



NCPT

NORTHERN CAPE PROVINCIAL TREASURY

We serve with passion. We deliver on time.

HEARTBEAT

THE OFFICIAL NEWSLETTER OF THE NORTHERN CAPE PROVINCIAL TREASURY

ISSUE 26

Our Heritage. Our Pride



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Editor's Note

Dear Colleagues,

Welcome to our latest edition of the Heart Beat. The beauty of my job is that it never really gets less exciting, putting together this issue was actually a lot of fun, and it turned out to be much easier than the last ones.

This issue is dedicated to all officials who have demonstrated love and compassion by reaching out to communities during Mandela Month. We believe that this newsletter will serve as a mirror through which we are able to reflect and look back at the work we are doing towards the poorest of the poor. Many have set aside time to give back to those in need and that has proven that we are, without a doubt, the most dedicated, loving, innovative and competent public servants who want to see change in people's lives by ensuring that our vulnerable groups are not discriminated against. We've weathered the storm and demonstrated that, we do have what it takes to create self-reliant communities we can all be proud of.

We have seen women coming together to celebrate Women's Month, however protection and recognition of women cannot be limited to one month hence we invite everyone to join us in the work to build a society in which we can all enjoy a healthy, equitable and non-violent environment.

As we reach the end of heritage month, we have seen officials going all out to showcase different aspects of South African culture, through attire, arts, language, as well as indulging in a variety of food, we were indeed inspired.

As we step into October which is Transport and Cancer month, let us use this period to raise awareness about the importance of caring about our wellbeing, on the roads as well as our physical health.

Our hearts go out to officials who have lost loved ones and those who experienced difficulties in their lives. Stay strong and remember that nothing in creation will be able to separate us from the love of God. We also pray for those who are still recovering at home, we pray for their health and healing from the untimely sad occurrences.

We are always amazed at all the support we are getting from those who are reading this newsletter. Complementing this newsletter is our website <http://www.ncpt.gov.za> where you can find additional information on our work. Don't forget to send us your articles, views and pictures.

Happy reading

Women Management Forum

By: Masego Masilo

It was yet another year for the Treasury women in management to look at the accomplishments achieved with regard to Gender Equality and Women Empowerment issues in the department. The event which was held at the Protea Hotel was chaired by Mr Wellington Ngcobo who expressed gratitude for the well attendance of the annual engagement.

The Women Management Week provides an opportunity and a platform for women in management to discuss gender equality and women empowerment issues in the department. The meeting is held annually during the month of August and is envisioned to create space for a roundtable engagement between the Head of Department and women in Management. Furthermore it affords women managers the opportunity for reflection on how they could support each other in executing their responsibilities.

Below are resolutions from the meeting:

- The survey report referred to the next SMS meeting for discussion.
- Employment equity projections to be revised according to the 2012 organizational structure.
- Employee non-monetary recognition system inputs to be submitted to HR by 2 August 2016.
- Special Programmes and EHW to review programmes and advise accordingly to accommodate the child care facility and the general staff meeting.
- EHW to review EAP products offered

“Empowerment starts with an individual, Power to NCPT women”.



Women Senior Managers and Managers during the session.

Women's Day 2016

By: Matu Nkati



One of the teams performing at the event.

Treasury Women gathered in style and grace at the the Boitumelo Jwa Sechaba Guesthouse on the 19th of August 2016 to celebrate Women's Day. The Acting HOD opened the event by giving a speech in which he recognised and appreciated the role women played both at work and in society at large.

It was fascinating to see how women took part at the event by dressing up in the 60's attire, dancing and singing to the old golden classic music. The women also discussed issues such as breast and cervical cancers, financial wellness as well as ways in which women must conduct themselves in the working environment.

Ms Bonny Sesenyamotse also shared some encouraging words with the women, i.e. she encouraged them to find their strength, to always be ready to pick up the pieces and keep on fighting for their place in society just like the 1956 women.

There was also a prize give away for ladies from FNB. The winners were selected from the lucky ticket and women left the event feeling motivated and highly inspired.



Team building session during the Women's Day event.

Treasury attends the 19th SA Internal Audit Conference

By: Mokondí Kharidza



A team of delegates, representing all levels within the shared Internal Audit Unit recently attended the 19th Southern African Internal Audit Conference at the Sandton Convention Centre.

The Southern African Internal Audit Conference is the premier Internal Audit event of the year created for internal auditors by key decision makers and advisers within the internal audit

profession, from both private and public sector organizations. The conference created a platform for participants to have a global perspective, share new ways of thinking as well as best practices in pursuit of excellence in the profession and promote networking among auditors.

