

Vuk'uzenzele



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HIV vaccine trials under way



The vaccine trials are a major boost to fight AIDS in the country.

SOUTH AFRICA is playing a leading role in HIV vaccine research.

Amukelani Chauke

As the world observes World AIDS Day on 1 December, South Africa will reflect on the great strides made in reducing the spread and impact of the epidemic.

In line with this, South Africa has started groundbreaking HIV vaccine trials to fight the disease.

Speaking in Parliament recently, Deputy President Cyril Ramaphosa said the HIV vaccine trials are a major boost to the fight against AIDS.

"This vaccine trial is regarded by many as the most scientific study in the world on HIV.

"But what is significant about it, is that it is led by South African scientists in almost all aspects of this research," he said.

The Deputy President said the research and the trial of the HIV vaccine will enrol 4 500 HIV-negative South Africans between the ages of 18 and 35 in 18 sites across the country.

He said the research will be done under the strictest ethical standards for scientific research over a

period of 20 months.

Half of the participants will receive five doses of the vaccine, while the remaining 2 250 will receive a placebo.

"The participants will be followed up for three years to ensure the efficacy of the vaccine.

"The estimated cost of the trial is around R135 million and it is being done in partnership with private sector players and the public sector," he said.

The first trial using a similar vaccine was completed in Thailand seven years ago and reduced HIV transmission by 39 percent.

"In our trial, scientists expect the vaccine to be at least 50 percent effective but hope that it will be much more than 50 percent.

"The leading role that South Africa is playing in vaccine research is the result of ongoing investment in HIV vaccine development over many years," he said.

How the programme will be funded

The Deputy President said in 1999, a programme called the South African AIDS Vaccine Initiative was

> Cont. page 2



Take care of your skin

Page 6



Protect yourself from abuse

Page 8



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Free Copy

R1 billion for SA's wetlands

GOVERNMENT IS INVESTING in programmes that fix the country's wetlands and create jobs in the process.



The Working for Wetlands Programme is creating jobs and cleaning the environment.

(Photo: <http://www.grida.no/> Working for Wetlands)

Priscilla Khumalo

The Department of Environmental Affairs' Working for Wetlands Programme has invested R1 billion into the rehabilitation of 1 200 wetlands and created 25 000 jobs and much-needed training.

The department said that during the 2015/16 financial year alone, the programme successfully managed to rehabilitate 123 wetlands.

"In the 2015/16 financial year, Working for Wetlands generated over 220 000 person days; of which over 10 000 were training person days. A total of 3 233 jobs were created in 2015/16 with a budget allocation of R110 601 659," the department said.

Wetlands are areas where water covers the soil, or is present either at or near the surface of the soil all year or for varying periods of time during the year.

Wetlands are among the most threatened aquatic habitats in South Africa due to bad land management practices, such as effluent disposal, overgrazing, unsustainable crop production, pollution, urban development and erosion.

They are ecologically important as they moderate water flow and regulate water quality. They store water during wet periods, preventing floods and ensuring supply during droughts like the one South Africa is currently experiencing.

Working for Wetlands Programme

The Working for Wetlands Programme is aimed at protecting, promoting wise-use and rehabilitating degraded wetlands all over the country.

The programme started in 2000 with a small number of rehabilitation interventions, but has grown to involve

over 450 interventions each year, which include over 120 wetlands in all nine provinces.

Currently, the bulk of the allocated budget goes into the rehabilitation of degraded wetlands and in the process jobs are created and are

skilled and trained.

Some of the future plans include increasing the programme's footprint, expanding into other areas and finding simpler and cost-effective interventions. **V**

> From page 1

established with funding from the departments of Health and Science and Technology (DST), with the support of development partners in the private sector.

He said the initiative has done much to lay the ground work for the current trials that government has embarked on.

"Today, all government funding for HIV vaccine research is channelled through the South African Medical Research Council.

"These include earmarked funds from National Treasury and funds from the DST."

He added that the total investment into the vaccine is around R35 million for 2014/15 and R31 million for 2015/16.

In addition to this, the research has received support from the private sector, with the US National Institute of Health contributing more than R1 billion.

He added that the HIV vaccine will become the most effective prevention method to reduce HIV infections. The results of the trial will, however, only start coming through in around 2022.

"There is work to be done right now. The start of this vaccine trial gives us great

hope but it should never make us complacent," he said.

He said government has no choice but to increase its global investment in HIV treatment as well as prevention in order to end AIDS by 2030.

"All these great ground-breaking developments are done under the auspices of the SA AIDS Vaccine Initiative.

"The account I have given is testament to the progress we have made against the benchmarks that we set ourselves as we set up the vaccine initiative." **V**

NEWS IN BRIEF

R212m for farmers in drought-stricken provinces

The Department of Agriculture, Forestry and Fisheries has allocated R212 million to assist provinces that have been severely affected by the drought.

The money is to be used for animal feed in seven provinces including the Free State (R31 million), KwaZulu-Natal (R23 million), Limpopo (R28 million), Mpumalanga (R26 million), North West (R38 million), Northern Cape, Eastern Cape (R29 million) and the Western Cape (R12 million).

Home Affairs grants blanket extension for study visas

The Department of Home Affairs has granted a blanket extension until 31 March 2017 on all visas issued for the purpose of studies at tertiary institutions in South Africa.

The extension applies to all study visas with an expiry date of, or prior to, 31 December 2016, and it is on condition that the date of departure from South Africa is not later than 31 March 2017. For more information, call: 0800 60 11 90 **V**



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FROM THE UNION BUILDINGS

a message from the President



South Africa on the right track

Government has rolled up its sleeves and pulled up its socks to bring more services and opportunities to greater numbers of South Africans.

As South Africans, we should all be encouraged by a combination of indicators from government departments and provinces, on the one hand, and the Auditor-General, on the other, that shows we are steadily marching in the right direction.

Just a few days ago, Cabinet received quarterly reports from departments showing how we are implementing our Programme of Action, in line with the National Development Plan.

We learned that between 1 July and 30 September, the Department of Small Business Development supported 149 enterprises. In addition, 104 cooperatives were supported through the Co-operative Incentive Scheme. These interventions are unlocking the potential of SMMEs, cooperatives, township and rural enterprises.

In the agricultural sector, 172 new agricultural enterprises and 23 non-agricultural enterprises were supported through various initiatives.

An additional 337 existing SMMEs were identified and will be supported with training and market access. Furthermore, 240 cooperatives were supported through the Cooperative Incentive Scheme.

Also in the quarter under review, Invest SA facilitated of R18.2 billion mostly in large scale gas-to-power projects.

In the fight against crime and the quest for a safer South Africa where all citizens are and feel safe, Cab-



Government wants to ensure that all South Africans have access to efficient services and opportunities to create a better life for all.

inet learned that almost all – 98.9 percent – of police stations have functional Community Police Forums which contribute to a safe and secure environment for communities.

Progress is being continually made in the fight against corruption. Fifty-eight (58) persons were convicted in relation to reducing corruption amongst government officials in the reporting period. Five (5) persons were convicted for corruption or offences relating to corruption where the amount involved per case(s) is more than R5 million and value of freezing orders obtained are R185 million.

Government is also making sound progress in restoring the dignity of those who suffered during apartheid.

In the three months to September, 54 400 hectares (ha) of strategically located land was acquired and allocated and 51 188 ha were allocated to smallholder producers. 6 530 ha of the acquired land

was allocated to farm dwellers and labour tenants.

Of the 112 land claims that were settled 57 were in the rural areas benefiting 2 553 people in 467 households.

Recently, the Chief Land Claims Commissioner approving the Phase 2 Submission for the settlement of the Masinenge Community land claim and the Mtshali Family claim through the payment of financial compensation.

The total value of the Masinenge settlement is R7, 100,608.00 for the benefit of 64 households who were verified as victims of land dispossession. The Commission on Restitution of Land Rights has, during the period 1 April 2016 to 31 October 2016 paid-out close to a billion rand in compensation to land claimants who were dispossessed of their rights in land.

Apart from government's own assessments, the Institute of Race Relations recent report, "Life in South Africa: Reasons for Hope" looked

at how life in South Africa has improved in the past 20 years.

The total number of peo-

"The total number of people with jobs doubled from 7.9-million in 1994 to 15.6-million in 2015."

FAST FACT

172 new agricultural enterprises and 23 non-agricultural enterprises were supported through various initiatives.

ple with jobs doubled from 7.9-million in 1994 to 15.6-million in 2015; access to formal housing increased by 131.3 percent from 1996

to 2016; university enrolment rates increased by 281.4 percent from 211,756 in 1985 to 807,663 in 2014; the number of new HIV infections dropped from 646,806 in 1999 to 321,497 in 2015; there has been a 62.5 percent increase in healthcare professionals in the public sector between 2000 to 2015; and the murder rate has fallen by 49.3 percent since 1994.

At the same time as Cabinet received these reports, the Auditor-General (AG) reported a progressive, marginal three-year improvement in national and provincial government audit results.

The AG, Kimi Makwetu, reported that between 2013-14 to 2015-16, 24 percent of departments and entities improved their audit results; 14 percent regressed; while the results of the majority (62 percent) remained unchanged. During this period, public entities fared the best with continuous improvement year on year; however, the audit results of departments regressed in 2015-16.

The AG commended departments for improving leadership and for addressing weaknesses in financial controls.

These achievements tell a story of a South Africa where the real challenges we face in addressing poverty, unemployment an inequality are being defeated by a government working together with communities, labour, business and our regional and international partners.

Our reasons for hope are growing by the day, project by project, and our changing reality is the product of the inspiration and hard work of every South African who plays their part in our nation's journey. **V**

Beware of fraudsters

"AS WE GET CLOSER to the festive season people need to be aware of scams that could rob them of their money."



Customers should always look out for name tags and branded uniforms from technicians.

Albert Pule

City Power is warning residents of Johannesburg to be on the lookout for three men pretending to be employees of the energy utility.

The three target prepaid meter customers and pretend

that they are employees of City Power. They then threaten customers that if they do not pay them for their electricity bill, they will cut their power supply. Customers are urged not to make any cash payments to contractors or officials requesting money for outstanding electricity

bills; instead customers are encouraged to make payments only at the City of Johannesburg customer walk-in centres or at the utility's offices.

The utility has partnered with authorities on an anti-corruption drive to eliminate criminal incidences like

these from recurring. The anti-corruption aims to fight against corruption and misconduct on the part of its officials, service providers and customers.

To date, 851 cases have been registered with SAPS and the prosecuting authorities relating to cable theft, malicious damage to property and meters. Cases include domestic and large power users. As many as 782 arrests have been made and there have been convictions in 274 cases.

How to identify City Power officials:

- City Power officials always carry their identification cards each with an expiration date.
- Officials will not ask for cash payments for unpaid bills from customers. Payments should strictly be made at City Power offices.

Customers can anonymously report incidents of fraud and corruption or any suspicious officials to the hotline 0800

002 587 or send an e-mail to anticorruption@tip-offs.com

Meanwhile Ekurhuleni Metropolitan Municipality and the City of Cape Town have experienced similar problems.

"When our officials visit people, they will be wearing municipal gear and will have some sort of identification and there will be a number on their municipal gear that you can call to confirm if they are indeed employees of the municipality," said Ekurhuleni's Themba Gadebe.

Spokesperson for the City of Cape Town Priya Reddy said the method used by the people posing as municipal officials is not in line with how the city does its business.

"The city can assure the public that the modus operandi described does not conform to our processes. Our field staff do not handle cash; all such transactions are done at the city's customer centres or via the appropriate electronic channels."

Members of the public can verify officials by calling: 0860 103 089 to confirm whether work is indeed being carried out in their area. **■**



THE OLD SAY-ING,

light at the end of the tunnel holds true for residents for Vaal Huisie in Reiger Park, Boksburg.

Albert Pule

After spending almost a decade without electricity, 12 households in the informal settlement switched on lights for the first time.

To celebrate the special moment in their lives, Mayor of Ekurhuleni Mzwandile Masina joined the residents for the switch on.

For Lucille Ruiters (60) the days of using candles will be a thing of the past and having electricity in her house will improve her life.

"The municipality has indeed delivered us from the days of using hazardous sources of power such as paraffin stoves, coal and candles. I have a fridge, stove

Light for Reiger Park residents



Mayor Mzwandile Masina (centre) joined residents for the switch on in Reiger Park, Boksburg.

and a TV. Our lives have significantly changed," she said.

The municipality spent R120 000 on electrifying the informal settlement.

Mayor Masina urged the

residents to use electricity sparingly to avoid putting the grid under pressure.

"We have heard your request for electrical services. Now we ask that you avoid illegal connections. If you

have backyard dwellers make sure their electricity is connected legally following the correct procedures," said Mayor Masina.

The project included the installation of underground

"We have heard your request for electrical services. Now we ask that you avoid illegal connections."

cables, pre-paid meters and projective boxes.

The projective boxes will supply the main distribution box inside the houses. The households were also fitted with standard ready-boards that provide three plug points and a light in the house.

Residents will receive 100 kilowatts of free basic electricity with every month's first purchase, which is sufficient for having the lights on at night, watching TV on average for three hours and boiling the kettle at least four times before using their prepaid token. **■**

Government is creating work

GOVERNMENT'S EXTENDED Public Works Programme (EPWP) has had a positive impact on the lives of many young people across the country.



EPWP is providing much-needed work opportunities across the country.

Stephen Timm

Between its inception in 2004 and the end of the second phase in 2014, the Expanded Public Works Programme (EPWP) produced more than 5.6 million work opportunities.

The third phase of the Expanded Public Works Programme (EPWP), which kicked off in 2014, is expected to produce a further six million work opportunities

by 2019, with a third of these already having been created by the end of June this year.

The third phase of the EPWP envisages an improved focus on training through collaboration with Technical Vocational Education and Training (TVET) colleges and other institutions, in an attempt to improve the quality of training courses by offering accredited training providers.

The EPWP is one of government's programmes

aimed at providing poverty and income relief through temporary work for the unemployed.

The Department of Public Works did a mid-term evaluation of the EPWP in 2011. It found that almost half of all beneficiaries indicated that their financial situation and that of their families had improved after they participated in the programme.

Importantly, the department projects that South Africa's unemployment rate would have been 2.8 percentage points higher in 2012 had it not been for the EPWP.

