



## CANDLE LIGHT MEMORIAL CEREMONY AND THE HANDING OUT OF CERTIFICATES



*HOD Rob Tooley delivering the key note address*

On the 27 May 2008, the Limpopo Provincial Treasury held a very exciting event at the Marco Hall in Polokwane. The ceremony was divided into two, namely, the Candle Light memorial which focused on issues of HIV/AIDS as well as the awarding of certificates in Computer training and long service. The purpose of holding the candle light memorial was to strengthen the gospel of the declaration of war against HIV/AIDS while that of awarding certificates was to encourage employees to study further and gain more skills so as to be able to deliver quality services for the public. The awarding of certificates for long service was a way of appreciating the loyalty and commitment that the recipients have shown to public service delivery.

In officially opening the event, Ms Mashika Ramatswi, the General Manager for Corporate Governance said that as South

Africans, we will never be free as a country unless we join hands and fight HIV/AIDS. "We have a mandate to act in a way that is consistent with the Batho Pele Believe Set of "We belong, We Care, We serve". she emphasized.

The Senior General Manager for Corporate Governance, Mr Tendani Nevhutalo stressed that more than ever before there is a need to work as one in the institution to ensure that people are given proper training, a kind of training that will add value to both the individual as well as the Department. "No one can be anyone else. You can only be yourself." concluded Mr.Nevhutalo. Ms Thembi Nkadimeng, a motivational speaker, delivered a motivational presentation which touched and motivated a lot of employees. She spoke at length about the need for employees to reposition themselves both



*"Halala Treasury!! halala!!" Treasury employees broke into song and dance at the ceremony*



***"We are the certificated", Treasury employees displaying their certificates with pride***

at work and outside, the need to know who they are as individuals, self dedication to anything one does, self organization, perseverance, concentration as well as financial discipline.

A thirty minutes presentation was made on HIV/AIDS. In his keynote address, the HOD for Limpopo Provincial Treasury Mr. Rob Tooley highlighted the Department's caring attitude. He stressed the need for every employee to acquire relevant skills. He also congratulated those who would be receiving certificates for long service. □

## AFRICA PUBLIC SERVICE DAY

On The 23rd June 2008, hundreds of people gathered in the Great Tiro Hall at the university of Limpopo. The purpose of the gathering was to celebrate the annual Africa Public Service Day. The day was celebrated under the theme "From policy to results based implementation". The Africa Public Service day is a day which is celebrated all over the African continent. The recognition of this day started in 1994 when ministers from African countries assembled in Morocco and came up with a

charter that gave a framework for all African Governments to premise their existence on quality service delivery to citizens. The minister's declaration was reaffirmed in the Stellenbosch Declaration adopted at the 4th Pan-African Ministers Conference held in Stellenbosch in 2004. The African Union and the United Nations, inspired by the developments, declared the 23rd of June as Africa Public Service day.

Delivering his keynote address on behalf of the honourable Premier for Limpopo Province Sello Moloto, the honourable Mec for Limpopo Provincial Treasury, Sa'ad Cachalia stressed that the 23rd of June is a day in which governments look into the key challenges, insights and thoughts in the public service with the purpose of delivering quality services to the citizens.

He further mentioned that it is a day in which African countries recognize the efforts that they take to ensure that they reach their maximum potential in public service delivery. The challenge to quality service delivery lies in the implementation of policies.

'We have throughout our democracy,



***Honorable MEC Sa'ad Cachalia delivering a key note address during the Africa Public Service Day at the Univeristy of Limpopo***

# Editorial



*The Editor: Abe Mokoena*

It's pleasing to announce the birth of our bouncing little new babe: the internal newsletter. We did make a promise in the past financial year that for 2008/2009, we will publish two newsletters per quarter, namely the external as well as the internal one. The purpose of introducing this newsletter is to ensure that all the important institutional issues are adequately covered so that employees of this department can always be up to date with what happens in their place of work.

