



NCPT

NORTHERN CAPE PROVINCIAL TREASURY

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HEARTBEAT

THE OFFICIAL NEWSLETTER OF THE NORTHERN CAPE PROVINCIAL TREASURY

ISSUE 26



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TAKE A CHILD TO WORK



NCPT Head Office, Kimberley

YOUTH DAY



AR Abass Stadium

Editor's Note

Greetings from the communications team! Hope you are all well and enjoying the winter weather. Welcoming spring has always been a joyful time, especially after a long and dreary winter. We're just excited to share with you wonderful stories, information and inspiration that we hope you will enjoy

Inside you will find that we have collected vast memorable events, achievements and announcements. Many times we fail to appreciate the good deeds of many people and activities that happen around us, however with this newsletter we intend to provide proper acknowledgement and respect all of these efforts and its results.

We will take you through the Mother's day event, what an auspicious occasion to expressing love and gratitude to women who play a motherly role. While youth activities were the highlight of June month we also saw young boys and girls given the opportunity to participate in the Take A Child to work Campaign. We also had a great turn up during the youth day event when youth in the department came together to observe the day through fun activities. I personally believe that it is crucial to have a strong wellness programme in government departments in order to reassure the productivity, creativity and healthy public servants, we congratulate the organisers and those who participated.

We are on the lookout for words that will not make our ink run dry and do not want our readers to feel left out hence we invite all the thinkers, writers, cartoonists to connect with us at galaletsangmoncho@ncpg.gov.za

Stay tuned for the next exquisite edition

Galaletsang

Treasury celebrates Youth Day

By: Galaletsang Moncho

The Employee Health and Wellness in partnership with Special Programmes units organised sporting activities to commemorate Youth Day at AR Abbas Stadium. The Day was celebrated with a wide range of activities like chess, horse riding, Morabaraba, Ping Pong, etc in order to commemorate the role the youth played during the 1976 Soweto Uprising as well as Candle Lighting to remember those infected and affected by HIV and AIDS.

Mr Elias Mosikare, the Special Programmes Manager said that the games were proper activities on the day to build team spirit for young people especially when it is held to commemorate Youth Day. He further said the youth are an important part of the community and it is important to get them involved in a variety of activities. He also said that Youth Day is also about celebrating the important role of the youth in building a vibrant society and contributing towards the diversity of our city.

In acknowledgement of the 40th anniversary of Youth Day, Ms Philia Potgieter, the General Manager for Assets and Liabilities, encouraged young employees to take courage from the youth of 1976 who fought for their economic liberation. She encouraged them to focus on things that will better their lives, like education and use available resources like bursary and training to empower themselves. "The youth of 1976 already paved the way for today's youth, it is now up to you to move forward and take advantages of our democracy," said Ms Potgieter.

Ms. Thandiswa Nondonyana from the Department of Health conducted an

information session on the Prevention of Mother to Child Transmission (PMTCT) of HIV/AIDS, Tuberculosis, Hypertension, Diabetes, Foetal Alcohol Syndrome and smoking during pregnancy. She emphasised quitting smoking and alcohol drinking during pregnancy, because these habits cause permanent brain damage to the unborn baby. She also highlighted the importance of attending Ante Natal Clinic as soon as the woman discovers that she is pregnant, to rule out complications before it is late. Condom usage was also emphasized.

Health screening of officials, where Blood Pressure, Blood Glucose, Cholesterol, and Body Mass Index were conducted by GEMS. Voluntary HIV Counselling and Testing (HCT) was also done.

This year's event was themed "Youth Moving South Africa forward", to mark 40 years since protesting school children were shot and killed by the police in Soweto on 16 June 1976, during what has since become known as the Soweto Uprising. About 100 young officials took part on the day.



Leanerships are the solution for the skills crisis

By: Galaletsang Moncho

Congratulations are in order for the Internal Audit officials who have successfully completed their learnership programmes. The unit recently celebrated the 11 graduates after their year-long learnerships with four of them completing the Internal Audit Technician (IAT) which is the first level designation that all internal auditors entering the profession should obtain and the other seven completed the Professional Internal Auditor (PIA), previously known as the General Internal Auditor (GIA) which is the next step in the career path and is a supervisory level designation.

