



NCPT

NORTHERN CAPE PROVINCIAL TREASURY

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HEARTBEAT

THE OFFICIAL NEWSLETTER OF THE NORTHERN CAPE PROVINCIAL TREASURY

ISSUE 25



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***The new MEC for Finance, Economic Development
and Tourism, Mr MacCollen Jack***

Editor's Note

Dear reader,

It is an honour to serve as the new editor of this newsletter following the departure of my predecessor, Mr Mojalefa Mphapang, who I believe did an outstanding work by ensuring that the newsletter serves as a mirror through which we are able to look back at the work we are doing for the province.

I intend to ensure that this publication will educate you about the economy, highlight the accomplishments of dedicated officials, keep you informed about new developments like promotions, appointments, including other matters that affect your health as well as managing finances.

You will also be reading about the redeployment of MEC MacCollen Jack who has just joined Treasury. We will be sharing with you his achievements and dedication towards everything that comes his way. Another interesting topic we covered in this issue is provincial budget vote, the strategic planning session held recently and many more.

I feel glad to acknowledge the support and encouragement of all those who contributed directly or indirectly to bring the Newsletter out. I would not have done this alone, I have a dedicated team who I believe will continue to keep you informed,

Keep telling us your inspiring stories and send your letters to the editor by emailing them to galaletsangmoncho@ncpg.gov.za.

I look forward to hearing from you,

Happy reading

Galaletsang

Treasury welcomes MEC MacCollen Jack

THE employees and management of the Northern Cape Provincial Treasury are looking forward to a long and fruitful working relationship with MEC MacCollen Jack.

This follows the recent change of the Northern Cape Executive Council which saw MEC MacCollen Jack filling the post he has acted on it for a while.

Treasury officials believe that the MEC would lead the department to greater heights, given his political and administrative experience. MEC Jack is not a new kid on the block, having served as health MEC for years coupled with the exposure at

leadership level is really capable of hitting the ground running.

Mr Vuyisile Gumbo, the acting Head (HOD) of Treasury expressed his confidence in the MEC. “We are honored and privileged to receive the MEC and we wish him all the best and promise that we will support him in all his efforts in the execution of his responsibility”, he said.

“We have a dedicated team of men and women who have brought joy, happiness and pride in the department and will continue to make his plans for better service delivery succeed,” he concluded.



Profile of the MEC - Mr Ntsikelelo MacCollen Jack



MR Ntsikelelo MacCollen Jack was born in 1965, in a dusty Karoo town called Graaff-Reinet. He attended

different schools and further went on to matriculate at Thubalethu State High School.

He furthered his post matric studies through, Masibulele College of Education for a Teachers Diploma, RAU – further Diploma in Educational management, Wits – CPM D, Housing Policy Development Programme (HPDP) and other short courses from different institutions.

In 2013, he obtained an Honours Degree in Public Admin from the University of Stellenbosch and he is currently doing a Masters Degree in Public Admin through Wits University.

As a political activist, he served in different alliance structures of the mass democratic movement. Furthermore, served for more than 10 years as the ANC chairperson of

the Pixley Ka Seme region. He currently serves in the PEC and PWC of the ANC.

His work career include, being a Teacher at Isibane Primary School, a School Principal at Lillian Noveve Combined School and an Assistant Chief Education specialist at Department of Education (Eastern Cape). Deputy Director at Department of Housing and Local government at De Aar (Northern Cape), LED Manager and later Municipal Manager at Pixley ka Seme District Municipality.

He went on after being appointed as a Member of the Provincial Legislature (MPL) to be the MEC for Transport, Safety and Liaison, and later MEC for Health in the Northern Cape Province. He is currently the MEC for Finance, Economic Development and Tourism.

Face to face with HRD

By: Masego Masilo

HUMAN Resource (HR) holds a pivotal position in any company and it affects the lives of employees in a meaningful way. Heartbeat news came face-to-face with Kenneth Melakeco, the HRD manager to explain the unit's plans for this year. Kenny as he is affectionally known has a lot of knowledge acquired on the job for the past 19 years coupled with his qualifications. He shared his knowledge in the HR profession and his work in the field that sit at the centre of the department.

Briefly give us a background on what you do in the HRD unit?

I am responsible for the management and implementation of HRD interventions within the department, such as Training and Development, Internship programme; bursary programme, learnership and experiential learning programmes as well as compulsory induction programme. I'm also coordinating MPAT and Employment Equity within the department.

What trainings have you planned/scheduled for 2016 and why?

