



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

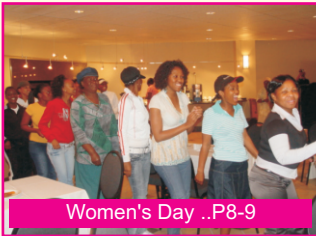
PROVINCIAL TREASURY

VOLUME 2
Second Quarter
2008

RIFUMO

**THE OFFICIAL INTERNAL NEWSLETTER
FOR LIMPOPO PROVINCIAL TREASURY**

LIMPOPO PROVINCIAL TREASURY CELEBRATES CASUAL DAY IN STYLE



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HOD Rob Tooley delivering the keynote address

About eighty-seven Limpopo Provincial Treasury employees gathered at the ground floor foyer at Ismini Towers to celebrate Casual day. The vibrant event whose programme was directed by Ms Tiny Shipalana, took place

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Treasury employees at the Casual day celebrations

on the 5th September 2008. The purpose of the gathering was to support and celebrate with the people who are living with disabilities. The mass of the departmental employees bought Casual day stickers and the collected revenue will go a long way in assisting those who are living with disabilities. Among those present were the honourable MEC, Sa'ad Cachalia, the HOD, Rob Tooley, representatives from the department of Health and Social Development, representative from DPSA Ms Paulina Malope as well as the motivational speaker, Ms Cathrine Mokgobola. The Senior General Manager for Corporate Governance, Mr Tendani Nevhutalu warmly welcomed everyone present. He urged everyone to continue supporting those who are living with disabilities because they too are fully fledged human beings who deserve their rightful place in the sun. He read a moving poem titled "If you have to dream". The HOD, Rob Tooley officially outlined the purpose of the day. He stressed that the day was celebrated with the aim of showing care and concern to those who are living with disabilities as well as driving and deepening the slogan "Nothing about us without us".

"Let us embrace this slogan, walk it, dream

it, live it and always remember those people who are living with disabilities. This is an achievement that moves society forward in a significant, progressive way. It says more about who a person is than what a person has, and is portrayed more by the goodness that radiates from a face that gives." he concluded.

Delivering her address on special talk, Ms Tukisho Serite humorously mentioned the many challenges which are faced by people living with disabilities. She emphasized that people living with disabilities are just like everybody else, they need respect, they want to have families, they want institutions to create the right environment for them to move with ease and deliver on their mandates and most importantly, they hate it when people feel shame for them. The worst thing they dislike is the creation of a spirit of self-pity within them. She urged Government to subsidize those who cannot afford to buy special equipments that can assist them on a daily basis such as wheelchairs and crutches.

Lerato Maputla, an intern in delivered an exciting poem about people who are living with disabilities and those who are victims of HIV/AIDS. The theme of the poem was

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Programme Director: Tiny Shipalana



Editorial Comment

Welcome to the internal newsletter volume two for the second quarter. Our bouncing little baby has graduated from babysitting. She is now crawling around trying to discover what the world looks like. What a giant toddler she has become! Our hope and prayer is that with your contributions which are so greatly valued, she will continue to grow until she reaches her age of maturity.

This second quarter was a very special one in many ways, one event rolled in after another. The Department celebrated women's day in a spectacular fashion. It was a tribute to those brave revolutionary women who staged the historic march to the union buildings in 1956 to protest against state repression. By so doing, they spoke very loudly with their actions that they would not fold their arms and tolerate injustice.

As a Department, we also took our time to participate in the Casual day celebrations-a noble cause in any language. By buying stickers, we contributed in a very humble way towards putting sunshine on the faces of those who are living with disabilities. The money collected will go a long way towards addressing some of the challenges which they currently face. The event was also used to conscientise employees about the dangers of HIV/AIDS.

Our districts continue to hold procurement workshops at grassroots level where they try to bring into the tendering terrain all of our people especially the youth, women as



The Editor: Abe Mokoena

well as those living with disabilities. This is an effort to assist our people in the fight against unemployment and poverty. The purpose is that they too, should have a taste of a better life.

There is no doubt at this moment that as employees for Limpopo Provincial Treasury, each one of us is committed to make a difference-each in their own unique way, to contribute to the province and the country in bringing a better life to all. And while so many of the departmental employees are up to good performance and deserve more credit than they give themselves, most of them know that the good they are doing does not always represent their best. And so, in their quieter moments, they sense that there is still more they can contribute to this Institution.

