

feed

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NTOMETSEBE

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Editorial

CONTENT

Pg 01	Editorial
Pg 02	What is Africa Day?
Pg 03	FEED Employees Reflect on Mental Health
Pg 05	You can claim a funeral benefit from GEPP
Pg 05	Tips on Office dress code
Pg 07	A Tribute To Mama Ruta
Pg 08	Staff Issues
Pg 09	Birthday Wishes

Colleagues, we are in the midst of the Africa Day celebration. A time where we should all unite as one continent and one people. We are bound together by our beautiful land and exotic cultures which we should all embrace and learn from. Africa truly belongs to all those who live in it, regardless of colour and beliefs. Let us all acknowledge each other as part of one family and make this continent a better place for all. There is an African Proverb which states: **"If you want to go quickly, go alone. If you want to go far, go together."** This emphasises the power in unity.

Workers day has also taken place in the month of May, we salute the workers of South Africa on the occasion of Workers' Day, which is celebrated by all workers around the globe. This day is a testimony to the hard battles that workers in this country and in other parts of the globe have waged for workers' rights and social justice over many decades. It is also a reminder of the many challenges that still confront working people and the poor in South Africa - and which remain obstacles to sustainable human development among all developing nations. As South Africa and the North West Province we will strive for overcoming challenges in the workplace and we shall undoubtedly succeed. Today workers' rights are enshrined in the Constitution.

They include the right to fair labour practise; the right to form and join trade unions, strike and picket; and the right to collective bargaining. Our democracy will never be successful if the plight of the working class whether they are employed or unemployed is not attended to.

This issue is packed with notable articles including, an understanding of how Africa Day became our united celebration of our continent, an insight into the benefits of the Pension Fund and a notable article which addresses the mental health workshop. We hope that you will once again enjoy your newsletter and remind you to send any interesting items you may wish to share with all of us.

WHAT IS AFRICA DAY?



Africa Days' purpose has been a celebration of African unity. Africa Day is an annual commemoration of the 1963 founding of the Organisation of African Unity (OAU), presently recognised as the African Union (AU). In unison with all countries on the continent, every year we mark unity in Africa on May 25, 52 years since the founding of the Organisation of African Unity (the predecessor to the African Union). The African Union which comprises 53 member states has brought together the continent of Africa to collectively address the challenges it has faced, such as poverty, armed conflict and climate change.

President Jacob Zuma graced the official celebrations in Pretoria on Sunday the 23rd May. He started by calling on South Africans to learn more about the continent's history and the role it played in ending apartheid. The president has also noted how Africans are confident of their future. Here are 10 things which are a must know about Africa Day:

- 1. Seventeen countries gained independence from European colonisers between 1958 and 1963, and to mark their liberation, several states starting celebrating African Liberation Day around that time.**
- 2. The newly-liberated countries felt the need to express solidarity with one another, and in May 1963, 32 African countries met in Addis Ababa to form the Organisation of Africa Unity (OAU). It was a major political force on the continent until the 1990s.**
- 3. Since 1963, 21 more states have joined, notably South Africa, who only became part of the organisation in 1994 following the end of white minority rule**
- 4. Ironically South Africa is a founding member of the African Union, which evolved out of the OAU.**
- 5. The OAU became the African Union because of the increasingly economic, rather than political, nature of the challenges faced by the continent in the 1990s.**
- 6. Although years in the making, the African Union was officially launched in Durban, South Africa, in 2002, and 10 years later former Foreign Minister Nkosazana Dlamini-Zuma became the first women chair of the AU Commission (the AU's administrative arm).**
- 7. Zimbabwe President Robert Mugabe is the current chairman of the African Union.**
- 8. The organisation remains headquartered in Addis Ababa, although it's legislative arm, the Pan African Parliament, is in Midrand, South Africa.**
- 9. While Africa Day is only a national holiday in a handful of African countries, it is widely commemorated.**
- 10. The theme for 2015 is "We are Africa".**

FEED employees reflect on mental health

The Employee Health and Wellness Programme (EHWP) came to a realisation that mental health problems affect many employees, and is a fact that is usually overlooked because these disorders tend to be hidden.