The conference featured the likes of Mark Victor from Deloitte, Sinaye Nxumalo from City of Johannesburg, Steven Cohen from Sage One International, Leigh Roberts from Integrated Reporting Committee of South Africa and Terry Tselane from the IEC.

The three day discussions included the 3-D revolution, the world of Artificial Intelligence (Robotics), the world of Smart Tools and lastly a future where human beings are in chaos; Natural Events; Environmental Decay, Social Breakdown and Economic Decline and Abuse (the world according to world renowned Stephen Hawkins).

All these futures were interrogated by a panel and the audience with the clear

mandate to find solutions, and most importantly the role of internal auditors in the four futures on the back drop of the black swan theory.

The King IV Report was unpacked by a panel of renowned King Committee members such as Michael Judin, academics and highly acclaimed executive directors in Law, Auditing and Finance, with the clear mandate of testing if the King IV is relevant for the multiple futures described above through integrated reporting.

Amongst the highly acclaimed women who attended the conference which was held during Women's month, were the IIA Global Chair - Angela Wintzany – who made a presentation on the fact that Audit never sleeps and the Public Protector Mme Thulisele Madonsela, who received the Chairman's Guardian of Governance award.

The delegates came back highly motivated to do more for the Northern Cape Province, and more prepared for the multiple futures.

Internal Audit attend the ISACA Conference

By: Johan Snyders

The annual ISACA South Africa Chapter Conference was successfully held at Emperors Palace, in Johannesburg, on 29 and 30 August 2016. In attendance from the Internal Audit Chief Directorate was Mr Johan Snyders who said that the event was insightful and thought-provoking, offering in-depth light into emerging trends, best practices, and the tools and techniques needed to survive and thrive in the ever-more complex world of information systems audit, assurance, control and security.

The conference which attracted more than 450 delegates featured a variety of

sessions, including three panel discussions on women in technology, COBIT and cyber security. The panels comprised of both local and international industry experts. The theme of the conference was “Gaining the Edge - shaping the future”

The topics discussed included:
Winners or losers in life - its your choice
Navigating through ethical dilemmas
COBIT
Cyber security

The following specialised tracks were available:
Connecting women leaders in technology
IS audit/assurance
Governance

Cybersecurity
Privacy and security

Take-aways from the conference:

- Winners live life according to goals.
- Ethics is a leadership issue - should be part of business objectives - do the right things when no one is watching.
- IT Governance is part of organisational/corporate governance.
- Internal auditors must be trusted advisors.
- Risk management - External risks to be considered.
- Business is like DNA - constant growth - do not stagnate.

Team building in the workplace

By: Matu Nkati

Team building is very important if an organisation wishes to extract the best out of its workforce. When many employees think of team building, they quickly tend to make the misconception that it will entail sport related activities and not everyone is equipped for sport. The department has introduced different activities that will encourage employees to know one another on a more personal level in order to enhance the workforce, such as soccer, netball and choir.



Team building often helps to foster better and open communication between employees on all levels. The Special Programmes and Employee Health and Wellness Units are there to be utilised in forming and supporting such activities. For any and all suggestions as to how new activities can be introduced as part of team building activities, officials can forward those suggestions to either one of the abovementioned units @ 053 830 8490 (Lolo Pharasi) or cpharasi@ncpg.gov.za and 053 830 8213 (Masego Zaula) or mzaula@ncpg.gov.za.

In closing, it is important for all of us to prioritise our wellbeing by ensuring that we balance our work, home and social life to maximize our performance. The great Henry Ford once said "coming together is a beginning. Keeping together is progress. Working together is success", so let us all strive to succeed.

Good saving habits

By: Masego Masilo

Savings is the portion of income not spent on current expenditures. Without savings, unexpected events can become large financial burdens, therefore, savings helps an individual or family become financially secure. . It is very important to save because it gives you peace of mind, increases your options for decisions that have a major effect on the quality of your life.

The following are some of the types of savings offered by different financial institutions:

Regular savings accounts - require customers to deposit money each month, without failing and **have limited number of withdrawals per annum.**

Notice deposit accounts - demand that you let them know when intending to withdraw money 30, 60 or 90 days ahead. This suggests that the accounts are unlikely to suit you if you may need to get money unexpectedly.

Fixed deposit - are savings accounts that offer a fixed interest rate on your cash for a set period of time like 6 months or 12 months or more.

Call Accounts - the accounts allows individuals to save over their lifetime and interest is calculated daily and capitalized monthly.