Professional Training Programs are offered by the Institute of Internal Auditors of SA (IIA-SA) as part of the learning pathway for Internal Auditors. These ascending designations are stepping stones in the Internal Auditor's career path, which indicate that the individual is equipped to competently perform at a particular level. It is also comparable to "articles" or "training contracts" in other professions - are work-based learning programs, which consists of two elements:

- An **education component** supplementary to the workplace training facilitated by the IIA- SA, which consists of several days' focused instruction spread over time to ensure minimum disruption of the normal working hours, and
- An **experience component** (workplace implementation of principles learned).

The Internal Audit currently has 23 auditors on the IAT programme and the planned completion date for them is quarter 4 of the 2016/2017 financial year.

The Learnership Programme Coordinator, Mr Johan Snyders said he is elated and consumed by a great sense of pride for the achievement of such a significant milestone which presents a clear and practical solution to South Africa's skills shortage. He acknowledged Ms Janiah Chipungu for the logistics of the learnership programmes and also thanked the NCPT and the Internal Audit management for the support and contribution to a learning environment and the professionalization of the staff, unit and the internal audit fraternity.



INTERNATIONAL INTERNAL AUDIT AWARENESS MONTH

The month of May has been set aside as the International Internal Audit Awareness month by the Institute of Internal Auditors (IIA). The Institute has worked tirelessly to elevate the profession and enhance professionalism by building awareness about the value of internal auditing. The theme for this year was **"Proud to be an Internal Auditor"**. The awareness also aims at not only to dispel misperceptions of the profession, but to enhance the business community's knowledge of the essential role internal auditing plays in strong organizational governance, internal control, and effective risk management.

Several awareness activities were organised by NCPT's Internal Audit Chief Directorate throughout the month to market the profession in the workplace and around the province. The IIA qualification roadmap is starting with the Internal Audit Technician (IAT) programme, followed by the Professional Internal Auditor (PIA) and then the Certified Internal Auditor (CIA).

INTERNAL AUDIT SERVICES

- Make an objective assessment of your operations, and share ideas for best practices.
- Provide counsel for improving controls, processes and procedures, performance, and risk management.
- Suggest ways for reducing costs, enhancing revenues, and improving profits.
- Deliver competent consulting, assurance, and facilitation services.

The National Credit Regulator educates Treasury on credit and debt

By: Tshidi Monethi

Recently Treasury staff were taken through an informative consumer debt and credit session by the National Credit Regulator (NCR) as informed by the National Credit Act.

According to the National Credit Regulator, the National Credit Act (NCA) was introduced “to promote and advance the social and economic welfare of South Africans, promote a fair, transparent, competitive, sustainable, responsible, efficient, effective and accessible credit market and industry, and to protect Consumers.”

Jimmy Golele from the NCR highlighted some key aspects of the National Credit Act, namely that the language in credit agreements must be plain and understandable to the customer. He said quotations must be given on all credit agreements and these must be binding for 5 days. The most comforting aspect about the act is that debt counselling is readily available to enable restructuring of debts for over-indebted consumers.

According to Golele, the National Credit Act also regulates banks, micro lenders, retailers and all other

businesses that provide loans or charge interest on overdue accounts to ensure that they do that according to the law and the National Credit Act. This prohibits reckless lending and overcharging of customers and prevents customers from being tempted into loaning beyond their affordability means.

Golele encouraged staff at the session to empower themselves by reading more on the act on their website at <http://www.ncr.org.za>.

A noble work done by Treasury Mothers to celebrate motherhood

By: Galaletsang Moncho

In order to highlight their self-worth and their passion for families as mothers, Treasury ladies utilized their time off from work given to them to give meaning to Mother's Day. They converged at the Big Hole Protea Hotel to celebrate the day dedicated to all mothers all over the world for the constant self-sacrifice and patience they devote in raising their children as well taking care of the household chores. The day was devoted to all the mothers, for the pains and hardships they have taken to make life better for their children.