The review also found that the programme's second phase lowered the poverty rate by less than 0.5 percent. The department attributed this partly to the programme providing job opportunities for only about 2.5 percent of the poor in the country or about seven percent of unemployed people.

The average job during the second phase lasted only 65 days, at an average daily wage of R62. By June this year the average had climbed to R105.85 a day, according to statistics from

the department.

The department estimates that since the programme's inception over R200 billion has been paid to beneficiaries in the form of stipends.

Moreover; the Department of Environmental Affairs' EPWP initiative, Working for Water, has helped clear 2.8 million hectares of land of invasive species since its

inception in 1995.

This has helped save over 180 million cubic metres of water a year (about the size of Hartebeespoort Dam), estimates Christo Marais, the Department's Chief Director of Natural Resource Management Programmes. In 2015/16: over 69 000 people participated in the programme. **V**

Sophakama does more with less



Stephen Timm

With less money to go around, some Expanded Public Works Programme (EPWP) programmes, such as Sophakama (meaning "we will rise"), might provide a key lesson on how to do more with less.

The non-profit organisation was founded in 2005 in Kwa-Zakhele township, Port Elizabeth, by a group of women with funding from Oxfam and some local corporate support. It began by providing home-based care to households affected by HIV and AIDS, with five volunteers.

In 2012, it was able to expand participant numbers when the private funders were joined by the Department of Public Works.

Working with local clinics, fieldworkers help counsel treatment defaulters. The organisation also runs food gardens for those receiving treatment.

Sophakama Manager Michael Matanzima said 360

participants are employed.

Across the two programmes – the home-based care programme and the new school ambassador programme – EPWP funds cover about 80 percent of wages, while the rest is covered by Terre des Hommes, a global organisation that supports disadvantaged children.

In the schools programme, which covers 47 Port Elizabeth schools, those employed offer administrative assistance, cleaning and guarding services.

Continuous training is offered in areas such as grass cutting, tree felling and computer literacy. The organisation, with help from the Nelson Mandela Bay Metro and the Department of Public Works, is also looking to help grass cutters to form co-operatives.

Matanzima added that some of those doing administrative work find full-time work at a school.

He said 200 people are on the waiting list to join Sophakama. **V**

EPWP is changing lives



Many unskilled and unemployed people are benefitting from EPWP.

Stephen Timm

Kholiwe Skom (31) spent seven years unemployed after completing a business college diploma until she found work earlier this year as a school administrative

assistant as part of the Expanded Public Works Programme (EPWP).

Recalling the years she tried to get work while volunteering her services at various organisations, she says: "I cry when I think about it."

Today Skom, who works at Joe Slovo Primary School in Port Elizabeth, is more optimistic. "I think it [the work opportunity] is going to count for something."

Sophakama, a non-profit organisation which is funded in part by an allocation from the EPWP, placed her at the school.

Her aim is to use the work experience to get a permanent job. In June and July, she completed training in computers, time management and written business skills at Khanyisela TVET College.

The monthly stipend she receives allows her to take care of her two children aged seven and three. **V**

Take care of your skin

In December, people spend a lot of time outdoors enjoying the South African sun and often, they neglect to take the necessary care of their skin.

According to the Council for Scientific and Industrial Research, South Africa could well be heading for the hottest summer on record with temperatures over large parts of the country on average two degrees Celsius higher than normal.

Not only are December and January some of the hottest months of the year in South Africa, but they are skin cancer awareness months.

"Increased temperatures and changing levels of UV (ultraviolet) radiation can result in sunburn and skin damage, which in turn could lead to skin cancer. Those who enjoy spending time outdoors should pro-



tect themselves from over exposure to the sun," warns Dr Guni Goolab, principal officer of the Government Employees Medical Scheme.

The best way to take care of your skin is to apply sunscreen daily to reduce the risk of developing skin cancer by as much as 50 percent.

Skin cancer is a preventable lifestyle disease and early skin cancer detection can be life-saving.

How to care for your skin:

- Always wear protective clothing, hats and shirts before going out into the sun.
- Even 30 minutes in the sun without protection is too long.
- Exposure to the sun whilst overdressed only adds to skin distress; so do thick lotions and oils, such as petroleum jelly, which prevent moisture evaporation and therefore block pores, resulting in heat rash.
- UVA rays pass through glass. A person sitting near a window (unless tinted for sun screening) is also susceptible to the damaging rays of the sun.

Supplied by Government Employees Medical Scheme. 

Living positively with HIV

DESPITE THE SUCCESS in saving lives by providing free treatment for people living with HIV and Aids, more still needs to be done to fight the disease.

Noluthando Motswai

By the age of 17, Leb-ohang Motsumi was already HIV positive and when she turned 19, she was a teenage mother.

Motsumi's story echoes that of many other young South African women who are between the ages of 15-24 and living with HIV and Aids.

This is the group that the Department of Health considers to be the most vulnerable to sexually transmitted infections, teenage pregnancy and other social ills.

Earlier this year, Deputy President Cyril Ramaphosa launched a national campaign to prevent HIV among young women and adolescent girls.

It is estimated that nearly 2 000 girls and young women between the ages of 15 and

24 get infected with HIV in this country each week.

The campaign seeks to reduce the interlinked problems of HIV infections, school dropouts, teenage pregnancies and gender-based violence and to maximise health, education and economic opportunities for young women and adolescent girls.

Motsumi, who originates from Lindeni in Johannesburg, said at the age of 17 she thought she knew it all.

"I dated a celebrity. It felt good and I thought finally my dream would come true. I was going to become a famous dancer. Instead, my worst nightmare began.

"I had unprotected sexual intercourse with this guy, and only discovered later that he was HIV positive."

Motsumi added she never got tested because she be-

lieved she was superior to the virus.

"I thought being HIV positive was for prostitutes, those who were sleeping around

"It makes me feel good that my story can help other young people infected with and affected by HIV."

and those from poor backgrounds. I continued to live my life as normal, as if nothing had happened. Instead of getting tested, I continued having sex and if there was no condom, I would still go on."

In 2009, Motsumi's life

changed dramatically when she discovered her HIV status.

"I tried to commit suicide, but failed. I just got really sick."

Her CD4 count was low and she

started antiretroviral treatment.

"Not only was

I dealing with the fact that I was

HIV positive, but I was

also pregnant and was supposed to be preparing for my matric exams."

Motsumi experienced a few health scares before she got better and decided to take


better care of herself.

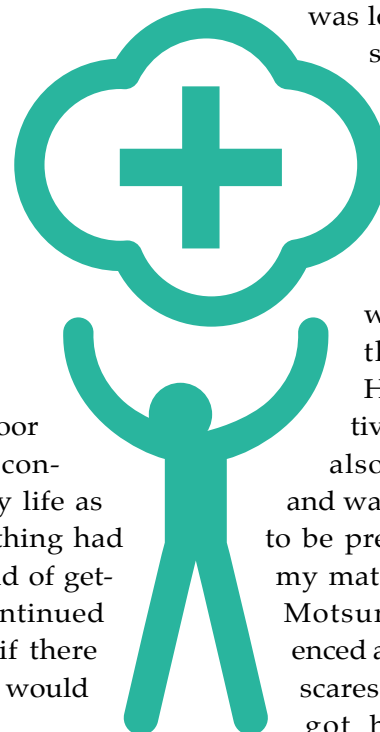
better care of herself.

"I joined a youth support group at Helen Joseph hospital and that made me realise I was not the only young person living with this virus.

"In 2012, with the backing of my support group, I decided that I wanted to disclose my status at a public gathering," she said, adding that she was motivated by her desire to help change the lives of other young people.

"It makes me feel good that my story can help other young people infected with and affected by HIV, and those who are still uneducated about the virus."

Motsumi, who is now 27, works as a trainer and programme assistant for Zaza, an initiative sponsored by the National Department of Health which focuses on young women. 





health

Department:
Health
REPUBLIC OF SOUTH AFRICA

Enjoy an Injury-free Festive Season

A long and healthy life for all South Africans!

Many studies are showing that a greater portion of crashes on South African roads are caused by human factors such as:

Distracted Drivers: Talking on the cell phone, sending a text message, eating, arguments/loud chatting or loud music

Speeding: Ignoring the speed limit – the faster you drive, the slower your reaction will be to stop in time to prevent an accident

Drunk Driving: Drinking makes you lose focus and not function properly – which is very dangerous when operating a vehicle

Rain: Makes it difficult for drivers to see other cars and roads become slippery, which causes vehicles to spin out of control while braking. All drivers know that driving in rainy conditions is dangerous and that extra careful driving care is required

Running Red Lights: Red means stop – but drivers speed up when they approach a yellow light with the excuse of “being in a hurry”.

Road crashes not only impact the lives of family and friends of those involved, they also affect the cost of proper, adequate healthcare provision.



We cannot control the condition of the roads we use, and it is rare to correctly anticipate the driving of other motorists, so it is up to each one of us as drivers to make an individual effort collectively to drive safely, to have a greater impact on our healthcare system and infrastructure.

It's not only the victim who suffers as a result of a serious injury or death on our roads. While negative emotions obviously affect the person involved in the collision, the families of these victims often present more pronounced psychological suffering than the victims themselves.

It is frequently the case that someone who feels out of control or unable to help a loved one, suffers similar traumatic symptoms to those who actually go through the experience.

Trauma and Violence

Trauma and violence are widespread, harmful, and create costly public health concerns. They have no boundaries with regard to age, gender, socioeconomic status, race, ethnicity or sexual orientation. Trauma is a common experience for adults and children in South Africa, particularly urban areas and communities, and



it is especially common in the lives of people with substance use disorders. For this reason, the need to address trauma is increasingly seen as an important part of effective behavioural healthcare.



Trauma and Mental Health

Mental health implications such as depression, anger, suicidal feelings, anxiety attacks and loss of drive are more common in the relatives of victims left with disabilities than the victims themselves.

Traumatic experiences are associated with both behavioural health and chronic physical health conditions, especially those traumatic events that occur during childhood.

Substance use (such as smoking, excessive alcohol use and taking drugs), mental health problems (such as depression, anxiety or PTSD), and other risky behaviours (such as self-injury and risky sexual encounters) have been linked with traumatic experiences. Because these behavioural health concerns can present challenges in relationships, careers and other aspects of life, it is important to understand the nature and impact of trauma, and to explore healing.



Risky Behaviours During the Festive Period

Certain risky behaviours tend to increase during the festive period. During this time, there are more incidents of:

- Domestic violence
- Rape and physical abuse of women and young girls
- Excessive use of alcohol
- Unprotected sex
- Pedestrian deaths due to drinking and walking in the streets
- Car crashes

Quadruple Burden of Disease

Violence and Trauma together are a public health priority and part of the country's quadruple burden of disease.

It rests upon all of us to reduce the pervasive, harmful and costly impact of violence and trauma to our society and its resources.

Protect yourself from abuse

WITH THE 16 DAYS OF ACTIVISM for No Violence against Women and Children campaign still underway, the spotlight is on the safety of women and children.

In line with this, the Department of Justice and Constitutional Development has shared safety tips for women who are in abusive relationships.

Your safety plan:

1. SAFETY WHEN PREPARING TO ESCAPE

- Develop an escape plan.
- Get an escape bag, pack all emergency items and store the bag safely or keep it with a trusted person.
- Secure an escape place that is unknown to the abuser.
- Choose two rescue persons to alert whenever the abuse occurs.
- Clear every room of all harmful/dangerous items.
- If unemployed, find ways of making an income.

2. SAFETY DURING A VIOLENT ATTACK

- Quickly move to a low-risk area or towards an escape route. Stay away from places like the kitchen where knives and other dangerous items are usually kept.

- Quickly raise the alarm.
- Quickly grab your escape bag and escape, only when it is safe to do so.
- If injured, ensure that you get medical help and ask your doctor to record your injuries or take photos of the injuries.
- If sexually abused, ensure that you do not take a bath or dispose of any clothing item until all evidence is taken for DNA purposes.

3. SAFETY AT YOUR HOME

When you are not staying with the abuser:

- Change door locks if the abuser has access to your house keys.
- Install or improve the security system in your house.
- Ask people you trust to call you or the police if they see the abuser entering your premises.
- Teach your children or domestic helper what to do if the abuser enters your premises.
- When you are living with the abuser:
- Avoid being alone with the abuser.

- Teach your children or persons you stay with how to get help when a violent attack occurs.

4. SAFETY WITH A PROTECTION ORDER

- Quickly apply for a protection order.
- If necessary, ask the magistrate not to disclose your new residential address, or to allow the abuser to enter your shared residence or part thereof, for example the main bedroom.
- Upon violation of the protection order, quickly report such violation to the nearest police station. Go to the police with a copy of the order and the suspended warrant of arrest.

5. SAFETY AT THE WORKPLACE, SCHOOL OR IN PUBLIC

- When the protection order prevents the abuser from entering your workplace or school:
- Provide the head of security/your boss/shop steward/principal or any

- relevant person with the copy of the protection order and a recent photo of the abuser, if necessary.
- Ask a colleague/school mate to accompany you when travelling to and from work or school.
- Change your shopping routine or place.
- Avoid being alone in public.

6. SAFETY AND DRUG/ALCOHOL ABUSE

If you have a drug/alcohol problem, you must:

- Quickly seek help from the relevant specialists or organisations such as SANCA 011 781 6410 or AA 086 143 5722.
- Join a support group or participate in any healing programme.
- Avoid taking drugs/alcohol.

7. SAFETY AND EMOTIONAL HEALTH

- To protect or restore your emotional health:
- Take a walk, drive, bath or do some physical exercise.
- Go to church or pray.
- Read an interesting book/magazine.

- Volunteer in a community activity.
- Talk to a person you trust e.g. pastor, psychologist, counsellor, etc.

8. YOUR EMERGENCY ITEMS ARE:

- ID book, driver's licence/passport.
- Certified copy of protection order/maintenance number.
- Medical aid, hospital/or clinic card.
- Duplicate keys, taxi fee, or a bus/train ticket.
- Cash or bank cards, e.g. ATM, credit or cheque card.
- Old age pension or disability/child support grant.
- Public phone card or alternative cellphone sim card.
- Address and phone book with emergency numbers.
- Birth/adoption or marriage certificate/antenuptial contract/divorce decree.
- Essential clothing items.
- Kids' spare school uniform, books, reports, toys etc.
- Essential medication, prescription. **V**

Stop domestic abuse

Domestic violence is any form of abuse, which includes physical, sexual, emotional, psychological or economic harassment.

