

2022
2023

YEAR IN REVIEW

DEPARTMENT OF INFRASTRUCTURE DEVELOPMENT



GAUTENG PROVINCE
INFRASTRUCTURE DEVELOPMENT
REPUBLIC OF SOUTH AFRICA

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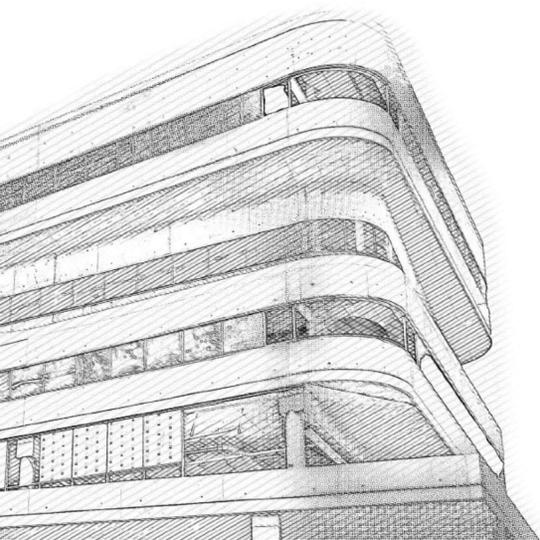
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WELCOME TO THE 2022 - 2023 YEAR IN REVIEW

Hello Team DID

We are excited to bring you the 2nd issue of the Year in Review, for the 2022-2023 financial year. This is an internal magazine designed to celebrate and reflect on the tremendous achievements of Team DID. The Department of Infrastructure Development has been hard at work during the 2022-2023 financial year to deliver on our vision to champion the Gauteng Provincial Government's socio-economic development and spatial transformation through sustainable infrastructure development and comprehensive immovable asset management.

During February 2023, we welcomed our newly appointed Head of Department (HoD), Ms Masabata Mutlaneng. HoD Mutlaneng is a seasoned public servant who has served the Gauteng Provincial Government (GPG) with diligence since 2002 and is renowned for her commitment to service excellence as well as sound and visionary leadership. She also has vital experience at the local government level, having served as the acting City Manager of the City of Tshwane. Her previous experience as the DDG for Corporate Services and the Expanded Public Works Programme (EPWP) at Team DID gives her unique insight and knowledge, which will assist her to succeed in her new responsibilities. We congratulate her on this important appointment and look forward to working with her and the team at DID as we seek to make significant strides that will help us expedite infrastructure delivery.

In January 2023, we held stakeholder engagements with over 300 built environment professional service providers (PSPs) and contractors that are undertaking projects on behalf of the Infrastructure Development and Human Settlements departments, both of which form part of our portfolio. These critical engagements assisted us in strengthening our relationships with contractors and professional service providers. We need to collaborate to identify areas of weakness and leverage our strengths in order to improve the pace and rate of infrastructure delivery in the province. Throughout the year, we have participated in several engagements with members of the Gauteng Provincial Legislature's (GPL) Portfolio Committee on Infrastructure Development. The GPL is an important accountability and governance platform, which enables the people of Gauteng to participate in governance processes and hold us to account in terms of the mandate that we have been given.

The DID offers several youth focused programmes including our Internship Programme and our Expanded Public Works Programme's (EPWP), National Youth Service (NYS) Programme, the Vacant Land and Facilities project and Health Maintenance project. These important programmes create a platform for the youth to access opportunities that will give them the requisite skills to build successful careers and become productive participants within the mainstream economy. The DID is committed to ensuring that EPWP projects are responsive to climate change and the Fourth Industrial Revolution (4IR), to this end we actively work to ensure that participants are equipped with the relevant skills to assure they are part of the 4IR and to positively respond to the challenges of climate change.

Testament to the success of the EPWP is Puseletso Mabina, a former NYS participant who is now a Boiler Assistant at Johan Heyns Hospital. Kudos go to Shamil Desai, now a mechanical engineer, who came through our Graduate Trainee programme. The DID is an example of a Public Sector Department which empowers women to take up the mantle of leadership. Change is afoot in the built environment sector, with more women taking up leadership positions, as evidenced by the recent appointment of Sekadi Phayane-Shakane as the CEO of the South African Institution of Civil Engineering (SAICE) and we at Team DID are at the forefront of promoting and driving this integral



Lebogang Maile

MEC for Human Settlements and Infrastructure Development

transformation. As an example, Tebogo Mary Mocheni is the DID's first female Regional Head. She leads operations at Sedibeng Maintenance Hub and started her career as a NYS participant. The story of Mogau Makofane, a former EPWP, Zivuseni Reloaded participant, appointed as Boiler Operator based at Weskoppies Hospital, is indeed inspiring.

