



NCPT

NORTHERN CAPE PROVINCIAL TREASURY

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HEARTBEAT

THE OFFICIAL NEWSLETTER OF THE NORTHERN CAPE PROVINCIAL TREASURY

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GOOD DEEDS FOR CLEAN NEIGHBOURHOODS

BY GALALETSANG MFECA



#ThumaMina

On Friday, the 8th of March 2019, the Northern Cape Provincial Treasury (NCPT) officials joined the province and the country to heed President Cyril Ramaphosa's call of conducting clean-up activities in their neighbourhood in order to contribute to solving global and national environmental challenges.

The launch of this monthly campaign was done in eight identified hotspots around Kimberley, and the department was allocated the Floors Township. The NCPT officials went out in large numbers to make their mark. This encouraged the Floors community to keep their area clean and show support to the provincial government.



This campaign seeks to change people's attitude and behaviour towards responsible waste management, to influence people to be environmentally conscious and to make use of available recycling bins.

The campaign also aims to expand productive capacity by enhancing service delivery in key green economy sectors, including investment in bio-waste resources and urban food production initiatives.

Appreciation goes to those who took their time to participate in this campaign and they are henceforth encouraged to continuously avail themselves throughout the campaign.

PEER-TO-PEER LEARNING AT MUNICIPAL CFO FORUM

BY GALALETSANG MFEKANE

The Municipal Finance directorate recently held its quarterly Chief Financial Officers' (CFO) Forum in Upington. The gathering, which brings municipal CFOs and senior finance executives together, is created to provide interactive networking, build meaningful relationships, and find resources and answers to some of the many challenges faced by municipalities. It emphasizes the importance of seeking support from Treasury and promoting compliance of the financial regulations through engagements from Treasury.



Outlining the importance of attendance and participation at the forum, Mr Gumbo - Chief Director for Sustainable Resources Management, raised his concern about the lack of attendance by some members who continuously disregard the importance of the gathering and stated that they miss out on important shared information. He cited that the platform seeks to strengthen relations, highlight municipalities' capacity and capability and encourage sharing of good practices.



He appealed to the municipalities to be honest about their challenges in order to get proper advice and training. He discouraged the submission of erroneous reports that later result in municipalities complaining about lack of support from the department. He added that it really pains the department when municipalities get disclaimers or qualified reports.

During the two-day extensive discussions, the Kareeberg Municipality shared their successful municipal financial governance experience. They shared their handling of cashflow problems through avoidance of payment pill-up, ensuring creditors are paid on time, encouraging continuous monitoring of bank balances and encouraging consumers to pay via Electronic Funds Transfer (EFT).

NORTHERN CAPE TREASURY LENDS A HELPING HAND

BY ONALENNA TOKHWI



The Northern Cape Provincial Treasury (NCPT) prides itself in contributing to the less fortunate through the Corporate Social Investment (CSI) program spearheaded by the Special Programmes Unit. The main purpose of the CSI is to identify and assist individuals, non-governmental and non-profitable organizations as well as other entities that are in need of assistance.

Recently, the Special Programmes Unit embarked on a CSI program through which the Itireleng Association of People Living with Disabilities, based in Warrenton was identified. The association was established in 1987 with assistance from the Department of Public Service and Administration in order to unite people living with disabilities to teach them skills as a means to self-empowerment and independence.

During the 23 November 2018 departmental men's event, the association was presented with a cheque to procure needed essentials.

The Association is now a proud beneficiary of two new sewing machines, one overlocker machine, sewing material and sewing threads.

The association's representative, Mr. T Megalanyane thanked the department and admitted that they were dubious of assistance from the department as they had previously 'knocked on several doors' but 'none ever kept their promises'. He further thanked the department for the assistance and promised to use the equipment productively to generate income and help others in need.

Mr. Ngamole thanked the association for accepting the department's quest to assist. He indicated that regular check-ups will be undertaken to ensure proper utilization of equipment and provision of further assistance where possible.



MEC MAC JACK REVISITS COMMUNITY TO FULFIL PROMISES

BY GALALETSANG MFECAHE

During the January Back-to-School/Thuma Mina Campaign in the John Taolo Gaetsewe Municipality, MEC Mac Jack adopted eight learners from Phakane High and AB Kolwanane Secondary schools. He committed to offer these learners support for the duration of their studies. The two schools also submitted a list of required additional text books, sporting attire including names of learners with no proper school uniform.