It is very good that we all feel the persisting desire to raise the bar and stretch our performances to new heights. This will certainly advance us from doing well to doing our best, both today and in our pathways ahead. We will then be able to tap into the deepest and most noble impulses of our human nature and perform miracles for our institution. See you in the third quarter. Enjoy reading this volume and then pass it to the next person. A knowledgeable nation is an empowered one.

LIMPOPO PROVINCIAL TREASURY CELEBRATES CASUAL DAY IN STYLE

...from page 2

"love among all the members of the human race irrespective of ones' HIV/AIDS or physical status." Mr Masete Ramuhovhi, Manager in the Transformation directorate explained the origin of Casual day. He said that the celebration of Casual day started in the USA and the purpose of celebrating it was to boost the morale of the workers. He further stated that in South Africa it started thirteen years ago with the sole aim of raising funds that will help people who are living with disabilities. "It also plays an important part in conscientising Government to successfully implement the National Disability Strategy," he concluded. Ms Cathrine Mokgobola was the day's motivational speaker for HIV/AIDS. A self-confessed HIV/AIDS sufferer, she encouraged everyone to go for testing so that they can know their status. She said that they also need to undergo counseling and then get into support groups. She asserted that to her HIV/AIDS is not a problem because she has accepted it with the heart, mind and soul.

"God gave me this burden because He



"The news of my death was a big exaggeration", Cathrine Mokgobola

knew that I was going to overcome it." she hammered.

Cathrine also mentioned that there was a time when people spread the lie that she had died of HIV/AIDS. That is when she decided to go public and declare her HIV/AIDS status.

Pontsho Rapetsoa entertained the crowd with her lovely songs which contained messages of hope for both people who are living with disabilities as well as those who are suffering from HIV/AIDS.

The honourable MEC for Limpopo Provincial Treasury, Sa'ad Cachalia told everyone that it is not the physical impairment that troubles people, but what we do that causes challenges to them. He further stated that those people do not need to be treated differently, but that they only need to be respected.

"All of us are abled differently. Some people have short tempers and that is a disability. And there are those people who have patience beyond that of a normal human being and that is a disability. Our past has been one of discrimination and there should be no discrimination for people who are living with disabilities."



Mr Masete Ramuhovhi unpacking on the origin of Casual day

POEM

**THE 1956
WOMEN'S MARCH**

**They woke up to a new dawn
They braved the brutality of
the heartless police force
They marched in Pretoria
Singing a song of freedom
Echoes of the song still shiver
in the air we breathe
Tears of tenacity that slipped
down many faces
were not wiped in cowardice
They lifted their voices sky
high
They sang aloud till high
heaven rang with the
harmonies of liberty
Today the bright sun of
freedom is speaking to our
souls
Stony is the cruel road they
trod
through the blood of the
slaughtered and the jailed
as freedom radiated on prison
walls
Bitter was the chastening
baton
felt in the days when hope
,unborn, had died
Yet with a steady
revolutionary beat
Their tired feet have come to
the place**





CORPORATE EYE

Make everyday Count...

To create a giant and successful organization, you need giant employees. Not in terms of their heights, but in terms of their capacity. Employees should know that it is their job to make every day count in the organization for which they work. They need to plan and have daily agendas because the secret of institutional success lies in what employees do on a daily basis.

Success does not just suddenly occur one day in an institution's life. Neither does failure. Each is a process. Every day of an institution's life is merely preparation for the next. What a department finally becomes is what employees do today.

