

Vuk'uzenzele



Produced by Government Communications (GCIS)

| October 2018 Edition 2

Tyre factory creates jobs in KZN



■ Sumitomo Rubber South Africa has invested about R970 million in the South African economy.

KWAZULU-NATAL to benefit from foreign investment by a Japanese tyre company.

About 600 jobs have been created in Ladysmith KwaZulu-Natal thanks to a R970 million direct investment by Japanese tyre manufacturing company Sumitomo Rubber South Africa (SRSA).

Sumitomo manufactures the popular Dunlop, Sumitomo and Falken tyre brands. It has taken a step further by recently launching its new, state-of-the-art Truck and Bus Radial (TBR) factory.

Ladysmith mayor Vincent Mayiboyi Madlala said the investment from the Asian company was not just about the people of Ladysmith but will also benefit the province through job creation and growing the economy.

"The factory has created about 600 job opportunities in the municipality of Ladysmith since the inception of the company in our city. With the new expansion it is expected to create a further 400 permanent jobs," said Madlala.

He added that with skills shortage being a challenge in Ladysmith, Sumitomo also took to other areas in the province such as Richards Bay and Escourt providing decent jobs for people in those areas.

"In some cases the company has taken people from our province for training in other countries in our continent where they have a footprint. To us this is boosting skills development for people in our city and province,"

Mayor Madlala added.

Production Trainee Specialist at the SRSA factory, Sifiso Vilakazi is one of the people who has been equipped with skills.

"TBR has changed my life by providing me with skills, knowledge and training in different processes of tyre technology. It has improved my financial position and enabled me to think bigger about my future."

● **Cont. on page 2**



Zulu 'tugs' her way to a career in maritime

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Help just a call away for victims of violence

Page 11

"The greatest glory in living lies not in never falling, but in rising every time we fall."

Nelson Mandela



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From domestic worker to building side walks

A WOMAN FROM the Eastern Cape is proving that women can make it in road construction.



Nontembeko Khenku is building sidewalks and running her small business thanks to SANRAL.

Nontembeko Khenku was struggling to make ends meet as a domestic worker when she came across an advert for a learnership by the South African National Roads Agency SOC Ltd (SANRAL) in a newspaper. She applied and her appli-

cation was successful, and she underwent a gruelling two-year learnership that helped her make inroads into the tough world of road construction.

"I've learnt how to build access roads, sidewalks and general construction skills," said Khenku.

She is now the owner of Cambeni Construction Company, which is contracted to do work on the R61 near Port St Johns in the Eastern Cape.

"I started in August last year, I am a supervisor and we build sidewalks. They are very important because people are being knocked

over by cars but now they will have somewhere to walk on. This will help reduce the number of accidents involving pedestrians walking on, and crossing, the road," she said.

She now has a level 4 certificate and is proud to own an independent SMME that currently employs eight people.

"In the next five years I'd like to see my company grow from grade 5. It makes me very happy to have these many people in my employ as this gets rid of poverty," said Kenkhu.

She said while women face unique challenges in cracking it in a previously male-dominated sector like construction, there is absolutely nothing that stops them from making a success in this field.

Being a woman making her mark in this field initially presented challenges in terms of attitudes by some men who doubted she could deliver because of her gender.

"But because I have the skills, I cope very well by using my capabilities. Then they

realise that women can indeed do this job," she said. **V**

On Facebook

President Cyril Ramaphosa at the UN General Assembly in New York

Motlatsi Makhasane
Please advocate for more funding of climate change mitigation and adaptation project. Working for Climate believe Tata was one person who cared deeply about our environment. Today in Koonstad a storm left 136 families without homes, we thank Priemer Sefora Ntombela for her quick response. Truly she is God sent. #thuma_mina ya hlasela

Joseph Palo Morolong
Represent us well President Matamela

Simphiwe Shadrack Buso
His excellency. Our president,

On Twitter

medialiteracyNOW @populistmorons
I hope he tapped Bill Gates for additional funding and monies to be directed for education and access to technology for impoverished children. I really hope so. (And I also hope he learns something.)

On corruption
Dom Gatiep @SlimGatiep
Saying the same thing over and over...and still, some voters will agree. Yet, we don't see results, nothing. Some ANC officials are breaking the law by not declaring suspicion or knowledge of ALL corruption. #PFMA #FMA #Constitution

From page 1

A trained assessor, Vilakazi, is passionate about training, which he believes is important to developing and maintaining a common culture, ensuring employees know the rules and how to work smart in order to achieve the highest global standard of production.

The second phase of SR-SA's investment included the upgrade and modernisation of the plant to introduce

and manufacture truck and bus tyres locally, bringing the total investment into the Ladysmith facility since 2014 to more than R2 billion.

This is also the first time Sumitomo Rubber Industries has established a Truck and Bus Radial factory outside of Asia.

The tyre industry contributes a whopping R20 billion to the national coffers and employs around 7 000 people.

Meanwhile President

Cyril Ramaphosa and his economic envoys have been globetrotting seeking investment to help grow the economy and create sustainable jobs for South Africans.

The envoys are former finance minister Trevor Manuel, former deputy finance minister Mcebisi Jonas and business representatives Jacko Maree and Phumzile Langeni.

During the appointment he said, "I've asked these wonderful South Africans

to travel across the world, to tour the world... with a view of encouraging would-be investors to come and invest in our economy,"

In his State of the Nation Address President Ramaphosa's announced that a two day Jobs Summit would take place from 4-5 October.

The Summit was attended by the National Economic Development and Labour Council and the constituency leaders such as business, community and labour to

look at ways of creating jobs for South Africans.

The Summit took place at a time when Statistics South Africa announced 27.2 percent unemployment rate in the second quarter of 2018. It is hoped that the Summit will bring solutions to the country's job status which will be in line with the National Development Plan which aims to raise employment 24 million by 2030. **V**



government communications

Department: Government Communication and Information System
REPUBLIC OF SOUTH AFRICA

Tel: (+27) 12 473 0089

E-mail: vukuzenzele@gcis.gov.za

Address: Private Bag X745, Pretoria, 0001

Head of Editorial and Production
Tasneem Carrim | tasneem@gcis.gov.za

Editor-in-Chief
Des Latham | des@gcis.gov.za

Managing Editor
Ongezwa Mogotsi
ongezwa@gcis.gov.za

News Editor
Noluthando Motswai

Writers
More Matshediso
Jauhara Khan

Senior Designer
Tendai Gonese

Language Practitioners

Nomgcibelo Motha
Boitumelo Phalatsa
Phakamani Dadlana

Vuk'uzenzele
is published by Government Communications (GCIS)

Printed by: **paaricoldset**

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Distributed by: **ON THE DOT**



Reigniting our economy

In the State of the Nation Address in February this year, I announced a range of measures that government would undertake in partnership with all sectors of our society to country on a new path of growth, employment and transformation.

Since then, we have taken clear steps to rebuild investor confidence in our economy, end corruption and state capture, restore good governance at state-owned enterprises and strengthen critical public institutions.

Even as our country is going through difficult economic challenges we have made progress.

We are reforming our economy and creating an environment that is conducive to investment, and have embarked on a drive to attract \$100 billion dollars in investment by South African and international investors over the next five years.

For several years our economy has not grown at the pace needed to create enough jobs or lift communities out of poverty.

Added to that, our economy has weakened in recent months, partly due to global factors such as a rising oil price, and deteriorating trade relations between the US and other major economies. Emerging markets such as Turkey and our own have been negatively impacted by these global trends.

Government is responding to these challenges, many of which are outside our control, to stimulate inclusive growth that will ultimately deliver the jobs and the better lives that all South Africans want and deserve.

Government knows what it means for families to pack fewer food items into shopping trolleys and baskets when prices rise, or what it means for workers to stress about taxi fare when fuel prices go up. And when rising prices impact on businesses, it is often the livelihoods of workers that end up being threatened.

We want to rid our society and our economy of such stresses and pressures, and we want all South Africans to benefit from growth and development.

In line with this, I recently announced an economic stimulus and recovery plan that consists of five key areas that will help revalue our economy. These are the implementation of growth enhancing economic reforms, reprioritisation of public spending to support job creation, the establishment of an Infrastructure Fund, addressing urgent and pressing matters in education and health and investing in municipal social infrastructure improvement.

We will also prioritise economic activities that will have the greatest impact on youth, women and small businesses.

Government is fast-tracking the implementation of key economic reforms that will unlock investment opportunities, grow the economy and create much-needed jobs.

These include revising visa requirements to boost tourism and attract highly skilled foreign nationals. Tourism plays a role in growing our economy and creating jobs and has been earmarked in the National De-

We also want to encourage South Africans to support small business and cooperatives, and to stop buying illegal goods.

velopment Plan as one of the core sectors for job creation.

The revised Mining Charter will also be implemented to ensure that the mining industry is transformed and inclusive. By making it easier for investors – South African and international – to enter our mining sector, we will see more businesses emerging, and more businesses mean more jobs.

We also plan to reduce the

cost of doing business by reviewing the prices of electricity, port and rail tariffs in order to boost exports and make South African industries more competitive.

Government is negotiation with the corporate sector to lower data costs so that we can provide relief for poor households and increase the overall competitiveness of the South African economy.

We also want to encourage South Africans to support small business and cooperatives, and to stop buying illegal goods as this is a form of individual corruption which leads directly to job losses.

Government spending will be reprioritised towards activities that have the greatest impact on economic growth, domestic demand and job creation, particularly for township and rural economies, women and youth.

We will also increase support for black commercial farmers through blended finance from the Land Bank, the Industrial Development Corporation and commercial banks. This will help to increase their entry into food value chains and access to infrastructure like abattoirs and feedlots. In line with this we also want to finalise the signing of 30-year leases to enable farmers to mobilise funding for agricultural development.

To ensure that our economy

is more inclusive, government will establish a township and rural entrepreneurship fund to provide finance to scale up existing projects or provide start-up capital for new projects.

The sanitation situation in many of our schools is unacceptable and to address this, funds will be allocated to ensure the speedy completion of 1 100 sanitation projects in public schools.

I announced these and a number of other financial and non-financial measures to help resolve the economic challenges that we are facing as a country.

I have no doubt that this stimulus and recovery plan will not only reverse the slowdown of our economy, but that it will result in a visible and sustained improvement in the lives of all South Africans.

As South Africans, we have confronted challenges far greater than this before. By working together, we managed to end the system of apartheid and set our country on the path to a peaceful transition to democracy.

We must come together once more to grow our economy, create jobs and transform our country.

All South Africans must join hands and make an extraordinary effort to overcome the economic challenges we face.

It is, as Madiba said, in our hands. **U**



SEND ME TO BUILD THE MZANSI I WANT

Together we move South Africa forward

#SendMe #ThumaMina






Drawing roads in the sky

A CAREER THAT may not be popular to most young people exposed Chepape to a whole new world.

More Matshediso

Pilots do not just fly aeroplanes all over the sky; they have to use certain routes and follow procedures to ensure that they take-off and land safely.

The only way for pilots to know which route to follow from one airport to another is through services of a Flight Procedure Design Specialist.

This Transport month, *Vuk'uzenzele* spoke to Mpho Chepape (29) who is one of the four Flight Procedure Design Specialists at the Air Traffic Navigation Services (ATNS).

ATNS is a company that renders air traffic control and management solutions for South Africa, as well as 10 per cent of the world's airspace.

Chepape's job is to design routes for use by air traffic controllers and pilots. He said



■ Mpho Chepape is a Flight Procedure Design Specialist. He designs routes procedures in the sky to protect flights from crashing into obstacles such as buildings and other structures.

a key priority in his field of work is safety.

"We design route procedures both locally and internationally to protect flights from crashing into obstacles such as buildings and other structures. What I normally

tell people when they ask me about my job is that I draw roads in the sky," he said.

Chepape said safety is number one priority in aviation, so he constantly has to analyse the environment where flights will be taking off and where

they will be landing in order to avoid unfortunate incidents.

Part of his job is to liaise with stakeholders including pilots, airports management, air traffic controllers and the South African Weather Services in order for him to design

efficient flight procedures.

He said his job is exciting yet complex because the environment is not always the same.

"Every day is different, so there is no routine in designing the routes for flights," he said.

He joined the company in 2011 as an air traffic service officer.

"I had no idea that there are Flight Procedure Design Specialists. I only learned about this when I was an Air Traffic Service Officer and then I applied to get the job," he said.