The stigma attached to having mental health problems is such that employees are normally reluctant to seek assistance. This is especially prominent in the workplace out of fear that they might jeopardize their jobs, reputation or be subject to negative judgement and corridor gossips by other employees.

As a result, mental health disorders often go unrecognized and untreated. The situation is concerning that some managers, colleagues and EHWP professionals may want to help those people with signs of mental health but aren't sure how to do so.

In an attempt to address this challenge affecting the workforce and organisational productivity, the Department of Finance, Economy and Enterprise Development through EHWP held an event on Mental Health Awareness to reflect on this challenge. The event was held at Sundown Resort in Mocoseng Village on 22 May 2015 under the theme **"It's time to learn, talk, reflect and engage about mental health."**

The event was aimed at educating and encouraging staff to develop a new culture of being forthright in seeking assistance about issues affecting their health and wellness, and discouraging the stigma around the issue of consultation for health assistance.



Mr Geo Paul, Accountant General, was very informative on issues relating to mental health

Delivering the keynote address on behalf of the MEC, Mr Geo Paul described the event as a way of recognizing the importance and value that human capital plays in helping deliver the mandate that has been given to the department. "The productivity and value of any organizational workforce is determined largely by the health and wellbeing of its staff." He further emphasised that mental instability is common in our country and unlike other diseases it is not given much attention and this constitutes a danger to society as many people become victims of those that are not mentally stable. "When it comes to employee management and mental health in the workplace, it is important that the disconnection between managers and the managed is discouraged as this causes high rate of stress levels in the workplace."

The event was also attended of Dr. Eva Manyedi from the North West University – Mafikeng Campus who made a presentation on mental health. Dr. Manyedi, in her presentation, informed employees on the difference between mental health and illness, on the signs and symptoms, as well as the types of mental health disorders. Stressing the seriousness of this health hazard, Dr. Manyedi said mental health problems do not only damage an individual's health and career, but also reduces productivity at work.

**Learn, Talk,
Reflect and
Engage...**

Adequate treatment can alleviate symptoms for the employee and improve job performance. Dr. Manyedi also advised employees that early detection and prevention is better than cure. Motivational speakers who happened to experience mental health disorder who were also invited to share their life experience said it made them the victims of substance abuse.

The importance and an encouraged culture of being proactive about health assistance was also emphasised through a drama which was staged during the event. An appeal was made to employees to utilize the EHWP services as at their disposal and to know that there are also external health attentions that the EWHP can arrange for them if they are not comfort able with the internal assistance.

Guest Speaker

*Dr. Manyedi as she
advised FEED
Employees on
Mental Health*

You Can Claim a funeral benefit from GEFP

The purpose of funeral benefits is to help pay the funeral costs when a member or pensioner passes away. Funeral benefits are also paid out on the death of the spouse, life partner or eligible child of a member or pensioner.

Wherever possible, GEFP will process a funeral benefit claim within 72 hours of receipt; however, payment can be delayed if the claim form or the documentation accompanying a claim is incomplete or incorrect. In order to allow GEFP to process the claim quickly and efficiently, the claimant must ensure that the information provided is complete and correct.

GEFP provides benefits for the funeral of a member or a pensioner, as well as for the funeral of a spouse or eligible child of a member or pensioner. In the case of a member, pensioner or spouse, GEFP pays a taxable amount of R7 500 towards the funeral costs. GEFP also pays a taxable cash lump sum of R3 000 for the funeral of an eligible child of a member or pensioner.

The person submitting the claim to GEFP must complete the following forms and make copies



The Funeral benefit claim form (Z300 form)

1. If the payment must be made into a bank account, the banking details form (Z894) should be completed. If payment must be made via the post office, faxed or email copies of all the original documents must be presented at the post office.
2. A certified copy of the ID document or valid passport of the applicant and the person who has passed on.
3. A certified copy of the death certificate.
4. Proof of marriage.