Apart from the Compulsory Induction Programme (CIP), which is a requirement for all newly appointed employees within the Public Service, there is also the SMS leadership capacity development which is a mandatory training and minimum entry requirements for SMS development intervention for a minimum of 18 days over a period of 3 years. It is in response to the developmental agenda as stipulated in the National Development Plan 2030. The directive which was approved by Cabinet on 22 October 2014, and issued by the MPSA on 25 November 2014.

What criteria do you use to involve

employees in these trainings?

For CIP, all newly appointed employees qualify to attend this training. As for the SMS leadership development, the focus will be on newly appointed Senior Managers and those Senior Managers who never had an opportunity to attend leadership courses. Other training interventions for employees will be by means of conducting a skills audit through the PDP's submitted by employees for development, and the Workplace Skills Development Committee (WSDC) decides on what criteria will be used to identify which training interventions will be implemented within that particular financial year.

Are there specific requirements needed for certain trainings?

Some requirements will be determined by the service providers based on the NQF level of the course, for instance, for Management Development Programme, a matric certificate and work experience will be required.

How do you measure the outcomes of these trainings?

We ensure employees submit Portfolio of Evidence (POE) as required by the service provider. We have developed a pre- and post-evaluation questionnaire which we intend to implement from the new financial year, whereby we will evaluate the impact of training provided to the employees. Others will be determined by the results, for instance, bursaries.

What challenges do you face when coming to your trainings and what do you do to rectify or curb those challenges?

The non-availability of officials to attend training after confirming their attendance, this is mostly due to operational reasons. This might also be due to the lengthy SCM processes which by the time it's been finalised with the service provider, some



officials will have already committed on some other work activities. We usually have to look for replacements at the last minute

What are your goals in achieving more improvements on your trainings for 2016?

We want to implement the pre- and post- evaluation questionnaire which we have developed in order to measure the return on investment for training. This will give us an indication as to whether the training provided to the employees did make an impact on their performance.

Are there any developments/changes now in 2016 that we are not aware of and need to share with Treasury employees?

The only change is with the bursary policy, where the focus is now on funding only those employees who are on salary levels 1-8 and studying towards their first tertiary qualifications and no more post graduate qualifications.

What inspirational message will you give to Treasury employees in terms of skills development and training?

“Think of yourself as a brand. You need to be remembered. What will they remember about you?. If you have it in you, do something that defines you. Invent something, develop a unique skill, get noticed for something – it creates a talking point”

Northern Cape tightens the budget belt

By: Galaletsang Moncho

THE Northern Cape Provincial Legislature held its House Sitting in Upington on March 06 2016 for the tabling of the 2016/17 Provincial Budget by the MEC of Finance, Economic Development and Tourism, Mr. Mac Jack. The speech was a reaffirmation towards the commitment of government in reducing the budget deficit and

the Northern Cape perform a regulatory function, some of them will be rationalized without compromising their legal mandate to further achieve efficiencies in the system. This process is currently underway and firm proposals will be tabled at the Executive Council soon.

can be still be achieved although this is not expected to result in significant savings for the province, but this will assist to ensure that we deliver services to the people in the most effective and economical way to improve our business processes.

There is also a moratorium in the filling of vacant posts in an effort to contain the wage bill of the province, all posts that are currently advertised will be closely scrutinised to ensure that they are critical and relate to front line service delivery requirements and are fully budgeted for over the 2016/17 Medium Term Expenditure Framework.

The Northern Cape Government receives its revenue from the national transfers in the form of the equitable share, conditional grants and provincially collected own revenue. The total projected revenue for 2016/17 financial year amounts to R14.928 billion. The provincial equitable share contributes the largest share to the total receipts followed by conditional grants and own receipts.



