



NCPT

NORTHERN CAPE PROVINCIAL TREASURY

We serve with passion, We deliver on time

HEARTBEAT

THE OFFICIAL NEWSLETTER OF THE NORTHERN CAPE PROVINCIAL TREASURY

JULY – SEP 2017

TREASURY ON AUDIT OUTCOME



EDITORS NOTE



Dear Reader,

I am delighted to present this issue to you and I hope you will use it fruitfully to keep in touch with news and latest developments within the NCPT.

As we enter the last quarter of the year, with the spring weather, we are thankful for the much-needed rain. Let us take a few minutes to reflect on what we have accomplished so far in 2017 and identify what we want to still get done before the year ends.

In this edition, we are reporting on the clean Audit outcome for the 2016/17 Financial Year that our department has achieved. We saw some of our colleagues welcoming spring and the arrival of heritage month by showcasing their colorful attire and some aspects of their culture during the heritage month celebrations. Indeed, it is time to embrace our historical inheritance, honor our languages, spirituality, dance and foods, and so forth.

Women's Day and Women in Management Meeting are also some of the events featured in this newsletter. A warm thank you to all the compassionate officials who have contributed sanitary towels, they were warmly received by the Sol Plaatje Primary School and Boitumelo Special School including toiletry packets for learners with disabilities.

The reality is that there is still a need for us to continuously provide this much needed support. It starts with each one of us to change what this world looks like, so go out of your way to take care of the disadvantaged and spread kindness. Please note that your efforts always give hope to the despairing and desperate in our communities. Finally let me acknowledge the support and encouragement of all those who contributed directly or indirectly to bring the Newsletter out. Your inciteful and thought through inputs are always welcome. It amounts to a partnership that we always appreciate since they are not only enlightening but also inspiring. I hope you will enjoy reading our stories as much as we had fun putting it together.



THUMBS UP FOR TREASURY ON AUDIT OUTCOME

By: Galaletsang Mfecane

The Northern Cape Provincial Treasury has continued to espouse its vision of being the heart-beat of sound financial management and this was evident after receiving yet another clean audit opinion from the Auditor-General. The good news was shared by the CFO, Ms. Karabelo Mojanaga, to her colleagues during a debriefing session. She further indicated that prudent management of resources and diligence in executing financial and performance objectives was key in obtaining this achievement.

When welcoming the good news, the Acting HOD Mr. Thami Mabija said the outcome will motivate the staff to comply further with key legislation governing financial matters. He said the audit outcome confirms the fact that there has been improvement in governance and reaffirmed to the AG that Treasury will strengthen its oversight controls, and take a zero tolerance approach to non-compliance as it has proven to be effective.

The Auditor-General's report has revealed that Treasury is among departments in the province that received a clean audit in the 2016-2017 financial year. However, during the celebration Auditor-General Office warned that Provincial Treasury needs to look into the effective management of performance information as an opinion will be issued in the 2017/18 financial year. Furthermore, fruitless and wasteful expenditure needs to be addressed urgently as its reoccurrence could also affect the audit opinion. They further indicated that deviations would be audited in depth to determine if they fulfil all the deviation requirements.

During the session, the CFO applauded Treasury officials for their commitment and willingness to work with her office in ensuring that all audit queries are addressed and that necessary controls are implemented. She said teamwork and cooperation is essential throughout the year.

The Office of the CFO used the moment to also recognize and reward outstanding performance of officials who were nominated by their peers for providing consistent and good service. Congratulations are in order for those who consistently go beyond what is expected, displays exceptional skill and have shown outstanding leadership abilities.



Pics: Officials that were recognised for their hard work.

Treasury Women Management in Conversation

By: Tshidi Monethi

The Acting Head of Department, Mr. Thami Mabija adeptly presided over the Head of Department's 8-Principle Action Plan for Promoting Women Empowerment and Gender Equality Engagement session on September 1, 2017 at Camelot Venue.

The Head of Department's 8-Principle Action Plan for Promoting Women Empowerment and Gender Equality initiative was launched in 2007, and all Government departments are encouraged to integrate them into their department's action plan to ensure that departments achieve progress towards Women Empowerment and Gender Equality in the workplace.



It is a requirement that the meeting be attended by female directors in government departments, but the Treasury Department opted to include deputy directors to give more weight to the women voice.

The acting HOD highlighted key fundamentals on gender equality he envisions for the Treasury as the employer. His vision is that of a department in which gender issues are incessantly incorporated in all aspects and appropriate resources allocated into ensure gender-mainstreaming.

The managers' engagement extensively outlined issues pertinent to prioritizing gender equality in the workplace. Conversations of a family-friendly workplace, non-monetary employee recognition system, mentorship, succession planning, staff engagement conventions and gender equity encapsulated the ambience of the meeting.

Women often have primary caring responsibilities for children coupled with work related demands. The provision of after-care services and transport support for children of employees travelling out of town and held up in meetings were deliberated.