It includes damage to property, stalking and entry into your property without permission or any other abusive or controlling behaviour.

Those who find themselves in abusive relationships can get a protection order from the court.

What is a protection order?

A domestic violence protection order is a document issued by the court, which prevents the abuser from committing an act of domestic violence or enlisting the help of

another person to commit any such act.

This may include entering the home shared or a specified part of the home shared by the complainant and the respondent – along with entering the complainant's place of employment.

How to get a protection order

Step 1: Report your complaint to the local police station

You have a choice to lodge either a criminal case or to apply for a protection order, or both.

If necessary, the police will take you to a medical practitioner to assess injuries that you may have suffered during the abuse. The assessment can be used as evidence. After the

assessment, the police officer will refer you to the local Magistrate's Court to apply for a protection order.

Step 2: Obtaining a protection order

At the Magistrate's Court, the clerk of the court will assist you to complete an affidavit. The magistrate may decide to issue an interim protection order and a date for a hearing. If the interim protection order is issued, this means that a warrant of arrest can be effected if the respondent acts abusively towards you again.

Step 3: Interim protection order is served on the respondent

The interim protection order will then be served immediately by a police officer, sher-

iff or clerk of the court to the respondent and will also indicate the date of the hearing.

Step 4: Court proceedings or hearing

During the hearing, you and the respondent will have the opportunity to present your side of the story. The magistrate will then make a decision whether to issue a final protection order or not.

The conditions contained in the final protection order are permanent and can only be changed by a court of law.

Step 5: What happens if the respondent violates the conditions of the final protection order?

You must report the respondent's actions at the nearest po-



lice station.

The respondent can be arrested for violating the protection order.

If you need help, you can call:

- South African Police Service: 10111.
- Childline: 0800 555 555.
- Stop Gender Violence helpline: 0800 150 150.
- Lifeline National Counselling line: 0861 322 322. **V**

Taking care of the vulnerable

Government is boosting efforts to ensure that people with disabilities have access to services that ensure they live normal lives.

This is in line with the commitments made in the National Development Plan to increase access to services, particularly in quality education and employment for people with disabilities.

In December 2015, Cabinet approved the White Paper on the Rights of Persons with Disabilities, which seeks to accelerate transformation and redress the existing inequalities that affect people with disabilities through inclusive programmes.

This year National Disability Rights Awareness Month – celebrated annually between 3 November and 3 December – was commemorated under the theme 'Persons with disabilities – Equal participants in shaping a sustainable future'.

As part of the launch of Disability Month, the department handed over an accessible multi-media centre for deaf and blind



learners at Sibonile School for the Visually Impaired in Gauteng.

There was also a hands-on demonstration on how assistive technology helps people with disabilities to communicate.

Social Development Minister Bathabile Dlamini said the department is creating opportunities for children.

"We are preparing these children for the future because we want them to be able to compete with other children in South Africa."

Jonas Ndlovu, a learner at the school, said he believes that the computer lab will

unleash the learners' potential.

"We are very grateful for what you have done for the school. This is long overdue and I hope the department will do the same for other schools in the country."

He added that people living with disabilities should have access to opportunities to ensure that they become all that they want to be. **U**

FAST FACT

Fast fact: Over one million people receive disability grants.

Disability stereotypes

Myth: People with disabilities are different to able-bodied people.

Truth: People with disabilities can be as productive and successful as able-bodied people.

Myth: Most able-bodied people do not want to live with or be associated with people with disabilities because they fear that the disability is infectious or is a curse from God or gods.

Truth: Disability is not infectious and is not a curse or punishment from God or gods.

Myth: The life of a person with a disability is one of constant sorrow and pain and able-bodied people are under a continual obligation to help them.

Truth: People with disabilities are not always sad, in distress or in pain and they are able to work for themselves and support their families.



The disability grant

There are currently over one million people receiving disability grants. People with disabilities not receiving a grant can apply at their local South African Social Security Agency (SASSA) office.

To qualify you must:

- be a South African citizen or permanent resident or refugee and living in South Africa at the time of application.
- be between 18 and 59-years-old.
- not be cared for in a state institution.
- have a 13-digit, bar-coded identity document (ID).
- not earn more than R69 000 if you are single or R138 000 if married.
- not have assets worth more than R990 000 if you are single or R1 980 000 if you are married.
- undergo a medical examination where a doctor appointed by the state will assess the degree of your disability.

***For more information, visit your nearest SASSA office or call 0800 601 011**

About the care dependency grant

If you care for a child who has a severe disability and is in need of full-time and special care, you may qualify for a child dependency grant.

The care dependency grant covers disabled children from birth until they turn 18.

To qualify you must:

- be a parent, primary caregiver or a foster parent appointed by the court.
- be a South African citizen or permanent resident.
- not earn more than R180 000 a year if you are single. Your combined income should not be above R360 000 a year if you are married.

Note: This income limit does not apply to foster parents. The child must:

- be younger than 18 years.
- not be cared for perma-

nently in a state institution.

- have a severe disability and need full-time and special care.

Both you and the child must live in South Africa.

Note: A state medical officer must assess the child before the grant will be approved.

How to apply

Visit your local SASSA office and bring the following:

- Parent/s, primary caregiver, or foster parent/s bar-coded ID.
- Child/ren's birth certificate.
- A medical report for the child, which must say what the child is able to do – this is known as a functional assessment.
- If you are the foster parent of the child, the court or-

der making you the foster parent.

- Proof of your marital status, such as a marriage certificate, divorce papers, or a death certificate of your spouse, or a sworn statement (affidavit) if you have never married.
- Proof of your income and if you receive a care dependency grant, the primary caregiver must ensure that the child:
 - Be tested at the age of six years to see whether he or she needs special schooling.
 - Receives appropriate education according to the level of disability.
 - Remains in their care.
 - Lives in adequate housing.
 - Is fed and given clothes to wear.
 - Receives the necessary



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SOUTH AFRICAN SOCIAL SECURITY AGENCY

medical and dental care.

- Not be in a wholly-funded state-run institution.

How long does it take?

- It may take up to three months to process your application.
- If your grant is approved, you will be paid from the date on which you applied.

How much does it cost?

The service is free. **U**

Spend wisely this festive season

THE FESTIVE SEASON is a time when many feel tempted to spend all their money.

As the festive season approaches consumers need to be smarter with how they spend their money and think about the deals that they get into.

The Credit Ombud, Nicky Lala Mohan says that many households rely on credit to cover their day-to-day expenses, which suggests that they are not living according to their means.



Tips to spend wisely:

- Avoid new debt
- Have a festive budget
- Save for next year's school requirements: fees, stationery, uniforms?
- Eat at home
- Compare prices
- Be creative with gifts
- Avoid end of season sales.



For more information and for free assistance call: 0861 66 28 37 or visit: www.creditombud.org.za or email: ombud@creditombud.org.za or send a sms to 44786 and we will call YOU. Supplied by the Credit Ombud

"Overspending during this time of year is often an emotional response. Consumers feel that they have worked hard all year and deserve to spoil themselves and family members," said Lala Mohan.

However, consumers need to be warned that it is irresponsible and dangerous to spend too much on credit just because it seems like everybody else is doing so in the shopping malls.

"What consumers should realise is that come the end of January, you have to pay back the loans as well as school fees etc. If you cannot afford the repayments and once you fall behind, it

can be very costly in terms of interests.

"This is usually the first step to a debt spiral. If it's not in your budget, don't borrow to get it," warned Lala-Mohan. **TV**

Wage increase for domestic workers

THE INCREASE IN DOMESTIC

workers' annual wages that came into effect on 1 December 2016 demonstrates government's commitment to create decent work.



of Labour, the minimum wage adjustment is in line with the Basic Conditions of Employment Act, which is regulated through the Sectoral Determination.

"Domestic Workers are by law classified as vulnerable, hence the Sectoral Determination governing minimum wage and conditions of employment," the department said in a statement.

The new sectoral determination of domestic workers prescribes that the minimum wages for domestic workers who work more than 27 ordinary hours per week will earn as follows:

- **Area A** (those in major metropolitan areas) will earn R12.42 (R11.44: 2015/2016) hourly rate, R559.09 (R514.82: 2015/2016) weekly rate and R2 422.54 (R2 230.70: 2015/2016) monthly rate.

- **Area B** (those not mentioned in Area A) R11.31 (R10.23: 2015/2016) hourly rate, R508.93 (R460.15: 2015/2016) weekly rate and R2 205.17 (R1 993.82: 2015/2016) monthly rate.

The minimum wages for domestic workers from 1 December 2014 to 30 November 2015 who work 27 ordinary hours per week or less is as follows:

- **Area A** (those in major metropolitan areas) will

earn R14.54 (R13.39: 2015/2016) hourly rate, R392.58 (R361.50: 2015/2016) weekly rate and R1 701.06 (R1 566.35: 2015/2016) monthly rate.

- **Area B** (those not mentioned in Area A) R13.53 (R12.07: 2015/2016) hourly rate, R360.54 (R325.98: 2015/2016) weekly rate and R1 562.21 (R1 412.49: 2015/2016) monthly rate.

Domestic workers include housekeepers, gardeners, nannies and domestic drivers among others. Meanwhile, South Africa's contract cleaning employees' minimum wages have also been adjusted upward with effect from 1 December 2016. This includes workers in:

- **Area A** – Metropolitan Councils that include City of Cape Town, Ekurhuleni, City of Johannesburg, City of Tshwane and Nelson Mandela Bay and also Local Councils of Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch and Westonaria – will earn a minimum of R19.38 (R18.01: 2015/2016) per hour.

- **Area B** – the rates applicable are those as prescribed by the KwaZulu-Natal Contract Cleaning Bargaining Council.

- **Area C** – which includes the rest of South Africa the minimum rate per hour will be R17.66 (2015/2016: R16.41). **TV**

The latest relief ahead of the festive season will be applicable until 30 November 2017.

According to the Department

DEPARTMENT OF LABOUR

Application Developer: ASP.NET
Centre: Chief Directorate: Information Communication Technology, Head Office
Reference No: HR 4/16/11/82
Salary: Commencing: R 311 784 per annum
Enquiries: Ms E Cronje, Tel. 012 309 4876

Requirements: Three year relevant tertiary qualification in Information Communication Technology/Information Systems or Informatics/ Computer Science. Two years supervisory experience. Two years functional experience in Application Development and Support (specialization in ASP.NET). **Knowledge:** • Software languages and associated development platforms and tools • Java Enterprise Architecture Development and Deployments • Java Enterprise Java Bean(EJB)Technologies • JavaScript / JSON and JBOSS / Tomcat Web deployments •Service Oriented Architecture (SOA) implementations and Linux Operating Systems (preferably RHEL)• Backed Oracle Systems and Java Integration(JDBC,OLE etc)• Multi-tier Software architectures and interfaces •ASP.NET,SQL Server,HTML5,CSS3 and #VB.NET• SQL Server 2008 and upwards • Development and maintenance of Oracle Stored Procedures, Packages and functions• Data loads and imports from different sources including files, XML and other database including SQL Server •Java Development• Software development lifecycle •IT service management principles for incident, Change, Problem and Release process• Software development methodologies including Waterfall and Agile •Batho Pele Principles •Departmental Procedures and Processes. Skills: • Management of Microsoft OS based solution •Development for template based web content management solution • web application architecture Documentation including ERD's and Data Flow Diagrams •Enterprise level Oracle Database Administration with multiple of users • Software testing including unit integration and acceptance testing etc • SharePoint Object Model, SharePoint Designer, Visio, InfoPath, Visual Studio and PowerShell• Problem Solving• Communication• Time Management• Planning and Organizing • Multi-tier architecture• Project management.

Duties: Develop and Document technical design for customized software Applications ASP.NET • Provide support and maintenance of customized software Applications ASP.NET • Develop applications according to the defined standards and best practice principles.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001or hand deliver at 215 Francis Baard Street, Laboria House
For Attention: Sub-directorate: Human Resources Operations, Head Office

Application Developer: MS SharePoint
Centre: Chief Directorate: Information Communication Technology, Head Office
Reference No: HR 4/16/11/83
Salary: Commencing: R 311 784 per annum
Enquiries: Ms E Cronje, Tel. 012 309 4876

Requirements: Three year relevant tertiary qualification in Information Communication Technology/Information Systems or Informatics/ Computer Science. Two years supervisory experience. Two years functional experience in Application Development and Support (specialization in MS SharePoint). **Knowledge:** • Software languages and associated development platforms and tools •Java Enterprise Architecture Development and Deployments • Java Enterprise Java Bean(EJB)Technologies • JavaScript / JSON and JBOSS / Tomcat Web deployments •Service Oriented Architecture (SOA) implementations and Linux Operating Systems (preferably RHEL)• Backed Oracle Systems and Java Integration(JDBC,OLE etc)• Multi-tier Software architectures and interfaces •ASP.NET,SQL Server,HTML5,CSS3 and #VB.NET• SQL Server 2008 and upwards • Development and maintenance of Oracle Stored Procedures, Packages and functions• Data loads and imports from different sources including files, XML and other database including SQL Server •Java Development• Software development lifecycle •IT service management principles for incident, Change, Problem and Release process• Software development methodologies including Waterfall and Agile •Batho Pele Principles •Departmental Procedures and Processes. Skills: • Management of Microsoft OS based solution •Development for template based web content management solution • web application architecture Documentation including ERD's and Data Flow Diagrams •Enterprise level Oracle Database Administration with multiple of users • Software testing including unit integration and acceptance testing etc • SharePoint Object Model, SharePoint Designer, Visio, InfoPath, Visual Studio and PowerShell• Problem Solving• Communication• Time Management• Planning and Organizing • Multi-tier architecture• Project management.