Money market accounts – investment account that earns you highly competitive interest rates and the funds deposited are available on demand. This includes unit trust or shares.

Aspiring message that will be an eye opener for us to save.

I can't change the direction of the wind in the sea, but I can adjust my boat to always reach my destination. It is never too early to start long-term savings. It is about how much one earns, but, on how well we use our income. Therefore, start by doing what is necessary; then do what is possible; and suddenly you will be doing incredible things. It is vital that colleagues get help from a Financial Advisor or experts on savings, investments options including long term and short term insurance.



Siphso Mbinakomo - Budget Analyst

One on One with Chad Hofsta

By: Matu Nkati



Tell us a bit about yourself?

I'm Chad Duwayne Hofsta, State Accountant at the Salary Unit. I am a rather down to earth, honest and very hard working young man. I have a healthy sense of humour. I am a Christian and a deacon at my church. I'm a sport fanatic, Arsenal Supporter by heart (soccer) and Protea supporter (cricket).

How did you develop an interest in cricket?

It's a game of brilliant intricacy and variety. And the sound of leather on

willow is incredibly satisfying. I first came into contact and fell in love with the sport in 1992 during the World Cup. South Africa debut into international sport. I started playing cricket in 1994 as part of the Baker's Mini Cricket Team. In 2003 I turned to Scoring the game (Administration).

How do you feel when you play cricket and which team do you play for?

I played for school. It's a fun sport if you do it right you'll be sore at night. Lol.

What hardships have you gone through in your pursuit of playing cricket and where do you draw your strength?

Life throws many curveballs our way. Like many other sports, cricket does that too. Not making the team was the disappointment. But later I realized that there are guys that are far better than I was. That's when I went into scoring.

You have recently won a cricket award; what was it for and is it the only highlight in your cricketering

career?

It was for being the Scorers Scorer for the past season. No, the season before that I was Provincial Scorer. I've been scoring for 13 seasons.

What benefits does a person get from playing cricket?

Like any other sport, there are health benefits in playing cricket. It can improve endurance, stamina, physical fitness and hand-eye coordination.

Which cricket player inspires you and why?

Currently it's Misbah ul Haq the Pakistani 42 year old captain. A very calm individual with unprecedented levels of consistency. He has guided Pakistan team to number one in test rankings.

What is your favourite cricketers quote?

"People throw stones at you and you convert them into milestones" - Sachin Tendulkar.



Carmen wanted.

- Everyone you meet deserves to be greeted with a smile.
- This is what Carmen was.
- Love, not time, heals all wounds.

As a mother she was loving and caring to her two lovely children. She wanted the best for them, as well as her siblings and mother.

The Northern Cape Provincial Treasury will always remember Carmen's dedication and commitment to her work. We will always remember her as a loving friend and colleague. May her soul rest in eternal peace amongst the Angels. Until we meet again.

We close this chapter on Carmen's life with these words, "To live in hearts we leave behind is not to die." — Thomas Campbell.

Tribute from our Hearts

By: Tshidi Monethi

"I want to speak from the heart." These words were expressed by Ms. Philia Potgieter, Carmen Schoeman's senior in the Provincial Supply Chain section as she conveyed her tribute at the memorial service.

She wanted to speak from the heart about a young woman she loved and has worked with for years. A sincerely and wonderful soul named Carmen. It would be revealed throughout the service that honesty and sincerity were indeed qualities equivalent to Carmen.

The passing of Carmen, Lala, Carmi, Maitjie, Schoemie as she was dearly known – left many friends, family and colleagues lamenting in shock. Carmen Schoeman met her fate in a fatal vehicle

accident on 14 August 2016 on their way to Kuruman with colleagues from the Asset Management section.

As a colleague, Carmen was described as dedicated, hardworking and always giving her best. Outspoken - not afraid to voice her opinion. Friendly - not shy and a joker of note.

Vusi Sidumo, Carmen's immediate supervisor had noted her commendable ability to work under pressure with minimum supervision, and focused manner on the job. As a friend and colleague Julia Boane learned many valuable life lessons from Carmen. She learned that:

- Life is like a toilet paper.
- The closer it gets to the end, the faster it goes.
- It's those small daily happenings that make life so spectacular.
- Under everyone's hard shell is someone who wants to be appreciated and loved. Which is what

The Story of My Life - Maureen Mafonqo

By: Galaletsang Moncho

It became evident during the Heart Beat engagement with Miss Maureen that she has proven and demonstrated that living with disability can no longer be an impairment that excludes one from contributing at work and at home. The word pity and its attendant practices especially the puzzle-pain-horror look on people's faces as they stare at her has never been her life's companion since early days in life. Keep reading and learn more about her:

Tell me about yourself?