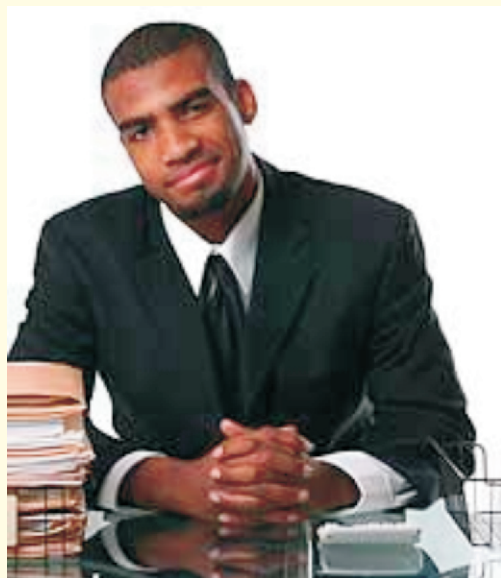
In other words, employees are daily preparing for something. To achieve this, they need to go all out for goal setting and goal getting. These two, go cap in hand for once they are separated, each one becomes worthless. Employees also need to keep the departmental vision in mind as they try to make everyday count for their institution. The vision should be implemented to make the institution a giant among giants. Employees should know that vision and implementation are also inseparable twins. One cannot take place without the other. Hence there is a saying that "Vision without implementation is suicide and implementation without vision is catastrophic".

Employees also need to look into how they use time. As management guru, John C Maxwell says, "Time is an equal opportunity employer, but how we treat it is not equal. Time is like a block of marble. In

the eyes of an average person, it is just a block of marble but in the hands of a master sculptor, it becomes a masterpiece".

Further than that, employees need to adopt a positive attitude. They should choose to live it and demonstrate this right attitude daily. And as they radiate a positive spirit, they should prioritize things. They should determine and act on important priorities daily.

More importantly, they should choose to be happy everyday of their lives, for when one is happy, one gives every task their very best. And on this, author Stephen R. Covey says, "Happiness is something you decide on ahead of time. Whether I like my room or not doesn't depend on how the furniture is arranged. It is how I arrange my mind."





Golden Ideas float at the Senior Management Meeting

Managers and Senior Managers in Limpopo Provincial Treasury met at the Land Mark lodge on the 4th September 2008.

The aim of the meeting was to share ideas that can take the Department to a higher level in terms of performance, listen to presentations from other sections, critically reflect on them and then chart the wayforward. The programme was directed by the HOD, Rob Tooley. The honourable MEC, Sa'ad Cachalia joined the meeting at a later stage. Various presentations were made and after each one, there were very constructive and fruitful discussions.

Mr Martin Letsoalo, Senior Manager in HRM, delivered a presentation on "Progress on retention, recruitment and selection policy". This is still a draft policy and the presentation was a form of consultation with some of the stakeholders to get a buy-in as well as inputs before it can be adopted. A lot of inputs were made into the draft policy and hopefully they will add a lot of quality to the document. Ms Sana Molotsane, the former Manager in Job evaluation, delivered a presentation on the finalization of the Departmental structure. According to her presentation, the new Departmental structure has been approved by the honourable minister for Public Service and Administration, Geraldine Fraser Moleketi. The structure has five hundred and sixty-five posts in all. Senior Manager posts have already been evaluated and the results are available. The evaluation of posts from manager level downwards, has also been completed. "The evaluated posts were submitted to the HOD and have been approved. What is left

is only implementation," she stressed. General Manager posts are the ones that are still outstanding in terms of being evaluated.

Ms Patricia Raphesu, the Senior Manager in the Office of the HOD presented on "Progress report on PMS assessment." She mentioned that it is a reality that the implementation of PMS in the Department is a headache because of the challenges that are there. She hastened to add that, it is the responsibility of all employees in Limpopo Provincial Treasury to make the system a real success story. Some of the PMS challenges that she tabled at the meeting are that, the PMS Strategy is not being implemented within the Department, there is a shallow understanding of PMS processes and prescripts among the employees, there is a lack of capacity on the appropriate use of the dispute resolution procedures as contracted, there is a lack of compliance to submission deadlines, having only a single office for submission of PMS documents poses a challenge, and lack of proper management of PMS by supervisors. She also presented on the "Review of institutional arrangements."

Mr July Maluleke, the Manager in Logistics, made a presentation on "the generator and a plan for office allocation. He also presented on the implementation of parking fees in the Department. Mr Ronald Morwamoila presented on "the budget committee" as well as on "the expenditure report". And lastly, Mr Ntsengeni Lithole delivered his presentation on "Audit outcomes."

Kgoro ya matlotlo ya Limpopo

“Eu!Eu!Eu!Eu!Eu!Eu!Euuuuuuuuuuuu! basadi bomme tiang maatla.Tiang maatla le sware thipa ka bogaleng”.A, ke mantsu a o a ilego a galagala bjalo ka tladi ya selemo letšatši ka moka sedikodikong sa Bela Bela, gona kua ga bo Thitelo sephemo sa marumo, wa gata mo go fetilego nna o wa ka dietse.Gona kua gabo Mphata tšhukudu ya naka le tee go hlaba ga yona ke go phuleletsa.