Chepape has undergone an extensive flight procedure design course at the Air Navigation Institute in Switzerland and then received 12 to 18 months on-the-job training.

Chepape adds that high school scholars interested in pursuing a career in flight procedure design should ensure that they do well in Mathematics and Science. ■

Young engineers get practical training in road construction

THE SOUTH AFRICAN National Roads Agency (SANRAL's) training programme is ensuring that young people are one step closer to reaching their dreams.

There is no better classroom for a trainee engineer than a rough and dusty construction site teeming with roaring machinery and sweating men and women hard at work.

Thabiso Dladla and Sumay Maharaj are assistant resident engineers [AREs] learning the ropes from seasoned colleagues on the site of the N2 upgrade between Mthunzini and eMpanjeni on the KwaZulu-Natal North Coast.

"We carry out pretty much the same functions as the AREs. We do the inspections, we do quantities, we do assistant instructions, site instructions and we answer any engineering queries that we get from the contractor," said Dladla.

Maharaj who started on the project in August 2016, and was previously doing pave-



■ Thabiso Dladla is learning the ropes in the engineering sector.

ment and geometric design in Port Elizabeth at the SANRAL Centre of Excellence, said he

has already learned many vital lessons since moving north.

"I've learnt the complex

nature of civil engineering and how everything comes together to make things work. It's not just pavement design alone. It's dealing with structures, drainage and geometrics. It's basically learning how to put everything together and making it work," he said.

Dladla became involved in the project about 10 months after he joined SANRAL's trainee programme.

He is excited to work on the challenging project which he describes as diverse and includes several bridges and culverts.

"I've been involved in inspections and assisting the contractor where they need clarification on drawings. When it comes to earth works, we also do inspections on the fill materials and sub grade. Recently we've just started do-

ing the asphaltting work so we are applying the BTB and we do inspections of all the work carried out by the contractor," he said.

Sumay says working on the project is not without its challenges.

"I think the main thing is that the design office works differently to the construction site. Sometimes there's a breakdown in information, especially with drawings, incomplete drawings and things like that. That's why it's essential for engineering staff to be on site to answer all these questions," said Sumay. ■

For more information on SANRAL's bursary and training programmes call: 012 844 8000

EC bus operators provide safe reliable transport

A BLACK-OWNED bus company is making inroads in the transport sector while also creating sustainable jobs.

Siya Miti

A group of bus operators in Butterworth, Eastern Cape are proof that a lot can be achieved when people work together.

Pulling resources together resulted in the formation of a multi-million rand company for small bus owners in the Eastern Cape.

Africa's Best 350 (AB350) came to life when about 243 bus operators joined hands to start a bigger bus company.

AB350's chairman Simlindle Hintsisa said in 2005 independent bus operators in the province struggled to access government subsidies.

As a result bus operators from the Eastern Cape Bus



■ AB350 is 100 percent black-owned with 580 employees along with a fleet of over 160 buses.

Operators Association along with other bus operators opted for a merger and formed one company.

Currently the company is a 100 percent black-owned with 580 employees along with a fleet of over 160 buses transporting people across the province.

In 2017 AB350 generated about R230-million in revenue.

Hintsisa said their success is as a result to support from

the provincial Department of Transport (DoT) and the, Eastern Cape Development Corporation (ECDC).

"Our growth happened because we moved from a position of working in silos and work in collective arrangement and that makes it easy to engage with government and stakeholders and the impact is positive."

Hintsisa added that the company also received support from the Industrial

Development Corporation (IDC) which financed the purchasing of 55 buses.

"The Development Bank South Africa, National Empowerment Fund ECDC, Scarnia Finance and IDC funded us with a total amount of R64-million for the 55 busses."

Hinstisa explains that the company has since grown and now has 165 buses. The provincial DoT has also issued R12 million for four

bus depots and a further R43 million for infrastructure in line with the transport development.

According to Hintsisa, the company is building a workshop funded by the NEF, where all their buses will be repaired.

"We used to go to Durban for repairs and maintenance, and now we'll be able to service and repair our own buses. That is total industrialisation of the company. Our operators will have access to nearby resources," he said.

He added that it was imperative for small businesses to pull together their resources to build bigger and stronger businesses adding that their model could also be replicated in other provinces. ■

Zulu 'tugs' her way to a career in maritime

LONDIWE ZULU, a licensed pilot encourages high school pupils to do well in mathematics and science as a gateway into the maritime sector.

Hlengiwe Ngobese

Londiwe Zulu is a young woman who has taken the transport sector by storm as a tug master at the Richards Bay Transnet Port in KwaZulu-Natal.

Proving that hard work really does pay off she is licensed to pilot any type of vessel.

A tug master commands the powerful boats used to assist ship movements in ports and harbours. While small in size, tugboats are extremely powerful watercrafts and their handling requires specialised skills.

"I wanted a career that was challenging and I am glad that my job gives me just that. As a tug master I have to study the sounding charts daily and have an accurate

mental picture of the sea-bed. I have to know what's underneath me including port depths," she said.

The 27-year-old adds that things were not easy when she took the decision to venture into the maritime sector. She almost gave up on her dream to become a tug master because she didn't have money to study.

After passing matric with flying colours at Tyson Technical High School in 2004, she enrolled at the Cape Peninsula University of Technology as a Maritime Studies student.

"My mother was able to fund my first year of study. I also had some savings that helped me. With the realisation that my mother would not cope, it became clear that

I would need some sort of financial assistance. I applied for a bursary at Transnet and luckily I was accepted. I had no choice but to succeed," she said.

"After that, Transnet offered me a cadetship for one and half year as a tug master. I proceeded to go to the South African Maritime Safety Authority for an oral test. I passed and was granted a certificate of competence which promoted me to become tug master," she said.

Zulu's advice to Grade 12 student is to work hard and obtain good results as a gateway to the maritime sector.

"This is a very difficult sector if you don't have good result especially in mathematics and science it will be challenging for you." ■



■ Londiwe Zulu is a tug master for Transnet Ports in Richards Bay.

Better healing for circumcised patients

A SOWETO-BASED company has developed a device that helps the healing process after circumcision.

More Matshediso

The circumfort medical assistive device is a new device developed to help men in the healing process once they have been circumcised.

This device was developed by Musa Morgan and his two business partners Lwazi Ntshangase and Nokubonga Dlamini.

The 27-year-old Morgan told *Vuk'uzenzele* that the idea came to him in 2015 when he struggled to keep his penis elevated after undergoing circumcision as per his doctor's instructions.

"I was worried that I would not heal properly and within six weeks as the doctor said. I then wore a sock on my penis and used strings to tie it around my waist in order to

keep it up. I realised that this could help many men as it helped me, I pitched the idea to my business partners and we started manufacturing and distributing the Circumfort medical assistive device," he said.

Morgan said the Circumfort medical assistive device is available at a number of local clinics in and around Johannesburg and also at Lista pharmacy in for R30. It also comes with seven hygiene pads that help keep the wound clean.

"We have plans to get our product distributed country-wide and perhaps internationally as it is quite unique," he said.

Their business is called the Stoelbag Foundation and has recently walked away with the coveted 2018 Township Entre-

preneurship Award for this innovative idea.

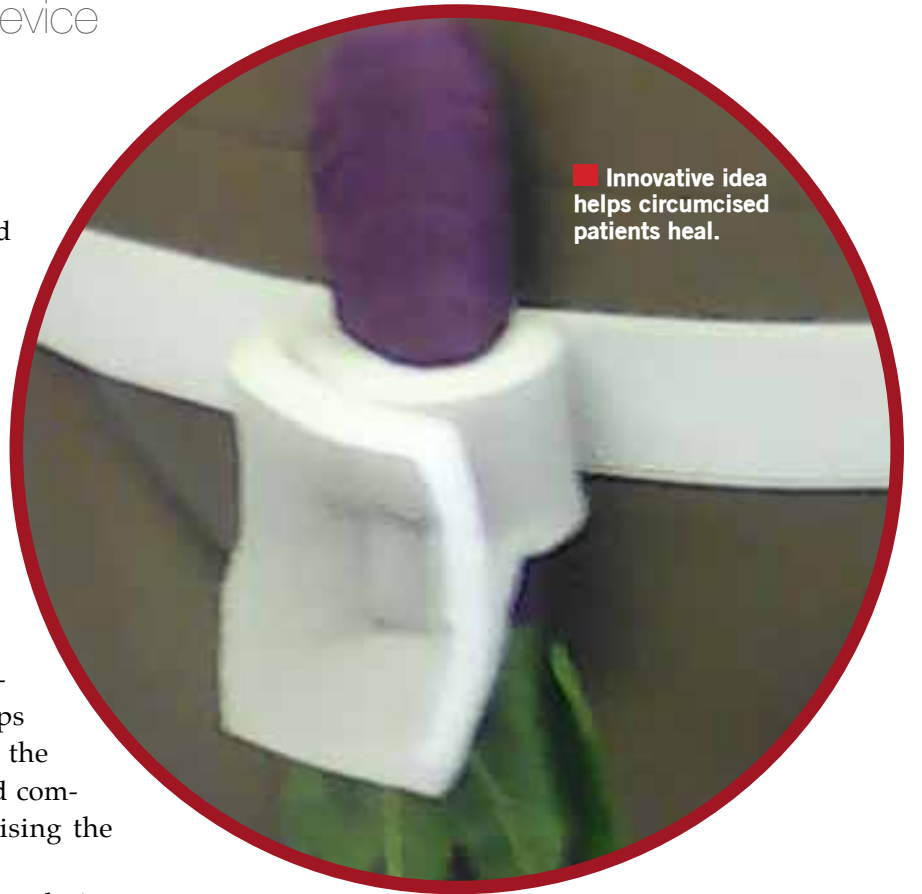
Township Entrepreneurship Awards are an initiative by the Gauteng Department of Economic Development to celebrate, recognise and reward entrepreneurial talent in the townships whilst supporting the provinces' goal and commitment to revitalising the township economy.

The Stoelbag Foundation is based in Orlando West in Soweto and has so far managed to create employment for about eight people.

Gauteng Premier David Makhura said the provincial

government has spent about R20 billion buying goods and services from township businesses in the past five years, in an effort to support them. He

■ Innovative idea helps circumcised patients heal.



Food king runs hot business

A CHILLI SAUCE business is tantalising the taste buds in KwaZulu-Natal.

Hlengiwe Ngobese

Nkosi Phungula can be described as a serial entrepreneur focused on growing his chilli sauce business.

Phungula (27) is the owner of Foodie Kings a Port Shepstone-based company in KwaZulu-Natal that manufactures organic chilli paste, chilli sauces, peri-peri sauce, marinade sauce and chilli mayo.

It supplies local supermarkets, caterers, shisa-nyama eateries and flea markets.

At this year's eThekweni Municipality's Business Fair, Phungula walked away with R19 000 for the Best Exhibition Stand.

On top of this he was

approached by the Inkosi Albert Luthuli International Convention Centre to supply his lemon and herb sauce. Phungula told *Vuk'uzenzele* that when he started Foodie Kings he had only R30 in his pocket.

"I did extensive research about the chilli sauces on the internet. I then decided to take, leap of faith and started the business."

He began with his original chilli sauce using cayenne pepper and people love it.

"I approached the uMzumbhe Municipality for a business development grant because I wanted to buy an industrial machine that would be used for crushing and cooking in preparation for the sauce."

Phungula's business went

to new heights when the uMzumbhe and Ugu District Municipality helped procure two machines to run his business.

He adds that he produces about 1 500 bottles of chili sauce a day.