Duties: Develop and Document technical design for customized software Applications MS SharePoint• Provide support and maintenance of customized software Applications MS SharePoint• Develop applications according to the defined standards and best practice principles.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001or hand deliver at 215 Francis Baard Street, Laboria House
For Attention: Sub-directorate: Human Resources Operations, Head Office

Application Developer: PL/SQL
Centre:Chief Directorate: Information Communication Technology, Head Office
Reference No: HR 4/16/11/84
Salary: Commencing: R 311 784 per annum
Enquiries: Ms E Cronje, Tel. 012 309 4876

Requirements: Three year relevant tertiary qualification in Information Communication Technology/Information Systems or Informatics/ Computer Science. Two years supervisory experience. Two years functional experience in Application Development and Support (specialization in PL/SQL). **Knowledge:** • Software languages and associated development platforms and tools •Java Enterprise Architecture Development and Deployments

• Java Enterprise Java Bean(EJB)Technologies• JavaScript / JSON and JBOSS / Tomcat Web deployments •Service Oriented Architecture (SOA) implementations and Linux Operating Systems (preferably RHEL)• Backed Oracle Systems and Java Integration(JDBC,OLE etc)• Multi-tier Software architectures and interfaces •ASP.NET,SQL Server,HTML5,CSS3 and #VB.NET• SQL Server 2008 and upwards • Development and maintenance of Oracle Stored Procedures, Packages and functions• Data loads and imports from different sources including files, XML and other database including SQL Server •Java Development• Software development lifecycle •IT service management principles for incident, Change, Problem and Release process• Software development methodologies including Waterfall and Agile •Batho Pele Principles •Departmental Procedures and Processes. Skills: • Management of Microsoft OS based solution •Development for template based web content management solution • web application architecture Documentation including ERD's and Data Flow Diagrams •Enterprise level Oracle Database Administration with multiple of users • Software testing including unit integration and acceptance testing etc • SharePoint Object Model, SharePoint Designer, Visio, InfoPath, Visual Studio and PowerShell• Problem Solving• Communication• Time Management• Planning and Organizing • Multi-tier architecture• Project management.

Duties: Develop and Document technical design for customized software Applications PL/SQL • Provide support and maintenance of customized software Applications PL/SQL • Develop applications according to the defined standards and best practice principles.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001or hand deliver at 215 Francis Baard Street, Laboria House
For Attention: Sub-directorate: Human Resources Operations, Head Office

Assistant Director: COIDA (6 posts)
Centre: Labour Centre: Klerksdorp (1 post), Rustenburg (1 post) –Ref No: HR4/4/9/176
Labour Centre: Mbombela (1 post), Secunda (1 post) –Ref No: HR4/4/ 7/21
Labour Centre: Uppington (1 post) –Ref No: HR4/8/8/238
Labour Centre: George(1 post)-Ref No: HR4/4/10/191

Salary: Commencing: R 311 784 per annum

Enquiries: Mr KM Gaolathwe, Tel: (018) 387 8100
Ms L Mlambo, Tel: (013) 655 8733
Ms M Sekgobela, Tel: (054) 311 752
Ms Z Maimane, Tel: (021) 441 8125

Requirements: Three year tertiary qualification degree / diploma in Public Management / Administration / Social Science / OHS / Finance and HRM are required. A medical background will be an added advantage e.g Professional nurse. Five to eight years supervisory experience in compensation of claims and medical claims processing environment. Valid drivers licence. **Knowledge:** • Public Services, Dol and Compensation Fund business strategies and goals • Directorate goals and performance requirement • Compensation Fund Services • Compensation Fund Value Chain and business processes • Public Service, Dol and COID Act, regulations, policies and procedures • PFMA and Treasury Regulations • Relevant stakeholders • Customer Service(Batho Pele Principles) •Fund Values• Fund IT Operating System •Required IT • DPSA guidelines on COIDA. Skills •Required Technical Proficiency • Business writing • Strategic Leadership • Programme and Project Management • Financial Management • Change Management • Knowledge management • Service Delivery Innovation • Planning and Organizing• Problem Solving and Analysis • Decision Making • Accountability• People Management and Empowerment• Communication• Client orientation• Work Ethics and self management •Risk Management and Corporate Governance.

Duties: Provide oversight and control to claims processing and employer assessment processes as required in terms of segregation of duties • Manage the resolution of all COID enquiries• Manage the quality assurance on all COID claims and employer registrations and assessments• Provide technical advice and guidance on finalization of all COID activities• Assist in the management of the sub-directorate.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberley

Applications: Chief Director: Provincial Operations: Private Bag X 2040, Mmabatho, 2735 Or hand deliver at University Drive, Provident House, Mmabatho For
Attention: Sub-directorate: Human Resources Management, Mmabatho

Applications: Chief Director Provincial Operations: Private Bag X 7263, Emalaheni, 1053
Or hand deliver at labour building, Cnr Hofmeyr Street and Beatty Avenue, Witbank.
For Attention: Sub-directorate: Human Resources Management, Emalaheni

Applications: Chief Director: Provincial Operations: PO Box 872, Cape Town, 8000,
For Attention: Sub-directorate: Human Resources Management, Western Cape.

Assistant Director: PES Administration
Centre: Sheltered Employment Factories, Silvertown
Reference No: HR 4/16/11/45
Salary: Commencing: R 389 145.00 per annum
Enquiries: Mr S Lutholi (043) 7013076

Requirements: Three year relevant tertiary qualification in Social Sciences (Psychology, Public/ Business administration. Two years supervisory experience. Two years functional experience in Public Employment/ Public Administration/ Management Services. **Knowledge:** • Relevant ILO Conventions• Financial Management • Human Resource Management • Social Plan Guidelines. Skills: Planning and Organizing• Communication(verbal and written)• Computer • Analytical • Presentation • Interpersonal • Problem solving skills • Report writing • Leadership, Networking.

Duties: Provide administrative support to the PES at the Provincial Office • Compile and monitor the budget for the PES at the Provincial Office • Compile and submit reports for the PES at the Provincial Office • Provide human resources management functions to PES at the Provincial Office.

Applications: Chief Director Provincial Operations: Eastern Cape Provincial Office: Private Bag X 9005, East London, 5200 or hand delivered at No. 3 Hill Street, East London

For Attention: Sub-directorate: Human Resources Management: Provincial Office: East London

Assistant Director: Anti Fraud and Anti Corruption (7 posts)

Centre:Provincial Office: Kimberley- Ref No: 4/8/8/216
Provincial Office: Limpopo- Ref No: 4/6/6/46
Provincial Office: Free State- Ref No: 4/4/8/33
Provincial Office: Western Cape-Ref No: HR 4/4/10/193
Provincial Office: Mmabatho- Ref No: HR 4/4/9/189
Provincial Office: East London- Ref No: HR4/4/6/44
Provincial Office: Gauteng-Ref No: HR4/4/4/10/15
Salary: Commencing: R311 784 per annum

Enquiries: Mr ZL Albanie, Tel: (053) 838 1500
Mr PJ Tiadi, Tel: (015) 290 1613
Mr F Ngubane, Tel: (051) 5056 352
Ms Z Maimane, Tel: (021) 44 18125
Ms FK Diokana, Tel: (018) 387 8100
Mr MM Mafani, Tel: (043) 701 3029/40
Ms RE Tema, Tel: (011) 853 0300

Requirements: Three years tertiary qualification in Risk Management/ Internal Audit/ Compliance Management Two (2) years supervisory experience. Two (2) years functional experience in Fraud and corruption. A valid driver's licence. **Knowledge:** • Public Financial Management Act • Risk Management Strategy • Risk Management Policy • Fraud Prevention Plan • Promotion of Access to information Act • Basic Condition of Employment • Protected Disclosure Act •Labour Relations • Public Service Regulations • Public Service Act • Unemployment Insurance Act • Unemployment Insurance Contribution Act. Skills: •People Management • Conflict Management • Analysis • Problem Solving •Presentation • Planning and Organising •Communication • Computer Literacy • Report writing • driving • Creativity • Numeracy.

Duties: Initiate and manage the investigation of all reported incidents of fraud and corruption • Manage the fraud hotline and case database • Conduct and manage fraud and corruption risk assessment • Manage resources (Human, Financial, Equipment/ Assets in the section.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberley

Applications: Chief Director: Provincial Operations: Private Bag X 9368 Polokwane 0700 Physical address: 42a Schoeman Street, Polokwane 0700
For Attention: Sub-directorate: Human Resources Management, Limpopo

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein, 9300 or hand
Deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein
For Attention: Sub-directorate: Human Resources Management, Bloemfontein

Applications: Chief Director: Provincial Operations: Private Bag X 2040, Mmabatho, 2735 Or hand deliver at University Drive, Provident House, Mmabatho
For Attention: Sub-directorate: Human Resources Management, Mmabatho

Applications: Chief Director Provincial Operations: Eastern Cape Provincial Office: Private Bag X 9005, East London, 5200 or hand delivered at No. 3 Hill Street, East London
For Attention: Sub-directorate: Human Resources Management: Provincial Office: East London

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Applications: Chief Director: Provincial Operations: P O Box 872 Cape Town, 8000
Or hand deliver at Cnr Riebeeck and Long Street
For Attention: Sub-directorate: Human Resources Management, Western Cape

Assistant Director: Human Resources Operations
Centre: Sheltered Employment Factories, Silvertown
Reference No: HR 4/16/12/30 HO
Salary: Commencing: R 311 784 per annum
Enquiries: Ms GG Mashigo, Tel: (012) 843 7322

Requirements:Three year relevant tertiary qualification in Human Resource Management / Public Management or equivalent in the field of HRM. Two years supervisory experience. Two years functional experience in Human resource management environment. Valid drivers licence.

Knowledge: • Recruitment and Selection • Human Resource Administration • Relevant Labour Relation Legislation • Public Service Regulation Act • Basic Condition of Employment Act •Departmental Policies and procedures • Public Finance Management Act • Project Management • Batho Pele Principles • Compensation Act • Employment Equity Act • UIF Act • Labour Relations Act. Skills: • Management and Supervisory • Interpersonal •Communication (verbal and written) • Computer literacy • Negotiation •Patience and empathy • Presentation • Report writing • Counselling• Time Management.

Duties: Implement recruitment and selection policy within the Sheltered Employment Factories • Perform service benefits services within the Sheltered Employment Factories • Coordinate and Employee Health and Wellness Programs within the Sheltered Employment Factories• Monitor and manage sound Employee Relations in the Sheltered Employment Factories.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001or hand deliver at 215 Francis Baard Street, Laboria House
For Attention: Sub-directorate: Human Resources Operations, Head Office

Assistant Director: Inspection and Enforcement Services (2 Posts)

Centre: Labour Centre: Germiston- Ref No: HR 4/4/07/09
Labour Centre: Pretoria- Ref No: HR4/4/4/07/12
Salary: Commencing: R 389 145 per annum
Enquiries:Mr M D Kgwele, Tel: (011) 345 6300
Ms M A Phasha, Tel: (012) 309 5027

Requirements: Three year relevant tertiary qualification in Labour Relations / Human Resource Management. Two (2) years supervisory experience. Two (2) years functional experience in Inspection /Enforcement services. A valid Driver's licence. **Knowledge:** •Departmental Policies and Procedures •Skills Development Act •Labour Relation Act • Basic Conditions of Employment Act •Skills Development Levies Act •Public Service Regulations •Occupational Health and Safety Act •COIDA •SABS Codes •Unemployment Insurance Act •Unemployment Insurance Contribution Act •Employment Equity Act • Immigration Act •Rules of the Labour Court •Criminal Procedure. Skills: •Facilitation •Planning and organizing •Computer literacy •Interpersonal •Conflict handling •Negotiation •Problem solving •Interviewing •Presentation •Innovative •Analytical •Verbal and written communication.

Duties: •Manage and monitor quality inspections with the aim of enforcing and ensuring compliance with Labour Legislation •Manage the planning and monitor investigations on reported cases pertaining to contravention of Labour Legislation and enforce as and when necessary including making preparations for and appearing in court as State witness •Provide guidance and manage a proactive (Blitz) inspection programme for compliance with Labour Legislation. •Manage and monitor the advocacy campaign on Labour Legislation as per work plan •Compile and consolidate statistical reports on regional, allocated cases and inspections.

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Assistant Director: Labour Market Information and Statistics
Centre: Provincial Office: Kwazulu-Natal
Reference No: HR 4/4/5/31
Salary: All inclusive: R 389 145 per annum
Enquiries: Mr SB Ndebele, Tel: (031) 366 2078

Requirements: Three year relevant qualification in Social Sciences/Economics/Statistics. Two years supervisory experience. Two years functional experience in labour market data processing / statistics. Valid driver's licence. **Knowledge:**•Public Service Act •Public Service Regulations and relevant prescripts •Departmental policies and procedures •Batho Pele principles •Statistics and Database software packages •Functioning of DoL Labour Centres and Business Units •Labour market dynamics •Labour legislation. Skills: •General management •Project management •Communication •Computer Literacy •Research •Interpersonal relation •Leadership •Data analysis •Analytical •Innovative.

Duties: Manage performance information of the provinces in the Department of Labour, in order to ensure that the pre-determined plans and objectives of the organisation are provincially monitored and successfully achieved in line with applicable government prescripts •Promote accountability and transparency by providing Government and the public with timely, accessible, accurate and quality assured provincial performance information •Monitor and evaluate implementation of Service Delivery Improvement Plans •Assist in consolidating and analysing trends recorded through quarterly performance reports against targets •Manage all the resources of the division.

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Assistant Director: Organisational Development
Centre: Directorate: Management Advisory Services, Head Office
Reference No:HR 4/16/12/13HO
Salary: Commencing: R 311 784 per annum

Enquiries: Mr S Nkhabelane, Tel: (012) 309 4436

Requirements:Three year relevant tertiary qualification in Human Resources Management/Management Services/ Industrial Engineering/Operations/Production Management/ Industrial Psychology. Two years supervisory experience. Two years functional experience in Organisational Development/ Effectiveness/ Work Study services. **Knowledge:** • Basic understanding of policies, Public service regulations, prescripts and legislation • Understanding of efficiency promotion including the development of organisational structure •Job profile design and Job evaluation • Organisational behaviour • Organisational Design • DPSA Resolutions and Guidelines •Labour Relations Act• Basic knowledge of Public Financial Management Act. Skills: • Organizing and planning •Facilitation •Project Management •Computer literacy• Good communication(verbal and written) • People Management • Listening • Interviewing • Research • Analytical • Good interpretation relation • Innovative.