Letšatši e be e le la di 29 Agostose 2008, letšatši la go ikgetha le legolo bophelong bja basadi bao ba šomago kgorong ya Limpopo ya matlotlo.Ka fase ga hlohleletso ya moeno wa

“Tshepedišo yeo e sa tlwaelegago-maatla ka moka go basadi,” basadi ba ketekile moletlo wa bona kua Belabela lefelong leo le tsebegago ka “ Forever resorts”.Morero kgolo wa letšatši e be e le go keteka diphihlelelo tšeo di tlišitšwego ke ditlamorago tša mogwanto-kgolo wa basadi ka di 9 Agostose 1956.Mo re bolela ka diphetogo tša go swana le tokelo ya go swarwa ka seriti,tokelo ya thuto,tokelo ya go bouta,tokelo ya go ntšha mpa,tokelo ya go tšea karolo ekonoming le mmušong wa naga.Mogwanto woo wa 1956 e be e le wa go bontšha pefelo godimo ga ditiro tša bošula tša kgatelelo tšeo di bego di dirwa ke mmušo wola wa mohlamonene wa kgethologanyo.

Modiro o be o ihlamile ka lenaneo le le kopana la go ba le makguto a mahlano.Basadi ba be ba opela,ba bina, ba thabile.Diboleledi di boletše,mo na le tsebe a ikwela,a ithwalela ka hlogo.Ge a



“Pele ka basadi pele”



“Halala baswari ba thipa ka bogaleng halala!”



“Re a bapala rena”

e keteka letšatši la Basadi



"Hey! hey! rena re a di busa"

botšišwa gore letšatši la basadi o le tšea bjang, Me Mashika Ramatswi o rile: "Letšatši la basadi le bolela kudu e sego fela maphelong a basadi ,empa le maphelong a banna ba baso le ba bašweu. Lehono naga ya rena e mo e bego gona ka baka la boikgafo le bogale bja basadi ba mogwantokgolo wa 1956. Go ya ka nna, mogwanto -kgolo wa 1956 ke wona o ilego wa fetoša hisitori ya Afrika Borwa. Le ge re šetše re bunne tše dintši re le basadi mo temokrasing ya rena, dihlohlo tša rena e sa le tše dintši. Basadi ba sa a katwa, basadi ba sa a bolawa, e bile ke batšwadihlabele tsa dikgaruru."



"Ditšhaba di maketše"

Ba rile go fetša ka lenaneo la bona le le kopana, basadi ka moka ba a leba mabaleng a dipapadi. Gona moo ke mo kgankga e hlwele go e eja nkgawane, basadi bomme ba ipsina ka letšatši la bona le legolo.

Wathint' abafazi, wathint' imbokodo; wena, uzokufa

Malibongwe Gama la Makhosikazi!



"Botee ke bja rena"



"Dumela bokamoso"

The Revolutionary Spring Girl

Hello everyone. Sholly Manale is my identity. I was born on the first of September. Therefore, I am Mother nature's special girl who ushers in the season of Spring. I radiate life and resurrect trees and flowers from their comas. I command the entire universe, from the flapping wing of a dragon fly to the breath of a giant rose. Yes, I am Sholly, the single parent with two daughters and one grandson. For once, I never felt that my family was incomplete because I talk and relate so much in my home. I was born and bred in Mankweng Township at zone one. Eish, I had a very unpleasant childhood. My beloved mother, the late Boledi (May her soul rest in peace), was killed while I was still three years of age. I vividly remember what happened. It was new year's eve in 1968. My father requested her to accompany him to his family. Off they went but the following day she was nowhere to be found. She