We take this time to welcome all the interns who joined Limpopo Provincial Treasury for the financial year 2008/2009. We wish them a wonderful time in the Department and hope that they will gain the necessary practical experience that will assist them when they go out and look for jobs. In the Communication unit we have been joined by two interns, namely, Zondi Khosa and Tukisho Serite. To them we extend a warm fraternal embrace.

We also welcome all the contract workers who joined the Department in the Records Management unit. We truly hope that their stay will be a happy one and that their presence in the department will ensure that our record keeping reaches new heights.

We encourage both the interns as well as the contract workers to take active part in the Departmental sporting activities. This can best benefit their health and enable them to deliver qualitatively for the Department.

Sadly, May month has not been kind to us. It was in this month when death robbed us of the services and companionship of two young workaholics, Charlie Sithole and Ponki Enock Rakgoale. The former was an Admin Officer in Risk Management and Security services while the latter was a Manager in Revenue Monitoring. Surely, life will miss them big time. May their souls rest in peace!

We extend invitations to Treasury employees to write columns that we will publish on a quarterly basis in this newsletter. All contributions can be e-mailed to the editor of the newsletter; Abe Mokoena. Hard copies will also be appreciated. Looking forward to dishing out stuff from the top drawer. Enjoy reading the new baby. □



*Zondi Khosa*



*Tukisho Serite*

INTERNS

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*"Now I dance to the music of love and not war", the Military Brass Band provided music, the food of love.*

formulated policies that are aimed at improving service delivery. The question that keeps coming is the extend to which policies that are approved are implemented to produce tangible results. It is the responsibility of all members of the public service to translate the policy objectives of government into service delivery programmes"

He further emphasized the Limpopo Provincial Government's commitment to invest in the training of its officials with the purpose of general improvement in the execution of government programmes.

"A committed public servant is a catalyst to a result orientated implementation of public service delivery" he concluded. □



*Treasury employees at the Africa Public Service Day*

## **MEC SA'AD CACHALIA WELCOMES INTERNS**

On the 19th May 2008, the Limpopo Provincial Treasury hosted a welcoming function for the new interns at Mošate Lodge in Polokwane. In her welcoming speech, the General Manager for Corporate Governance, Ms Mashika Ramatswi, indicated that it is the government's initiative



*The Honorable MEC Sa'ad Cachalia welcoming the interns at Mošate Lodge*

to give the unemployed graduates an opportunity to gain experience through internships. Forty interns have already been placed in different directorates where they will gain practical experience. The programme director Ms Pontsho Rapetsoa, read a piece of an article that emphasized what the interns will benefit from the internship programme. The article emphasized that the programme will help the interns to determine if this is an

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*"We can smile like the sun", Treasury interns at Mošate Lodge seem to be saying*

appropriate career path or not. It will also help them to find out how to prepare for a career in a certain field as well as developing a network of professional contacts for future opportunities and preferences. The programme will also enable them to learn which workplace skills they need to acquire and to find out what to expect when they need transition into a full-time job. A group of contract workers have also been employed in the department. □



*"We have finally landed at Limpopo Provincial Treasury". The group of contract workers who joined the department*

## A FAREWELL FUNCTION FOR FREDDY GREAVER

It is still unbelievable that Mr. Freddy Greaver, the then General Manager for Information Management, has left Limpopo Provincial Treasury. He is now working as an Executive Manager: Corporate and Public Relations for Africa Rainbow Minerals.

On the 25 April 2008, the department threw a farewell party for the likeable Mr. Freddy Greaver. The party took place at the lapa at Public Works in Capricorn District. The staff who worked under the hero-worshiped Freddy all looked stunned. It was clear that they could not stomach the fact that their heroic leader was bidding them farewell.