When handing over the sports attire and text books at Phakane High School, MEC Jack encouraged the learners to participate in sports to learn to cope, adapt, and function in a team environment, to be stimulated and improve physical and mental health.

The adopted learners got surprise visits from the MEC at their homes and were presented with sets of winter and summer school uniforms and their parents received food hampers. The MEC encouraged the parents to participate in parents' meetings, to check school work and ensure regular school attendance by their children.



MEC Jack highlighted the dire state in South African schools such as lack of basic uniform requirements due to unemployment or where grandparents are the primary providers and cannot provide such necessities. This puts learners in situations of great embarrassment and difficulty during their day-to-day classroom activities. He said vulnerable children also need every opportunity possible to be successful in their education journey.

The Back-to-School Campaign is an initiative by government which requires leaders to visit schools at the beginning of the year to assess the state of readiness. They ensure that children are ready to learn and are well equipped with adequate learning material in order to achieve their full potential.

ADIEU LEON VENTER

BY TSHIDI MONETHI



No more targets, no more goals, no more KPAs and no more meetings. All there's left to do now is to unfurl all the happiness that life has in store. (Author unknown) These are words we merrily relay to Mr. Leon Venter as he retires from the public service.

An accomplished 45 years' veteran of the government financial systems. Mr. Venter started his service in government in 1974, respectively working for the Department of Correctional Service, the National Treasury and the Northern Cape Provincial Treasury. His specialty was Manual & Computerised Supply Chain and Asset Management Facilities in Government.

Mr. Venter unassumingly recounts that the highlights of his tenure was to be part of a few officials who established Standardised Transversal Manual and Computerised Supply Chain Management or Asset Management and Accounting Facilities in Government.

During 1980/81 while he was still at Correctional Services (DCS), he and some colleagues decided to compile standardised accounting procedures and facilities for supply chain & asset management called Provisioning Administration Systems (PAS). It was manual facilities as there were no computers during that time.

On request from the National Treasury, he started with the implementation of PAS in the rest of the Government and soon after he was seconded to the National Treasury on a permanent basis. During 1987 he started with the Computerised Provisioning Administration System and during 1996/97, the system became more sophisticated and it was named the Logistical Information System (LOGIS) with real time integration to Basic Accounting Systems (BAS). He and his team assisted several national and provincial departments with the implementation of LOGIS. During this period, he was also responsible for the budgets as Program Officer of the National Defence Force, SA Police Service, Correctional Services and Justice at National Treasury.

The low points of his tenure he laments; is a lack of more enhanced facilities on LOGIS due to delays over the past 20 years at National Treasury. Technology changed a lot he cites, and with a few small developments, much more could have been done by National Treasury to enhance current facilities to have more control over areas where fraudulent activities take place.

Over the years, he has built respectable and professional working relationships as well as friendships with colleagues who only have praise and well wishes for him:

God's richest blessing to you and your wife on the next chapter in your life Leon. You have always been professional and a real gentleman whenever we interacted, which gives testimony to an illustrious career. God bless!

Mr. Claude Herman: Deputy Director Finance & Corporate Service at the Dr. Arthur Letele Medical Logistic Centre

I am proud of you. You have accomplished a lot. I look forward to seeing more blessings come to you in the future. Enjoy your well-deserved retirement.

Mary Norman: Northern Cape Provincial Legislature

ADIEU LEON VENTER - Continued

Words cannot describe what this means and how it makes me feel. Leon, you are such a marvel! You have always been. You have shown me true friendship, as a colleague and amongst all things, a family man and beyond everything that you are human - kind, loving, passionate, sincere, humble and respectful to other people's feelings. For that you will be DEARLY missed. You have been my true inspiration and deep down in my heart, I wish you all the best in your endeavours. And just know that your warmth will always be remembered. *Bon voyage!* May the good Lord bless you and your family.

Florence Diphoko: Deputy Director National Treasury – Financial Systems, Logis

His farewell message to the department is that the Provincial Treasury must always lead by example. He says he is reminded of the words by the former HOD, Mr Mokoko who always encouraged Treasury officials to hit the ground running. He urges colleagues to keep on running and to ensure that they are always on top of everything. They must change challenges into opportunities. He says, Government officials are always in the spotlight. Therefore they must be proud of the legacy they wish to leave behind. They must not be part of the fraudulent and pretentious team in Government. As oversight officials, they must be careful not to become a 'puppet on a string' for the other departments in the Province. They must always remember that too many people in South Africa are without food or accommodation.