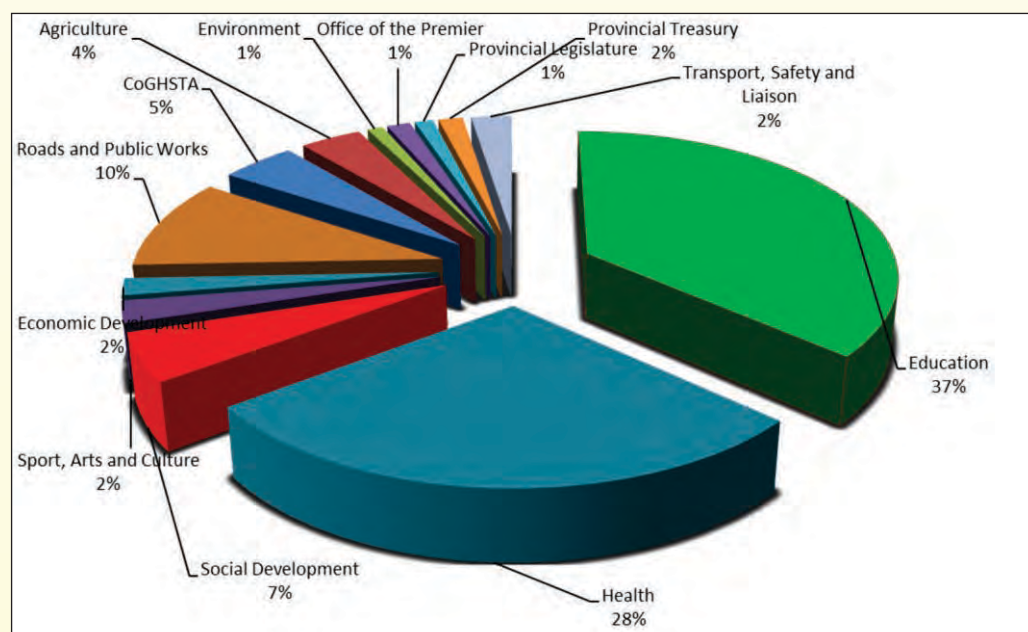
Learners from a high school in Victoria West who attended the Budget Speech.

spiralling debt service costs. Provincial government's priorities were also clearly articulated whilst maintaining the 2016 MTEF expenditure ceilings.

Based on the current expenditure patterns on non-core items like catering, hiring of venues and travelling etc. Provincial Treasury is convinced that some efficiencies

Cost containment measures had to be imposed in order to achieve maximum benefits and efficacy in spending. Whilst the strategy is to maintain expenditure ceilings in all government departments, Provincial Treasury has managed to protect the social sector spending mainly in health and education to ensure that cost drivers like learner teacher support material and medicine continue to grow to enhance service delivery.

The province is currently busy reviewing all public entities with the aim of realigning and rationalising some of its entities to achieve maximum efficiencies in the budgets. Whilst most entities in



Employee Health - the key to a productive workplace

By: Tshidi Monethi

THE Northern Cape Provincial Treasury always takes strides in ensuring that employees are presented with professional health and wellness as well as special programmes at all times. The department approaches these programmes through the provision of personal health sessions, safety & risk management, personal development and HIV & AIDS voluntary testing, programs for vulnerable groups (youth, women and the disability groups), gender issues, Corporate Social Responsibility and many more.

According to Mr Elias Mosikare, the Manager for Special Programmes, the department (although not its core mandate) has over the years remained committed to the improvement of the lives of underprivileged communities by investing needed funds and equipment through corporate social responsibility initiatives. The department has also focused on

ensuring that issues paramount to the youth, women, disability groups, gender equity and job access are addressed at all available platforms.

The department provides EH&W and Special Programmes in partnership with various entities such as the Department of Health, the Government Employee Medical Scheme (GEMS), the Commission of Gender Equality (CGE), Right-to-Care and individual experts such as doctors, psychologists and finance experts amongst others.

According to the Occupational Care South Africa (OCSA), employee wellness is no soft issue, human capital is a valuable asset which should be well managed with as much focus as any other strategic business development.

Ms Lolo Pharasi emphasised that health, whether physical, emotional, psychological, financial

or otherwise, remains important to the department, and implementing health programmes in the workplace has become a vital part of employee healthy lifestyle for a productive workplace, hence the development of the below programme to keep employees updated:

EMPLOYEE HEALTH SCREENING DATES 2016

Venue	Date
Metlife Towers	23 March 2016
Templar Building	26 April 2016
Metlife Towers	26 May 2016
Templar Building	23 June 2016

For more details regarding the above plan contact the coordinator for Employee Health and Wellness, Ms Lolo Pharasi at 053 830 8490 or cpharasi@ncpg.gov.za.