Speaker after speaker stood up to pronounce on the great achievements that Freddy has contributed to the success of the department. The HOD for Treasury, Rob Tooley, thanked Freddy for the advices that he got from him relating to the day to day running of the Limpopo Provincial Treasury. He wished him the best of luck in his endeavors to take his life to another level. "As you move on to greener pastures Freddy, trust your instinct and you will never go wrong". he advised.

The honourable Mec for the department in question, Sa'ad Cachalia mentioned that the public service in Limpopo could do well with what Freddy Greaver can do for the people. "I will miss you Freddy, for I usually bounced off ideas on you. You have been very instrumental when I worked on my thoughts that I put into the budget speech. You are leaving us with things that we will continue to achieve. And whoever took you saw you as the best. It brings pride in our hearts to know that one who worked with us was so marketable that he could attract intense interest from the private sector. Feel proud that you are leaving us with a legacy. It shows that you have been trained on the terrain that has best practice." he concluded.

When he stood up, Freddy Greaver emphatically encouraged employees to do their very best in whatever job they are employed, regardless of the position. "In life, even if you are a street sweeper, let the people say, if you are no more, there went a great man." He advised employees to be genuine in their dealings with others. He told them that he likes working with straight talking people, people who will tell him in the face that this is wrong for he too is a man of such qualities. He further gave the advice that each one should try to be a brand at all times.

"When I am at work or at home I don't act inappropriately. Wherever I am I always protect my brand. Whatever I do, I do it to

the best of my ability. The Almighty has been instrumental in helping me but I also played my part in repositioning myself well to be assisted by the Almighty.”, He thanked everyone present for coming to bid him farewell. He singled out Masilo Ratopola, the Manager for Events in Communication and thanked him for being so cooperative in welcoming him into the department when he arrived in 2004 from the Department of Education. Soulfully, he reminded Ms Ramuntshi whom he has affectionately christened “First lady” about the dream they shared of making Records Management unit one of the best in the province. He advised her to follow the dream even in his absence. The colourfully dressed Freddy received many gifts from the chief directorate he led with such amazing distinction. On behalf of Information management, Abe Mokoena crafted and delivered a praise poem for Mr Greaver, the activist of multiple genius. □

There is no doubt that the success of any organization rests on many factors. One of these is called attitude. Attitude is not everything in life. But experience shows that, it is one thing that can make a difference in a person's life. Similarly, it can also make a big difference in the success of any organization. Leader or subordinate, we all have a choice to make. The choice of embracing either a positive attitude or a negative one. And the choice we make will surely influence our future as individuals as well as the future of our department, Limpopo Provincial Treasury. Negative thoughts give rise to negative attitudes while positive thoughts result in positive ones. Renowned author, Chuck Swindoll states that:

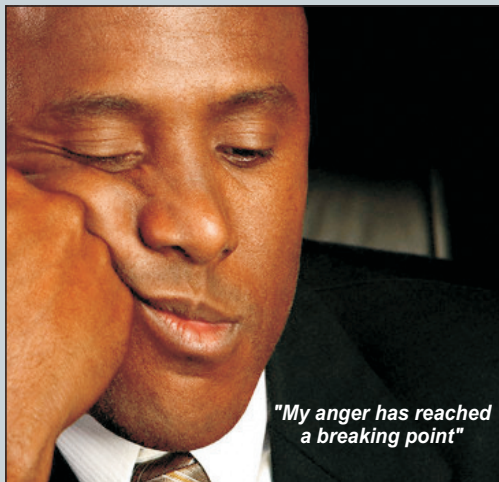
“Attitude to me is more important than education, than money, than circumstances, than failures, than success. It is more important than appearance, giftedness, or skill. It will break or make a company”.

W. Clement Stone had this to say about attitude:

“There is little difference in people, but the little difference makes a big difference. The little difference is attitude. The big difference is whether it is positive or negative”.

