



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

PROVINCIAL TREASURY

Rifumo

Electronic Newsletter

The Heartland of Southern Africa- Development is about people



Preparing to walk the talk

In celebration of Women's month, the HOD Gavin Pratt hosted a very informative session for all women in management at The Ranch Hotel on the 30th August 2013. The Gender Equality Strategic Framework for the Public Service came into effect in 2009, to guide relevant interventions to advance women empowerment and gender equality in public the service workplace.

The day started on a jovial note with all managers posing for pictures and they took turns for makeups to be applied on their faces during the course of the event. "Wow! You look great today guys. You are classy and fabulous" This is what RIFUMO NEWS crew said when they landed.

The formal programme commenced at 09h30 and it was chaired by the HOD.Ms Annette Calitz, the Executive Wealth Planner of Standard Bank gave a talk on Retirement planning and protecting your wealth. She said that retirement planning is critical to any financial plan. "Out of 100 people reaching retirement, 47 are dependent on their family, 31 are forced to continue working, 16 are dependent on state pension and only 6 will be able to retire financially secure. A retirement annuity is an ideal vehicle to save towards a comfortable retirement – access is restricted and regulated, so investors will not be tempted to spend their savings" she added.

Ms Jane Manungu from DPSA said, the Minister launched the HOD's 8- principle action plan in 2007 and both HODs 8-principle action plan and Public Service Women Management Week(PSWMW) were institutionalised in 2008. Departments expected to implement the 8-principle action plan through integration with their programmes, to effect gender transformation in the workplace.

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“ Out of 100 people reaching retirement, 47 are dependent on their family, 31 are forced to continue working, 16 are dependent on state pension and only 6 will be able to retire financially secure. “

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In terms of the guidelines," the DG or HOD must chair the PSWMW meeting of his or her respective department. Departments are expected to host PSWMW meeting and not a general event. The agenda of meeting must focus exclusively on the review of progress in the implementation of 8-principles action plan. Lastly, the meeting must be attended by all female SMS

only" she emphasised.

She also encouraged women to work hard so that one day when they decide to leave the Department, they must leave a legacy.

The PSWMW is hosted each year during August month

By Masingita Shipalana



All Heads of Departments include the following 8 Principles in their Action Plans.

1. TRANSFORMATION FOR NON-SEXISM

Promoting and protecting human dignity and human rights of women, including the rights of women with disabilities

2. ESTABLISHING A POLICY ENVIRONMENT

The full implementation of national policies and implementation guidelines on women's empowerment and gender equality through the development of departmental and sector-specific guidelines and standard operating procedures.

3. MEETING EQUITY TARGETS

Ensuring women's full participation in decision-making through the employment of 50% women at all levels of the SMS

4. CREATING AN ENABLING ENVIRONMENT

Putting in place departmental and sector Gender Management Systems, adequate Institutional Mechanisms and dedicated Gender Units

5. GENDER MAINSTREAMING

Incorporating gender perspectives into all work of the Department

6. EMPOWERMENT

Capacity development for women's advancement and gender equality

7. PROVIDING ADEQUATE RESOURCES

Availing adequate human, physical and financial resources for advancing gender equality

8. ACCOUNTABILITY, MONITORING AND EVALUATION

Ensuring full responsibility, ownership for reporting on advancing gender equality within the Public Service



A DIRECTORATE WITH A MANDATE OF ITS OWN

Mr M.S Sehale conducting a Workshop

Mr. Sehale who is the manager for Supply Chain Management Advice Centre hosted a SMMEs workshop at Ga-Maroga, Moshate under Tubatse local municipality in Sekhukhune district recently. LPT through its Tender Advice Centres has a mandate to provide one-stop information centres to SMMEs. Advice centres are expected to develop an enabling government policy to support SMMEs in each province. The activities of the centres include

keeping data bases of SMMEs in the province and developing SMME oriented procurement and sub-contracting policies for the provincial government. The centres have a targeted support programmes for the HDIs, women and youth contractors, tourism entrepreneurs and small/micro manufactures, etc. The target audience was Tubatse local emerging entrepreneurs.