Duties: Develop and conduct change management processes intervention and organizational client survey in the Department • Facilitate and coordinate the development Business Processes Improvement• Coordinate, facilitate and monitor development of job profile in the Department of Labour• Conduct organizational development investigations• Manage and conduct job evaluation processes in the Department • Manage all resources of the Directorate.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Assistant Director: Risk Management
Directorate: Risk Management, Head Office
Reference No: HR 4/16/12/99HO
Salary: Commencing: R 311 784 per annum
Enquiries: Mr T Zwane, Tel: (012) 309 4561

Requirements:Three year tertiary qualification in Risk Management/Internal Auditing/ Accounting/Economics. Two(2) years supervisory experience. Two (2) years functional experience in Risk Management/ Internal Audit services. Valid driver's license. **Knowledge:** • Public Sector Risk Management framework • COSO Framework • King report on Corporate Governance • Public Finance Management Act • Treasury Regulation • Protected Disclosure Act • Anti fraud and corruption policies • Criminal and Commercial Law • Labour Relations, legislation, policies and procedures • Basic Conditions of Employment Act • Public Service Act. Skills: • Analytical • Strategic Management • Financial Management • Facilitation • Investigation • Interviewing • People Management • Computer literacy • Time Management • Communication • Interpersonal • Presentation • Planning and organizing.

Duties: Implement Risk management strategies/ policies and systems for the Department • promote risk awareness culture and conduct risk assessment throughout the Department through communication and training programmes • Implement integrated risk management framework for all aspects of risk across the Department • Manage fraud and corruption investigations in the Department • Manage resources within Risk Management Unit.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Assistant Director: Statutory Services
Centre: Provincial Office: Kimberley
Reference No: HR 4/4/8/240
Salary: Commencing: R 311 784 per annum
Enquiries: Mr IS Vass, Tel: (053) 8381500

Requirements: Three (3)/Four (4) years relevant tertiary qualification in Law. Right of appearance in a High Court as an admitted attorney. Two (2) years functional experience doing law services. A valid driver's licence. **Knowledge:** •Public Service transformation and management issues •Public Service Act •Treasury Regulations • Departmental policies and procedures •Corporate governance • Skills Development Act • Public Service Regulations. • SDLA •Occupational Health and Safety Act •UI contributions Act Skills: •Facilitation • Planning and organising • Computer literacy • Interpersonal •Problem solving • Interviewing •Presentation • Innovative • Analytical • Verbal and written communication. **Duties:** Manage the implementation of the legal enforcement processes for IES •Manage the advocacy campaign for IES in the Province • Manage and facilitate the implementation of capacity programmes for Inspectors in the Province• Co-ordinate information to provide legal advice and proceedings • Co-ordinate information to provide legal advice and proceedings • Monitor the implementation of quality management system for labour law enforcement.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberley

Assistant Director: UI Finance
Centre: Provincial Office: Gauteng
Reference No: HR4/4/4/10/01
Salary: Commencing: R 311 784.00 per annum
Enquiries: Mr H Dalasie, Tel: (011) 853 0300

Requirements: National Diploma/ B Degree in Public Finance Management/ Cost and Management Accounting/ Accounting Management and Financial Information System. Two to three years experience in Finance Environment. Driver's license. **Knowledge:** • Treasury Regulations • Unemployment Insurance Act • Unemployment Insurance Contributions Act • Generally Recognized Accounting Principles (GRAP) • Generally Accepted Accounting Principles (GAAP) • Public Service Act • Public

CLOSING DATE FOR APPLICATIONS: 19 December 2016 at 16:00

Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. The completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as recently certified copies of all qualification(s) 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 com-

petency 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 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.



DEPARTMENT OF LABOUR

Service Regulations • Basic Conditions of Employment • Public Finance Management Act (PFMA). Skills: • Innovative/ Creative • Report writing • People Management • Financial Management • Communication (both verbal and written) • Computer literacy • Time management • Interpersonal • Budgeting.

Duties: Manage the payment of UIF benefits in relation to accounts receivable and payable functions • Co-ordinate and monitor the financial activities relating to procurement of accounts where UIF Operations are concerned • Manage integrated budget planning and expenditure relating to UIF Operations • Provide technical support to Processing Offices and report on all UIF Financial matters including Financial systems • Manage all the resources in the Unit.

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Career Guidance Coordinator: Public Employment Services (2 posts)
Centre: Provincial Office: Kimberley-Ref No: HR4/4/8/223 (1 post)
Provincial Office: Kwazulu-Natal-Ref No: HR 4/4/5/43 (1 post)
Salary: Commencing: R389 145 per annum
Enquiries: Mr A Senakhomo, Tel: (053) 8381500
Mrs D Mlaba, Tel: (031) 366 2010

Requirements: Four (4) year BA Psych Qualification. Two years supervisory experience. Two years functional experience in Employment/Career Counselling. A valid code 08 drivers license. Registration with HPCSA as Psychometrics, (Independent Practice) or Registered Counsellor (Independent Practice). **Knowledge:** • Employment Service Act of 2014 • International Labour Organisation Conventions • Financial Management • Human Resource Management • Public Service Act • Skills Development Act • Unemployment Insurance Act • Health Professions Act • Employment Equity Act • COIDA. Skills: • Planning and organizing • Communication • Computer literacy • Analytical • Presentation • Interpersonal • Report writing • Leadership • Networking.

Duties: Provide technical support to Labour Centres for the delivery of employment counselling services • Manage the referral of work-seekers to relevant employment services and active labour market interventions • Co-ordinate the dissemination of employment and career information to Labour Centres • Establish and manage relationships between career counsellors and relevant organisations • Manage and co-ordinate the administration of psychometric assessment.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberley
Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Communication Specialist
Centre: Sheltered Employment Factory, Silvertown
Reference No: HR 4/16/12/68 HO
Salary: Commencing R 311 784 per annum
Enquiries: Mr D Matsepe, Tel: (012) 843 7349

Requirements: Three years relevant qualification in Communication / Marketing / Public Relations. Two years supervisory experience. Two years functional experience in communication and marketing environment. **Knowledge:** • Business processes, structures and organisational culture • SEF structure, systems and products • PFMA and Treasury Regulations • GAAP / GRAP • Tendering processes and procedures • Market research and analysis initiatives • Business development activities • PR tools and strategies • ISO 9001 standards and requirements • Public Service Environment. Skills: • Communication (written and verbal) • Leadership • Research • Computer literacy • Organizing • Planning • Project Management • Interpersonal • Attention to details • Marketing • Conceptualisation • problem solving • Analytical • Decision making • Networking • Customer Care • Innovation • Knowledge and information sharing • Conflict management.

Duties: Coordinate Sales and Marketing at SEF • Monitor compliance to relevant piece of legislation • Manage SEF Information and Communication Technology • Manage SEF marketing financial reporting.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Deputy Director: Business Development Management (2 posts)
Centre: Sheltered Employment Factories, Silvertown
Reference No: HR 4/16/16/66 HO
Salary: All inclusive: R 612 822 per annum
Enquiries: Mr S Nondwangu, Tel. 012 843 7300

Requirements: Three year relevant tertiary qualification in Business Administration or Marketing. Two (2) years management experience. Three years relevant functional experience in Marketing. A valid drivers licence. **Knowledge:** • Business processes, structures and organisational culture • The SEF structure, systems and products • The PFMA and Treasury Regulations • GAAP / GRAP • Tendering processes and procedures • Market research and analysis initiatives • Business development activities • PR tools and strategies • ISO 9001 standards and requirements • Public Service Environment. Skills: • Communication (written and verbal) • Leadership • Research • Computer • Organizing • Planning • Project management • Interpersonal • Attention to

CLOSING DATE FOR APPLICATIONS:
19 December 2016 at 16:00

Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. The completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as recently certified copies of all qualification(s) and ID-document [Driver's license where applicable]. Non-RSA Citizens/Permanent Resident Permit

details • Marketing • Conceptualization • Problem solving • Analytical • Decision making • Networking • Customer Care • Innovation • Information sharing • Conflict management • Sales.

Duties: Manage Sales and Marketing at SEF • Coordinate, integrate and manage SEF budget • Monitor Compliance relevant pieces of legislations • Manage SEF Information and Communication Technology • Manage SEF marketing financial reporting.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 Or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Deputy Director: COIDA
Provincial Office: Kwazulu-Natal-Ref No: HR 4/4/5/67
Salary: All Inclusive: R 612 822 per annum
Enquiries: Dr P Dayaram, Tel: (031) 366 2097

Requirements: Three year tertiary qualification degree/diploma in Public Management/ Administration/ Social science/ OHS / Finance/ HRM is required. Valid code B drivers licence. Five (5) to (8) eight years experience in claims processing of compensation or medical claims is highly desirable. **Knowledge:** • Public Service, DoL and Compensation Fund business strategies and goals • Directorate goals and performance requirements • Compensation Fund Services • Compensation Fund Value Chain and business processes • Public Service, DoL and COIDA Act, regulations, policies and procedures • PFMA and Treasury Regulations • Relevant stakeholders • Customer Service (Batho Pele Principles) • Fund Values • Required IT knowledge • Fund IT Operating Systems • DPSA guidelines on COIDA • Technical Knowledge. Skills: • Required Technical Proficiency • Business Writing Skills • Required IT skills • Fund IT Operating Systems • Strategic Leadership • Programme and Project Management • Financial Management • Change Management • Knowledge Management • Service Delivery Innovation (SDI) • Planning and Organizing • Problem Solving and Analysis • Decision Making • Accountability • People Management and Empowerment (including developing others) • Client Orientation and Customer Focus • Communication • Work Ethic and self-management • Risk Management and Corporate Governance • Customer Service Improvement Skills • Data Capturing • Quality Management.

Duties: Coordinate efficient provision and administration of compensation and assessment services • Oversee the provision of specialist support in the provincial labour centre • Liaise with internal and external stakeholders in respect of COIDA legislation • Manage human, financial and physical resources of the directorate.

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban

For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Deputy Director: Labour Centre Operations (3 posts)
Centre: Labour Centre: Vryheid – Ref No: HR 4/4/5/14 (1 post)
Labour Centre: Kokstad-Ref No: HR 4/4/5/63 (1 post)
Labour Centre: Harris-smith-Ref No: HR HR 4/4/8/149 (1 post)
Salary: Commencing: R 726 276.00 per annum
Enquiries: Mr E Khambula, Tel: (031) 366 2201
Mrs JKC Manogaran, Tel: (031) 366 2013
Ms NP Douw- Jack, Tel: (051) 5056203

Requirements: Three year relevant tertiary qualification in Business Management / Public Management / Public Administration / Management / Operations Management. Two years management experience. Three years functional experience in business / organisational operations / services. Valid drivers licence. **Knowledge:** • Public Finance Management Act • Treasury regulations • Supply Chain Management processes • Asset Management • All Labour Legislations • Departmental Policies and procedures • Public Service Regulations • Batho Pele principles. Skills: • Management • Communication (both verbal and written) • Computer • Analytical • Presentation • Interpersonal • Report writing • Leadership • Project management.

Duties: Manage the service delivery objectives as per the mandate of the Department of Labour • Manage the budget of the Labour Centre • Represent the Department in key stakeholder forums including interdepartmental structures of government and municipalities • Manage the budget of the Labour Centre • Manage all the resources of the Labour Centre • Manage and ensure compliance with ALL HRM policies, directives and legislation including the Public Service Act and regulations.

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein, 9300 or hand deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein, 9301
For Attention: Sub-Directorate: Human Resources Management, Bloemfontein

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 Or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Deputy Director: Risk Management and Fraud Investigations (4 posts)
Centre: Provincial Office: Limpopo-Ref No: HR 4/6/6/45 (1 post)
Provincial Office: Free State-Ref No: 4/4/8/31 (1 post)

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.

Provincial Office: Kimberly-Ref No: HR 4/8/8/215 (1 post)
Provincial Office: Kwazulu-Natal-Ref No: HR4/4/5/69 (1 post)
Salary: All inclusive: R 612 822 per annum
Enquiries: Mr PJ Tiadi, Tel: (015) 290 1613
Ms NP Douw-Jack, Tel: (051) 5056 350
Mr ZL Albanie, Tel: (053) 838 1500
Ms JKC Manogaran, Tel: (031) 366 2013

Requirements: Three year relevant tertiary qualification in Risk Management / Financial Management or equivalent qualification. Two years management experience. Three years functional experience in Risk Management. A valid driver's licence. **Knowledge:** • Public Financial Management Act (PFMA) Fraud and Corruption Legislative Framework • Internal Auditing • Risk Management and Corporate Governance • Prevention of Organized Crime Act • Promotion of Access to Information Act (PAIA) • Basic Condition of Employment (BCE) • Protected Disclosure Act • Labour Relations • Public Service Regulations (PSR) • Public Service Act (PSA). Skills: • People Management • Conflict Management • Analysis • Problem Solving • Presentation • Planning and Organizing • Communication • Computer Literacy • Report Writing • Driving • Creativity • Numeracy.

Duties: • Implementation of Risk Management Strategy • Implementation of Fraud Prevention Plan and Corruption Strategy • Provide Support to the Province and Labour Centres • Implementation of auditor general and risk management agreed action plans • Manage all the resources within the Unit.

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein, 9300 Or hand deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein, 9301
For Attention: Sub-Directorate: Human Resources Management, Bloemfontein

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301 Or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberley

Applications: Chief Director: Provincial Operations: Private Bag X 9368 Polokwane 0700 Physical address: 42a Schoeman Street, Polokwane 0700
For Attention: Sub-directorate: Human Resources Management, Limpopo

Director: Business Development
Centre: Sheltered Employment Factories, Silvertown
Reference No: HR 4/16/12/61 HO
Salary: All Inclusive: R 898 743 per annum
Enquiries: Mr S Nondwangu, Tel. 012 843 7300

Requirements: An undergraduate qualification (NQF level 7) (Degree) as recognized by SAQA in Business Administration or Marketing. Five (5) years middle management experience. Three (3) years functional experience in Business Development or Marketing. Valid drivers licence. **Knowledge:** • Business Development • Professional Sales • Manufacturing environment • Product Development • Project Management • Marketing campaigns • Financial budgeting and reporting • Policies and Procedures • Strategy development and Corporate Governance. Skills: • Problem Solving • Initiative • Strong Communication • Consultative • Strategic Planning • Presentation • Time management • Planning and organizing • Analytical / judgement and decision making • Negotiation and good existing network • Assertiveness • Computer Literacy.

Duties: Develop and manage SEF Business Strategy • Develop and Monitor the implementation of SEF Sales and Customer Relationship Strategies • Develop and monitor the implementation of Marketing Strategy • Identify and manage Strategic Alliances and ventures • Provide detailed information on the progress of marketing and sales activities.