Many employees fail to achieve their personal goals. They further struggle to make an impact on the success of the organization for which they are working. This includes both the leaders and the subordinates. The reason for this is that a negative attitude rules their lives. If Selaelo has adopted a negative attitude towards Moss, there is nothing good that she can see in him. The same situation will happen if Moss adopts a negative attitude towards Selaelo. If Selaelo is the leader of the unit, then the negative attitude will ensure that she naturally makes life to be very difficult for Moss. She will want to destroy him but not being aware that the destruction of Moss is the destruction of the institution's vision. If

## THE IMPACT OF EMPLOYEE ATTITUDE ON AN ORGANISATION



Moss is not strong enough and positive in his outlook on life, he will be demoralized. He will then experience stress and his lack of strength may lead him to collapse. Human relations between the two will automatically turn sour. It will simply be a case of the lion and the springbok in the African jungle. This will negatively impact on the quality of his life as well as that of his family. Moss's performance at work will obviously deteriorate. If he decides to fight back, it will be a matter of fire on fire to stop fire. All of them will end up with ash on their faces. Under this situation, team work will be sacrificed and the biggest loser will be the institution for which they work. Under this situation, the organization ultimately suffers. It will then be very difficult to achieve the institution's vision. By adopting a negative attitude towards Moss, Selaelo is also setting herself back. Because of her negative attitude towards Moss, she cannot focus on her personal goals and as a result, she will never grow. And more than that, she cannot focus on the strategic goals and objectives of the institution they are both working for. Under this situation Selaelo, Moss and the Department (they are working for one) are all losers in a big way. Indeed, in every organization, most employees are challenged by the problems of negative attitudes which originate mostly from poor human relations and ideological differences. As people, we cannot always think alike.

Actually, leaders in an organization should encourage subordinates to come out with a different way of looking at things whenever and wherever they come together. And to us as a department, diversity of opinions should be celebrated as a collective strength rather than as a cause for conflict. In a spirit of positive attitude, as employees of the same institution, we are like flowers in the same garden. Although they are different in kind, colours, form and texture, their collective differences add a lot to the beauty of the environment. Despite their physical differences, they are still refreshed by the waters of one spring, revived by the breath of one wind, reinvigorated by the rays of one sun and revved up by the melody of one song. Your positive attitude can make a real difference to yourself as well as to the organization for which you work. A choice of a positive attitude will not only help you to feel better about a problem but will also help you to solve it more easily.

On this, poet, critic and dictionary writer, Samuel Johnson says, "Most people want to change the world to improve their lives, but the world they need to change is the one inside themselves. That is a choice, one choice that some are not willing to make." So, let's be prepared to take a look into ourselves as employees and roll out change from the bottom of our hearts. We cannot afford to sacrifice service delivery on the altar of negative attitudes. □

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# LIMPOPO PROVINCIAL TREASURY THROWS PARTY FOR HOD

For the record, on the 18 June 2008, the Limpopo Provincial Treasury threw a vibrant birthday party for its HOD, Rob Tooley. The party was held at the first floor foyer at Ismini Tower Buildings. About seventy seven Treasury employees broke into song and dance of "Happy Birthday to you" as the HOD burst into the venue which was decorated with the colours of anorchard. Each branch representative read a message of support.

The HOD smiled from ear to ear as usual as he cut a big colourful cake that was bought for his birthday by the employees of the department to show their appreciation of his legendary leadership.



*"You sweet cake, I feel like I'm being born again"*

Abe Mokoena delivered a praise poem for the HOD.