In South Africa, the second Sunday of May holds an important place as the country celebrates with great enthusiasm and happiness. They regard Mother's Day as an auspicious day, which gives every human being an opportunity to say thanks to his or her mother and appreciate all the efforts she has undertaken for him or her. South Africans make the most of the opportunity and leave no stone unturned to express gratitude towards their mothers.

The speaker of the day, Mr Nkosi applauded Treasury for taking such an

initiative in the province to show immense gratitude to mothers who are doing it all at work and at home. He said no one can take a mother's place and her support will always be needed in every sphere of life. He however encouraged mothers to continue protecting their children, spend time to know them better so that they can identify any signs of abuse and change in behavior. He spoke at length about the high rate of child abuse in the Northern Cape ranging from sexual abuse, emotional abuse, neglect, exploitation and signs of abuse.

It was indeed a day well spent, to motivate and impart a spirit of team building amongst the women, inspiring them to take care of their health and emotional being, amongst others things.

The day ended with the entertainment from a fourteen year old, Sindiswa

Matlhoko who performed a spiritual dance, a movement made though mirroring the words of the song and enriching the soul. She has been dancing since the age of five.



Against all odds with Julian Marais

By: Galaletsang Moncho

Julian Marias is quite one of the most amazing person you would like to hear about. The bachelor who is the eldest from six children did not have a good childhood experience as he was born blind and had to undergo several operations to have sight restored at the tender age of five. The HeartBeat caught up with him to know more about his job and life in general.

What was it like growing up blind /partially blind and have you ever experienced discrimination because of your disability?

I had a very painful childhood due to my disability, I had to rely on other people and aid in order to be able to do things and I was discriminated against many times.

What is your condition (disease)? How is it different from other types of blindness?

Glaucoma - a condition of increased pressure within the eyeball, causing gradual loss of sight. The higher the pressure the quicker the optic nerve deteriorates.

What motivates you to overcome challenges that you face?

I'm a person that is very determined to achieve my goals, to always give my best and it's extremely important for me to be successful.

What scares you the most about your condition?

The fact that my vision is deteriorating by

the day. The fact that I might be completely blind

How far can your condition last you?

God is in control and He will determine the time.

Some people may feel uncomfortable around people with disabilities because they're worried they'll say the wrong thing, what is your message to them?

Differently abled people don't want sympathy. Yes, at times you might be sensitive, but you want to be treated like any other person. Abled people have the tendency of making you feel less worth or inferior and/or at times like to joke about your disability. Treat differently abled people as normal as possible. They will ask for help when they need it.

What advice can you give to other people who are living with disability?

You're special with unique qualities and just as worth to God as anybody else created by Him, in His image. Don't allow anybody to make you feel less worthy or inferior and I can almost guarantee that you've got better qualities than most of them.

What are the personal and educational accomplishments that you are proud of?

Personally I'm proud of myself that, through the grace of God, I could make a difference by serving in several positions in church as well as serving as a member of the Resthaven Welfare Society Management Committee; amongst other things at work, I played a major role in the development and implementation of monitoring and control mechanisms for

banking services and cash flow management resulting in the provincial cash flow position going from strength to strength year on year. Being the team leader of a strong, well empowered team producing good results.

How long did it take you to be where you are now, and challenges you faced along the way?

After twenty six (26) years of service in government I was appointed as a Senior Manager. Came through all the ranks - clerk to senior manager.

When did you start working, What do you love most about your job and your priorities for your remaining years in the department?

Started work in 1989 as a clerk at the Department of Labour, I enjoy working with figures and the Accounting environment. Under the mentorship of my principals, a well-established directorate is operated by a strong, dedicated and committed team, under my leadership, and producing good results. The Northern Cape Provincial Revenue Fund is one of the best managed out of the nine Revenue Funds in the country. We have unqualified audit reports from the Auditor-General for the years, that has kept me motivated all the time.

What is the hardest part of being a banking and cash flow manager?

To enforce compliance with the cash management framework for the Provincial Revenue Fund as you're always seen as a "tyrant".

What advice would you give to your colleagues?

Hard work, commitment and dedication. Be enthusiastic, take pride in what you do, knowing that every small contribution you make in life makes a difference in somebody else's life, somewhere else.