Tips on Office Dress Code

You might be asking yourself what is deemed fit as office wear, if perhaps you have recently joined the FEED family. Or maybe, you might need to brush up on what's deemed fit and what's not. We have tried to make the task a little easier for those in doubt. We hope that these tips on office dress code will make the task of choosing outfits, a little easier.

In most office structures an employee's choice of dress must always be suitable for official functions, formal meetings and visits. It is expected that employees in this setting, will apply a common sense approach to the dress code and dress in an appropriate manner befitting their role, audience and purpose. Where there are official functions of the department like team building, sporting activities and commemoration events, employees are to be required to dress accordingly.

With regard to accessories such as jewellery, it should be simple and neat. Piercings should be limited to the earlobes and surface piercings should not be exposed. With possibly all office environments, facial piercing are not allowed unless it's a nose ring which should be allowed for religious purposes only.

Apart from traditional and religious wear here is a list of acceptable dress code for all employees in a government/public entity environment:

For women:

- Blazers, suits or jackets
- Non body hugging $\frac{3}{4}$ pants and trousers
- Blouses or shirts
- Scarves or foulards
- Dresses with acceptable length
- Dress trouser or tailored trousers
- Skirts or split skirts (with acceptable length)
- Sweaters, cardigans, pullover and polo necks
- Dress shoes or boots

For men:

- Blazers, suits or jackets
- Shirts
- Ties
- Sweaters, cardigans, pullovers and polo necks
- Formal shoes or boots
- Formal trousers or tailored trousers
- Golf shirts

Friday attire (except when having meeting with external stakeholders):

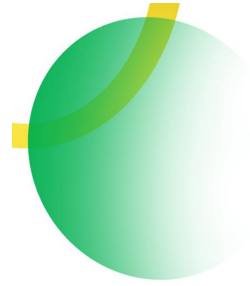
- Smart casual
- Sports dress code
- Presentable jeans
- Clean takkies or shoes

Unacceptable dress code for all work days including Friday:

All employees:

- Beach wear
- Evening wear during day time
- Tight fitting / body hugging trousers, skirts, dresses and jeans
- Clothing that is torn, frayed with patches or holes
- Revealing and see through transparent clothing worn without camisole / vests / slips.
- Any clothing with political / offensive slogans
- Sportswear except for Fridays
- Head covering except for cultural, religious, safety and medical reasons
- Shorts or $\frac{3}{4}$ pants for males
- Tank tops, tube tops, halter tops, with spaghetti straps, off-the-shoulder tops
- Midriff length tops
- Flip flops and flat toe ring sandals unless for medical reasons
- Biker jackets





A Tribute to Mama Ruth

By Thabo Ramogogane

To many South-Africans she was our struggle icon, the quintessential embodiment of selflessness and modesty, a true patriot, and human exemplar par excellence. She disavowed the "I" word when she was referring to her role in the struggle, insisting at all material times to refer to it as 'We' the people. She always understood that any accomplishment was a collective effort that had to be understood as such.

She categorically refused to be given personal credit, even when she was being honoured she felt that the honour belonged to all those to both known and unknown heroes of our struggle. Her presence according to those who intimately knew her was warm like a pleasant sunny day after a cloudy season of winter. When she spoke, she radiated with gusto and her voice was always reassuring, soothing, and moving. Making you to pause and listen attentively to the wisdom that was to be bequeathed by this remarkable individual. Mama could not discriminate from her family and the South-African family at large and even those far from our shores enjoyed her warmth. Her love was in abundance for all to share, her time was in abundance for us to have, her wisdom was in abundance for us to gain, and she remained true to those values until she departed to be in a better place.

What we learned from Mama was a simple act of kindness and love for all. She never cast any aspersions on others, but she believed that speaking truth to power was important. Her loss was to leave a void that may never be filled again, but we can emulate what she stood for and we can advance the courses she championed, especially education and rights of women and children. She acutely understood issues of inequalities and she fought hard for women and gender equality. She believed that we all had inalienable rights that were inherent to all humanity and as a result we ought to treat each other with respect and dignity. The dignity with which she wore with pride, and was an exemplar of what it means to have a character that transcended human fallibilities.