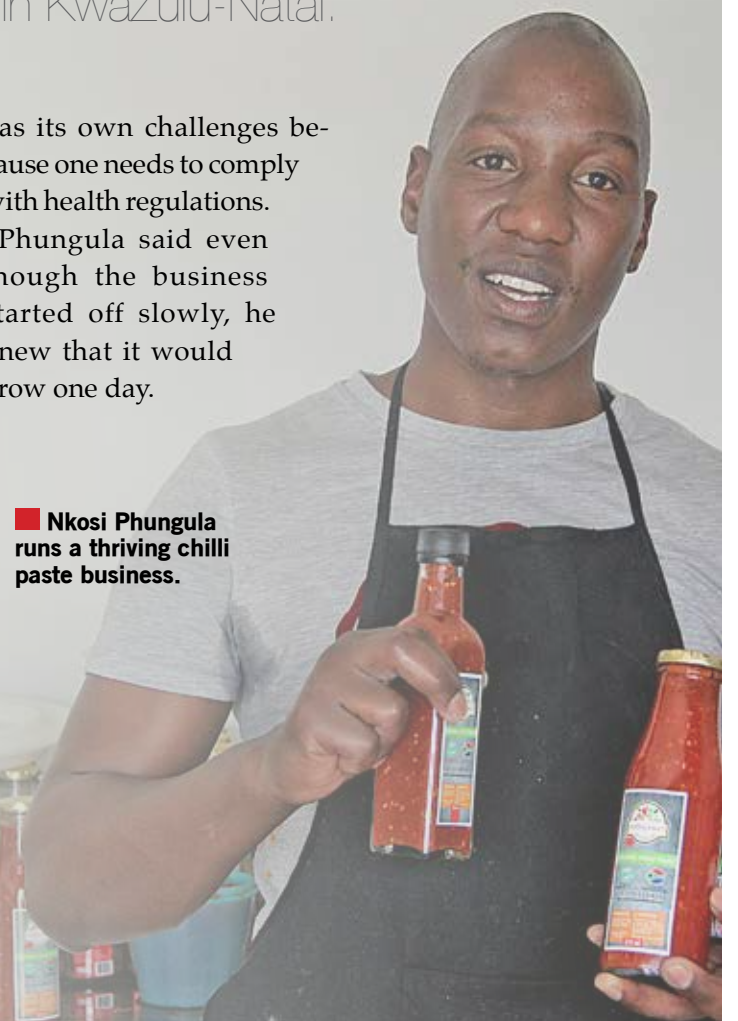
"I have employed two people who are assisting me. I decided to use a co-operative owned by women in uMzimkhulu who supply us with chillies just to support other black businesses," he said.

Phungula said running a food business

has its own challenges because one needs to comply with health regulations.

Phungula said even though the business started off slowly, he knew that it would grow one day.

■ Nkosi Phungula runs a thriving chilli paste business.



Learners in rural schools get a helping hand

A THREE-YEAR programme is set to improve the quality of learning and teaching in rural areas.



■ The Rural Education Assistant Project (REAP) has been launched to improve the quality of learning and teaching in the rural education system in South Africa.

More Matshedis

The Department of Basic Education has launched a programme that will benefit the majority of learners in rural communities who are educationally disadvantaged.

The Rural Education Assistant Project (REAP) is a three-year programme that will be implemented from 2018 until 2021 for a pilot phase, and is set to benefit about 188 schools in South Africa during this period.

The department hopes that this will contribute to improving the quality of learning and teaching in the rural basic education system.

The programme is currently being piloted in two districts in each of the three underperforming rural provinces. These include Alfred Nzo East and OR Tambo Coastal Districts in the Eastern Cape, Ilembe and UMzinyathi Districts in Kwa-Zulu-Natal, and Sekhukhune and Mopani Districts in Limpopo.

The Chief Director for Curriculum Implementation and Enhancement at the Department of Basic Education Seliki Tlhabane, said the department has recruited about 750 youths with matric to be Rural Education Assistants in the schools.

"They have received basic training that will equip them to perform the tasks allocated to them. They will be deployed in the Foundation and Intermediate Phases, which include Grades 1 to 4," he explained.

The Rural Education Assis-

tants are expected to assist with a variety of curricular activities, particularly improving numeracy, literacy and reading skills.

"This is also a way to empower the youth in economically depressed areas through skills development and work experience," said Tlhabane.

He said the Rural Education Assistants are expected to alleviate the burden of teachers in rural schools by assisting with co-curricular activities such as coordinating homework clubs, maths clubs, reading clubs, creative arts clubs and agricultural projects.

Principal Ntombikayise Mkhize of Ozwathini Primary School in Nodwengu area in Ilembe District hopes the programme will help most of her learners who struggle with reading and numeracy.

About 387 learners from Grade R to 7 are enrolled at her school this year.

"Most of our learners come from child-headed homes while others are under the care of grandparents. They have no one who can assist them with homework or to encourage them to read, and this affects their performance in class," she

explained.

"The other problem is that our learners who are in the foundation phase are taught all their subjects in IsiZulu and when they proceed to the intermediate phase they have to switch to doing the majority of subjects in English, so it becomes a huge challenge for them to adapt."

During the pilot phase, we will gauge the impact and success of the REAP programme through conducting monitoring and evaluation of the REAP programme. We have also enlisted the services of six unemployed graduates as Project Coordinators. They will be based in each participating district. The Project co-ordinators will also assist us to undertake monitoring and evaluation of the project.

Two years ago, we convened the very first Rural Education Round-Table in the basic education sphere. At this round-table, various studies pointed to the fact that amongst the challenges that face many rural schools is critical vacancies for teachers especially in Mathematics and Physical Science subjects. ■

An improved Funza Lushaka online system

THE BURSARY is awarded on merit and on condition of exceptional performance.

You might have experienced technical glitches when applying for the Funza Lushaka Bursary but thanks to a new and improved online system this will be a thing of the past.

The Department of Basic Education under the guidance of the State Information Technology Agency or SITA has undergone a process to migrate the Funza Lushaka Online Registration System to a more fluid and effective online system.

"We are excited about the modernised system, we have experienced many challenges in fully achieving on the high ambitions we

have for the administration of the bursary programme," said Funza Lushaka Bursary Programme Director Gerrit Coetsee.

He added that in moving into a new era he was confident that the system will allow for an improved management of the Bursary Programme.

The Funza Lushaka bursary programme is a multi-year programme that promotes the recruitment of people to study teaching with the ultimate goal of encouraging teaching in public schools as a profession among people under the age of 30.

The modernised system will allow for more seamless

registration of candidates on the front end while allowing for improved selection, monitoring and placement of candidates and beneficiaries while further strengthening identification of defaulting bursars and reinforcing the monitoring of the NSFAS distribution process.

As a key lever towards improving the overall quality of teaching, the bursaries are made available to enable eligible students to complete a teaching qualification in an area of national priority.

Recipients of these bursaries are required to teach at a public school for the same number of years that they



received the bursary.

Current and prospective candidates are encouraged

to visit the Funza Lushaka website to apply for the 2019 Funza Lushaka intake. ■

For more info: www.funzalushaka.doe.gov.za

History is made for NC fishermen

Amu Chauke

After an 11-year journey to acquire their fishing rights, fishermen from the small fishing town of Port Nolloth in the Northern Cape can finally get on their fishing boats and catch line fish and rock lobster – on their own terms.

Agriculture, Forestry and Fisheries Minister, Senzeni Zokwana, recently launched South Africa's first small-scale fisheries cooperatives – the Port Nolloth and the Hondeklipbaai cooperatives, which also marks the implementation of the small-scale fisheries policy.

The two small-scale fishing communities have now received basic training and they have now registered their own cooperative for the purpose of applying for 15-year fishing rights.

Minister Zokwana said the fishing rights are a game changer for the small fisheries sector.

“We want them to build their own funds so that they can progress from



being small-scale fishers to [big players].

The launch comes after Zokwana approved the final list of small-scale fishers for the Northern Cape in October 2017, the Eastern Cape in December 2017 and KwaZulu-Natal in December 2017 – with the exception of the Western Cape communities.

In the Northern Cape, Zokwana has declared 103 individual small-scale fishers.

Zokwana said the fishing rights give local fishermen

“There are 75 households out of Port Nolloth that will benefit from the small-scale fishing rights policy.”

dignity and turn them from fishing illegally to doing so under protected rights.

“Our people have been turned into illegal fishers because there was no system that guided them. ... We want to get them to understand the value of the fish that they are going to harvest. We must be able to get markets for them. We must build infrastructure for storage.”

Morgan Johnson, a local fisherman and the chairperson of the Port Nolloth cooperative, said 75 households will benefit from the fishing rights.

Johnson said the launch marked an end of a fishing rights application journey that for 11 years.

He said the cooperative was made up of local fishermen, including women and young people.

The board of the cooperative is made up of seven members – five men and two women.

As part of the fishing rights, they will be sending boats into the waters to catch line-fish species like snoek and cape bream, horders, mussels and kelp.

“There are 75 households out of Port Nolloth that will benefit from the small-scale fishing rights policy. Hondeklipbaai, is a smaller town than us and about 28 households will benefit from the fishing permit,” Johnson said.

He said the cooperative currently has nine fishing boats and 15 to 20 small lobster vessels. A quarter of the fishermen are young people. **■**

Jail time for corrupt public servant

GOVERNMENT calls on South Africans to report all fraudulent and corrupt activities.

Patrick Masoka has been sentenced to 10 years imprisonment for stealing a farm and livestock belonging to the Shabalala clan in Ladysmith KwaZulu-Natal.

His sentence was recently handed down by the Pietermaritzburg Regional Court.

Prior to being jailed, Mosaoka was a civil servant employed as a project manager within the KwaZulu-Natal Department of Rural Development and Land Reform.

The Special Investigation Unit's (SIU) forensic investigators found that Masoka, who worked on settling land claims, had operated criminally.

SIU head Advocate, Andy Mothibi, said citizens trust

public servants to execute their duties with distinction so that quality service delivery flows to communities swiftly.

“Communities in need of government services suffer when some public servants double up as criminals during the course of their employment in government departments,” he said.

Mothibi said the SIU will strike heavily on government officials found stealing government resources.

He welcome the conviction and sentencing of Masoka.

“This sentence should and will definitely serve as a serious deterrent to would be thieves in the public service.”

“Dubious public servants, state-owned entities officials

and private sector officials who think devising devious schemes to defraud government and society, is the right thing to do, must know that there will be no place to hide when the SIU investigate them.”

Let's fight corruption together

A number of hotlines and helplines have been created by government to ensure that the public can report corruption without revealing their identity.

If the information helps in the positive investigation of a criminal case, a reward may be paid. You can call the Crime Stop number on **08600 10 111**.

Anonymous tip-offs about



criminal activities can also be sent to Crime Line. You can send an SMS with information to **32211** at a cost of R1 per SMS.

In addition to the above numbers, you can also call government's National Anti-Corruption Hotline to report corrupt activities that you are aware of without giving your name. The num-

ber is **0800 701 701**. **■**

What are you doing to fight corruption in your community or your place of work? Share your comments with us on: email: vukuzenzele@gcis.gov.za or on

@VukuzenzeleNews

Vuk'uzenzele

Venturing into the business of beauty

A YOUNG WOMAN'S idea to use food to create hair and skin products bearing fruit.

Dale Hes

Nathacia Olivier was born with a condition that caused her skin to peel. She developed terrible acne which destroyed her self-confidence in her teenage years.

This inspired Olivier (29) to start Indoni Beauty Range which manufactures body butter, sugar scrub and salt scrub.

She branched off to manufacture hair products such as hair butter, curling butter, hair oil and a 2-in-1 shampoo and conditioner.

"In my teens I suffered a lot from acne and pimples, and it destroyed my self-confidence because I just wanted to look like other girls."

After trying every skin product on the market without success Olivier had a lightbulb moment while watching the Dr Oz show on television.

"Dr Oz was talking about how food is healing and good for the body, human development and replenishing our cells. So I thought, why not use food to help heal or soothe skin?"

Olivier began experimenting

with various foods to create beauty products. Her big break came when she entered the Innovation Hub's Gauteng Accelerator Programme competition in 2016.

"I didn't really have anything apart from the idea. I pitched the idea in the competition and won first place." She said

The Innovation Hub assisted Olivier with funding to develop her products, create packaging and provide training and workshops through the business incubator eKasiLabs.

"They have been very helpful and have assisted me with trademarking the brand and testing products. It has been amazing how they have helped me to grow," Olivier explained.

Today, the company employs over 20 women who sell and distribute the products. Olivier currently supplies two stores in Johannesburg namely African Flavour and SL Flower House.

She adds that hard work is the only way to make a success of your business.

"What people must know is that the journey is never an easy one. I would advise emerging entrepreneurs to become a part

of the Innovation Hub, but also push for themselves when they are incubated there. They won't spoon-feed you but will help you when you are serious. **V**



Nathacia Olivier has become a thriving businessperson thanks to the Innovation Hub.

If your business idea needs support, then get in touch with the Innovation Hub by calling 012 844 0000, or log on to www.theinnovationhub.com for more information.

Innovation hub turns dreams into reality

Dale Hes

If you have a great business idea and are living in Gauteng why not approach the Innovation Hub to start your innovative idea.