Would you like to add anything else? /what would you like the readers to know about you?

I am a very generous, humble person, easy to communicate with. I am always willing to assist other people were I can. I have got a very good sense of humor. **"Walk a mile in my shoes, see what I see, hear what I hear, feel what I feel, then maybe you will understand why I do what I do, till then don't judge me"**



Treasury gives credit where it's due

By: Galaletsang Moncho

It is common practice particularly among young generation to look for work and join organisations, all for wrong reasons, such as instant promotions, big salaries and exquisite fringe benefits – all expected within a short period of time without a corresponding effort to consolidate one's experience, grow a body of knowledge, contribute to growth and profitability and become a valuable asset to the life of the organization.

This has never been the case for Mr Nico Herrald Cloete, a man of steel, a public servant who have spent 21 years of his lifetime in the service of the public, strengthening the machinery of government, he gave everything, body and soul to make Treasury a functional department.

Nico as affectionately known was born and schooled in the second largest town in the Northern Cape namely, Upington and attended school at Simbruner Primary School and Carlton Van Heerden High School. He started working for the Northern Cape

Provincial Government in 1995 after working as an unqualified teacher for eight (8) and half years since 1983 after completing Matric in 1982. He worked in the office of the Premier as a Senior Personnel Officer until 2001 and got promoted to Senior Administration Officer: HRM at the Department of Health, Kimberley Hospital Complex until 31 April 2002.

It was there that he witnessed the revitalisation of Kimberley Hospital as part of the National Hospital revitalisation Programme. He further worked in Nelspruit at the Mpumalanga, Department of Social Development from the 01 May 2002 to 31 July 2003 as an Assistant Director: HRM. He was later transferred to NCPT 2003 and was promoted to his current rank as Manager: Organisational Efficiency and Performance Management. His current position involves Job Evaluation, assisting with the development of job description and the organisational structure and ensure that the structure and the establishment on PERSAL system are linked.

Nico explained that his daughter played a major role in helping him complete his degree as well as some of his colleagues. Under his belt he has a B.Tech in Public Management and Management Development Programme through the University of the Free State through a training initiated by Treasury.

His next step is to complete his Masters



in Public Management to enable him to do some consulting work during retirement days apart from his involvement in the establishment of the academy sports in Upington.

As the old saying goes “It is never too late to study”. He believes that the only way to achieve what you want is to work hard and persevere through the tough times that are often part of the process of getting your qualification

HeartBeat thanks Nico for his time and contribution as part of a team that developed Treasury and transformed it into what it is today.



Community outreach programme

By: Galaletsang Moncho

MEC Mac Jack led a two day outreach programme in the Ubuntu Local Municipality (Pixley Ka Seme District) to afford ordinary citizens of Loxton, Victoria West and Hutchinson the opportunity to interact and raise their challenges with the government leadership and getting their views on service delivery challenges.

MEC Jack was accompanied by key stakeholders such as the Mayors, Ward Councillors, Ward Committees and Community Development Workers. He also engaged communities during the community meetings and the general feeling was around the lack of learner transport where learners from Hutchinson travelled 80 kilometres a day to attend high school in Victoria West, the unavailability of Home Affairs and SAPS services, sewerage and electricity challenges as well as unemployment and poor funding of youth projects.

When responding to the challenges raised by the community MEC Jack acknowledged that some issues will be attended to by the municipality together with the provincial government in order to fast track the processes and he made an undertaking to come back in two weeks with the relevant stakeholders to look into most of the issues and resolving them amicably.

During the door to door campaign in Loxton, MEC Mac Jack, visited the house of Ms Bet Makok who her husband Mr. Stuurman Makok went missing last month. The tearful Beth said the last time she saw her husband was on the morning of March 6, 2016 when he left for work to a nearby farm. His clothes and shoes were later found in a veld, without his trace. She said no-one including his employer, knows his whereabouts.

When comforting Ms Makok, MEC Jack called on the community to stand by her side in this difficult time and assist the Police with any information at their disposal. "This is indeed a mystery to all of us. It is also shocking to everyone, however, we need to assist the police so that they can be able to crack this case," he said. He called on the Provincial Police Commissioner, Lt Gen Peter Shivuri for assistance.