Mama Ruth embraced everyone with her gracious gift of kindness, she leaves a rich legacy behind, and her indelible mark will always be engraved in our hearts and minds, for she wielded the love and proportioned it seamlessly to all with large measures of equity. Her departure will always make us conduct our little introspection and ask ourselves a question. What difference can I make in my community to honour the legacy of Mama Ruth.

STAFF ISSUES

ACTING APPOINTMENTS

Mathhoganolo le katlego go lona mo tirong,
le amogetswe!



Rebonekgosi Matonkonyane
Acting Director: Liquor Regulation (Apr – Sep 2015)



Sehularo Matsobane
Acting DD: Liquor Regulation (Oct 2014 – Sep 2015)



Itumeleng Mosiapowa
(Acting Senior Legal Admin Officer (Apr – Jun 2015)

RETIREMENT



Thabo Khaketla

Was: AD– Infrastructure & Project
Management: SC & Asset
Management Directorate

My farewell note

Dear Colleagues

Some of you may not be aware that the 29th May 2015 is my last working day in the Department and Public Service. I would therefore like to take this opportunity to pronounce officially my farewell to you all.

I started work as a Public Servant in 1990, in the Department of Local Government and Housing until 1993.

I joined the Private Sector in Mafikeng till 1995. In 1996, I re-joined the Public Service to work in the Premier's Office until 1999.

In June 2000, I was transferred to the Department of Economic Development and Tourism to date.

I really appreciate having had the opportunity of working with you all these years.

I will still meet with some of you, I hope.

Much love unto you all
Thabo Khaketla

External Promotion



Was: Legal admin clerk



ACHIEVEMENTS

Zia Cassim

Graduated Honours Bachelor of Arts in Communication on 7 May 2015: NWU Mafikeng Campus

NEWBORNS

Kezel Klinck

Blessed with a baby boy in March 2015

BIRTHDAY



The Departmental team will like to extend its birthday wishes to all staff members who were aging in this month of May 2015. 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:

Gavin Hood (born 12 May 1963) is a South African filmmaker, screenwriter, producer and actor, best known for writing and directing the Academy Award-winning Foreign Language Film *Tsotsi* (2005). He is the director of the 20th Century Fox film *X-Men Origins: Wolverine*, released on 1 May 2009. Hood was born in Johannesburg. He was educated at St. Stithians College.

Leon Ernest "Schuks" Schuster (born May 21, 1951) is a South African filmmaker, comedian, actor, presenter and singer. Schuster was drawn to the filmmaking process at an early age. As children he and his brother would play practical jokes on his family and film these with an old home movie camera. Schuster studied for a BA degree at the University of the Orange Free State.

Joe Slovo (23 May 1926 – 6 January 1995) was a South African politician, long-time leader of the South African Communist Party (SACP), and leading member of the African National Congress. Slovo was born in Obeliai, Lithuania to a Jewish family who emigrated to South Africa when he was eight. His full name was Yossel Mashel Slovo.

Walter Max Ulyate Sisulu (May 18, 1912 – May 5, 2003) was a South African anti-apartheid activist and member of the African National Congress (ANC) serving at times as Secretary-General and Deputy President of the organisation. He was jailed at Robben Island, where he served more than 25 years' imprisonment. Sisulu was born in Engcobo in the Union of South Africa. His mother Alice Mase Sisulu was a Xhosa domestic worker and his father, Albert Victor Dickenson, was white.

Quinton Fortune (born 21 May 1977) is a South African footballer who has represented a number of European clubs including Manchester United, Doncaster Rovers, Atletico Madrid and Bolton Wanderers. Fortune has earned 53 caps for South Africa, including playing in the 1998 and the 2002 World Cups.

Kevin Anderson (born 18 May 1986 in Johannesburg) is a male South African tennis player. He became the top-ranked South African player on 10 March 2008 after making the final at the 2008 Tennis Channel Open in Las Vegas. He achieved a career-high ranking of no. 28 in March 2012. On 6 February 2011, he defeated Somdev Devvarman, 4–6, 6–3, 6–2, in his hometown of Johannesburg.

**Don't forget to send us your
inputs.....We hope you
enjoyed this months issue**