My name is Funiswa Maureen Mafonqo. I was born in De Aar and stayed at Helen Bishop Home for disabled persons. I did my primary studies at Tlamelang School for the disabled in Lichtenburg, North West Province and matriculated at Philadelphia Secondary School for the disabled people by the year 1988 in Pretoria.

How long have you been disabled, and what was like growing up?

A year and half after I contracted a childhood disease which led to my disability. It was a very sad experience as a child especially when you were different from other kids. I had to adjust to everything but due to the support that I received from my parents life became better. I considered myself very fortunate for the positive support from my family. They had to adjust to challenges of having a disabled member in the family and never made me feel different or treated me differently. My teachers were also excellent, they taught me that it all start with myself, to love and accept my condition so that people can accept me as well.

Was it difficult to find love?

Not at all, you must believe me when I say I had a wonderful love experience, better say it was an out-of-this-world experience when a wonderful man came

into my life. He came with hopes, dreams, feelings that I thought I never had, that's when I realized that I was still a lovable woman. I am talking about the father of my two children who is also living with disability.



How has your disability affected your life and Career?

I graduated as a Teacher, worked as an administrator during the day at Nicro offices and at night I taught ABET classes in De Aar. By the year 2000 I was employed at SAPS in Kimberly at Transvaal Road as a Camera operator, I then joined Provincial Treasury in 2007 as a Cashier.

How did you manage to study and what qualifications do you have?

After I matriculated I went to Good Hope College in the Western Cape. I was fortunate to obtain a bursary to study from 1993 – 1995 and I got my Primary Teacher's Diploma (Senior Primary) certificate. By 1997 I went back to the Western Cape College of Education to do my Higher Diploma in Education. I have done short courses of accounting here at work and last year I was doing my AAT course. I managed this through commitment and dedication.

What motivates you to overcome challenges that you face and what scares you the most about your disability?

Firstly, God is my pillar and He has been there for me. When I see a smile at my children's face I feel strong every day and that encourages me to overcome the challenges that I face every day. My mother also motivates me all the time with her usual phrase "remember you are unique and stay focused". I am somebody who is very independent, who likes to walk and do things on my own and my biggest fear is being unable to walk on my own.

Any memorable moments at work?

There are a lot of memorable moments that I have at work. The most important one is when I was awarded a certificate by the office of the CFO for the Best Recognition of Due Diligence. I felt very blessed, motivated and emotional at the same time.

Are your disability needs attended to at work and what more can be done for disabled persons in the work place?

I will say it is about 50%, sometimes when the driver is not available I struggle to come to work on time. I would like to see more consideration from the department about people with disabilities. We are disabled persons with different abilities therefore we will have different needs and those have to be catered for.

What advice can you give to colleagues who are living with disabilities?

At the workplace: I would like to say to those who are disabled and don't want to disclose, it is time to disclose in order for your needs to be catered for, those who became disabled, accept your disability so that you can live a normal life as anybody else. Lastly, to all I will say education is very important, with it you can empower yourself and open many doors.

By: Tshidi Monethi

The spirit of giving permitted NCPT staff on July 18 to join the world in celebrating Mandela Day. They participated in different activities by showing love, giving away clothes, food and spending time with the most vulnerable communities.

Celebrating this day through good deeds gave communities visited hope and allowed them to value commitment and solidarity of NCPT officials. We trust that NCPT officials will continue to improve lives of ordinary citizens throughout the year.

May the wise words of the late state man echo in your hearts when he said “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



The Financial Management Directorate



The Upington Regional Office

By: Galaletsang Moncho



The 40 years and 30 years long service award recipients

The Human Resource Management Directorate held a ceremony to recognize men and women who reached milestone years of employment during the Employee Long Service Awards held at the Horse Shoe Motel recently.

The Long Service Awards was organised to express appreciation and recognition to 55 long-serving officials who selflessly spent 10, 20, 30 and 40 years of service in government. Many have had very humble beginnings and have worked hard to move through the ranks. Amongst them was Mr Simon Namukolo who has been working in Treasury for the past 20 years. He referred to Treasury as the “employer of choice” and as a soap opera that kept him in suspense for years and had encouraged him to patiently wait for the next season.