SPECIAL PROGRAMMES EVENTS CALENDAR

Dates	Activity
April- June	EXCO outreach Programme
May	Take a girl & boy child to work
June	Youth day
July	Mandela Day
July- Sept	EXCO outreach Programme
August	Women's Month
September	Spring day, Heritage Month and Casual Day
Oct- Dec	EXCO outreach Programme
November	National Children's Day
November -December	16 Days of Activism on "No violence against women and children"
December	Disability Month
Jan- Feb	Back to school support Programme
Jan- March	EXCO outreach Programme

GEPF allay pension fears

By: Tshidi Monethi



THE Government Employee Pension Fund (GEPF) undertook an education and outreach campaign to the Treasury offices during a roadshow on 12 February 2016. According to Neil Leefon, from the Northern Cape GEPF Regional Office, the purpose of the campaign was to provide Treasury employees, as important customers of the scheme with meaningful information to help them make informed decisions about early resignation, their benefits and selection of beneficiaries.

debt as well as lack of information regarding pensions.

Members of the Fund were encouraged to continue updating their details as well as their nomination forms. The importance of a nomination is to assist the Fund to know who to pay the member's benefits to in the event of death.

In the absence of the nomination form, it becomes difficult for the Fund to process payments as there

are no beneficiaries to pay. This leads to the money being paid into the unclaimed benefits account, which is currently standing at R600 million.

Unclaimed benefits also disadvantages the dependents and beneficiaries of the member as it becomes difficult for them to access the benefits left behind for them by the member. Over 270 members attended the event which was aimed at educating them about all the services and benefits offered by the Fund.

Ms Mamiki Mooki, the Senior Manager for Human Resource in the department reminded employees that a beneficiary nomination form was distributed to all employees via email. She urged employees to complete the forms and to hand these in at the HR office.

Treasury employees were also encouraged to be in constant contact with their HR office to obtain clarity or more information related to the pension fund.

According to a press statement released by the GPAA on 19th September 2015, about 4000 government employees are resigning from their work every month in order to access their pensions.

Neil mentioned that the resignation tendency is fuelled by the need to access funds so as to pay off



Mapping a clear way forward through strategic session

By: Galaletsang Moncho



THE department recently held a two day strategic review session at Flamingo Casino, Conference Hall. The aim was to identify appropriate means that will assist to evaluate the achievements, highlight prudent areas especially in municipal areas that require support to enhance the departmental performance, and solicit collective understanding and approach in the implementation of strategic objectives of the department.

The issues that were discussed extensively are from Sustainable Resource Management, Asset & Liabilities Management, Financial Governance and Internal Audit. The discussions resulted in a formation of task teams and report that will be implemented to drive Treasury forward.

In his opening remarks MEC Mac Jack, said no efforts should be spared in changing the departmental culture, excellence, accountability and professionalism. MEC placed a great expectation on the success of the strategic planning session by saying that a significant contribution for the betterment of people's lives

must be made and called on management to be a formidable force to fight corruption, to be activists on all government programmes and address provincial skills development through



financial aid. The MEC also called on treasury to provide support to stakeholders without arrogance, to promote professionalism and to assist the communities to venture into commerce subjects.

When setting the tone, the Acting HOD encouraged members to work as a team than in silos. He said that it is through the collective efforts and hard work we can make the province a better province. He said it is imperative to ensure that the departmental strategic objective, mission and vision are aligned with the planning that will guide the day

to day running of the department and also help in evaluating progress and changing approaches when moving forward.

It was amazing to see how presenters kept on quoting “Who Moved My Cheese”, the book which talks about change in all aspects of life. It may even be a “strategy” or our way of doing things. Its main message relates to work, where most employees are employees because they prefer the security of a set wage.

In a Nutshell “Who Moved My Cheese” says:

- Anticipate change.
- Be ready to change quickly, and
- Enjoy the new Cheese.

In closing Mr Gumbo said that the reasons for the department's existence must be seen through justified tangible deliverables in terms of how far we have gone in meeting the MEC's expectation of extricating people from bad conditions of poverty, unemployment and inequality.



One on One with Lizel Fillis

By: Galaletsang Moncho



TO others she might be shy but she has proven herself to be anything but unforgettable. During Heartbeat's short interaction with her a lot was discovered, her obvious love of her work, life and of people painted an enduring impression of intelligence, wit, and enthusiasm and, above all, a dedicated public servant. This is what she had to share with us:

Share a little bit about yourself.

I was born in Kimberley and completed matric at Diamantveld High School. I started working for Treasury in 1998 as a contract worker and my career has just been growing. I love spending time with my family, to cook and to do some interior decorating. I love music, I think music is food for the soul, Ella Fitzgerald and Eva Cassidy were blessed with such beautiful voices.

Your current position and responsibilities and how long you have been doing it?

I am the Assistant Manager for Logistics. I have been working in supply chain management for 17 years. My responsibilities among others includes:

- To Monitor and evaluate supplier performance.