In his address, Sehale said "Limpopo established it's Preferential Procurement Policy in 2005 to enhance equity, job creation and facilitates HDIs', participation in Small Medium Micro and Enterprises by creating jobs and supporting local products He also said that the usage of score card in tender evaluations was introduced by the National Cabinet as BEE Codes of Good Practice through Department of Trade and Industry.

An emerging entrepreneur Ms. Hilda Napo argued that 'the former President Nelson Mandela echoed in his inaugural speech, that freedom cannot be realised unless women are emancipated from all forms of oppression. Looking back at what the former President said, women entrepreneurs are not fully emancipated as I speak. We lack self-confidence and cannot in approach the financial institutions for financial assistant'.

“Most emerging women running businesses have been handed over to credit bureaus.”

She further said that "Most emerging women running businesses have been handed over to credit bureaus. When you are blacklisted, the financial institutions profusely refuse to assist without even listening to your side of story". She suggested that, the government should assist those who are from the shackles of Versailles to avoid women's businesses grounded to a halt.

Mr Albert Mohlala from Ga- Maroga village said that, some of the SMMEs are facing challenges in catering, construction, crop production because their companies spends a lot on transport.

He further said that, the workshop assisted on how to properly fill the bidding documents. He suffered too long from lack of knowledge and self-confidence.

"Please organise another workshop Again! Again! Again! Again! Again!" SMME's members said.

General & Senior Managers



Nekhavambe S.B
Senior Manager
Risk Based Audit



Kekana LM
Senior Manager
Financial Systems
Development



Oliphant R.A
Senior Manager
Transformation
Services



Mongalo Z.P
General Manager
Financial Systems



Teffo M.R
Senior Manager
Financial Systems
Administration



Masibigiri M.S
Senior Manager
Provincia Financial
Training



Ramantswi M.R
General Manager
Corporate Services



Raphesu M.P
Senior Manager
Strategic Operations
& Pol Development



Javu N.C
Senior Manager
Provincial Financial
Reporting



Pheeha P.M
General Manager
Ifrastructure
Management + PPP



Malope M.B
Senior Manager
SCM Advice Centre



Kekana R.M
Senior Manager
Budget Management



Tema S.E
Senior Manager
Municipal Finance



Mbungela N.N
Senior Manager
Municipal Finance



Ntuli P.S
Senior Manager
Municipal Finance



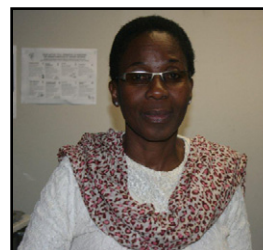
Boshielo M.J
Senior Manager
Macro Economic
Analysis



Masekoameng R.C
Senior Manager
Fiscal Development



Ramutshi N
Senior Manager
Records Management
& Auxiliary Services



Mokubela K.V
Senior Manager
Legal Services



Mathevula S.P
Senior Manager
Transversal Risk
Management

classy and fabulous..



Some of the Interns who attended the training

**EVERY CORNER YOU
TURN OR STREET
YOU WALK DOWN
HAS A NEW
EXPERIENCE IS
WAITING FOR YOU.**

Polokwane- Limpopo Treasury, in partnership with PricewaterhouseCoopers (PWC), hosted a three days mentorship session on the 28 to 30 August 2013 for Provincial Treasury interns at MJ Gateway Lodge. 47 interns and 21 mentors attended the session. According to Kenneth Ugoda 'the session was part of the Public Sector Professional Development Programme aimed at building capacity of the internship recruits and providing them with skills, competencies, attitudes, values and mentoring in their journey of lifelong learning in becoming professional public service employees and future leaders'.

As part of the programme, the interns will attend various learning sessions on Effective Mentoring and Coaching skills, Self-Mastery Development, Financial Management, Human Resource Management, Asset Management, Communication and Presentation Skills, Supply Chain Management, Project Management, Innovation and Performance Improvement and Planning and Budgeting.