Take a child to work campaign

By: Galaletsang Moncho

15 learners from disadvantaged background in the Province were given the opportunity to spend the day doing some office work in different units at the Northern Cape Provincial Treasury through the Take a Child To Work Day, initiative spear headed by the Special Programmes Unit. Learners were identified in five districts and given the opportunity to understand how government as a whole operate and to ensure that they were well informed about career choices available for them to make wise decisions when they enter tertiary institutions.

The Senior Manager for Corporate Support Services Mr. Tebogo Ngamole welcomed the learners and explained the mandate of the Northern Cape Provincial Treasury. He further encouraged learners to use the opportunity given to them to influence and build the kind of Northern Cape they would like to inherit. "Seize the moment and be counted amongst young people who create the province that we all have to be proud of.

You can make it if you believe in yourself no matter the circumstances of your life – what you look like, where you come from, how much money you have or what you've got going on at home, that's no excuse for a bright future" he said.

District offices also participated by hosting and exposing 5 learners from each local school to the work environment and teach them also about bursaries and scholarships.

This year marked the 13th anniversary of Take a Girl Child to Work Day, which has grown to become one of the country's biggest



Upington Regional Office

collaborative acts of volunteerism where Boy children are also included.

High, Elizabeth Conradie for the Disabled Children, Tetlano High, Homevale Secondary and William Pescod High.

The Schools that participated in this year's Take A Child To Work Campaign are **Emang Mmogo**



Kimberley Head Office



De Aar Regional Office

Events Photo Gallery

NCPT Budget Vote 2016



Power Monday



Take a child to work campaign



POWER MONDAYS – Dress for success!!!!!!

Mondays are such a drag; they are very long and are days which most of us don't look forward to. It's even more daunting when we cannot think of what to wear because of the low energy and tiredness from the weekend.

Power Monday, easily translated to Power dressing, has been designed to get us energized for work by dressing in our corporate/formal wear. These are items that we usually keep in our wardrobes for special events like interviews, graduation ceremonies and life changing events. These items include suits, ties, shirts, pencil skirts and dresses. It has been proven that once a person looks good, they feel good and once they feel good, they have the ability to achieve their best.

All units are encouraged to participate in the **Power Monday** concept by either inviting communicators to any of their Monday gathering to capture the moment or they can send their group pictures to cnkati@ncpg.gov.za.

The best dressed officials will be featured on our newsletter, so ladies and gentlemen what are you waiting for, share with us the joy of dressing up.

Youth Day



EXCO Outreach



Events Photo Gallery

NCPT Budget Vote 2016



People on the move



MP Moletsane
Man: Legal Services & Labour Relations
New Appointee



HR Khotseng
Ast Man: Asset Management
Promotion



Y Mniki
Ast Man: Fiscal Policy
New Appointee



ER Matsilele
IT: Transversal Officer
New Appointee



E Buys
HRA Practitioner
New Appointee



K Nyambe
Secretary: Internal Audit
New Appointee



M Mokgele
Internal Auditor
New Appointee



Premier Sylvia Lucas

NORTHERN CAPE PROVINCIAL EXECUTIVE



Mr. Maccollen Jack

MEC for Finance, Economic
Development and Tourism



Mr. Alvin Botes

MEC for Cooperative Governance,
Human Settlements and Traditional Affairs



Ms. Martha Bartlett

MEC for Education



Mr. Simon Sokatsha

MEC for Infrastructure and Public Works



Ms. Pauline Williams

MEC for Transport, Safety and Liaison



Mr. Lebogang Motlhapeng

MEC for Health



Mr. Norman Shushu

MEC for Agriculture, Land Reform
and Rural Development



Ms. Tiny Chotelo

MEC for Environment and
Nature Conservation



Mr. Gift van Staden

MEC for Social Development



**Ms. Bongiwé
Mbinqo-Gigaba**

MEC for Sport, Arts and Culture

Important Government contact details

www.gov.za

: www.northern-cape.gov.za

Presidential Hotline

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Batho Pele gateway

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Anti-Corruption Hotline

: 0800 701 701

Facebook page

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