Applications: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 Or hand deliver at 215 Francis Baard Street.
For Attention: Sub-directorate: Human Resources Operations, Head Office

Employment Service Practitioner (ESP3) (2 posts)
Centre: Labour Centre: Welkom-Ref No: HR 4/4/8/43 (1 post)
Labour Centre: Pretoria-Ref No: HR 4/4/4/11/01 (1 post)
Salary: Commencing: R389 145 per annum
Enquiries: Ms M Sauer, Tel: (012) 309 5000
Ms MA Phasha, Tel: (012) 309 5000

Requirements: Three year tertiary relevant qualification in Public Administration/Social Science. Two (2) years supervisory experience. Two (2) years Functional experience in PES services. **Knowledge:** • ILO Conventions • Financial Management • Human Resource Management • Recruitment and Selection • Immigration Act • Unemployment Insurance Act • Compensation for Occupational Injuries and Diseases Act • PFMA • Public Service Act. Skills: • Planning and organizing • Communication • Computer • Analytical • Presentation • Interpersonal • Leadership • Networking.

Duties: Co-ordinating and maintain the relationship within Employment Services stakeholders • Manage the provision of effective career guidance and psychometric assessment services for the Department • Oversee the provisioning of technical advice and administration service regarding PES legislations to the client. • Provide administrative support to PES Labour Centres. • Manage all the resources of the division.

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 com-

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Applications: Chief Director: Provincial Operations: P O Box 522, Bloemfontein, 9300 or hand Deliver at Laboria House, 43 Charlotte Maxeke Street, Bloemfontein
For Attention: Sub-directorate: Human Resources Management, Bloemfontein

Principal Inspector: Employer Audit (2 posts)
Centre: Provincial Office: Northern Cape –Ref No: HR 4/4/8/236 (1 post)
Provincial Office: Gauteng-Ref No: HR4/16/11/100 (1 post)
Salary: Commencing: R 389 145 per annum
Enquiries: Mr IS Vass Tel: (053) 838 1500
Mr P Masilo, Tel: (011) 853 0300

Requirements: Three (3) year relevant tertiary qualification with either Accounting/Finance/Internal Auditing. Two (2) years supervisory experience. Two (2) years functional experience in Auditing/Financial Management. Valid drivers licence. **Knowledge:** • Departmental Policies and Procedures • Batho Pele Principles • Public Service Act and Regulations • OHS Act and Regulations • COIDA • UIA • PFMA • BCEA • SDLA • LRA • UI Contribution Act • Skills Development Act • Employment Equity Act. Skills: • Facilitation • Planning and Organizing • Computer literacy • Interpersonal • Problem Solving.

Duties: Monitor the the implementation of UIA and COIDA strategy programs. • Implement the systems that provide expert advice on sector specific UIA & COIDA matters • Control the process that monitor and evaluate impact of UIA & COIDA programs • Monitor the implementation of Advocacy Campaigns on COIDA regularly and when there are amendments.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberley

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Principal Inspector: Employment Equity
Centre: Provincial Office: Braamfontein
Reference No: HR4/4/4/07/10
Salary: Commencing R 389 145 per annum
Enquiries: Mr L Bleri, Tel: (012) 309 2553

Requirements: Three year relevant tertiary qualification in Labour Law / Labour Relations / Human Resource Management. Two years Supervisory experience. Two years relevant functional experience in enforcing Labour Laws. Valid drivers licence. **Knowledge:** • Departmental Policies and procedures • Batho Pele principles • Public Finance Management Act • Labour Relations Act • Public Service Regulations • Promotion of Equity and prevention of unfair discrimination • Promotion of Administrative Justice Act • Employment Equity Act. Skills: • Planning and Organizing • Computer literacy • Communication • Problem solving • Interviewing, listening and observation • Presentation • Research • Project management.

Duties: Ensure the implementation of programmes, work plans and policies for Employment Equity Act and Regulations administered by the Department of Labour • Conduct investigations into complex cases that have been resolved or referred to ensure compliance with Employment Equity Act and Regulations • Monitor, evaluate and report on the impact of Employment Act programmes • Provide technical advice on sector specific to Employment Equity Act matters • Conduct Advocacy campaigns on EEA and analyse the impact thereof • Manage resources within the unit.

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Registered Psychometrist / Registered Counsellor Grade1 (6 posts)
Centre: Labour Centre: Soshanguve – Ref No: HR 4/4/4/08/01 (1 post)
Labour Centre: Bronkhorstpruit-Ref No: HR 4/4/4/08/02 (1 post)
Labour Centre: Johannesburg-Ref No: HR4/4/4/08/18 (1 post)
Labour Centre: Christiansia-Ref No: HR 4/4/9/179 (1 post)
Labour Centre: Newcastle-Ref No: HR 4/4/5/21 (1 post)
Labour Centre: Calvinia-Ref No: HR4/4/8/235 (1 post)
Salary: Commencing: R 479 478 to R 532 143 (OSD)
Enquiries: Ms J Mahlaba, Tel: (012) 730-0500
Ms J Ralane, Tel: (013) 932 0197
Mr OPS Sepatso, Tel: (018) 387 8100
Mr S Pillay, Tel: (034) 312 6038
Ms E Mpuhlwana, Tel: (011) 853 0300
Mr D Leukes, Tel: (027) 3411 280

Requirements: Four years B Psych qualification or a B Psych equivalent Qualification. Valid Drivers licence. Registration with Health Professional Council of South Africa as a Registered Counsellor (Independent practice) or Psychometrist (Independent practice). **Knowledge:** • Knowledge of Employment Services Act • ILO conventions • Financial Management • Human Resource Management • Psychometric assessment. Skills: • Counselling • Planning and organising • Communication • Computer •

Analytical • Presentation • Interpersonal • Report writing • Leadership • Networking.

Duties: Provide and implement employment counselling services • Provide and implement recruitment, psychometric assessment and selection services • Liaise with different organisations (Government, non-government, non-profit and private) to facilitate employability enhancement interventions for designated groups • Manage operations and personnel recourses of the employment counselling support.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberley

Applications: Chief Director: Provincial Operations: Private Bag X 2040, Mmabatho, 2735 Or hand deliver at University Drive, Provident House, Mmabatho
For Attention: Sub-directorate: Human Resources Management, Mmabatho

Applications: Chief Director: Provincial Operations: P O Box 940, Durban, 4000 Or hand deliver at 267 Anton Lambede Street, Royal Hotel Building, Durban
For Attention: Sub-directorate: Human Resources Management, Kwazulu-Natal

Applications: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 Hand deliver at 77 Korte Street, Braamfontein
For Attention: Sub-directorate: Human Resources Management, Gauteng

Specialist: Employment Standards (2 posts)
Centre: Provincial Office: Kimberley-Ref No: HR4/4/8/237 (1 post)
Provincial Office: Mmabatho-Ref No: HR 4/4/9/192 (1 post)
Salary: All inclusive: R726 276.00 per annum
Enquiries: Mr IS Vass Tel: (053) 8381500
Mr J Zitha, Tel: (018) 387 8100

Requirements: Three year relevant tertiary qualification in Labour Relations/Human Resources Management/Law. Two (2) years management experience. Three (3) years functional experience Inspection enforcement/Labour relations matters. A valid driver's licence. **Knowledge:** • Public Service transformation and management issues • White Paper on transformation of Public Services • Public Service Act • Ability to convert policy into action • Public Service Regulations and Relevant prescripts • Departmental policies and procedures • Corporate governance • Batho Pele principles. Skills: • Facilitation • Planning and Organising • Computer Literacy • Interpersonal • Problem solving • Interviewing • Presentation • Innovative • Analytical • Research • Project Management.

Duties: Conduct complex inspections on EEA & BCEA • Manage the implementation of employment standards inspection strategy, policy and procedure • Develop and monitor the implementation of policy and work plan ensure peaceful and harmonious employer-employee relationship • Manage and conduct the advocacy and educational programmes directed to internal and external stakeholders • Manage all the resources of the Sub-Directorate such as Human Resources, Financial Resources, Assets, etc

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301
For Attention: Sub-directorate: Human Resources Management, Kimberley

Applications: Chief Director: Provincial Operations: Private Bag X 2040, Mmabatho, 2735 Or hand deliver at University Drive, Provident House, Mmabatho
For Attention: Sub-directorate: Human Resources Management, Mmabatho

Specialist: Occupational Health and Safety
Centre: Provincial Office: Kimberley
Reference No: HR 4/16/06/32
Salary: All inclusive: R 726 276 per annum
Enquiries: Mr IS Vass, Tel: (053) 8381 500

Requirements: Three year tertiary qualification in Environmental Health / Analytical Chemistry / Chemical Engineering / Electrical Engineering/ Mechanical Engineering/ Civil and Construction Engineering. Two (2) years management experience. Three (3) years functional experience in Health and Safety Inspection / services. A valid driver's licence. **Knowledge:** • Departmental Policies and procedures • Batho Pele Principles • Public Service Act • Public Service transformation and management issues • White paper on transformation of Public Services • Ability to convert policy into action • Public Service Regulation and Relevant prescripts • Corporate governance. Skills: • Facilitation • Planning and Organizing • Computer Literacy • Problem Solving • Interpersonal • Interviewing, listening and observation • Presentation • Innovative • Analytical • Research • Project Management.

Duties: Manage the implementation of Occupational Health and Safety inspection and advocacy strategy, policy and procedure • Develop and monitor the implementation of policy and work plan to ensure peaceful and harmonious employer and employee relationship • Manage and conduct advocacy and educational programmes directed to internal and external stakeholders • Manage all resources of the sub-directorate such as Human Resource, Financial Resources, Assets and etc.

Applications: Chief Director: Provincial Operations: Private Bag X 5012, Kimberley, 8301 or hands deliver at Cnr Compound and Pniel Road
For Attention: Sub-directorate: Human Resource Management, Kimberley

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.



NATIONAL DEPARTMENT OF TRANSPORT

DIRECTOR-GENERAL TRANSPORT Ref No: (DOT/HRM/2016/001)

SALARY: All-inclusive salary package of R1 689 750 – R 1 903 506 per annum of which 30% can be structured according to individual needs

CENTRE: Pretoria (Head Office)

REQUIREMENTS: Applicants must be in possession of a Bachelor Degree in Public Management (Administration) /Engineering/Transport Economics/ Transport Planning/ Commerce or an equivalent qualification at NQF level 7 and an appropriate postgraduate qualification at NQF level 8 (honours or equivalent) or higher as recognized by SAQA plus eight to ten (8-10) years' relevant experience at a senior management and leadership position of which five (5) years must be with any organ of State • A relevant Master's degree will be an added advantage. Strong and strategic and leadership abilities • Extensive knowledge of Public Service Regulatory Frameworks and the Public Finance Management Act, Supply Chain Management and other relevant prescripts • Financial management skills • Understanding of change management • Knowledge of management of service delivery innovations • Problem solving skills and analysis • Client and customer orientation • Excellent communication skills, both verbal and written • Interpersonal and good networking skills • Analytical thinking and research skills • Computer literacy. The following will serve as strong recommendations: Ability to interact at both strategic and operational levels • The candidate must be an effective manager and leader with a proven track record of managing a complex portfolio consisting of all modes of transport (Road, Rail, Maritime, Civil Aviation and Public Transport) • the ability to manage strategic tasks in the field of integrated planning, regulation and transport policy development in order to provide safe, reliable, sustainable and fully integrated transport systems and infrastructure across all modes of transport in South Africa • s/he must be conversant with current global and national trends as well as research issues and debates and have ability to convert policy into action • the ability to build and lead high performance teams that will drive the national transport policy, strategy and implementation that is responsive to the plans, human resource, skills requirements and overall developmental objectives of our country. S/he must have • the ability to promote good relations with stakeholders, social partners and civil society • strong administration skills and good understanding of the workings of Cabinet and Parliament would stand in good stead for this position.

DUTIES: Render an effective, efficient strategic support and administrative services through the delivery of the Department's strategic goals by applying an integrated management programme approach which also includes the provision of international relation support to the DoT and its Agencies as well as ensuring corporate governance support and monitoring mechanisms for public entities • Oversee the integration of cross-modal transport planning and facilitate the development and transformation of the transport sector to maximise Transport's role in economic growth through effective research, monitoring the performance and impact of modal transport policies and strategies, managing macro sector planning within national and provincial governments, coordinating the formulation of environmental policies and strategies for all modes of transport • Manage the facilitation and coordination of the development and implementation of a safe, reliable and efficient integrated rail network through the development and alignment of rail legislation, policies and strategies which are aligned to DoT strategic objectives and international norms and standards as well as providing guidance on the development of an integrated transportation system network by the development, maintenance and updating of infrastructure funding and coordinate funding needs of rail public entities with DoT performance management system • Provide leadership in the development and implementation of safe, reliable integrated road infrastructure network and

passenger transport systems through the development and implementation of policies, strategies, norms and standards, road engineering standards that will result in the creation of an efficient transport system by extending access to transport services, reducing travel times and cost, improving transport service quality, and promoting greater integration and co-ordination between transport modes • Ensure the regulation of road safety and traffic management through the implementation of sustainable and consistent road safety education programmes and traffic law enforcement operations • Ensure an effective civil aviation industry through planning and development of integrated aviation infrastructure network and operations with an effective international and regional regulatory framework and monitoring and evaluating the impact of aviation safety, security and environmental regulatory frameworks • Oversee the development and alignment of maritime legislation, policies and strategies with DoT strategic objectives and international norms to ensure the development and promotion of an integrated maritime infrastructure and industry through the effective implementation and managing of project "Operation Phakisa" • Ensure the achievement of government objectives through building and strengthening relationships with other delivery partners, spheres of government and transport agencies • Actively participate in government clusters and interdepartmental structures aimed at facilitating and promoting the achievement of an integrated approach to delivery on government objectives and strategies • Support Cabinet and the Minister in the execution of the government's programme of action • Compliance with all applicable legislation and in particular, the provisions of the Public Finance Management Act, Public Service Act and its Regulations and the Preferential Procurement Policy Framework.

ENQUIRIES: Ms Khubi Manana 012 309 3000

DEPUTY DIRECTOR-GENERAL: INTEGRATED TRANSPORT PLANNING Ref No: (DOT/HRM/2016/002) (Branch: Integrated Transport Planning)

SALARY: All-inclusive salary package of R1 299 501 per annum of which 30% can be structured according to individual needs

CENTRE: Pretoria (Head Office)

REQUIREMENTS: A degree in Civil Engineering, Transport Economics, Transport Planning, at NQF level 7 or equivalent and an appropriate postgraduate qualification at NQF level 8 (honours or equivalent) as recognized by SAQA plus eight to ten (8-10) years' relevant experience at a senior management level. An relevant Master's degree will be an added advantage. The following will serve as strong recommendations: Financial Management and Treasury regulations • Strategic Capability and Leadership • People Management and Empowerment • Project / Programme Management • Client Orientation and Customer focus • Change Management • Excellent communication skills (written and verbal).

