (dyspareunia), and it may take longer to experience orgasm. Your body's hormone levels also shift after giving birth and during breast-feeding, which can lead to vaginal dryness and can affect your desire to have sex.

Psychological and social. Untreated anxiety or depression can cause or contribute to sexual dysfunction, as can long-term stress. The worries of pregnancy and demands of being a new mother may have similar effects. Longstanding conflicts with your partner about sex or other aspects of your relationship can diminish your sexual responsiveness as well. Cultural and religious issues and problems with body image also may contribute.

Emotional distress can be both a cause and a result of sexual dysfunction. Regardless of where the cycle began, you usually need to address relationship issues for treatment to be effective.

Risk factors

Some factors may increase your risk of sexual dysfunction:

- Depression or anxiety
- Heart and blood vessel disease
- Neurological conditions, such as spinal cord injury or multiple sclerosis
- Liver or kidney failure
- Certain medications, such as antidepressants or high blood pressure medications
- Emotional or psychological stress, especially with regard to your relationship
- A history of sexual abuse

STAFF ISSUES

RESIGNATIONS

Re lebogela bokgone le seabe se le nnileng le sone mo lefapheng



Phindile Mokae

Was: PA – Director: Liquor Regulation



Mapule Shuping

Was: Admin Clerk: Liquor Regulations

INTERNATIONAL CAREER ADVANCEMENT

Joseph Modise

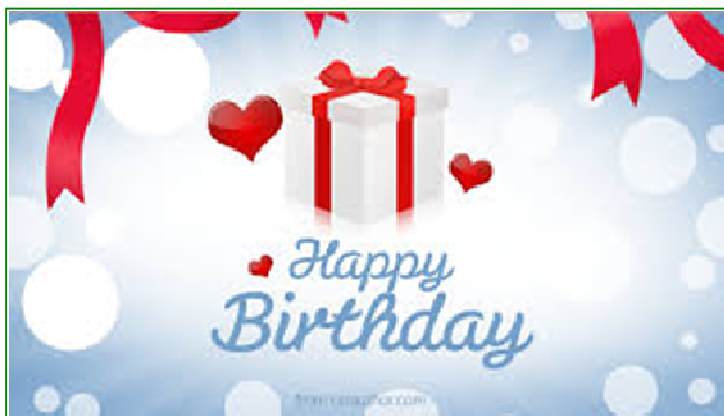
Attending training on International programme in Legislative Drafting in India from 12 February – 13 March 2015

BIRTHDAY WISHES

The Departmental team will like to extend its birthday wishes to all staff members who were aging in this month of September and October 2014. We wish many blessings upon you and your family.

We trust that it will also interest you to know that you are sharing

a birthday month with some of the following prominent South Africans:



Abraham Benjamin de Villiers (born 17 February 1984, Pretoria, Transvaal Province, South Africa) more commonly known by his initials AB is a South African cricketer and captain of the South African One Day International (ODI) and Twenty20 teams, having succeeded Graeme Smith in both roles after the 2011 Cricket World Cup. He is also part of Royal Challengers Bangalore in the Indian Premier League.

Seymour Papert (born February 29, 1928 in Pretoria, South Africa) is an MIT mathematician, computer scientist, and educator. He is one of the pioneers of artificial intelligence, as well as an inventor of the Logo programming language. Papert attended the University of the Witwatersrand, receiving a B.A. in 1949 and a PhD in mathematics in 1952. He then went on to receive another PhD, also in mathematics, at Cambridge in 1959, where he was supervised by Frank Smithies. He was a leading figure in the revolutionary socialist circle around *Socialist Review* while living in London in the 1950s.

Nkosi Johnson (born Xolani Nkosi; (1989-02-04) February 4, 1989 – June 1, 2001(2001-06-01)) was a South African child with HIV/AIDS, who made a powerful impact on public perceptions of the pandemic and its effects before his death at the age of 12. He was ranked fifth amongst SABC3's Great South Africans. At the time of his death, he was the longest-surviving HIV-positive born child.

Alex La Guma (20 February 1925 – 11 October 1985) was a South African novelist, leader of the South African Coloured People's Organisation (SACPO) and a defendant in the Treason Trial, whose works helped characterise the movement against the apartheid era in South Africa. La Guma's vivid style, distinctive dialogue, and realistic, sympathetic portrayal of oppressed groups have made him one of the most notable South African writers of the 20th century. La Guma was awarded the 1969 Lotus Prize for Literature.

Rowen Fernández (born 28 February 1978 in Springs, Gauteng) is a White South African footballer of Spanish minority. He currently plays as a goalkeeper for Supersport United in the South African Premier Soccer League, as well as the South African national team. He is known for his ability to save penalties and his accurate goal kicks.

Reverend Allan Aubrey Boesak (born 23 February 1945 in Kakamas, Northern Cape) is a South African Dutch Reformed Church cleric and politician and anti-apartheid activist. He was sentenced to prison for fraud in 1999 but was subsequently exonerated, granted an official pardon, and reinstated as a cleric in late 2004. Along with Beyers Naude and Winnie Mandela, Boesak won the 1985 Robert F. Kennedy Human Rights Award.