Other issues that formed part of the discussions were possibilities to reinstate the Staff Indaba, which fosters personnel interpersonal relations, albeit under a new model. Possibilities for business development programmes to facilitate local economic development were explored. The twinning of local suppliers with external and more experienced counterparts for skills transfer and empowerment were considered as a likelihood.



The session ended on a high note with everyone sharing the same sentiments that it had been a fruitful and progressive engagement.



TREASURY CELEBRATES SUPER WOMEN

By: Galaletsang Mfecane



The Northern Cape Provincial Treasury women came clad in beautiful black and pink attire to celebrate Women's Day, hosted at the Mittah Seperepere Convention Centre on 18 August 2017.

The Acting Head of Department, Mr. Thami Mabija encouraged women to become the ambassadors of other women in their communities and speak out against abuse, sexual harassment, gender discrimination and other social challenges they encounter.

"We will continue to implement gender responsive programmes through the Special Programmes and Employee Health & Wellness units. I am looking forward to seeing optimal utilisation of the recently launched Employee Assistance Programme services provided by ICAS. Doors at the Northern Cape Provincial Treasury are open and we're giving you space to lead, so don't miss this opportunity, the ball is in your hands", he concluded.

A local youth group, De Voice, entertained the women with some majestic songs they all loved. They blew the celebration away when they sang the powerful song, "I am super woman". Ms. Yolandi Jacobs could not resist the temptation to step in and wholeheartedly sing along.

Other speakers at the event were Ms. Pam Galane from Treasury Human Resource Development, Pastor Tracy-Lynn Lee who offered a motivational speech and Dr Lemmy Kantane,

a real bold expert in Sexual Health issues. A touching yet inspirational monologue by the Chief Financial Officer Ms. Karabelo Mojanaga left guests in awe.

Overall, it was a superb event that the Treasury women will fondly remember.



COLLABORATIVE STAFF ROADSHOW

By: Galaletsang Mfecane

The Corporate Services and the Office of the Chief Financial Officer chief directorates recently held a road show for Head Office officials. The information sharing sessions aimed to capacitate and improve internal relations through a transformed, developmental, interactive and accountable approach.



They also used the opportunity to report on challenges and concerns raised at the previous roadshows and introducing and clarifying the roles and responsibilities of various units.

Having participated in all the presentations, one will say it was indeed not a complaints session, but an eye-opening platform, which focused more on the challenges of improving service delivery. It was

necessitated by the need to improve some areas of operation and encouraged continuous engagements.

The new dates for the remaining provincial and regional officials will be set. The topics presented include theft and loss of assets, subsistence & travel allowances, transport services, mentorship, improved qualifications, new PMDS policy as well as the youth development policy.

ADEQUATE HOUSING OPPORTUNITY FOR ALL

By: Galaletsang Mfecane



Finally, there is hope for low-earning public servants who have been renting houses and unable to enjoy ownership. The Government Employee Housing Scheme (GEHS) is a government initiative, aimed at assisting millions of previously marginalised government employees.

Addressing the Treasury staff Ms. Henriette Thomson said that the initiative is a partnership between the DPSA, the Public Investment Corporation, the Government Employee Pension Fund and SA Home Loans. She also stated that they are able to provide special home finance opportunities to government employees. This service is provided under the umbrella of the Government Employees Housing Scheme (**GEHS**) of which SA Home Loans is the finance partner.



SA Home Loans offers a special home loan package to government employees who would like to obtain a mortgage loan or switch their current bond on residential properties that have a title deed registered at the Deeds Office. There are also financial benefits for government employees who would like to buy or build on communal or family land with no title deeds.

Employees who have been receiving an amount of R1200 allowance will now receive a R900 housing allowance of which an amount of R300 will be diverted and accumulated in the Individual Link Saving Facility. To use the GEHS services, members should enrol on the website, www.gehs.go.za

By Tshidi Monethi



'*Thuto ga e golelwe*' are words of encouragement commonly used to spur a person on to work harder especially when age seems to be the deterrent. This encouraging Setswana saying simply means, 'It's never too late to learn'.

It is never too late to realise our dreams and to unleash potentials bestowed on us by God. This old saying definitely brings a broad-smile, excitement and unreserved delight to Christian Motsamai Goeiman - popularly known as *George*.

George, a bursary recipient of the Northern Cape Provincial Treasury and part-time student of the University of the Free State (UFS), is the epitome of determination, commitment and hard work.

He was recently recognised by the UFS for his hard work and academic achievement to be a recipient of the *Golden Key International Honour Society Award*.

Golden key is an internationally recognised, non-profit organisation affiliated with over 400 universities. Golden Key **is the world's largest honour society and is a mission-focused, value-based and demographics-driven organisation.**

This prestigious honour designates George as the key holder of benefits that many can just aspire. The Golden Key recognition provides benefits exclusively available to members, such as access to various international scholarships, awards, e-newsletters, invitations to Golden Key conferences and other networking opportunities in distinct academic and corporate circles.

At the university level, George will have the opportunity to **serve on his faculty's executive committee or participate in** the many activities presented by the faculty.