This organisation provides support to aspiring entrepreneurs which includes financial assistance, training and business support to people who don't have the resources to get their businesses off the ground.

The Innovation Hub was established by the Gauteng provincial government and has been equipped with a programme called eKasiLabs

which targets innovators in townships around the province.

eKasiLabs currently has more than 200 incubates from 10 sites in the townships. Vuk'uzenzele chats to the Innovation Hub's Programme Manager Kgaugelo Tsoko who provided a step by step guide on receiving assistance from the organisation.

Vuk: What do people need before they approach eKasiLabs?

Tsoko: All you need is an idea which has some aspect of innovation to it. It should be something new and crea-



tive that will cater to needs or markets that are underserved. People do not need to have any formal qualifications or previous knowledge of business as we provide the training to successful applicants.

Vuk: How does the selection process work?

Tsoko: After approaching us

with their idea, aspiring incubates must prepare a pitch which they will present to us. This pitch must explain the product or service they are thinking of offering. So it should include a vision for how the idea will serve the market, and why there is need for it.

If the candidate gets a mark of more than 65percent for their pitch, then they are accepted into the programme.

Vuk: What support does eKasiLabs provide to incubates?

Tsoko: We provide a grant so that the business can get set up properly with equipment, product development,

networking, advertising and marketing. We also support incubates with things like getting their products approved by the South African Bureau of Standards. We are ready to support the business with anything it might need.

Vuk: What is the importance of assisting these businesses?

Tsoko: The programme gives emerging entrepreneurs opportunities that they would never have had before, giving them access to the market. It also supports the township economy and skills development in the areas which need it most. **V**

A safe space for abused children

THE COMMUNITY of Langa is set to benefit from a therapy room for abused children.



■ The facility creates a safe space for children to express themselves.

More Matshediso

The Western Cape Department of Social Development has been

equipped with a new Child Play Therapy Room which assists children who are victims of domestic violence.

Situated in Langa, the Child Play Therapy Room has a

counselling area equipped with children's toys, educational material and specialised dolls.

It plays a critical role in enabling specialist child protection social workers to assist children

who have been physically, emotionally or sexually abused.

The facility creates a safe space for children to express themselves when they have been abused and also enables them to report serious crimes that they may have witnessed.

The Western Cape Department of Social Development Regional Director, Soraya Abrahams, said in most cases young children do not know how to articulate what has been done to them after experiencing abuse, so the Child Play Therapy Room allows the victimised children to demonstrate through the use of toys.

"Children are able to show a social worker who did what to them, and the social worker will take notes as they observe the demonstration and interpret it to establish what has happened," Abrahams explained.

She said the process can take a while as the social worker has to gain the child's trust and make them comfortable to play

in their presence.

Although Abrahams could not provide statistics of how many children have so far benefited from the facility in the Langa offices, she said it has proved to be significant in also getting justice for children because cases have made it to court.

"A social worker is given 90 days to present the case to the court, but they can ask for an extension if they need to gather more information from the child who has been victimised, because some children are shy and it takes time for them to open up or play," she explained.

If you are living in the Western Cape and you need the services of a social worker you can contact the provincial Department of Social Development hotline on 0800 220 250.

Passion creates jobs for rural women



■ Local women of uMsinga in KwaZulu-Natal are now equipped with clothing manufacturing skills.

A burning desire to do more to uplift her community led Lelly Mntungwa to resign as a retail store manager and start her own clothing manufac-

turing business.

The 38-year-old from Msinga in KwaZulu-Natal says she saw a gap in the market when a leading retailer closed down.

In an effort to reduce the un-

employment rate and poverty in the area, she grabbed the opportunity to empower the Msinga community through job creation and skills capacitation.

"In my community, young girls being abducted and forced into marriage even at the age of 16 is as common as dropping out of school to run a child-headed family. The situation compelled me to intervene and develop these 'young wives' through skills transfer," said Mntungwa.

She added that a partnership with the Department of Higher Education had been forged to assist learners dropping out of school to complete their matric at no cost with 216 learners already part of the programme.

Without any financial assistance, she started her entrepreneurial journey and now affords more than 60 people a living.

DID YOU KNOW?

TIKZN links international investors with small businesses in the province. For more information call 031 368 9600

"Women in remote areas don't have access to information and resources to thrive and are neglected. Rural life is still very much dominated by a patriarchal system where women find themselves working harder to prove themselves."

She said perseverance and hard work were her recipes for success in life and that the onus was on the individual to take advantage of the opportunities to succeed.

"I am not afraid of a challenge and I am somewhat of a risk taker. I believe skills transfer is a sustainable gift - it can

empower people to become income generators and survive during difficult situations."

Trade & Investment KwaZulu-Natal (TIKZN) whose mandate is to promote KZN as an investment destination, provided Mntungwa with business guidance.

"The turning point in my career was in 2016 when TIKZN did an Umzinyathi District Municipality roadshow. I was given an opportunity as an up-and-coming entrepreneur to deliver a presentation at the roadshow.

"Even though I probably had the least experience in the room, I capitalised on the opportunity given to me by TIKZN to expose my business.

"TIKZN encouraged me to view my business on a much larger scale and to identify opportunities to market my products internationally," She said.

Help just a call away for victims of violence



■ Nomathemba Malvern leads the team of social workers helping victim of domestic violence through the GBV Command Centre.

More Matshediso

After realising that people often feel more at ease to talk about painful situations in a non-face-to-face setting, the Department of Social Development opened a Gender-Based Violence (GBV) Command Centre.

The command centre opened its doors in November 2013 and operates 24 hours a day and operational all year long helping those who are affected by gender-based violence.

In an interview with *Vuk'uzenzele*, the centre manager Nomathemba Malvern said the centre appointed a group of professional social workers who were trained to assist callers in need of psychosocial support services.

Among other services, the command centre provides immediate psychosocial support services, including counselling and trauma debriefing telephonically.

"We do not offer face-to-face counselling services," she said.

Having worked as a Social worker for about 30 years, Malvern said experience has taught her that sometimes

people find it easier to talk about their situations when they are not in a face-to-face setting.

"When they have to talk face-to-face, they have elements of fear, embarrassment, and self-blame, whereas they are freer over the phone and are able to

"Since last year, we have noticed that men are also starting to ask for help, and this includes both victims and perpetrators."

open up," she explained.

More men asking for help

Malvern said it is not only woman who call to ask for help.

"Since last year, we have noticed that men are also starting to ask for help, and this includes both victims and perpetrators. The most unfortunate part of it is that sometimes the youth call the centre and prank us. This is unfortunate because we have to take every case seriously



because we will not know when they really need help," she said.

Initially, the centre dealt with cases such as rape and physical, emotional and psychological abuse, but with the recent spate of violence against women and children in the country, more people have come forward to ask for



help from the centre.

Over and above cases of gender-based violence, the centre has recently found itself dealing with cases that are not related to GBV, and this has led to more than 1 500 calls being attended to per week.

Social workers at the centre work on 12-hour rotational shifts, in a group of 12 social workers and two supervisors per shift.

Common cases they deal with include domestic violence, rape, abused children, child neglect, sexual harassment, forced marriages, abandoned children, forced prostitution and abortion, human trafficking, exploitation of domestic workers, abuse of elderly, incest cases, xenophobic attacks and LGBT (lesbian, gay, bisexual, transgender) related issues.

Malvern said victims can get up to three sessions each. After that they are referred to a local social worker near them, anywhere in South Africa.

Victims who are desperate for help

In cases of emergency where the caller is not safe and is desperate for help, the centre connects them to a police station through 10111, or directly to the nearest police station, said Malvern.

"All calls are located, so as soon as a person calls we are able to see their exact location at the time of the call and that is what guides us to locate the nearest police station," she explained.

"We have given ourselves a time frame of 30 minutes to check progress after linking the victim to a police station. We first call the victim to check if they received the necessary attention from the police, and then we call the police station to check if a vehicle has been released to help the said vic-

tim," she said.

Malvern said social workers at the centre are also able to make referrals for further interaction and intervention, and refer victims to places of safety and shelters if necessary. This is done to help victims avoid additional exposure to violence. ■

DID YOU KNOW?

Since 2013 the Gender-Based Violence Command Centre has received over 300 000 incoming calls, roughly 100 000 please-call-me messages, and near 2 000 SMSs between 2016 and 2018.

How to reach the GBV Command Centre?

The command centre can be reached in a number of ways firstly by dialling the emergency free number on 0800 428 428, or sending a please call me to *120*7867#

The third option is a skype contact where a person can add Help Me GBV to their skype contacts and send a message. This platform is also used to help victims in the deaf community who use South African Sign Language to communicate.

Another option is to SMS Help to 31531, and the last one is to visit www.gbv.org.za

THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

INTERNSHIP PROGRAMME 2018/19

The Department of Justice and Constitutional Development (DOJ&CD) is offering TVET Experiential Learning and Internship opportunities to provide South African matriculants and graduates with the opportunity to gain workplace experience in the field that they have studied. The DOJ&CD is an equal opportunity, affirmative action employer. Candidates with disability are encouraged to apply. Applicants must clearly state the area of choice (Region) and Reference number. Details of the Internship Programme are provided below.

Centre/Region	Programmes and Reference Numbers	Qualification required	Number of interns	Duration	Stipend
National Office	ISM TVET Ref No: ISM1/TVET	TVET N6 Certificate in Information Technology	5	18 Months	R4000.00
	PEC TVET Ref No: PEC1/TVET	TVET N6 Certificate in Communication Studies, Public Relations and Journalism	5		
	Human Resources TVET Ref No: HR1/TVET	TVET N6 Certificate in Human Resource management	5		
	Finance TVET Ref No: FIN1/TVET	TVET N6 Certificate in Financial Management and Finance Economics and Accounting	10		
	Administration TVET Ref No: ADM1/TVET	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration	10		
	Candidate Attorney (State Attorney's Office) Bloemfontein Ref: CA 1/No x2, Cape Town Ref: CA 2/ No x3, Durban Ref: CA3/No x3, Mahikeng Ref: CA 4/No x2, Mthatha Ref: CA 5/No x3, East London Ref: CA 6/No x3, Port Elizabeth Ref: CA 7/No x2, Johannesburg Ref: CA 8/No x3, Pretoria Ref: CA 9/No x6, Polokwane Ref: CA 10/ No x2, Thohoyandou Ref: CA 11/No x1	LLB		30	24 Months
TOTAL			65		
Limpopo	Human Resources TVET Nebo Ref: HR1/No x1, Groblersdal Ref No: HR 2/No x1, Moutse Ref: HR 3/No x1	TVET N6 Certificate in Human Resource management	3	18 Months	R4000.00
	Finance TVET Vuwani Ref: FIN1/No x1, Sekgose Ref: FIN2/No x1, Sikhukhune Ref: FIN3/No x1, Praktiseer Ref: FIN4/No x1 Giyane Ref: FIN5/No x1, Dzanani Ref: FIN6/No x1, Bela-bela Ref: FIN7/No x1, Northam Ref: FIN8/No x1	TVET N6 Certificate in Financial Management and Finance Economics and Accounting	8		
	Administration TVET Hlanganani Ref: ADM1/No x1, Malamulele Ref: ADM2/No x1, Bolobedu Ref: ADM3/No x1, Tshitale Ref: ADM4/No x1, Tiyani Ref: ADM5/No x1, Nebo Ref: ADM6/No x1, Thabamooop Ref: ADM7/No x1, Groblersdal Ref: ADM8/No x1, Moutse Ref: ADM9/No x1, Thohoyandou Ref: ADM10/No x1, Louis Trichardt Ref: ADM11/No x1, Musina Ref: ADM12/No x1, Mutale Ref: ADM13/No x1, Tshilwawhusiku Ref: ADM14/No x1, Ellisras Ref: ADM15/No x1, Phalala Ref: ADM16/No x1, Thabazimbi Ref: ADM17/No x1, Mookgopong Ref: ADM18/No x1, Modimolle Ref: ADM19/No x1, Namakgale Ref: ADM20/No x1, Phalaborwa Ref: ADM21/No x1, Bochum Ref: ADM22/No x1, Mokerong Ref: ADM23/No x1	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration	23		
TOTAL			34		
Mpumalanga	Human Resources TVET Ref No: HR3/TVET/No x4	TVET N6 Certificate in Human Resource management	30	18 Months	R4000.00
	Finance TVET Ref No: FIN13/TVET/No x4	TVET N6 Certificate in Financial Management and Finance Economics and Accounting			
	Administration TVET Regional office Ref: ADM1/No x6, Mbombela Ref: ADM2/No x2, Eerstehoek Ref: ADM3/No x2, Nsikazi Ref: ADM4/No x2, Moidelbur Ref: ADM5/No x2, Witbank Ref: ADM6/No x2, Barberton Ref: ADM7/No x2, Mdujtjana Ref: ADM8/No x2, Evander Ref: ADM9/No x2	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration			
TOTAL			30		
Gauteng	Human Resources TVET Ref No: HR4/TVET	TVET N6 Certificate in Human Resource management	30	18 Months	R4000.00
	Finance TVET Ref No: FIN4/TVET	TVET N6 Certificate in Financial Management and Finance Economics and Accounting			
	Administration TVET Ref No: ADM4/TVET	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration			
TOTAL			30		
North West	Human Resources TVET Ref No: HR5/TVET	TVET N6 Certificate in Human Resource management	34	18 months	R4000.00
	Finance TVET Ref No: FIN5/TVET	TVET N6 Certificate in Financial Management and Finance Economics and Accounting			
	Administration TVET Ref No: ADM5/TVET	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration			
TOTAL			34		