disappeared mysteriously on the first day of January 1969. Her mutilated body was later discovered at GaThoka, a village on the southern side of Mankweng Township. Some of her body parts were missing. The incident greatly affected me. Fortunately, my life was lifted up by my aunt who raised me up. She taught me that my past should teach me how to go forward, how to reach for my destiny. I attended my lower primary education at Pulamadibogo in Mankweng. I then proceeded with my higher primary education at Dikolobe, also in Mankweng. From there I enrolled at Hwiti Senior Secondary school where I attended up to form four. My challenges in Hwiti started when schools became sites of struggle. With us it was worse because we were next to the university of Limpopo, which was by then known as university of the North. I matriculated at Marobathota Senior Secondary school. When I wrote the final matric exam, I was fresh from Mankweng prison. We had been detained under the Internal Security Act. I then enrolled for a diploma in Public Management, majoring in Political Science and Public Management. The university was at that time a boiling pot of political activities. I have worked in the Office of The Premier in the Traditional Affairs section. I joined the department of Local Government and housing in 1998. I worked there up to July 2007. I have worked in many sections: Records management, transport, Communication, as well as Logistics management. I have served as a member in the skills development committee as well as in the labour forum. What inspired me about politics is my



Sholly Manale



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

Limpopo Provincial Treasury Takes Part In Exhibition Shows

Like many other provincial departments, Limpopo Provincial Treasury took part in three exhibition shows which unfolded in this second quarter of the financial year 2008/2009. The first show in which the department took part was held in Giyani. The exhibition show took place from the 22nd to the 23rd July 2008. The second one took place in Musina from the 24th to the 26th July 2008. The third one was held in Tzaneen from the 07th to the 9th August 2008. In all these shows, the department dished out documents to members of the public who visited the Treasury stall.

Besides polarizing the department, departmental employees were also able to respond to questions raised by members of the public about the institution.

"Thanks for coming to this exhibition. Now I know what Limpopo Provincial Treasury is all about. All this time I thought that Limpopo Provincial Treasury was a university", said one student at the Letaba show in Tzaneen.

At the Musina exhibition show, Zimbabwean nationals scrambled for the newsletters. They were attracted by the front page picture on xenophobia.

"I am happy that at least there are departments in this country that are trying to educate South Africans about the evils of xenophobia. It is very painful to be burnt alive, especially by your own African brothers and sisters. We were there for you during the Apartheid years. It is time for you to be there for us as our country is undergoing political and economic turmoil." one articulate middle aged man said.



People who flocked to Treasury's exhibitions

The Revolutionary Spring Girl ...from

grandfather .He was fired as a carpenter at the University of Limpopo. His sin was organizing workers to form a labour movement that would take care of the rights and needs of the workers. Communist books written by Lenin and Stalin added conscientised me further. My past life has become a comic story of my

being, I crack a lot of jokes about it. I feel that today's children are getting lost on a daily basis because they refuse to listen to their parents. My advice to them is that they should pick up respect, focus and work hard for their future. Unlike in the past, today opportunities are many and our children should make use of them.

TREASURY BIDS FAREWELL TO TWO SOLDIERS

by Tukisho Serite

On the 1st of July 2008, Limpopo Provincial Treasury employees gathered at the Public Works Lapa to bid farewell to Ms Emmah Nkuna. Many people were happy and sad at the same time. They were happy that Miss Emma Nkuna was finally going to take the much needed rest after making a lot of impact in the public service. They were also sad that they were parting ways with one of the most industrious civil servants they have ever come across.

Miss Emma Nkuna joined the public sector in the year 1985 and she was working at the former Gazankulu Government. Before her retirement, Mma Emmah was working at the Financial Accounting directorate as a Senior Financial Admin Officer.

The lady with the powerful sense of humour left everyone with stomach pains from laughing when she delivered her moving speech. "I will miss you all but God is great. He knows how the future will be without me Limpopo Provincial Treasury" said Ms Nkuna. Mr. Sam Lalumbe who spoke in the place of a friend looked very disturbed by the fact that Ms Nkuna would no longer be working in the department. "It's cold. It's hot. I feel as if I should cry and laugh at the same time. I feel as if I should stand and sit all at once. Ms Nkuna was a great asset to the public service and her absence will always be seriously felt" said Mr. Lalumbe.

When he stood up to speak, the HOD for Limpopo Provincial Treasury was at a loss of words. It was quite unusual for a talkative man of his caliber. "Ms Nkuna, you have given the public service your best commitment. This department wishes you a peaceful and stress-free retirement period and please take care of your money,

"he concluded.