George is a husband, father, a modest philanthropist and God-fearing member of the Roman Catholic Church and serves the church in many capacities. He is a former Member of Parliament, Parliamentary Liaison Officer and currently Municipal Liaison Officer. He is greatly driven by the belief that '*a person is the architect of her/his own future.*'

Bravo! Christian Motsamai Goeiman.



SKILLED LABOUR FORCE CREATED THROUGH INTERSHIP PROGRAMME

By: Galaletsang Mfecane

Beginning a career in government is increasingly difficult in the current climate of tightening budgets and hiring freezes, however the current skills demand and supply environment necessitates government to invest in the Internship Programme.

The Northern Cape Provincial Treasury has recruited at least 28 unemployed graduates to equip them with the necessary skills, knowledge and work experiences in order to help improve their chances of employment generally within the Public Service in particular.

The programme has been implemented in three sets of intakes, with the first intake in October 2016, and the second in March 2017 and with the most recent intake being in August 2017.



The current team of young men and women are placed in different directorates, where they will be given a complete hands-on experience to help them have a greater understanding of their own strengths and weaknesses, to build their professional network, to gauge their aptitude and help them to acquire a recommendation letter to add to their curriculum vitae if needed.

The Northern Cape Provincial Treasury policy directive on the Internship Programme emphasizes capacity development as one of the pillars of the HRD Strategic Framework Vision 2015 for the Public Service.

Treasury family would like to welcome them on board and we are excited that they have accepted our job offer. To them we say, we trust that you will find your new position rewarding and wishing you all the best in your learning experience.

Can employers compel their employees to testify in disciplinary hearings?

By: Mkhanyisi Rasmeni

One of the most critical questions that parties in an employment relationship grapple with is whether the employer can compel an employee(s) to testify against a fellow employee(s) in disciplinary matters? What must be borne in mind is that the yard stick in labour law is fairness and any action against an employee must reside within the parameters thereof.

Such matters as alluded to above have led to employees' dismissals for refusing to testify in disciplinary matters where they have witnessed misconduct incidents. Should a dismissal in such matters be imminent then such must be both procedurally and substantively fair.

Procedural fairness means that an employee must be afforded an opportunity to state their side of the story which also includes a chance to call his/her own witnesses and cross examine the witnesses of the employer if any among other things. Substantive fairness means that the reason for dismissal must be fair.



The question that arises is that, when the employer, in pursuit of complying with substantive fairness, needs another employee who witnessed the wrongdoing to testify, refuses to do so, does the employer have recourse against such an employee? Can the employer compel that employee to testify against another? This is very important because if the employee refuses to testify, and their evidence carries the required probative value to find the employee guilty of the alleged misconduct, on a balance of probabilities, such evidence if presented without the person who for example have witnessed the incident would merely be hearsay evidence and therefore inadmissible. Furthermore, should such testimony (hearsay) be admitted into evidence, it certainly would be prejudicial if used against the accused employee who cannot test and challenge it.

The company called all employees and requested a list of names from them of those who had damaged company property, they were silent. The acts of sabotage continued until the company issued an ultimatum for the list of names of the wrongdoers to no avail. The company then proceeded with dismissing all employees. The matter was subsequently referred to the Industrial Court (predecessor of the Labour Court) for adjudication.

In finding in favour of the employer, the Court held that "the workers in the paint shop, as a result of the bad relationship that existed, decided to embark on some kind of sabotage, and they decided to collectively remain silent because they were aware that as long as they adopted that attitude they thought that the Respondent would be powerless."

The Labour Appeal Court found the dismissals of the employees to be both procedurally and substantively fair.

The above case illustrates the common law duty of the **employees' to assist the employer in the efficient running of the employer's** business. Failure by employees to exercise this fiduciary duty can lead to their dismissal as their refusal to testify against someone who has misconducted.

The principle we can also derive from this case is that the failure to assist the employer in identifying culprits violates the duty discussed above of assisting their employer in the effective running of its business. A violation of this duty therefore may itself justify dismissal.

Nelson Mandela Day 2017

“What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead.” Nelson Mandela

In honouring the legacy of Nelson Mandela, Treasury officials from their respective units responded to the clarion call to make a difference in communities by devoting 67 minutes of their time to help others.



Thank you to those who made that one person feel special. To you it might seem like a small effort but it has surely made a difference in the life of another human being.

“You will achieve more in this world through acts of mercy than you will through acts of retribution.” Nelson Mandela

Events Gallery

Outreach



CORPORATE SERVICES: CHIEF DIRECTORATE

POWER MONDAY



Events Gallery

THUMBS UP FOR TREASURY ON AUDIT OUTCOME



Events Gallery

Treasury Women Management in Conversation



FACILITIES HARD AT WORK



Overseeing the safety and maintenance of all NCPT buildings and ensuring that these properties are in compliance with all regulations.

Officials are urged to send their maintenance requests and faults to facilities-support@ncpt.gov.za / GTshazibana@ncpt.gov.za

Events Gallery

Heritage day Celebrations



Events Gallery



Events Gallery

Women's Day Celebration