Centre/Region	Programmes and Reference Numbers	Qualification required	Number of interns	Duration	Stipend
Free State	Human Resources TVET Ref No: HR6/TVET/No x6	TVET N6 Certificate in Human Resource management	30	18 Months	R4000.00
	Finance TVET Ref No: FIN6/TVET/No x6	TVET N6 Certificate in Financial Management and Finance Economics and Accounting			
	Administration TVET Regional Office Ref: ADM1/No x3, Bloemfontein Ref: ADM3/No x3, Thaba Nchu Ref: ADM4/No x2, Bethlehem Ref: ADM4/No x3, Welcom Ref: ADM5/No x3, Phuthaditjhaba Ref: ADM6/No x2, Kroonstad Ref: ADM7/No x2	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration			
TOTAL			30		
Northern Cape	Human Resources TVET Ref No: HR7/TVET	TVET N6 Certificate in Human Resource management	30	18 Months	R4000.00
	Finance TVET Ref No: FIN7/TVET	TVET N6 Certificate in Financial Management and Finance Economics and Accounting			
	Administration TVET Ref No: ADM7/TVET	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration			
TOTAL			30		
Western Cape	Human Resources TVET Ref No: HR7/TVET/No x3	TVET N6 Certificate in Human Resource management	25	18 Months	R4000.00
	Finance TVET Ref No: FIN7/TVET/No x2	TVET N6 Certificate in Financial Management and Finance Economics and Accounting			
	Administration TVET Regional office Ref No: ADM1/No x3, Warrenton Ref No: ADM2/No x1, Gakeshewe Ref: ADM3/No x1, Kimberley Ref: ADM4/No x2, Kathu Ref: ADM5/No x1, Olifantshoek Ref: ADM6/No x1, Kudumane Ref: ADM7/No x1, Kurumane Ref: ADM8/No x1, Kakamas Ref: ADM9/No x1, S[ringbok Ref: ADM10/No x1, Jan Kempdorp Ref: ADM11/No x1, Hopetown Ref: ADM12/No x1, Calvinia Ref: ADM13/No x1, Prieska Ref: ADM14/No x1, Hartswater Ref: ADM15/No x1, Pampierstad Ref: ADM16/No x1, Carnarvon/Williston/Stutherland Ref: ADM17/No x1	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration			
TOTAL			25		
Eastern Cape	Human Resources TVET Ref No: HR9/TVET	TVET N6 Certificate in Human Resource management	40	18 Months	R4000.00
	Finance TVET Ref No: FIN9/TVET	TVET N6 Certificate in Financial Management and Finance Economics and Accounting			
	Administration TVET Ref No: ADM9/TVET	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration			
TOTAL			40		
Kwazulu Natal	Human Resources TVET Ref No: HR10/TVET	TVET N6 Certificate in Human Resource management	20	18 Months	R4000.00
	Finance TVET Ref No: FIN10/TVET	TVET N6 Certificate in Financial Management and Finance Economics and Accounting			
	Administration TVET Ref No: ADM10/TVET	TVET N6 Certificate in Management assistant, Public Management, Public Administration, Business Management and Office Administration			
TOTAL			20		
OVERALL TOTAL			330		

CLOSING DATE: 22 October 2018

REQUIREMENTS: Applicants that wish to apply for internship must have the above mentioned qualifications. Applications must be submitted on a 283 form, obtainable from any Public Service Department, stating the field in which the Interns is applying for, a CV together with certified copies of qualifications as well as Identity document. Failure to submit the required documents will result in the application not being considered.

A pre-employment security screening will be conducted on RSA citizenship, criminal record, credit record and verification of qualification. The outcome of this screening will be considered to determine suitability for employment.

WHO SHOULD APPLY?

Unemployed South African matriculants and graduates, with a tertiary qualification in one of the above mentioned fields of study, who has not been previously employed under any internship programme.

NOTE: These internships are based in all the Regions. Candidates that wish to apply for internship outside their respective Regions must be

willing and able to find their own accommodation considering that they will not earn a salary but only a stipend.

NB: These work integrated learning (internships) are based in all the Regions. Applicants are encouraged to apply for the work integrated learning (internship) in their respective Regions.

NOTE: Separate applications must be made for each Regional/National Office which you are applying for and quoting the relevant reference number for the centre of your choice

DIRECT YOUR APPLICATION TO THE AREA OF CHOICE AT POSTAL ADDRESSES INDICATED BELOW:

NATIONAL OFFICE: The Director-General: Department of Justice and Constitutional Development, Private Bag X 81, Pretoria, 0001. OR Physical address: Application Box, First floor reception, East Tower, Momentum Building, 329 Pretorius Street, Pretoria. Ms. Samantha Fisher (012) 315 4843/ Mr. Tokelo Moja (012) 315 4847

GAUTENG: The Regional Head, Private Bag X6, Johannesburg, 2000. OR

Physical address: 7th floor, Regional Office - Gauteng; Department of Justice and Constitutional Development; Schreiner Chambers, Corner Pritchard and Krus Street. For enquiries: Mr. S. Mthombeni (011) 332 9013/ Ms Mamsy Shabangu (011) 332 9103.

MPUMALANGA: The Regional Head, Private Bag X11249, Nelspruit, 1200 OR Physical address: Application Box, Fourth Floor Room 4.26, 24 Brown Street, Nedbank Centre, Nelspruit. For enquiries: Ms. Bongi Masilela (013) 753 9370/ Ms. Ester Sedibe (013) 753 9300.

KWAZULU-NATAL: The Regional Head, Private Bag X54372, DURBAN, 4000 or Physical Address: Recruitment, First Floor, 2 Devonshire Place, Durban. For enquiries: Ms. Y. de Bruin (031) 3079 3079/Mr. M. Zulu (031) 372 3077

NORTHERN CAPE: The Regional Head: Justice and Constitutional Development, Private Bag X6106, Kimberley, 8300. OR hand delivers at the New Public Buildings, (Magistrates Court) of Knight and Stead Streets, 7th floor, Kimberley, 8301. For enquiries: Ms. Lebogang Swartz (053) 802 1317/ Ms Iren Mafungo (053) 802 1369.

FREE STATE: The Regional Head, Private Bag X20578, Bloemfontein, 9300 or Physical address: 53 Colonial

Building, Charlotte Maxeke Street, Bloemfontein, 9300. For enquiries: Mr. Teboho Manaka (051) 407 1832/ Ms. Dikeledi Letsela (051) 407 1855

LIMPOPO: The Regional Head, Department of Justice & Constitutional Development, Private Bag x 9526, Polokwane 0700 OR Physical address: Reception area, Limpopo Regional Office, 92 Bok Street, Polokwane, 0700. For enquiries: Mr. Sepolonko Nkoana (015) 287 2053/Funzani Mundzanani 2024

NORTH WEST: The Regional Head, Private Bag X2033, Mmabatho, 2735 or hand deliver at 22 Molopo Road, Ayob Gardens, Mafikeng. Ms. Gomolemo Tshegetso (018) 397 7070

WESTERN CAPE: The Regional Head, Department of Justice: Private Bag X 9171, CAPE TOWN 8000 or physical address: 30 Queen Victoria Street, 5th Floor CAPE TOWN. For enquiries: Mr. Happy Mzaca (021) 462 5271/Monwabisi Maholwana (021) 469 4011

EASTERN CAPE: The Regional Head, Private Bag X9063, East London, 5200 OR Physical address: 3 Phillip Frame Road, East London. For enquiries: Ms. Nandipha Mgwaba (043) 721 2693/ Musia Thompho (043) 702 7010





LIMPOPO PROVINCIAL TREASURY

Management Echelon

Post: Deputy Director General: Financial Governance REF NO: LPT/473
Branch: Financial Governance
Salary: R1, 446 378 per annum to be structured according to individual needs (Level 15)
Centre: Head Office (Polokwane)

Requirements: An undergraduate qualification (NQF level 7) and a post graduate qualification (NQF level 8) as recognized by SAQA in Accounting / Financial Management / Auditing or related field. 8 -10 years' working experience at a senior managerial level. Experience in the Public Sector financial environment and engagements with oversight structures at Senior Management Level will be an added advantage. Valid vehicle driver's license. Core: Strategic Capability and Leadership. People Management and Empowerment. Programme and Project Management. Financial Management. Service delivery Innovation. Problem-solving skills and innovative capabilities. Change Management. Computer Literacy (MS Office Package at Advanced level). Honesty and Integrity. Ability to Manage and oversee project implementation processes and activities. The ability to work successfully under pressure and to partner with a dynamic leadership team. Knowledge and sound understanding of HR and financial management practices. Results-driven and service-orientated. The ability to liaise with internal and external stakeholders and network widely. Exceptional ability to apply innovative thought, vision, drive and strong leadership. Extensive knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, Treasury instructions, Broad Based Black Economic Empowerment (BBBEE), Preferential Procurement Policy Framework Act (PPPFA), Financial Management of Parliament and Provincial Legislatures Act (FMPLA) and other related prescripts and regulations. Extensive knowledge of GRAP and modified cash standards. Sound knowledge of the Public Audit Act, a good understanding of Supply Chain Management, Procurement Strategies and government financial systems including BAS, LOGIS and PERSAL.

Duties: The successful candidate will report to the Head of the Department and will be required to: Provide support on the implementation of appropriate accounting practices and to build Financial Management Capacity in all Provincial Departments and Public Entities. Managing the implementation and provide support on financial information management systems and other relevant transversal systems. Monitoring and provide support on the implementation of Risk Management, including relevant Enterprise Resource Planning systems in all Provincial Departments and Public Entities. Monitor and Provide support on compliance in all Provincial Departments and Public Entities with the provisions of Public Finance Management Act (PFMA), Preferential Procurement Policy Framework Act (PPPFA), Financial Management of Parliament and Provincial Legislatures Act (FMPLA), GRAP, Modified cash standards and other related Acts, regulations and prescripts. Participate in oversight structure engagements and co-ordinate audit committee meetings. Improving audit outcomes and developing audit strategies and financial management policies. Oversee and co-ordinate the preparation of consolidated annual financial statements for departments and public entities. Oversee financial management capacity building programmes for provincial departments and public entities.

ENQUIRIES: Messrs Mathoma Reuben, Lukheli Packson, Mesdames Kgadima Conny and Moremi Hilda, 015 – 298 7000.

Post: Chief Director: Provincial Supply Chain Management REF NO: LPT/410
Branch: Assets, Liabilities & Supply Chain Management
Salary: R1, 189 338 per annum to be structured according to individual needs (Level 14)
Centre: Head Office (Polokwane)

Requirements: An undergraduate qualification (NQF level 7) as recognized by SAQA in Accounting / Legal / Supply Chain Management / Financial Management / Strategic Management or related field. 5 years' working experience at a senior managerial level. Experience in the Public Sector Supply Chain Management environment at Senior Management Level will be an added advantage. Valid vehicle driver's license. Core: Strategic Capability, Leadership Programme, Project Management, Financial Management, People Management and Empowerment. Honesty and Integrity. Ability to manage and oversee project implementation processes and activities. The ability to work successfully under pressure and to partner with a dynamic leadership team. Problem-solving skills and innovative capabilities. Knowledge and sound understanding of HR practices. Results-driven and service-orientated. The ability to liaise with internal and external stakeholders and network widely. Exceptional ability to apply innovative thought, vision, drive and strong leadership. Sound knowledge of the PFMA, Treasury Instructions, Broad Based Black Economic Empowerment (BBBEE), Preferential Procurement Policy Framework Act (PPPFA) and other related regulations and prescripts. Intensive knowledge of Supply Chain Management (SCM) and Procurement Strategies. Knowledge of Central Supplier database, LOGIS/BAS and related systems.