According to Thando Mahlo, learning facilitator from PWC 'the programme will enhance the interns' interpretation, analysis and deductions from data for enhanced interpretation'.

The first day of the session brought the interns and mentor together for the purpose of mentorship alignment. This, according to Kenneth Ugoda, was aimed at setting clear mentorship goals and objectives, and making sure that they are understood by both parties. This was to ensure personality match and that none is egoistical.

Beverly Pillay from PWC emphasized the importance of communication (between mentor and mentee) in a mentorship- partnership agreement and allowing the mentee opportunity to make decisions as this increases the latter's responsibility.

The latter two days of the session focused on self- mastery development for the interns.

“an eye opener”

The session was a success as interns expressed it as “an eye opener”, as Raymond Rachuene, one of the interns put it, “We as mentees, we would like to thank LPT for such an innovative introduction of knowledge to improve our horizon and to help us grow. We are really thankful”

The programme continues with the next session focusing on financial management and human resources during the week of 17-20 September 2013.

FIRST AID SERVICE NOW AVAILABLE



LPT First Aid Team

Polokwane-The Department, through Transformation Services Directorate recently delegated 15 officials to attend a first aid training course from 26-29 August 2013 at NOSA training centre in Laddana .

The course was facilitated by NOSA, a first aid training service provider accredited by Department of Labour.

The purpose of the training was to capacitate these 15 officials in first aid in order to ensure that injured employees or employees showing signs and symptoms of common medical conditions receive prompt first aid treatment while awaiting medical help.

The training lasted for a period of 4 days. Participants had undergone first aid training level 1, comprising most of theory and first aid training level 2, comprising mostly of practical's.

Participants were individually assessed and all were found to be competent. Pictures with names and contacts of the trained or qualified first aiders will soon be posted at strategic places in the departmental workplaces so that they can be easily accessible.

By Tukisho Serite

House Keeping

STANDARDISATION OF LPT EMAILS SIGNATURES.

The departmental Communication Policy provides direction regarding the basic requirements of communication and sets standards for effective communication within the department.

The purpose of the policy, amongst others, is to provide guidelines on:

- Effective and efficient dissemination of LPT information across the department,
- All forms of communication used in LPT,
- Communication with internal stakeholders - employees mainly; and
- Communication with external stakeholders

Clause 10.6.2.3 of the Communication Policy, stipulates that "all E-mails should be standardised and be in the same signature format".

In collaboration with GITO, Communication Services directorate is currently exploring the possibility of standardising all departmental email signatures and create a signature that is professional, easy to digest and informative.

A poor email signature can hurt the professional reputation, add unnecessary bulk, and be a distraction from the content in your message.

This project is in phases and it is envisaged to be completed within 6(six) weeks if all goes according to plan.

By Communication Services

Did you know?

That Limpopo Provincial Treasury won the 2011 Annual Golden Key Awards competition as the Best overall institution and the Best Deputy Information Officer in South Africa. The National Information Officer's Forum, South African Human Rights Commission and Open Democracy Advice Centre nominate different institutions with a view to assess compliance.

"The competition is held annually. At least 56 institutions in the public sector participated and we emerged" said Ndivhuwo Ramuntshi.

Did you know?

Did you know?

LPT is currently having 26 external students enrolled with various Higher Education Institutions (HEI's.)

LPT is currently having 48 Interns on the program.

Did you know?

25 students from various institutions completed their experiential training and 33 experiential learners are currently placed in LPT.

Did you know?

Life has changed since 1994. Bursaries to students increased from R100 million in 2007 to R1, 7 billion in 2012.

R200 million was provided to the National Student Financial Aid Scheme for Loans to students who have completed their studies.

A further R50 million was provided for postgraduate students who required financial assistance to complete their Honours, Masters and Doctoral degrees.

Did you know?

The partial impoundment for the De Hoop Dam was initiated. The dam will supply water for domestic and mining use in the Greater Sekhukhune, Waterberg and Capricorn municipalities. A total of 2,3 million people in the domestic sector will benefit from this project

Did you know

Spring is one of the four conventional seasons, following winter and preceding summer.