In his response, the HOD said that he was very excited to receive such a soul inspiring surprise from those that he works with. He promised to continue doing his very best to advance the vision of the department and to ensure that employees are

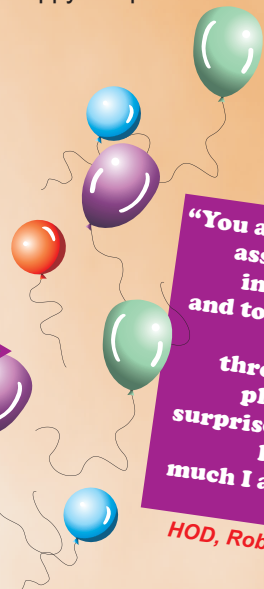
happy and productive. □



*Ms. Patricia Raphesu  
"I believe I can fly for the HOD"*



*Sebatakgomo sa mariri!!!  
Kgaphampshikela ya Afrika  
Kakapa gare ga dikakapa  
Mantshegela mosela wa  
konyana selo sa makhura*



**"You are the greatest assets of this institution and today here you have through this pleasant surprise shown me how much I am valued"**

**HOD, Rob Tooley**



# NGWANA O WELE

**F**rom time to time, employees of the Limpopo Provincial Treasury enjoy themselves in a cultural ceremony called “Ngwana o wele”. On Friday, the 23 February 2008, about fifty- five employees in the department gathered at ground floor foyer at Ismini Towers Building to celebrate “Ngwana o wele”.

“Ngwana o wele” is a Pedi cultural practice. It started many years ago as a way of cultivating the correct moral behavior in the community. If an adult person in the community can do anything immoral or say anything which is judged to be derogatory and embarrassing, such a person is given a fine by the community members. The fine is normally to sponsor a party to which the community members come together and enjoy.

This is seen as a way of reconciliation the wrong and the wronged. It further strengthens the sense of community that already prevails. In the case of Limpopo Provincial Treasury, employees who intend to attend the party also contribute a certain amount of money to assist in the buying of food. This type of gathering brings team members together and solidifies their institutional cohesion.

It is a working method in terms of team building principles. However, from a Communication perspective, the only worry is that notices for these events are pasted anywhere and without following the principles of our Departmental branding. We appeal to anyone who organizes these events to liaise with the Communication unit before pasting a notice anywhere in the Department. □



*There was food and beverages for all*



*"We are one". Institutional Unity is forged in this way*



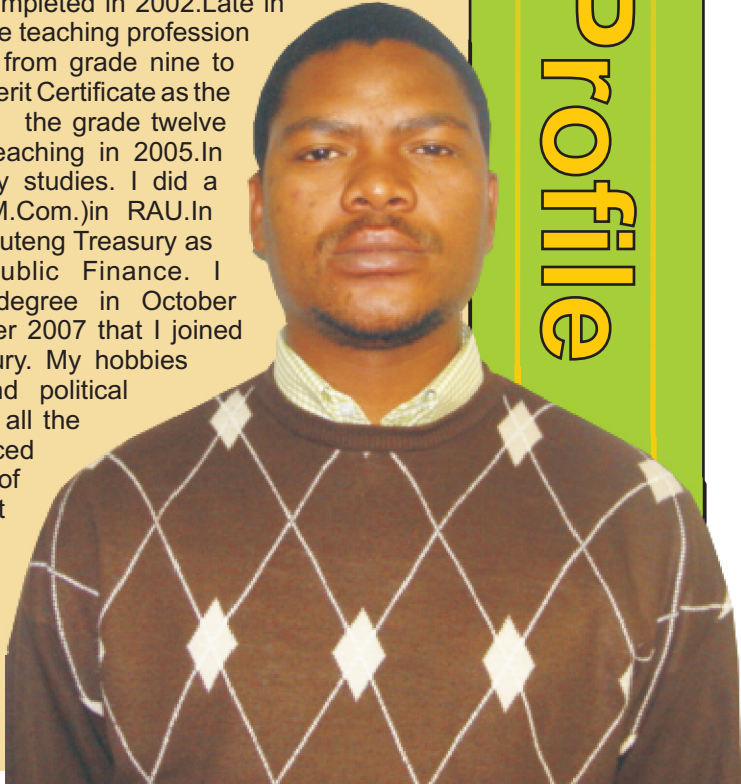
*"Enjoyment is what we are here for"*

# Personal Profile

Hi, I am Xolisile Mgxaji. I was born in the remote areas of Mcobololo in the Eastern Cape (the old Transkei). I am the first child of Mr. Mlungisi and Nokuphumla. We are four children at home. I grew up in a poverty stricken family. When we grew up, we were supported by my father who was working in the mines. He then went to Johannesburg and worked in a factory called Enterprise food. My mother is unemployed. I did my primary schooling in my rural area in the Eastern Cape. I continued with my secondary schooling at Tsomo Senior Secondary School where I matriculated in 1996.