Duties: The successful candidate will report to the Deputy Director General: Assets, Liabilities and Supply Chain Management and will be required to: Develop and implement Transversal Supply Chain Management policies to all Provincial Departments and Public Entities. Provide strategic direction within SCM environment to the Departments, Public Entities and the staff within the Chief Directorate. Strengthening internal controls in provincial departments and public entities in all areas of SCM to prevent irregular, fruitless and wasteful expenditure that emanate from SCM processes. Arrange the Provincial transversal contracts for goods and services. Ensure that Departments comply with contract management by monitoring services and delivery of goods provided by Contractors in all goods and services as per Terms of Reference and Service Level agreements. Manage the Central Supplier Database, provide advises in relation to this database to Departments and members of the Public. Ensure that Departments and Public Entities are functional in areas of Demand and Acquisition Management to strengthen their market analysis while procuring goods and services so that value for money can be realized. Ensure effective, efficient and economic use of resources within the Chief Directorate.

ENQUIRIES: Messrs Mathoma Reuben, Lukheli Packson, Mesdames Kgadima Conny and Moremi Hilda, 015 – 298 7000.

Post: Director: Human Resource Management REF NO: LPT/22
Branch: Corporate Governance
Salary: R1, 005 063 per annum to be structured according to individual needs (Level 13)
Centre: Head Office (Polokwane)

Requirements: An undergraduate qualification (NQF level 7) as recognized by SAQA in Human Resource Management or related field. 5 years' working experience at a middle / senior managerial level. Valid vehicle driver's license. Core: Strategic Capability and Leadership. Programme and Project Management. Financial Management. People Management and Empowerment. Honesty and Integrity. Ability to manage and oversee project implementation processes and activities. The ability to work successfully under pressure and to partner with a dynamic leadership team. Problem-solving skills and innovative capabilities. Knowledge and sound understanding of HR practices. Results-driven and service-orientated. The ability to liaise with internal and external stakeholders and network widely. Exceptional ability to apply innovative thought,

vision, drive and strong leadership. Knowledge of the Public Finance Management Act (PFMA), Public Service Act, Regulations and other relevant government Human Resource Policies and prescripts.

Duties: The successful candidate will report to the Chief Director: Corporate Services and will be required to: Manage and facilitate the provisioning of Human Resource Planning and Management. Co-ordinate and manage the Recruitment, Selection and Appointment processes. Manage the administration of service benefits. Manage Human Resource Information Systems and Establishment Control. Coordinate the development and implementation of Human Resource Plan. Develop and facilitate the implementation of Human Resource Management Policies. Manage the provisioning of Organisational Development Services. Manage the development and maintenance of the Organisational Structure and facilitation of Job Evaluation processes. Coordinate the development and review of business process and standard operating procedures. Manage and facilitate the provisioning of Employee Relations. Facilitate the development of Departmental Labour Relations Policies, Guidelines and Processes. Facilitate Collective Bargaining Processes, Labour Relations, Dispute Resolution processes and implementation of collective agreements. Ensure that all reports are developed and submitted timeously to internal and external stakeholders.

ENQUIRIES: Messrs Mathoma Reuben, Lukheli Packson, Mesdames Kgadima Conny and Moremi Hilda, 015 – 298 7000.

Post: Director: Records & Auxiliary Services REF NO: LPT/93
Branch: Corporate Governance
Salary: R1, 005 063 per annum to be structured according to individual needs (Level 13)
Centre: Head Office (Polokwane)

Requirements: An undergraduate qualification (NQF level 7) as recognized by SAQA in Records Management or related field. 5 years' working experience at a middle / senior managerial level. Valid vehicle driver's license. Core: Strategic Capability and Leadership. Programme and Project Management. Financial Management. People Management and Empowerment. Honesty and Integrity. Ability to Manage and oversee project implementation processes and activities. The ability to work successfully under pressure and to partner with a dynamic leadership team. Problem-solving skills and innovative capabilities. Knowledge and sound understanding of HR practices. Results-driven and service-orientated. The ability to liaise with internal and external stakeholders and network widely. Exceptional ability to apply innovative thought, vision, drive and strong leadership. Knowledge of the Public Finance Management Act (PFMA), Government Immovable Asset Management Act (GIAMA), Municipal Financial Management Act (MFMA), Occupational Health and Safety (OHS), Construction Regulations, National Archives and Records Service of SA Act, Electronic Communications and Transaction Act, Minimum Information Security Standards (MISS), Promotion of Access to Information Act (PAIA), Promotion of Administrative Justice Act (PAJA), Promotion of Access to Information Act (POPIA) and all other relevant legislation and prescripts.

Duties: The successful candidate will report to the Chief Director: Information Management and will be required to: Determine what the current recordkeeping and records management situation. Ensure that relevant information is available regarding the recordkeeping and records management practices of the department. Ensure development and implementation of the records management policies and procedure manuals. Ensure that records management is an objective in the departmental strategy and strategic plan. Ensure that the records management staff understand their responsibilities and acquire the necessary skills to manage records effectively. Ensure that information can be identified and retrieved when required by providing well-structured records classification systems, recordkeeping systems, well-structured messenger services and that all records are kept in safe custody. Ensure the implementation of vital records management programme and disaster recovery plans. Ensure the management of the Human Resource in terms of the National Minimum Information Requirements and the Best Practice Model for Managing and keeping of HR and General Records. Ensure that there is a systematic disposal programme in place and that all audio-visual records are managed according to the requirements of the Provincial Archivist and following good governance practices. Ensure the provision of Auxiliary Services (i.e. housekeeping services, proper maintenance and allocation of office accommodation, provision of office furniture, kitchen appliances and labour saving devices). Ensure the provision and maintenance of telephony services including the management of landlines and cellphones in the department. Co-ordinate and oversee transition of manual records to the Electronic Records Management System. Ensure effective management of resources within the Directorate. Co-ordinate strategies for the implementation of PAIA, PAJA and POPI Act. Manage the current knowledge management practices as well as designing new knowledge distribution policies, preservation of information and encourage use of the new knowledge management practices. Ensure the management of library services through provision of proper library systems, books, journals, articles, media studies, Braille materials, pictures and facilitate the provision of relevant library equipment.

ENQUIRIES: Messrs Mathoma Reuben, Lukheli Packson, Mesdames Kgadima Conny and Moremi Hilda, 015 – 298 7000.

Post: Independent External Chairperson: Departmental Risk Committee (3 Year Contract) REF NO: LPT/C2018/01
Component: Enterprise Risk Management
Remuneration: Hourly fee rates for consultant (Currently R2037.00 per hour) as determined by the Department of Public Service and Administration. Rates will be adjusted as and when published.
Centre: Head Office (Polokwane)

Requirements: An undergraduate qualification (NQF Level 7) and postgraduate qualification (NQF level 8) in Risk Management / Auditing / Accounting / Financial Management or Legal. 5-10 years' working experience at an Executive Management Level. At least 3 years' experience serving as a Board, Audit or Risk Committee Member. Qualification as CA/MBA/MBL/CIA will be an added advantage. Applicant should not be committed to serving on more than 3 oversight committees. Core: Excellent knowledge of the Risk Management and Corporate Governance, the Public Finance Management Act (PFMA), Treasury Regulations, COSO Model and Public Sector Risk Management Framework. Integrity. Independence. Dedication. Understanding of Public Sector business and control.

Duties: The candidate will chair the Department's Risk Management Committee and provide advice in an oversight role regarding: Monitoring effective implementation of enterprise risk management within the Department. Assisting in reviewing risk management action plans to be instituted and ensuring compliance with such plans. Integrating Risk Management into planning, monitoring and reporting processes. Assisting in reviewing Risk appetite and tolerance level in the department. Preparing and providing written risk management reports to the Accounting Officer and Audit Committee after each meeting held. Risk maturity model implementation. Successful Candidates will be expected to sign Service Level Agreement / Contract with an Accounting Officer within the period of seven days after appointment.

All General enquiries should be directed to Mr. Pieter Koekemoer and Ms Nomsa Mngadi @ (015) – 298 7000.

The Limpopo Provincial Treasury is an equal opportunity and affirmative action Employer. Suitable women and persons with disabilities remain the target group and are encouraged to apply in line with the Employment Equity Act No. 55 of 1998.

APPLICATIONS: All applications must be forwarded to: Acting Director: Human Resource Management, Private Bag X 9486, POLOKWANE, 0700 OR Hand delivered to: ISMINI Towers Building, Office No. GOO2 (Ground Floor) Registry, 46 Hans van Rensburg Street, POLOKWANE, 0700.

The closing date for submission of applications is the 31st October 2018 @ 16H00. Late applications, emails or faxed applications will not be considered. Failure to comply with the above requirements will result in the disqualification of the application.

Note: Applications must be submitted on form Z83 obtainable from all Government Departments or can be downloaded from www.dpsa.gov.za. Applications must be completed in full and page 2 duly signed, accompanied by not more than three months certified copies of educational qualifications, identity documents, Valid vehicle driver's License (where required) and comprehensive Curriculum Vitae. Applications without attachments will not be considered. A specific reference number for the post applied for must be quoted in the space provided on form Z83. **NB: YOU ARE REQUESTED TO COMPLETE PART A, B AND C OF THE Z83 FORM IN FULL.**

All shortlisted candidates will be subjected to technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and Technical exercise, the Selection Panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Applicants with foreign qualifications remain responsible for ensuring that their qualifications are evaluated by the South African Qualifications Authority (SAQA) and therefore must attach certified copies of certificates of evaluation by the SAQA. All shortlisted candidates will be subjected to a security clearance and verification of qualifications. Shortlisted applicants will be required to provide their original qualification certificates and ID on the day of the interviews for verification purposes. The recommended candidates for appointments will be subjected to Personnel Suitability Check (criminal records, credit records check and security reasons). Successful incumbents will be expected to sign a performance agreement within one month after assumption of duty and also be required to disclose their financial interests in accordance with the prescribed regulations. Correspondence will be limited to short-listed candidates only due to the large number of applications we envisage to receive and if you have not heard from us within 90 days of the closing date, please accept that your application has been unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to, within 90 days, request reasons from the Department for any administrative action which has adversely affected them in terms of section 5, sub-section 1 and 2 of the Promotion of Administrative Justice Act 3 of 2000. The Department reserves the right not to make any appointment to the posts advertised. The employment decision shall be informed by the Employment Equity Plan of the Department.

THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT



DIRECTOR: LEGAL SERVICES:
REFERENCE: 18/60C/KZN

PACKAGE: R1 005 063 - R1 183 932 per annum. (All inclusive Remuneration Package) The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: LLB or appropriate equivalent four year legal degree (NQF 7); A post graduate qualification in International Law/Relations will be an added advantage. A minimum of 5 years at Middle/Senior Management level Relevant work experience in the field of law, understanding of constitutional matters and International law will be an advantage; Sound knowledge of the South African Legal System; Knowledge and application of the Microsoft suite. A valid driver's licence;

ENQUIRIES: Mr J.N. Mdaka (031) 372 3000

SENIOR FAMILY ADVOCATE LP 9 (2 POSTS)
REFERENCE: 18/61C/KZN
REFERENCE: 18/VA16/NW

PACKAGE: R934 428 - R1 460 616 per annum (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement

REQUIREMENTS: An LLB Degree; At least eight (8) years appropriate post qualification litigation experience; Admitted as an Advocate of the High Court; The right of appearance in the High Court of South Africa; Proven track record of previous managerial experience will be an added advantage; A valid driver's licence.