DUTIES: Manage a national innovative research and development programme, monitor and evaluate the performance of the transport sector. Manage and conduct transport related research studies and provide strategic leadership in the development, implementation and management of transport innovation and technology for the transport sector. Coordinate the formulation and implementation of environmental policies and strategies for the transport sector. Ensure effective macro sector planning within national and provincial governments. Ensure that the National Transport Master Plan planning process is implemented, updated, realigned and reviewed every five (5) years. Facilitate integrated transport planning through macro planning, statutory instruments, policy and coordination frameworks. Oversee Sector Planning and Coordination process; oversee the development of Multi - modal transport

planning modelling. Develop transport funding mechanisms and provide relevant economical advice. Manage the development of infrastructure finance mechanisms. Provide an economic modelling and macro analysis services. Promote the development and transformation of the transport sector. Coordinate and facilitate the development and implementation of transport strategies in the South African Development Communities (SADC) region and the continent. Enhance efficient flow of goods and people through the borders of the country. Facilitate good working relationship between South Africa and SADC operators. Facilitate efficient trade through the development of Regional Corridors. Manage the development and implementation of an integrated global logistic strategy and facilitate coordination between all the modes of transport. Develop an effective global logistics strategy and implement guidelines to put in place effective integrated freight platforms. Monitor modal logistics effectiveness and make recommendations to various modes of transport. Manage and control the Branch by ensure compliance with all administrative requirements, regulations, rules and instructions pertaining to the branch and department, establish and maintain governance and administrative system's continuity within the work of the branch.

ENQUIRIES: Mr Mathabatha Mokonyama; Tel:(012) 309 3000

CHIEF DIRECTOR: DRIVING LICENCE CARD ACCOUNT TRADING ENTITY (Ref. DOT/HRM/2016/11) (Branch: Road Transport (Chief Directorate: Driving License card Account))

All-inclusive salary package of R1 068 564 per annum of which 30% may be structured according to the individuals needs

MINIMUM REQUIREMENTS: A Bachelor of Commerce Degree at NQF 7 as recognised by SAQA and certified as Chartered Accountant CA (SA) plus six (6) - ten (10) years relevant experience of which 5 years must be at Senior Management level (SMS).

NOTE: The following will serve as recommendation: Extensive knowledge of driving license legislation, Public Finance Management Act, Treasury Regulations • Knowledge of Road Traffic Legislation • Negotiation and problem solving • Excellent communication skills (written and verbal). Ability to Plan and implement strategies. Establish strong and appropriate relationships with committees, staff and stakeholders. Develops smooth and constructive relationships with executive colleagues, agencies of the department, DLTC's and individuals. Ability to plan and meet deadlines. Hours may be long and irregular. Convey a professional and positive image and attitude regarding DLCA.

DUTIES: THE SUCCESSFUL CANDIDATE WILL:

- Leading the development and implementation of the overall entity's strategy and annual performance plan. Manage the licence production facility and provide strategic leadership of the entity, Develop and implement corrective measures to address poor performance of the entity in achieving strategic objectives • Quarterly and annual performance reporting on the achievement of trading entity strategic objectives and performance plan.
- Development and management of Budgets and forecasting • Financial management reporting i.e. monthly, quarterly, interim and annual financial reporting. Ensure development and implementation of effective measures for collection of revenue. Develop asset management plan for all asset of the entity spread across all 9 provinces and monitor implementation. Support and motivate the entity's staff

- Manage coordination with provincial representatives on trading entities operations directly affecting provinces and driving license testing centres • Communicate monthly and quarterly with driving license testing centers management • Establish effective governance structures of the entity and their terms of reference
- Effective risk management by conducting risk assessment, developing risk mitigation plans and ensures implementation. Develop and implement effective fraud prevention strategy
- Ensure good corporate governance of the entity i.e. develop effective systems of internal controls. Implement control measures to ensure that the entity complies with all applicable laws and regulations. Develop process for preventing irregular, fruitless and wasteful expenditure. Ensure that proper records management system is implemented by DLCA for all financial and non-financial information.

ENQUIRIES: Mr Chris Hlabisa; Tel: (012) 309 3170

DIRECTOR: RISK MANAGEMENT (Ref. DOT/HRM/2016/12) (Administration (Office of the DG) (Chief Directorate: Strategic Planning and Cluster Coordination) (Directorate: Risk Management))

SALARY: All-inclusive salary package of R898 743 per annum of which 30% may be structured according to the individuals needs.

REQUIREMENTS: Appropriate Degree in Commerce or Risk Management at NQF 7 as recognised by SAQA coupled with five (5) years' experience at Middle Management Level in auditing/risk practitioner.

NOTE: The following will serve as a recommendation: Knowledge of PFMA and Treasury Regulations; Knowledge of Financial Management and Provisioning administration; Public Service Anti-corruption Strategy and departmental anti-corruption measures; Medium Term Strategic Framework (government priorities); Principles and Practice of risk management; Preferential procurement Policy Framework Act, 5 of 2000 (PPPPA); National Treasury Risk Management Framework; Governance and accountability; Internal control and assurance; ERM concepts, framework and methodologies ; Risk environment; Risk Maturity Model (IRMSA); Risk Management policies and procedures; Risk Management principles and practice; Customer stakeholder relationship management Good communication skills (verbal and written); The candidate must be willing to work & travel beyond normal working hours.

DUTIES: The successful candidate will be responsible for: To develop, implement, manage and execute a comprehensive process for identifying, assessing, mitigating, monitoring and reporting on risk that impact on organisation performance: Develop, implement and maintain an Enterprise Risk management (ERM) framework and supporting policies; Assess and maintain the risk maturity profile of the organisation; Facilitate the identification, assessment & mitigation of risk utilizing appropriate tools and techniques; Facilitate the compilation of strategic and operational risk register; Report all relevant ERM matters including, findings, risk positions and recommendations to relevant stakeholders; Coordinate the activities of the Risk Management & Security Committee and perform the Secretarial function; Identify the relevant training needs for the risk management committee; Establish and maintain a risk management philosophy and culture within the organisation; Develop and facilitate the implementation of fraud prevention plan and anti-corruption strategy; Manage Human & Financial Resources.

ENQUIRIES: Ms L Lubisi ; Tel; (012) 309 3893

DIRECTOR: SUPPLY CHAIN MANAGEMENT (Ref. DOT/HRM/2016/13) (Branch: Administration: Office of the Chief Financial Officer) (Chief Directorate: Chief Director: Financial Administration and Supply Chain Management) (Directorate: Supply Chain Management)

SALARY: All inclusive salary package R 898,743 per annum of which 30% can be structured according to individual needs.

CENTRE: Pretoria

REQUIREMENTS: A three year Bachelor's Degree in a related field at NQF level 7 as recognised by SAQA. A postgraduate degree will serve as a strong recommendation. The incumbent must have at least five (5) years' experience at middle management level or at senior management level in a Supply Chain Management environment.

KNOWLEDGE AND SKILLS: In depth knowledge of the PFMA, Treasury Regulations, and PPPFA and Supply Chain Management prescripts is essential. The applicant must be computer literate with advanced skills in spreadsheets. Furthermore, he /she must have analytical, problem-solving, communication (verbal and written), interpersonal, organisational, leadership, supervisory, people and financial management skills.

DUTIES: The incumbent will be required to develop and maintain (periodic reviews) supply chain management related policies, procedures and delegations, such as the SCM policy, Asset Management policy, Inventory policy, Disposal strategy, SCM frameworks, Demand Management strategy and Procurement delegations, and oversee and ensure the implementation of the policies, procedures and delegations. Annually develop and implement a Sourcing strategy and a Procurement Plan and maintain a record of bids awarded against the Procurement Plan. The incumbent will be responsible to manage and oversee three Sub-Directorates that are responsible for demand-, acquisition-, logistics-, disposal- and contract management. Major ongoing duties include:

Manage the bidding and acquisition processes, oversee the checking of bid specifications, invitation of bids, participation in bid evaluation committees and the award of bids. Manage the Logis section, the Logis commitments register on Logis and oversee payments to suppliers. Oversee the receipt of requests for quotations, the invitation, evaluation and award of quotations and the maintenance of the supplier's database / utilisation of the central supplier's database. Manage the acquisition, movement and disposal of assets, the physical verification of assets, and reconcile the asset register to transactions on the Basic Accounting System (BAS). Oversee the management and reporting on contracts and the implementation of the contract management system. Ensure that all the required reports are reported to the National Treasury on a monthly basis. The incumbent will be a member of the Loss Control Committee and the Disposal Committee and shall be an advisor to the Bid Adjudication Committee. Assess staff capacity and ability to effectively perform their functions, compile performance agreements and provide guidance and support through training courses where necessary in consultation with the capacity development unit. Ensure monitoring and evaluation is carried out throughout the Directorate. Manage the in-house training of Chief User Clerks in the Department. Prepare and submit reviews of strategic plans and annual performance plans in line with the Branch strategic plan and annual performance plan. Prepare and submit quarterly and annual reports on the performance of the Directorate.

CLOSING DATE: 12 December 2016

Applications received after the closing date will not be considered. Applicants who apply for more than one position are requested to submit separate applications for each position they wish to apply for. Please note: Correspondence will only be entered into with short-listed candidates.

Note: All shortlisted candidates for the above posts will be subjected to undertake a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated to the candidates prior to the interviews. Recommended candidates will also be required to attend a generic managerial competency assessment after the interviews. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

The successful candidate must disclose to the Minister particulars of all registrable financial interests, sign a performance agreement and employment contract with the Minister within three months from the date of assumption of duty.

The successful candidate must be willing to sign an oath of secrecy with the Department. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. An offer letter will only be issued to the successful candidate once the following has been verified: educational qualifications, previous experience, citizenship, reference checks and security vetting.

Applications must be accompanied by form Z.83, obtainable from any Public Service Department, (or obtainable at www.gov.za) and a recent updated comprehensive CV (previous experience must be comprehensively detailed, i.e. positions held and dates), as

well as certified copies of all qualifications, ID document, service certificates of previous employers stating the occupation must also be submitted and attached for each application. Failure to submit the requested documents/information will result in your application not being considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Due to large volume of responses anticipated, receipt of applications will not be acknowledged. Applications who do not receive confirmation or feedback within 3 (three) months after the closing date, please consider your application unsuccessful.

The Department reserves the right not to fill the posts. No e-mail and faxed applications will be considered. It will be expected that candidates to be available for selection interviews on date, time and place as determined by the Department.

NB: Please forward your application, quoting the relevant reference number to:

The Department of transport: Private Bag X 193, Pretoria, 0001 or hand deliver to Forum Building, Cnr Struben and Bosman Street, Pretoria for attention Recruitment Unit Room 4034.

Department of Transport is an equal opportunity, affirmative action employer with clear employment equity targets. Preference will be given to those candidates whose appointment will assist the department in achieving its employment equity targets at specific levels in terms of the Department's Employment Equity Plan (People with disabilities and Coloureds, Whites and Women of all races at Senior Management level).



NEWCASTLE MUNICIPALITY ERRATUM CS58/2016

Reference is made to the vacancies which appeared in the **November 2016**,

Edition 1, Vuk'uzenzele newspaper for the following positions :-

- Strategic Executive Director : Corporate Services
- Strategic Executive Director : Budget and Treasury Office/Chief

Financial Officer

Kindly note that the closing date will be **25 November, 2016 and not 16 November, 2016** as indicated in the original advertisement.





THE PRESIDENCY
REPUBLIC OF SOUTH AFRICA

INTERNSHIP PROGRAMME 2017/2018 (PERIOD: 01 APRIL 2017 UNTIL 31 MARCH 2018) THE PRESIDENCY

STIPEND: The Interns will receive a stipend according to the level of qualification obtained: - National Diploma/ Degree/Honours R4 982.51 per month; - Master's Degree R6 159.83 per month; AND - PhD R7 649.60 per month

POST: PRIVATE OFFICE OF THE PRESIDENT: CHIEF DIRECTORATE: COMMUNICATION REF NO: /1 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of a Degree in Communications.
DUTIES: Provide content and operational support to the advisory support services unit.

POST: PRIVATE OFFICE OF THE PRESIDENT: CHIEF DIRECTORATE: SUPPORT SERVICES REF NO: /2 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of a Degree in Public Administration/ Records Management.
DUTIES: Provide general administrative support to the Unit, inter alia, making travel arrangements for Protocol Officials, typing, photocopying, faxing, filing of documents, ordering stationery and tracking expenditure. Recording and filing of correspondence.

POST: OFFICE OF THE DEPUTY PRESIDENT: DEPUTY DIRECTOR-GENERAL REF NO: /3 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of Honours in Economics/ Development studies
DUTIES: To provide research support on special projects assigned to the Office of The Deputy President. Drafts reports and support the management team with compiling briefing notes and documents.

POST: OFFICE OF THE DEPUTY PRESIDENT: ADVISORY SUPPORT SERVICES REF NO: /4 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of Honours in Development Studies/ Political Studies
DUTIES: Support the research function of the unit on various projects and programme areas, including on international relations, social policy, economics and development planning.

POST: OFFICE OF THE DEPUTY PRESIDENT: COMMUNICATIONS REF NO: /5 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of Degree in Communications/ Journalism
DUTIES: Support the communications function of the unit in relation to social media, media monitoring and communications research.

POST: CABINET OFFICE: FOSAD SECRETARIAT REF NO: /6 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Public Administration/Social Sciences
DUTIES: Assist with administrative & logistical arrangements for successful convening & hosting of FOSAD cluster meetings. Provide secretariat services to FOSAD cluster meetings.

POST: PROTOCOL AND CEREMONIAL SERVICES: PROTOCOL & CHANCERY OF ORDERS AND SPECIAL SERVICES REF NO: /7 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma in Administration/International Relations
DUTIES: Provide general administrative support to the Unit, inter alia, making travel

arrangements for Protocol Officials, typing, photocopying, faxing, filing of documents, ordering stationery and tracking expenditure. Liaise with internal and external stakeholders. Assist in Protocol duties during preparation of major events.