When I was in matric, my dream was to get any degree. I did not know which one to follow. This was because of lack of career guidance in the rural areas. Later on, I heard of the occupation called "Physiotherapist". I didn't know what it was or what such a person's job was. But I was fired to follow it. In 1997 I spent the whole year out of school. That is when I engaged myself in community development and politics.

In 1998 I enrolled at the then university of Transkei where I did my B.Com degree. In 2001, I went to the university of KZN. There I did my BA Honours which I completed in 2002. Late in September 2002, I joined the teaching profession as an Accounting teacher from grade nine to twelve. That is where I got a merit Certificate as the best Accounting teacher in the grade twelve results. I resigned from teaching in 2005. In 2006, I again pursued my studies. I did a Masters in Economics (M.Com.) in RAU. In 2007, I got employed in Gauteng Treasury as an Economist under Public Finance. I completed my Masters degree in October 2007. It was also in October 2007 that I joined Limpopo Provincial Treasury. My hobbies are reading business and political news. My role models are all the people who have sacrificed their lives for the welfare of others. My philosophy is "It is never too late to pursue anything" My advice to young people is that "they have better opportunities than us. So, they should just be serious, focus and sacrifice and then the whole world is theirs". □





# Fact sheet

## PRACTICAL HINTS FOR SAVING ELECTRICITY

By using energy wisely, the consumer helps to keep costs down. This is called demand side management.

In addition to the cost implications the growing population and accompanying demands on our energy resources have a severe impact on the country's natural resources.

The environment will benefit from the efficient use of energy. For example, every kilowatt-hour (kWh) of electricity saved means one less kilogram of carbon dioxide generated by a power station and released into the atmosphere.

### ENERGY SAVING TIPS

Every household in South Africa can save electricity and money through the wise use of energy in their homes.

#### Geysers

- Set thermostat of electrical geysers at 55 - 60 degrees C. Make sure the geyser and all hot water steel pipes in the roof are well insulated with fibreglass or even newspaper.
- Solar heating units could reduce the geyser's electricity consumption by 40% to 50%. This would result in a saving of about 200kWh to 250kWh of electricity per month, depending on the number of geysers and the size of the family.

#### Lights

- Switch lights off when they are not needed.

- Use fewer bulbs with higher wattages. For instance, one 100 watt bulb produces the same light as two 60 watt bulbs.
- Dimming switches reduce electricity consumption.
- Use compact fluorescent lamps (CFL) instead of ordinary bulbs.
- Use low-energy lamps for exterior lighting.

#### Heating

- Use the correct heaters. Infrared electricity heaters are more efficient. An oil filled heater is the safest type of heater.
- Insulate the ceiling and seal air gaps in the home.
- Ensure that heaters have thermostats.
- Use electric blankets but turn them off when in bed.

#### Dishwasher

- Fill the dishwasher completely before operating.
- Turn off before drying cycle and wipe dishes clean with a dry cloth.
- Connect the dishwasher to the cold water supply.
- Clean filters.

#### Tumble Dryers

- Tumble dryers that operate with an electronic humidity control are the most efficient they automatically shut off the drying cycle when clothes are dry.
- Use correct temperature settings to minimize the amount of electricity used.



- Remove water before putting clothes into the tumble dryer.
- Utilize sunny days for drying clothes outside.