- Authorising of requisitions on LOGIS and approval of orders,
- Co-ordinate that payments are done on LOGIS.
- Compile the Commitment, Accruals, Procurement Statistics and Instruction 34 reports.

Do you love your current work?

Yes I do. Supply chain is an interesting environment. It allows you to find solutions to problems and to take initiative. There is never a dull moment in this field.

What keeps you motivated to do your job?

Knowing that I am part of a team who's always willing to go the extra mile and trying to improve on service delivery.

What course did you do at school, the duration and challenges you encountered during the duration of your studies?

I studied Public Management for four years at Central University of Technology, Free State. I studied part time from 2007 to 2010 and it was challenging to juggle work, study and personal life, but at the end it was worth it.

Did you get any financial assistance outside or from the Department?

Yes I did receive a bursary from the Department for the duration of the

course, which I am very thankful for.

Other responsibilities or activities you are involved with outside your scope of work?

Supply chain is a circle where everything links together. In our environment, if an official is absent we have to assist in order for services to be rendered. I am also the Logis System Controller. I have to coordinate and monitor all system related activities such as compile and maintain user profiles on LOGIS. Determine official training requirements. Maintain infrastructure used in the administration of LOGIS. Coordinate problem resolution on the system. Compile quarterly reports.

Message to others who are not happy with what they are doing?

Life has its ups and downs, but my message is to keep strong, keep on doing your best and believe in yourself. The Bible verse in Philippians 3: 13-14 says it so well. "Brothers and sisters, I do not consider that I have made it my own yet; but one thing I do: forgetting what lies behind and reaching forward to what lies ahead, I press on toward the goal to win the [heavenly] prize of the upward call of God in Christ Jesus."

What will be your next step, or where to from here?

My next step is to achieve my Master's Degree in Public Management and to develop and enhance my skills to be a good leader not only at work, but in church and in my community.



Ms Lizel Fillis and her colleagues

NCPT at play

By: Matu Nkati

THE Northern Cape Provincial Treasury (NCPT) soccer team has been on a roll lately having won several of the matches they have played with opposing teams. On February 24, 2016, the NCPT soccer team played with Transnet and walked away having lost to the opposing team by 2 goals to 1.

Despite their loss, our boys held their heads high and outdid themselves during their match with the Office of the Premier team. They won the match by 4 goals to 3 and are revved and ready to take on more teams.

The team was formed as part of the Employee Health and Wellness program which aims to ensure that all officials are healthy both mentally and physically. It is very important for an organisation to be able to perform its daily duties outstandingly by ensuring that officials are healthy and can perform their duties properly. When talking to one of the sports committee members, Mr. Keegan Mushota, he said the benefits of being part of the team are the ability to enhance personal health and enable officials to socialise after hours.

It is therefore a great idea to be part of the soccer team to enhance the spirit of unity within the department. The team has grown from strength to strength since its establishment almost 4 years ago.

All officials who would like to join the soccer team are welcome to do so and spectators are always a great motivation for the team. So next time you see an announcement of a match, do join the team and cheer them on.

Benefits of Sleep

- Inadequate sleep affects the daily functioning, physical and mental health in many ways. Sleep is necessary for survival.
- Sleep is necessary for growth in all age groups.
- Sleep allows and promotes proper functioning of the nervous system.
- Sleep helps to maintain optimal physical, social and emotional functioning while awake.
- The physiology of sleep is such that its effect relieves the brain's activity so that on waking up mental functioning is optimal and maintained.
- Poor sleep leads to lack of concentration when awake.
- Poor sleep results in memory problems

Power Mondays - Dress for success!!

By: Galaletsang Moncho



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 or mmasilo@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.



Events Photo Gallery

Provincial Budget Speech



Management Strat Plan



GEPF Presentation



The new ministerial team



MEC MacCollen Jack



Darius Babuseng
Head of Ministry



Sharon Platjies
Private Secretary



Zandisile Luphahla
Media Liaison Officer



Zwelendyebo Mpampi
Parliamentary Liaison Officer



Vuyo Ngxabazi
Chief Registry Clerk



Unondumiso Buda
Registry Clerk



Lucia Nozuko Nel
Receptionist



Sylvester Makapela
Driver

People on the move



Galaletsang Moncho
Man: Communications
New Appointee



Lebogang Kgarebe
IT Officer
New Appointee



Masego Zaula
Ast Man: Special Programmes
New Appointee



Reginald Jacobs
Security Admin Officer
New Appointee