And on the 13 of August 2008, the departmental employees also bid farewell to Mr. M.A.J. Senthumule. Mr Senthumule was going on retirement as from the 1st September 2008. The event was also held at Public Works Lapa. Just like with Ms Nkuna, departmental employees had mixed feelings about Mr. Senthumule's exit from the Public service.

The HOD for Limpopo Provincial Treasury, Mr. Rob Tooley thanked Mr. Senthumule for the sterling job that he did for the public service.

Mr. Senthumule, who looks physically younger than his age, is a man of God, a pastor. He is going on retirement so that he can have the time to serve God. "I am going on retirement so that I can do justice to my calling. I was enriched by everyone that I came into contact with in the Public service, especially in Limpopo Provincial Treasury. I will miss you all" he concluded. Mr. Senthumule joined the public service in the year 1970 in the former Lebowa government. During his retirement, he was working as a manager in Supply Chain Management.



VOLUNTARY COUNSELLING AND TESTING

There is no doubt that the monster of HIV/AIDS is still a problem in this country. Actually, it is threatening to degenerate into a national crisis. Its impact is felt in many areas of our lives. It is destroying families and communities. It is reducing children into orphans. It is killing the unborn in their large numbers. It also destabilizes institutions such as departments.

It is public knowledge that departments annually spend a lot of money to equip their employees with skills that will enable them to deliver quality results. Employees also rely on their experience to execute their daily duties. It therefore stands to reason that, the continuous loss of lives by departmental employees in the hands of HIV/AIDS robs this province and this country of the valuable skills and experience that the victims do possess. When this happens, service delivery suffers. It is under such situations that the people of this province and country become the greatest losers. It is in this light that employees are urged to go for voluntary counseling and testing. By so doing they will know their status, have peace of mind and then conduct themselves in a way that will enable them to enhance their lives.

The importance of going through the process of voluntary counseling and testing is very massive. HIV counseling concentrates on the emotional, behavioural and social issues related to the possible or actual infection with HIV/AIDS. With the consent of the client, counseling can be extended to spouses, sex partners, and other persons considered important by the client. While the counselor can be a doctor, nurse, or social worker, she or he

can also be a member of the community such as a teacher, village leader, or religious leader (e.g. minister, or priest). It is clear that voluntary counseling and testing is a combination of two activities- counseling and testing. This process has a two-pronged approach. Firstly, it helps to determine who requires care and treatment. This includes both ART and interventions to prevent mother-to-child HIV transmission. Secondly, it helps in the prevention and transmission of HIV infection to others. It also stimulates discussion about HIV and AIDS and in turn reduces stigma and discrimination.

Before undertaking the process of voluntary counseling and testing, people should know their rights in this regard. The first thing they should know is that they have a right to know their HIV status. They should also know that HIV testing must be voluntary, the decision to test or not to test is based on an understanding of accurate, objective and relevant information. The third right is that confidentiality is protected. Non- discrimination in service delivery is critical and testing and counseling must be scaled up, eventually leading to universal access. The impact of voluntary counseling and testing are emotional care, family planning as well as improved coping and planning for the





Stretch Your Lips...

A stocky man, who was both an alcoholic and a foodaholic, went to the Ellis Park stadium in August 2007 to watch a game between Bloemfontein Celtic and Orlando Pirates. He climbed to the top row in the end zone section of the stadium to reach his seat. After the game started, he spotted an empty seat on the fifty yard line. After working his way down to it, he asked the man in the next seat,

"Excuse me, but is anyone sitting here?"

"No," replied the man. "Actually, the seat belongs to me. I was supposed to come with my wife, but she died. This is the first game between these two giants we haven't been together since we got married in 1973."

"That is very sad. But still, couldn't you find anyone else to take the seat-a relative or a close friend?"

"No," replied the man, "they're all at the funeral."

Editorial Team

Editor:

Abe Mokoena

Contributors:

Lorraine Hopane, Tiny Shipalana,
Zondi Khosa, Tukisho Serite

Marketing Sub-editor:

Mosebudi Matlopolo

Events Sub-editor:

Masilo Ratopola

Pictures

Zondi Khosa

Publisher:

Andile Msindwana

CONTACT US:

Ismini Towers
46 Hans van Rensburg Street
Polokwane, 0700
Private Bag X9486,
Polokwane 0700

Tel: 015 298 7000

Fax: 015 295 7010

Website: www.limpopo.gov.za