ENQUIRIES: KWAZULU-NATAL: Mr J.N. Mdaka (031) 372 3000
NORTH WEST: Ms L Shoai (018) 3977054

STATE LAW ADVISER (LP7- LP8)
REFERENCE: 18/114/CD

PACKAGE: R725 487 - R1 203 570 per annum. (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: LLB or 4 year recognized legal qualification; At least 5 years' appropriate post qualification litigation/advisory experience; Admission as an Advocate or Attorney; Knowledge of the Public Finance Management Act (PFMA) and Legal Practice Act Experience in Procedural Law and Taxation of Bills of Costs will be an added advantage; A valid driver's licence;

ENQUIRIES: Ms. P Leshilo (012) 357 8240

DEPUTY DIRECTOR: REMUNERATION AND MISCELLANEOUS PAYMENT
REFERENCE: 18/76/CFO

PACKAGE: R697 011 - R821 052 per annum (All inclusive Remuneration Package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A Bachelor's Degree or National Diploma (NQF level 6) in Financial Accounting qualification; 5 years financial management experience of which 3 years should be at supervisory level; Knowledge of Public Finance Management Act, Treasury Regulations, Public Service Act and Regulations, BAS (Basic Accounting System) and Persal; A valid driver's licence.

ENQUIRIES: Ms. E. Zeekoei (012) 315 1436
CLOSING DATE: 08 OCTOBER 2018

DEPUTY DIRECTOR: PROGRAMME SUPPORT
REFERENCE: 18/115/CFO

PACKAGE: R697 011 - R821 052 per annum (All inclusive Remuneration Package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A Bachelor's Degree/ National Diploma in Public Administration, Public Management, Project Management or any equivalent qualification; 3 years management experience.

ENQUIRIES: Mr. O. Melato (012) 315 1351

DEPUTY DIRECTOR: IT GOVERNANCE, COMPLIANCE AND RISK (3 YEARS CONTRACT APPOINTMENT)
REFERENCE: 18/94/ISM

PACKAGE: R697 011 - R821 052 per annum (All inclusive Remuneration Package). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A National Diploma in information Technology or equivalent qualification at NQF6; 5 years' experience in an IT environment with 2 years focus on IT Governance; IT Risk, IT Compliance; Knowledge of IT Governance related methodologies, standard, processes (COBIT, ITIL, etc.);

ENQUIRIES: Ms E Zeekoei (012) 315 1436

SENIOR ASSISTANT STATE ATTORNEY, (LP5-LP6) (5 POSTS)
REFERENCE: 18/101/SA: STATE ATTORNEY: MAHIKENG (2)
REFERENCE: 18/99/SA: STATE ATTORNEY: PORT ELIZABETH (1)

SALARY: R482 907 - R1 133 979 per annum. (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An LLB or 4 year recognized legal qualification; Admission as an Attorney; At least 4 years appropriate post qualification legal/litigation experience; A thorough knowledge of legal practice, office management, accounting systems and trust accounts; The right of appearance in the High Court of South Africa; Knowledge of the government prescripts and transformation objective as well as the Constitution of South Africa; A valid driver's licence.

ENQUIRIES: Mr E Seerane (012) 315 1780 or Ms. K. Ngomani (012) 357 8661

COURT MANAGER
REFERENCE: 18/27/FS

SALARY: R444 693 - R523 818 per annum. Successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A 3 year qualification in Administration and/or a National Diploma in Service Management (NQF Level 5) plus module in Case Flow Management or equivalent qualification; At least 3 year's managerial or supervisory experience; Knowledge and experience in office and district administration; Knowledge of the Public Financial Management Act (PFMA); Experience in managing Trust (Third Party Funds) and Vote Account; Experience in the Court environment will be an added advantage; A valid driver's licence.

ENQUIRIES: Ms. M Dywili (051) 407 1800.

ASSISTANT DIRECTOR: ENTERPRISE RISK MANAGEMENT (2 POSTS)
REFERENCE: 18/82/RM

SALARY: R356 289 - R 419 679 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: National Diploma in Accounting, Auditing, Cost Management Accounting, Risk Management or equivalent qualification; Three year's relevant experience in Risk Management; Knowledge of Risk Management software: Barn-Owl will be an added advantage; A valid driver's licence.

ENQUIRIES: Ms E Zeekoei (012) 315-1436

ASSISTANT DIRECTOR: BIDS AND ACQUISITIONS MANAGEMENT
REFERENCE: 18/95/CFO

SALARY: R356 289 - R419 679 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A National Diploma/Bachelor Degree in Bids and Acquisitions/ Administration/Finance or related qualifications; Three years working experience in Bids and Acquisitions Management/ Supply Chain management; Knowledge of the PFMA, BAS and other applicable legislation; Knowledge of the SCM prescripts and Treasury regulations; Departmental Delegation and DFI, A valid driver's licence.

ENQUIRIES: Ms E. Zeekoei (012) 315 1436

ASSISTANT DIRECTOR: ASSET MANAGEMENT
REFERENCE: 18/113/CFO

SALARY: R356 289 - R419 679 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A National Diploma/Bachelor Degree in Financial or Business Management/ Public Administration; Three years working experience in Financial environment; Two years at Supply Chain Management administration; Knowledge of the PFMA and SCM regulatory guidelines; A valid driver's licence.

ENQUIRIES: Ms E. Zeekoei (012) 315 1436

ASSISTANT DIRECTOR: LEGISLATIVE COSTING
REFERENCE: 18/111/CFO

SALARY: R356 289 - R419 679 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A 3 year Degree/National Diploma in Cost Management/Financial Management/Public Finance or equivalent at NQF6; 3 years relevant experience in Finance which must include costing and budget experience; Knowledge of costing methodologies; Knowledge of Public Finance Management Act (PFMA), Treasury Regulations and other legislative prescripts.

ENQUIRIES: Ms. N Joseph (012) 357 8646

ASSISTANT DIRECTOR: IT COMPLIANCE RISK (1 YEAR CONTRACT APPOINTMENT)
REFERENCE: 18/93/ISM

SALARY: R356 289 - R419 679 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A National Diploma in Information Technology or equivalent qualification at NQF6; 3 years' experience in an IT environment with at least 1 year focus on IT Governance and IT Risk; Knowledge of IT Governance related methodologies, standards, processes (COBIT, ITIL, etc.).

ENQUIRIES: Ms. E Zeekoei (012) 315 1346

ASSISTANT DIRECTOR: PARTICIPATORY DEMOCRACY (12 MONTHS CONTRACT APPOINTMENT)
REFERENCE: 18/117/CD

SALARY: R356 289 + 37% in lieu of benefits. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A Bachelor's Degree or National Diploma in Finance or equivalent qualification; Knowledge of legislation, prescripts and Frameworks of the Department; Knowledge of government policies and administrative procedures; Knowledge of constitution, Human Rights issues nationally and international as well as social justice issues within the country; Knowledge of procurement and financial management; A valid driver's licence.

ENQUIRIES: Ms. M. Kganyago (012) 315 1844

COPY EDITOR
REFERENCE: 18/80/LD

SALARY: R356 289 - R419 475 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: Appropriate Degree / National Diploma or equivalent in English, Publishing, Journalism or Communication; At least 5 years appropriate post qualification editorial experience; Experience in the legal field or an academic field will be an advantage; A valid driver's licence.

ENQUIRIES: Ms. P Leshilo (012) 357 8240

ASSISTANT STATE ATTORNEY (LP3-LP4) (2 POSTS)
REFERENCE: 18/110/SA: STATE ATTORNEY: MAFIKENG
REFERENCE: 18/98/SA: STATE ATTORNEY: BISHO

SALARY: R283 854 - R805 179. (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An LLB or 4 year recognized legal qualification; Admission as an Attorney; At least 2 years appropriate post qualification legal/litigation experience; A valid driver's licence.

ENQUIRIES: Mr. E Seerane (012) 315 1780 or Mr. K Ngomani (012) 357 8661

ASSISTANT STATE ATTORNEY, (LP3-LP4) (4 POSTS)
REFERENCE: 18/100/SA STATE ATTORNEY: JOHANNESBURG (1)
REFERENCE: 18/103/SA: STATE ATTORNEY: PRETORIA (2)
REFERENCE: 18/104/SA: STATE ATTORNEY: DURBAN (1)
SALARY: R283 854 - R805 179. (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An LLB or 4 year recognized legal qualification; Admission as an Attorney; At least 2 years appropriate post qualification legal/litigation experience; Right of appearance in the High Court will be an added advantage; A valid driver's licence.

ENQUIRIES: Mr. E Seerane (012) 315 1780

ASSISTANT DIRECTOR: ADMINISTRATION
REFERENCE: 18/62/KZN

SALARY: R356 289 - R419 679 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: A 3 year qualification in Administration and/or a National Diploma in Service Management (NQF Level 5) plus module in Case Flow Management or equivalent qualification; At least 3 year's managerial or supervisory experience; Knowledge and experience in office and district administration; Knowledge of the Public Financial Management Act (PFMA); Experience in managing Trust (Third Party Funds) and Vote Account; Experience in the Court environment will be an added advantage; A valid driver's licence. Skills and Competencies: Strong leadership and management capabilities; Strategic capabilities; Good communication (written and verbal); Computer literacy.

ENQUIRIES: Mr J.N. Mdaka (031) 372 3000

ASSISTANT DIRECTOR ADMINISTRATION
REFERENCE: 18/63/KZN

SALARY: R356 289 - R419 679 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: B Degree/National Diploma in Public Administration or NQF Level 6 Equivalent, Three years supervisory and Administration experience; Knowledge and application of the Public Finance Management Act, National Treasury Regulations, Departmental Financial Instructions as well as Supply Chain Management; Knowledge and understanding of Public service Regulatory Framework as well as the Constitution of South Africa; Proven Track record of Program/ Project Coordination; Basic knowledge of the core functions of the office of the Family Advocate; Valid driver's licence.

ENQUIRIES: Mr J.N. Mdaka (031) 372 3000

ASSISTANT DIRECTOR: SECURITY
REFERENCE: 18/64/KZN

SALARY: R356 289 - R419 679 per annum. The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An appropriate degree or equivalent qualification NQF6 preferably in Security, Safety and Risk Management; PSIRA registered Grade A certificate; A minimum of 3 years functional security experience; A valid driver's licence. The following will serve as recommendations: Completion of a Security Manager's Course (NIA); Extensive experience in security relating to physical, personnel, document, communications and IT aspects, OHS, Good knowledge of investigations and vetting; Fire fighting and prevention certificate; Good knowledge of threat and risk assessment; Knowledge of: Public Service security policy framework; strategies on the prevention of corruption and fraud; risk management; threat and risk assessment; COMSEC; TSCM; PFMA; Supply Chain Management; MISS documents; Control o Access to Public Premises and Vehicle Act (Act No. 53 of 1985); Firearms Control Act 2000 (Act No 60of 200); Occupational Health and Safety Act, 1993 (Act No. 85 of 1993); National Key Points Act, 1980 (Act No 102 of 1980) Trespass Act, 1959 (Act No. 6 of 1959).

ENQUIRIES: Mr J.N. Mdaka (031) 372 3000

SOCIAL WORKER/FAMILY COUNSELLOR GRADE 1-4 (2 POSTS)
REFERENCE: 18/24/FS

SALARY: R242 553 - R549 837 per annum. (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: Bachelor's Degree in Social Work or equivalent qualification which allows registration with SACSSP; Appropriate experience in Social Work after registration as Social Worker with the SACSSP; Registration with SA Council for Social Service Professions (SACSSP); Knowledge and experience in Mediation, Court experience in rendering Expert evidence; Experience in Forensic Social Work, Forensic report writing and Court Work; Knowledge and application of Family Law, including Mediation in certain Divorce Matters Act, Maintenance Act and Domestic Violence Act, Children's Act and Hague Convention on International Child Abduction; Fluency in Afrikaans or Afrikaans speaking will be an added advantage; A valid driver's licence.

ENQUIRIES: Ms. N Dywili (051) 407 1800

LEGAL ADMINISTRATION OFFICER: MR1 (2 POSTS)
REFERENCE: 18/VA04/NW (STATE LOSSES AND RECOVERY)
REFERENCE: 18/VA03/NW (FAMILY AND CIVIL SECTION)

SALARY: R186 828. (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement

REQUIREMENTS: An LLB Degree or 4 year recognized legal qualification; A valid driver's licence

ENQUIRIES: Ms L Shoai (018) 397 7054

CLOSING DATE OF ALL OTHER POSTS: 15 OCTOBER 2018

NOTE: Interested applicants may visit the following website: www.justice.gov.za or www.dpsa.gov.za to view the full job specification of the above positions. Applications must be submitted on Form Z83, obtainable from any Public Service Department or on the internet at www.gov.za. A Z83 form & CV must be accompanied by original certified copies of qualifications, identity document and a driver's licence where necessary. A SAQA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical and competency assessment. Candidate will complete a financial disclosure form and also be required to undergo a security clearance. The foreigners or dual citizenship holder must provide the Police Clearance certificate from country of origin.