### **Automatic Machines**

- A front loading washing machine uses less water and costs less to operate.
- Use the warm water setting to cut down on electricity needed to heat the water.
- Make sure you have a full load before washing.
- Select the shortest possible washing programme.
- Cold water detergents reduce electricity consumption.

### **Stoves**

- Use pressure cookers when preparing foods that take a long time to cook.
- Match pots and pans to stove plates. Small pots on large plates waste electricity.
- Do not use pots with distorted bottoms.
- Switch off the plates or oven before food is fully cooked, allowing completion of cooking at a diminishing heat.
- Keep oven doors closed until food is cooked.

### **Microwave Ovens**

- When you defrost food, leave it in the fridge overnight. You will use less electricity than defrosting food in the microwave.

- Use the microwave to cook small to medium quantities of food. For larger portions of meat, it is better to use a conventional oven or pressure cooker.

### **Refrigerator**

- Don't open the door unnecessarily and make sure the seal is intact
- Turn off an empty refrigerator when going on holiday.
- Let hot foods cool down before placing them in the refrigerator.
- Defrost fridges regularly. A build up of ice reduces operating efficiency and increases running costs.

### **Freezers**

- Freezers work harder to remove heat and have to use more power only 90% of a freezer's capacity should be used for freezing.
- Defrost regularly.

### **General**

- Do not buy larger and more powerful appliances than are actually required.
- Do not buy an electric appliance where a hand-operated one will suffice.
- Use the correct appliance for the job e.g. do not make toast on the stove or in the oven.
- Do not fill a kettle if only a small quantity of boiling water is required. It is sufficient to put in only enough water to cover the element.
- It is more economical to boil water in a kettle rather than in a pot on the stove. Always use an iron that is thermostatically controlled. You can avoid ironing clothes by removing clothing promptly from tumble dryer and folding them carefully.
- Operate swimming pool filter pumps for minimum periods. □

**Source: Eskom Demand Side Management**

# Top 10 Resolutions

ADOPTED AT THE STRATEGIC PLANNING SESSION ON THE 23RD JUNE 2008

1. This financial year's Annual Performance Plan (APP) was approved and would be submitted to National Treasury.
2. The budget would be reprioritised to ensure that the department reaches its objectives.
3. The department would still consider how to maximally use the two buildings (Ismini and Finance House) in order to ensure that there is value for money.
4. Processes, including the payment of medical aid for employees, will be looked at very closely to ensure improvement and that it is professionally run and managed.
5. The new departmental structure will be approved.
6. The service centre will be revitalized.
7. Standardised staff induction will be introduced to ensure that all officials are made to understand how the organisation operates.
8. It is encouraged that members of the department must use as less paper as possible. We are in the information technology era. The department provides expensive machinery to ensure that organisational communication is improved. The department also incurs a lot of costs because these gadgets are not fully utilised. You can use your e-mails, scan documents, etc.
9. All officials must submit their PMS quarterly evaluation on time. The deadline for the first quarter is July 2008.
10. The department will improve its approach on training. This will ensure that all officials maximally benefit.



A picture is worth more than a thousand words



# Did You Know?

The current economic situation in South Africa is a challenge for the majority of our people. Against this background, a lot of people run to the banks and the micro-lenders (bo Mashonisa) to loan money. It is common knowledge that for every rand loaned out, a certain amount of interest is charged.

The interest charged on loan amount is limited in terms of a rule of law. The rule provides that the interest charged should not exceed the capital amount. That is to say, it should not be equivalent to or over hundred percent.

In other words, if one loans an amount of **R2000-00** (two thousand rands) for instance, the interest charged should not exceed the amount of **R2000-00** (two thousand rands)

The rule might sound new to a lot of the employees but however, that is what is supposed to be happening in this instance

People should not confuse this rule with the legal costs which are charged in the event that they have been handed over to the attorneys for collection.

In such a situation where the attorney is involved in terms of collecting the said amount, he/she is then entitled to a collection amount, which is normally 10% of the capital amount or the money so collected.

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