POST: EVENTS MANAGEMENT REF NO: /8 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Public Management/Administration/Public Relations/ Events Management/Project Management
DUTIES: Render overall administrative duties and secretariat duties in the unit. Assists in all events and meetings planning assigned to the unit by The Private Office of The President and The Deputy President Office

POST: HOUSEHOLD AND ACCOMMODATION: OR TAMBO HOUSE REF NO: /9 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Hospitality Studies
DUTIES: Provide effective food & beverage & cleaning services.

POST: HOUSEHOLD AND ACCOMMODATION REF NO: /10 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of N6/National Diploma/Degree in Electrical/Mechanical Engineering
DUTIES: Maintenance of electrical, mechanical, plumbing and woodwork

POST: INFORMATION TECHNOLOGY (2 POSTS) REF NO: /11 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Information Systems/Systems Development/ Business Applications/Information Technology
DUTIES: Development & maintenance of IT systems. Business systems analysis. Database administration. Hardware & software support. Helpdesk operations.

POST: OFFICE OF THE CHIEF OPERATIONS OFFICER REF NO: /12 Period: 01 April 2017 until 31 March 2018 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree Public Management/ Business Administration
DUTIES: Assisting with provision of secretarial and administrative support.

POST: LABOUR RELATIONS, EMPLOYEE HEALTH & WELLNESS: LABOUR RELATIONS REF NO: /13 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Labour Relations/Labour Law/LLB
DUTIES: Provide advice on disciplinary & grievance matters. Minutes & report writing Capture cases on PERSAL. Provide administrative support during disciplinary proceedings. Filing of Labour Relations records.

POST: FINANCIAL MANAGEMENT: BUDGETS OFFICE REF NO: /14 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Financial Management Accounting/Cost and Management Accounting
DUTIES: Capture budget on BAS. Prepare in year monitoring reports. Update expenditure on cash flow reports on monthly basis. Assist in compilation of financial statements.

POST: FINANCIAL MANAGEMENT: FINANCIAL ADMINISTRATION (2 POSTS) REF NO: /15 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Financial Management Accounting/Cost and Management Accounting

DUTIES: Payments & Systems Control. Travel & Subsistence. PERSAL/TAX

POST: FINANCIAL MANAGEMENT: OFFICE OF THE CFO REF NO: /16 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Office Administration/Office Management
DUTIES: Manage incoming and outgoing correspondence. Arrange meetings with internal and external stakeholders. Record keeping and filing. Making copies and prepare meeting packs.

POST: FINANCIAL MANAGEMENT: CONTRACT MANAGEMENT REF NO: /17 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of LLB Degree/Diploma in Supply Chain Management
DUTIES: Contract administration. Contract Management. Filing & Record keeping

POST: FINANCIAL MANAGEMENT: INTERNAL CONTROL (2 POSTS) REF NO: /18 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Public Finance & Accounting/Business Management/Financial Management/Internal Auditing/Financial Accounting
DUTIES: Maintain & ensure good batch/ document control Review compliance of payments with policies Registering of invoices & tracking payments Assist in coordinating internal & external audits. Conducting financial inspection (petty cash inspection and assets verification)

POST: OFFICE OF THE CHIEF OPERATIONS OFFICER REF NO: /19 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Public Management/Business Administration
DUTIES: Development of Strategic Plans, Annual Performance Plans and Operational Plans. Assisting with provision of secretarial and administrative support

POST: INTERNAL AUDIT REF NO: /20 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Internal Audit
DUTIES: Execute approved audit procedures. Compile audit working papers

POST: INTERNAL SECURITY REF NO: /21 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Safety Management/Environmental Health
DUTIES: Implementation of the Occupational Health and Safety

POST: SPOUSAL SUPPORT SERVICES REF NO: /22 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Administration
DUTIES: Office administration, Finance & Supply Chain Management. Document Management.

POST: LEGAL AND EXECUTIVE SERVICES REF NO: /23 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of LLB Degree
DUTIES: Research, write legal opinion, drafting contracts

POST: RISK MANAGEMENT (2 POSTS) REF NO: /24 CENTRE: Pretoria

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree Risk Management/ Administration/Auditing/Commerce
DUTIES: Coordinate risk management

processes. Assist during the risk identification and assessment across the organization. Conduct fraud detection reviews. General administrative duties

POST: CORPORATE SUPPORT SERVICES: PROCUREMENT REF NO: /25 CENTRE: Cape Town

REQUIREMENTS: Applicants must be in possession of National Diploma/ Degree in Supply Chain Management/ Logistics/ Purchasing Management
DUTIES: Facilitate the process to obtain operating equipment for residences. Compile procurement requests. Initiate procurement processes. Obtain quotes.

POST: CORPORATE SUPPORT SERVICES: TRANSPORT REF NO: /26 CENTRE: Cape Town

REQUIREMENTS: Applicants must be in possession of National Diploma/ Degree in Transport Management/ Fleet Management
DUTIES: Management of transport bookings. Traffic fines, Accidents. Hired & leased vehicles. Flight & accommodation bookings. General administration

POST: CORPORATE SUPPORT SERVICES: INFORMATION TECHNOLOGY: REF NO: /27 CENTRE: Cape Town

REQUIREMENTS: Applicants must be in possession of National Diploma/Degree in Information Systems/ Systems Development/ Business Applications/ Information Technology
DUTIES: Development & maintenance of IT systems. Business systems analysis. Database administration. Hardware & software support. Helpdesk operations.

The Presidency is an equal opportunity, affirmative action employer. It is our intention to promote representivity (race, gender and disability). The candidature of persons whose appointment will promote representivity will receive preference. Candidates with disabilities are encouraged to apply.

APPLICATIONS: The Presidency, Private Bag x1000, Pretoria, 0001 or Hand deliver at 535 Johannes Ramakhoase Street (former Proes Street), Arcadia, Pretoria.

FOR ATTENTION: Mr Nosi Molepo ENQUIRIES: Ms Felicity Mokwele (012) 300 5875 and Mr Jimmy Mashavha (012) 300 5991

CLOSING DATE: 09 December 2016 @ 16h30

NOTE: Applications must be submitted on form Z83 and should be accompanied by certified copies of qualifications, ID as well as a comprehensive CV in order to be considered. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in your application not being considered. Correspondence will be limited to successful candidates only. If you have not been contacted within 3 months after the closing date of this advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be subjected to a pre-employment screening. The outcome of this screening will be considered to determine suitability for employment. WHO SHOULD APPLY? Unemployed South African graduates/post graduates, with a tertiary qualification in one of the fields of study mentioned in a specific advert, who has not been previously employed under any internship programme. **NOTE:** These internships are based in PRETORIA/CAPE TOWN respectively, as indicated. Candidates must be willing and able to find their own accommodation in Pretoria/Cape Town respectively, considering that they will not earn a salary but only a stipend. Each post must be applied for on a separate application. If an application is received where person makes reference to more than one post, only the first reference will be considered.



Implementation key for next AU Commissioner

OUTGOING AFRICAN UNION (AU) Commission Chairperson Dr Nkosazana Dlamini Zuma has had a successful tenure.

Bathandwa Mbola

With just one month until her tenure ends, AU Commission Chairperson Dr Nkosazana Dlamini Zuma has one gem of advice for her successor: implementation.

"It would help the continent if whoever comes [in as chairperson] continues with what has been done and agreed upon. The general priorities are there in terms of the African Union Agenda 2063 and the first 10-year plan.

"Some of the plans need to be achieved before others, such as the silencing of the guns, and then there is the skills revolution and infrastructure. Focus should be on implementation," Dlamini Zuma told the media

on the sidelines of the African Editors Forum held in Pretoria recently.

Dlamini Zuma concludes her four-year tenure in January 2017.

When she took over the position in 2012, Dlamini Zuma boasted many firsts: the first woman to head the AU; the first head of the AU Commission from Southern Africa and the first head of the AU Commission with liberation credentials.

Under Dlamini Zuma, the AU launched the bolder and more ambitious plan for the next five decades, Agenda 2063, which is a strategic framework for inclusive growth and sustainable development for Africa's transformation.

The commission, under

Dlamini Zuma's guidance, has also been credited with organising exemplary summits and events that start on time with better agenda management for leaders. But there has been criticism from some quarters of what has been described as the AU "missing in action" on peace, security and governance issues faced by member states.

Asked to reflect on this, Dlamini Zuma said one cannot change the world in four years.

"In four years, I talked about education and investing in people. Although it was member states that had to implement this, I am happy that it is understood by everybody.

"I also talked about agriculture. I can say that in the four years, we have seen an increase in that. We talked about infra-

structure, energy transport, intra-Africa trade, women and youth and active citizens - all of which are being implemented."

Her proudest highlight, however, is the self-funding of the commission by the member states.

"We could not have an organisation funded by other people, who might have other agendas of their own. I'm very proud to say that a decision has been taken last year [for us to] fund our organisation."

Last year, the leaders agreed to raise R15 billion a year to fund the AU Commission. They also adopted a new formula to charge 0.2 percent import duties to prop up the coffers as a way of minimising the reliance on external funding. **V**

Know your Minister



Minister Mosebenzi Zwane

Mosebenzi Joseph Zwane is the Minister of Minerals, a position she has held since September 2015.

ABOUT THE MINISTER

Mr Zwane obtained his secondary teacher's diploma from the South African Teachers' College in Pretoria. He also holds a certificate in Executive Leadership Municipal Development Programme from the University of Pretoria.

Prior to his current position Mr Zwane served as secretary of the ANC's regional executive committee (REC) and subsequently became chairperson of the REC in the Thabo Mofutsanyana region.

Mr Zwane was also a member of the Free State Provincial Legislature from 2014 to 2015. He previously served as the MEC for Agriculture and Rural Development, Economic Development, Tourism and Environmental Affairs in the Free State provincial government.

ABOUT THE DEPARTMENT

The department is responsible for promoting and regulating minerals and mining for transformation, growth, development and ensure that all South Africans derive sustainable benefit from the country's mineral wealth. **V**

SA, Zimbabwe cement economic ties

SOUTH AFRICA AND ZIMBABWE have reaffirmed their commitment to strengthen cooperation across numerous fields, particularly trade, investment and finance.

Priscilla Khumalo

President Jacob Zuma recently visited Zimbabwe for the inaugural Bi-National Commission (BNC) Summit in Harare. The BNC was co-chaired by President Zuma and Zimbabwean President Robert Mugabe.

A joint communique issued at the end of the BNC showed that since its inception in 2015, the BNC has made considerable progress in strengthening bilateral cooperation in sectors such as trade, investment, finance, health, labour, education, training, women and gender, sport and recreation, mining, tourism, energy, transport, infrastructure development, information communication technology, science and technology, tourism, immigration, defence and security.

"The two Heads of State expressed satisfaction with the strong historical and fraternal relations existing between the two countries and reiterated their com-



There is growing economic cooperation between South Africa and Zimbabwe.

mitment to continue to enhance these relations. They also reviewed a wide range of regional and international issues," read the communique.

The Presidents noted the growing economic cooperation between the two countries, and agreed to establish a Joint Trade and Investment Committee by the end of the first quarter of 2017.

To date, South Africa and Zimbabwe have signed 38 agreements and memoranda of understanding. Pres-

ident Zuma and President Mugabe urged the various departments to implement, as a matter of urgency, these instruments.

Beitbridge-Musina One-Stop Border Post

The BNC stressed the urgent need for the establishment of a One-Stop Border Post at Beitbridge-Musina, as decided by the Joint Permanent Commission at Victoria Falls in 2009.

"To that end, the commission decided to finalise the

modalities for its establishment by the time of the next BNC in 2017," said the communique.

Drought, wildlife matters

The BNC noted that illegal trade in ivory and other wildlife products remains a concern for both countries. The two countries agreed to further collaborate in finding solutions to the illegal wildlife trade challenges including through joint law enforcement operations. **V**

Proteas prepare for battle

Albert Pule

Fresh from the empathic series win in Australia, the Proteas will want to use home-ground advantage when they welcome Sri Lanka for an incoming series.

The two teams will play 11 matches between December 2016 and February 2017. There will be three test matches followed by three T20 matches

and five one day internationals (ODI).

The two teams are currently ranked 5th and 6th and would like to improve their rankings. South Africa is just one ranking above Sri Lanka on the test rankings and 2nd in the ODI rankings, while Sri Lanka is ranked a lowly 6th in the same format. On the T20 circuit, South Africa is ranked 3rd while their opponents are ranked 8th. **V**

Fixtures for test matches:

Date: 26th – 30th December 2016

Time: 10h00

Venue: St George's Park, Port Elizabeth

Date: 2nd – 6th January 2017

Time: 10h00

Venue: Newlands, Cape Town

Date: 12th – 16th January 2017

Time: 10h00

Venue: The Wanderers Stadium, Johannesburg

Fixtures for the T20s:

Date: 20 January 2017

Time: 18h00

Venue: SuperSport Park, Centurion

Date: 22 January 2017

Time: 14h30

Venue: The Wanderers Stadium, Johannesburg

Date: 25 January 2017

Time: 18h00

Venue: Newlands, Cape Town

Fixtures for ODIs:

Date: 28 January 2017

Time: 10h00

Venue: St George's Park, Port Elizabeth

Date: 01 February 2017

Time: 13h30

Venue: Kingsmead, Durban

Date: 04 February 2017

Time: 13h30

Venue: The Wanderers Stadium, Johannesburg

Date: 07 February 2017

Time: 13h30

Venue: Newlands, Cape Town

Date: 10 February 2017

Time: 13h30

Venue: SuperSport Park, Centurion



BlitzBokke compete in Dubai



Albert Pule

Following his success at the World Rugby Awards, Seabelo Senatla and his teammates would like to continue on a winning streak as the BlitzBokke competes in the Dubai World Sevens Series.

The South African speedster was voted the World Rugby Sevens Player of the Year in association with HSBC for 2016. He follows in the footsteps of teammates Cecil Afrika, who won the Award

in 2011 as well as Werner Kok in 2015. For the Dubai leg of the World Series, the team is grouped in Pool B with the United States Sevens, Scotland Sevens and Uganda Sevens. There are only three teams from the African continent. The other two teams are Kenya and Uganda. The Dubai leg of the sevens series will be played from the 2nd of December to the 3rd. After that, the BlitzBokke will host the next edition in Cape Town from 10-11 December. **V**