The DOJ&CD is an equal opportunity employer. In the filling of vacant posts the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996), the Employment Equity Imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Reasonable accommodation shall be applied for People with Disabilities including where driver's license is a requirement. Correspondence will be limited to short-listed candidates only. If you do not hear from us within 3 months of this advertisement, please accept that your application has been unsuccessful. The department reserves the right not to fill these positions. Women and people with disabilities are encouraged to apply and preference will be given to the EE Target.



DST-NRF Internship Programme 2019/20

Closing date: 2 November 2018

The National Research Foundation (NRF) is responsible for the management of the DST-NRF Internship Programme, in which unemployed Science, Engineering and Technology (SET) graduates and postgraduates (including those in Social Sciences and Humanities) are offered an opportunity to acquire practical work experience through mentoring and exposure to a research environment. This opportunity is also offered to those unemployed graduates and postgraduates who are interested in research management, research support and administration through placement at research offices in public higher education institutions and research agencies. Candidates with disabilities are especially encouraged to apply. Applications are invited from candidates who are interested in acquiring work experience in the areas of specialisation or disciplines in the provinces stated below:

Province	Areas of Specialisation/Disciplines (choose 1 discipline per province up to a maximum of 3, in order of preference)
Eastern Cape	• Agricultural Economics • Agricultural Management • Agricultural Sciences • Analytical Chemistry • Animal Production • Animal Science • Anthropology • Biochemistry • Biological Oceanography • Botany • Biotechnology • Botany • Chemistry • Communication & Media Studies • Communication Technologies • Computer Sciences • Computer Software • Dental Sciences • Development Studies • Ecology • Ecology & Environmental Science • Education • Electrical Engineering • Electronic Engineering • Engineering Sciences • Environmental Studies • Epidemiology • Fisheries • Food Sciences & Technology • Fresh Water Biology & Limnology • Health Informatics • Health Promotion & Disease Prevention • Health Systems Research • Horticulture • Industrial Psychology & Sociology • Information & Computer Technologies • Information Systems • Inorganic Chemistry • Knowledge Management (Records Administration) • Languages & Literature • Linguistics • Management • Marine Biology • Material Sciences & Technologies • Mathematics • Mechanical Engineering • Microbiology • Molecular & Cell Biology • Nursing Science • Nutrition • Obstetrics & Maternal Health • Oceanography • Organic Chemistry • Physical Chemistry • Physics • Physiology • Plant Production • Political Sciences • Political Sciences & Public Policy • Process Engineering • Public Health • Public Management & Administration • Quality Management • R&D Psychology • Research Management, Research Support & Administration • Rural Development • Social Science • Social Work • Sociology • Soil & Water Sciences • Sports & Recreational Arts • Sports Science • Statistics • Statistics & Probability • Zoology
Free State	• Agricultural Economics • Agriculture • Agrometeorology • Analytical Chemistry • Animal Production • Animal Science • Anthropology • Architecture • Biochemistry • Biotechnology • Botany • Chemistry • Civil Engineering • Communication & Media Studies • Cultural Studies • Development Studies • Ecology & Environmental Science • Education • Food Sciences & Technology • Forest Science • Genetics • Geology • Home Economics • Human Geography • Immunology • Industrial Psychology & Sociology • Infectious Diseases • Inorganic Chemistry • Languages & Literature • Linguistics • Mathematics • Medical Virology • Microbiology • Molecular & Cell Biology • Musicology • Pharmacology • Philosophy • Physical Chemistry • Physical Geography • Physiology • Plant Biotechnology • Plant Production • Political Sciences & Public Policy • Polymer Science • Psychology • Research Management • Research Support & Administration • Sociology • Soil & Water Sciences • Sustainable Development • Town & Regional Planning
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Eligibility Criteria
To be eligible to apply, candidates must be: • South African citizens or permanent residents who hold a South African identity. Non-South Africans are not eligible to apply • Unemployed graduates who hold an Advanced Diploma or Bachelor's degree at NQF level 7, Honours or BTech degrees at NQF level 8 and MTech or Master's degrees at NQF level 9 qualify to apply for this internship. Applicants who are in their final year of study may apply provided that studies will be completed by 28 February 2019 and would therefore be able to provide proof of qualification before commencement of internship on 1 April 2019. In the fields of Science, Engineering, and Technology (SET), Research and Development, Social Sciences and Humanities • 35 years old or younger at the time of submitting an application. The following candidates are NOT eligible to apply: • Candidates holding a National Diploma at NQF level 6 as well as DTech and PhD at NQF level 10 • Candidates who would be registered full time, as well as first-year registered Master's (part-time or full-time) students during the 2019 academic year • Candidates who have been beneficiaries of the DST-NRF Internship Programme in the past.

Duration
The Internship Programme is offered for a period of 12 months. Successful applicants will be required to sign a contract for the duration of the internship.

Remuneration
Interns will receive a monthly salary ranging between R6 070.00 and R8 050.00 per month - depending on the level of qualification.

Placement at Various Host Institutions
Participating Host Institutions are located throughout the country and so interested applicants should ensure that they apply for a position available in the province where they would like to be placed. Kindly note that the NRF does not pay relocation costs to any appointed candidates who choose to relocate to another province.

Shortlisting and Interviews
Shortlisting and interview of applicants will be conducted by mentors at the participating Host Institutions. Applicants will be shortlisted and contacted using the personal e-mail provided in the application to schedule interviews. Applicants are advised to check their e-mails regularly during the period 18 December 2018 to 31 March 2019.

How to Apply
All applications must be submitted electronically on the NRF Online Submission System at <https://nrfsuubmission.nrf.ac.za>. Applicants must first register under the tab "New registration" and provide their personal details as required. After registration, log in with your ID number and password, go to my applications and create an application and then Internship Programme Applicants 2018 and apply there following the instructions. The closing date for applications is 2 November 2018, no late applications will be considered.

Attachments: • Certified copies of certificates • Certified academic records • Certified copy of the South African ID.

Enquiries
For technical online enquiries, please contact the Support Desk (Mondays to Fridays from 08:00 to 16:30) at (012) 481-4202 or supportdesk@nrf.ac.za. For programme-related queries, contact Sello Raseruthe at (012) 481-4388 or sello.raseruthe@nrf.ac.za or Monwabisi Mfihlo at (012) 481-4023 or monwabisi.mfihlo@nrf.ac.za

NB: Correspondence will be limited to shortlisted candidates only. If no correspondence has been received within 4 months of the closing date, applicants should consider their applications unsuccessful. Successful applicants will commence their internship on 1 April 2019.



Assistant Director: Collective Bargaining
Chief Directorate: Labour Relations, Head Office
Reference No: HR 4/18/10/14HO
Salary: Commencing: R444 693 per annum
Enquiries: Ms. SK Mahlangu, Tel: (012) 309 4588

Assistant Director: Financial Liaison – Public Entities
Directorate: Financial Liaison- Public Entities, Head Office
Reference No: HR 4/18/10/03HO
Salary: Commencing: R 356 289 per annum
Enquiries: Mr. M Tsotetsi, Tel: (012) 309 4114

HEAD OFFICE
Chief Director: Human Resources Management:
Private Bag X 117, Pretoria,

Principal Inspector: Electrical Engineering
Centre: Provincial Office: Limpopo
Reference No: HR 4/4/6/11
Salary: Commencing: R 444 693 per annum
Enquiries: Ms. T Maluleke, Tel: (015) 290 1664

PROVINCIAL OFFICE
Chief Director: Provincial Operations:
Private Bag X 9368 Polokwane, 0700

Registered Psychometrist/ Counsellor (2 posts)
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Ref No: HR 4/4/1/175 (1 post)
Labour Centre: Grahamstown –
Ref No: HR 4/4/1/176 (1 post)

Salary:
Commencing: Grade 1
(R 547 917.00 - R 608 103.00)
(OSD) 5 years relevant experience
Commencing: Grade 2
(R 626 481.00 - R 695 295.00)
(OSD) 8 years relevant experience
Commencing: Grade 3
(R 712 950.00 - R 791 253.00)
(OSD) 16 years relevant experience

Enquiries:
Ms. ZM Kali, Tel: (045) 807 5400 (Queenstown)
Ms. Z Papu, Tel: (046) 622 2104 (Grahamstown)

PROVINCIAL OFFICE
Chief Director: Human Resources Operations:
Private Bag X 9005, East London, 5201

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Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/ documents. The fully completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as recently certified copies of all qualification(s) including a Senior Certificate and ID-document [Driver's license where applicable]. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of their Permanent Residence Permits to their applications. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. All shortlisted candidates for SMS posts will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Labour is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan.

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Sharks open doors for female rugby player

WEARING THE GREEN and gold a young woman is making her mark in the rugby field.



■ Zinhle Ndawonde plays for the Springbok National Women's team.

Hlengiwe Ngobese

The future is bright for Zinhle Ndawonde (26) a rugby player who plays for the Sharks

Women's Team, Springbok Women's 7 and Springbok 15s.

Ndawonde recently scooped the Sport Personality of the Year Award at this year's Kwa-

Zulu-Natal Sport Awards held in Durban.

"Winning this award means a lot. I didn't expect it because I was competing with the best. I would like to thank everyone

who voted for me and everyone who supported me," she said.

When Ndawonde joined the school rugby team at Parkhill Secondary School she had no idea that the sport would change her life.

Ndawonde's Rugby career began in 2006 when she represented the province at the South African Games.

She went on to join the Jaguars Rugby Club based in Sydney. The talent she possesses made the Sharks women's Senior Team to notice her skill.

"In 2008 I joined the Sharks Women's Senior Team and the same year I was also selected to represent the country in the Springbok Women's U20 against the United States in Nelspruit."

"It meant a lot to me to be part of the final squad because wearing the green and gold jersey is not about the team but also about representing the country which is important to me," she said.

She adds that even though playing rugby has its own stereotypes and is perceived to be a men's sport she believe she is making inroads in the game.

"I played the sport because I have passion for it. I love the sport as it has taught me discipline. If it was not for the sport maybe I would have fallen to social ills as a teenager. This sport saved me from all of that," she said.

Ndawonde said one of the highlights in her rugby career was when she scored the winning trial against China while playing for the Springbok 7s.

Mentorship for budding entrepreneurial artists

CHOREGRAPHERS, actors and script writers have been given an opportunity to showcase their talents.

More Matshediso

Young artists who have an interest in turning their art into a business will be showcasing their skills at this year's South African State Theatre Incubator Programme.

The Incubation Programme aims to provide business, technical and artistic mentorship to semi-professional entrepreneurial artists.

The Incubator Programme covers artistic works including drama and musical theatre, visual arts, music and dance.

It takes artists through a professional development that assists them in personal development, content creation, production tools and creates opportunities for its

beneficiaries when they exit the programme.

The State Theatre's Education Youth Children Theatre manager Thabiso Qwabe said the programme was initiated after the realisation of struggles and hardships that entrepreneurial artist undergo in order to get their careers off the ground.

Qwabe said the programme aims to change the lives of young people in the arts sector by equipping them with theoretical and experiential development to be sustainable in the industry.

Dancer and Choreographer Mduduzi Nhlapo is one of the graduates of the programme who has been making waves with his production entitled KIU.



■ The Incubation Programme is set to start with the thematic dance production titled Trafficked which addresses social ills related to femicide and patriarchy.

His work was curated for the main programme at this year's National Arts Festival in Makhanda in the Eastern Cape.

He also choreographed the new musical "Freedom" by SAST Artistic Director and award-winning playwright Aubrey Sekhabi, which premiered in March this year.

The Incubation Pro-

gramme is set to start on 18 October with a thematic dance production entitled Trafficked, choreographed by the Yusuf Thomas from Alberton. The piece tells the story of human trafficking in Africa and the globe.

In a fuse of afrofusion and ballet disciplines, Trafficked extends to address social ills related to topics such as femicide, patriarchy,

as well as the perpetuation of human trafficking of the old-aged traditional custom known as "Ukuthwala."

This production made its professional debut in the 2018 Youth Expression Festival held at SAST in June. Now it has been selected to be incubated for mainstream. It will end on the 28 October. ■