Mr. Venter has over the years applied these motivational quotes which he wishes to leave with everybody in the Provincial Treasury.

Challenges – The road to greatness is a hard one. The challenges encountered along the way are what make us great!! – *Unknown*

Perfection – Make each day your masterpiece. – *John Wooden.*

He conveys a special word of thanks to his team that played a major role in the successful rollout of LOGIS in the Province, namely Garth Corns responsible for LOGIS Rollout & Support, Yolandi Rabie and Mpho Diphokoje – Codification & Supplier Administration.

He thanks Willem Louw who joined the team during 2015 and from whom they learned quite a lot. Former team member, Brian Norman, who, as a junior official, grabbed the opportunity when requested to be a LOGIS trainer. He trained several officials in the Province on all the different LOGIS courses.

Keep up the good work, LOGIS TEAM. Good bye! As he bows out.

Adieu Mr. Leon Venter! The Northern Cape Provincial Treasury and the Public Service in general is immensely appreciative of your selfless and dedicated service rendered over the years. We wish you and your family all the best for the future. God bless!



RESIGNATION TO AVOID DISMISSAL

BY DINEO BOSVARK

Over the years employers have been dealing with the dilemma of employees who resign from their workplaces in order to avoid or escape disciplinary action against them, which they anticipate could lead to their dismissal. By so doing employees know that the best way to exit your work place is when you leave on a good note and not have a bad record on your profile that creates a questionable reputation for their image. They know that no employer would want someone who has a disciplinary record for their company.

The above-mentioned scenario is demonstrated in the matter of *MTATI v KPMG SERVICES (Pty) Ltd, 2017 (LC)* where the applicant (employee) terminated her contract of employment twice. The first time was when the respondent (employer) made her aware that they were conducting an investigation into certain allegations against her, so Mtati issued a resignation notice to her employer. The employer then served her with a notice to attend the hearing, Mtati then resigned for the second time with immediate effect. So at the hearing she argued that KPMG had no jurisdiction to discipline her as she had already terminated her contract with them. The chairperson dismissed the argument, and Mtati withdrew from the hearing and as a result she was found guilty and dismissed.

Mtati then applied to the Labour Court seeking an order to declare that the disciplinary proceedings and her dismissal was null and void. The judge looked into the matter and stated that employers may have the right to discipline employees during the notice period as such person still remains the employee of the employer. However if the employee resigns with immediate effect the employer no longer has the right or power to discipline the employee. So the court ordered that the respondent had no power or jurisdiction to discipline the applicant following her second resignation and also ordered that the respondent should pay the applicant's costs.

However this might not always be the case especially in the Public Service, as Section 16B(6) of the *Public Service Act* states, "if notice of a disciplinary hearing was given to an employee, the relevant executive authority shall not agree to a period of notice of resignation which is shorter than the prescribed period of notice of resignation applicable to that employee".

This simply means that an employee cannot tender an immediate effect resignation to the employer after having been served with a charge sheet to attend a disciplinary hearing. Therefore should the employee decide to resign, he/she has to serve their notice and the employer is still within its right to discipline that employee during the notice period. This therefore implies that an employee only has the right to resign as long as it is not in breach of their employment contract.



NEW APPOINTEES/PROMOTIONS



Carol Shuping
Director: Banking Services
and Cashflow



Lewellyn Mokgatle
Internal Auditor



Valmary Larie
Internal Auditor



Dimakatso Jafta
Internal Auditor



Debbie Mokwena
SCM Officer
(Promotion)



Noneka Garane
Internal Auditor



Fairlane Esterhuizen
Internal Auditor



Veronica Mbelebele
Internal Auditor



Reetsang Motlhwai
SCM Officer
(Promotion)



EVENTS GALLERY

Provincial Budget Speech



New Interns



CFO Forum



HOD Engagement Meeting



Good Deeds



MEC JTG OUTREACH



CONDOM WEEK



VULEKA MALI



BLOOD DRIVE



INTERNS INDUCTION



CAREWAYS EAP LAUNCH