Officiating at the Long Service Award, Mr Wellington Ngcobo, the Chief Director for Corporate Services expressed his heartfelt gratitude and appreciation to the men and women who never spare themselves in the pursuit of excellence in government. “Even though you may not be able to pinpoint what material wealth you have gained for working for the government for all these years, let us all take pride in the fact that, it was as a result of your individual and collective effort that has lifted the South African Government in general and the Northern Cape Provincial Administration in particular to its current heights”.

The ceremony ended with official handover of certificates to long serving officials as well as recognition of Interns who were ending their twelve month long training programme.



The 20 years long service award recipients

By: Tshidi Monethi

The Northern Cape Provincial Treasury started registering suppliers on the National Central Supplier Database (NCSD) during the month of July 2016. The department embarked on a province-wide roadshow to create awareness about the Central Supplier Database (CSD) which was launched nationwide in September 2015.

The NCSD is a single database that serves as the source of all suppliers' information in all spheres of government. The NCSD has interfaces to SARS to enable tax clearance status verification of suppliers, the Companies and Intellectual Property Commission (CIPC) for vetting of business registration and ownership and the payroll system and for Government employee verification.

Suppliers or businesses that do not use the opportunity to register on the NCSD will not be able to do business with government and participate in government procurement processes after 1 July 2016.

Philia Potgieter, the Director of



A supplier registering on the Central Database

Provincial Supply Chain in the Northern Cape Provincial Treasury, said that the CSD will eradicate the fragmentation of supplier information within government and reduce duplication of effort and cost for business and government while enabling electronic procurement processes.

“Previously suppliers had to register separately on several databases which hampered doing business with the state and it proved to be very costly. Each government institution requires the same document and information. The

benefit to suppliers with this new process is that they will register only once,” said Potgieter.

Businesses or suppliers can register at any government office, namely departments, regional offices and municipalities.

Businesses can also self-register using the CSD website: www.csd.gov.za. The Department of Sports, Arts & Culture offers free access to internet for self-registration at libraries across the province.

Lizel Fillis, Assistant Director Client Support and Strategic Procurements indicated that clients can walk into the help desk centre during working hours and self-register from the computers on site. She said there will be support staff available to help clients smoothly through the process.

The NCSD Provincial Office help desk is situated at Templar Building, Ground Floor, Bean Street in Kimberley.



**CENTRAL SUPPLIER
DATABASE**
FOR GOVERNMENT

Senior Managers attend leadership and good governance training

By: Galaletsang Moncho

Government departments are faced with the challenge of making sure that they employ people with appropriate skills and knowledge to perform at the expected standards. In order to achieve this a compulsory Capacity Development Training for the Senior Management Service (SMS) was introduced by DPSA.

The Directive in this regard was approved by Cabinet on 22 October 2014, and issued by the MPSA on 25 November 2014 seeks to instil a culture of continuous professional development through compulsory capacity

development.

It was against this background that a three day workshop on Leadership and Good Governance was organised by the Human Resource Development Unit for Senior Managers in order to.

- Promote continuous professional development of members of the SMS.
- Ensure that compulsory training programmes aimed at addressing the developmental needs of senior managers within the Public Service have been identified.
- Promote and encourage SMS members to be trained in a structured manner.
- Achieve a highly competent SMS cadre.

The workshop was a success as it has brought all SMS in one place to address their management competencies and developmental gaps and some believe that it has instilled a positive change in service delivery and implementation of government programmes and policies.



Events Photo Gallery

Long Service Awards



Mandela Month



Heritage Month



Events Photo Gallery

Women's Day



Women Management Forum



Senior Management Training



People on the Move

New Appointee



Mr. A.T.M Mabija
Chief Director: Assets and Liabilities

New Appointee



Ms. T.N Franks
Ast Man: Provincial Accounting Services

New Appointee



Ms. M.L Tau
Internal Auditor

New Appointee



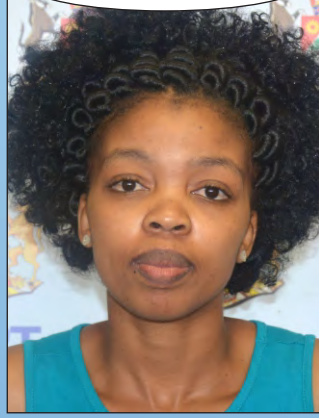
Ms. C.E Joseph
Secretary: Provincial SCM

New Appointee



Ms. G.E Isiang
Ast Man: Monitoring and Evaluation

New Appointee



Ms. S.P Mzimkhulu
SCM Clerk

New Appointee



Ms. N.E Chake
SCM Clerk

New Appointee



Mr. O.M Mathee
Ast Director Accounting Services