As Team DID, we need to strengthen our efforts to transform our workplace, our country and our world! Mulalo Ratombo, a Storeman at South Rand Hospital, who identifies as lesbian, challenges us to be more sensitive and work with the LGBTQIA+ community in driving change. Linah Shabangu, a blind Telephone Operator in Tshwane reminds us that empowering persons with disabilities empowers South Africa to achieve more. Pinky Tshoane, an Administrative Clerk who lives with albinism and is battling skin cancer, cautions us that harmful myths still thrive and we must actively work to remove prejudices.

Team DID has a bold Employment Equity Committee which provides oversight to ensure that we remain resolute in our commitment to employment equity, inclusion and transformation, but for our goal to be achieved, each of us needs to do some critical introspection and firmly commit to change within our personal and professional spaces.

This 2022 - 2023 Year in Review magazine is filled with great stories of triumph, success and showcases the power of working together. It also highlights the need for transformation, continuous innovation, magnified growth and accelerated service delivery. Together, we make the difference.

Happy reading!

Keeping our Boots Firmly on the Ground

I am proud to bring you this stellar Year in Review magazine celebrating the work of the Department of Infrastructure Development (DID). The 2022-2023 Year in Review magazine showcases public service excellence and contains some of the most inspiring stories from our real time online publication InTouch.

You, Team DID are the boots on the ground - leading our mission to deliver infrastructure, optimise fixed capital investments and manage the full lifecycle of GPG owned immovable assets in a manner that contributes to economic transformation and job creation.

Team DID champions socio-economic infrastructure delivery, investment and management in Gauteng. We undertake this mandate in a complex environment, impacted by global, national and provincial events, which directly affect the pursuit of our desired impact. To successfully execute our mandate, we work with a wide range of stakeholders inclusive of the three spheres of Government and a variety of interested and affect parties. This magazine showcases the important role of the Directorate, Intergovernmental Relations (IGR) and Stakeholder Management who work tirelessly to manage these complex relationships.

Over the years, natural disasters such as flooding in the Vaal, sinkholes in the Westrand and the tornado in Tembisa have become more frequent. These natural disasters have caused damage to social infrastructure, homes, businesses and transport networks. Gauteng Premier, Panyaza Lesufi highlighted some interventions that need to be taken into consideration to mitigate these issues, which include the early detection of sinkholes, public campaigns aimed at creating awareness on the dangers of sinkholes to avoid the collapse of houses and other vulnerable structures. Team DID is fortunate to have professional Internal Project Managers who are able to navigate the impact of these events.

Be sure to read about our refurbishment of Tshwane Regional Hub which is host to the largest number of the Department of Infrastructure Development employees. In an exciting new development, this Hub now hosts DID Connect, our Employee Health and Wellness Lounge which will be operational shortly. Morati Sethabela, our resident fitness guru, advocates for a healthy lifestyle and reminds us to focus on preventative measures such as regular health screenings, making conscious food and lifestyle choices. Remember to make use of our toll free, 24 hour, professional, employee health and wellness hotline, DID Connect. This service is available to you and your immediate family and can be accessed confidentially via 0800 004 770.

We are pleased that our Built Environment Student Chapter, a partnership with the Department of Infrastructure Development, the DPWI, the University of Johannesburg and the Engineering Council of South Africa (ECSA) has been adopted nationally - be sure to read about this cataclysmic partnership. We congratulate our Control Environment Officer, Livhuwani Muluwlu, who was one of three South Africans awarded the prestigious Danida Fellowship Scholarship. Livhuwani set off to Denmark to join this Fellowship studying Climate Change: Adaptation, Mitigating and Resilience. The DID continues to ensure that we have the requisite capacity and skills to provide the infrastructure delivery and management services required for the fulfilment of our mandate through our Directorate Human Resource Development.

We are ecstatic to celebrate the achievements of Morongwa Mushoma and Letsika Mokoena who completed the Ethics Officer Certification Programme (EOCP) which will undoubtedly improve our ethical governance. Team DID



Masabata Mutlaneng
Head of Department

congratulates our newest legal eagle, Thabisile Moyo and our first female PhD, Dr Ramona Baijnath. We salute Dr Mandla Twala on the publication of ten academic articles.

Team DID observed the World Autism Awareness campaign which calls on us to accept and support autistic people in society and the workplace. We thank Nonhlanhla Bob, for sharing her experience with raising an autistic child and highlighting the importance of parental support. Remember, DID Connect can provide support to you and your immediate family.

Team DID is responsible for the maintenance of 229 clinics, 34 hospitals and 11 forensic mortuaries, 5 laundries and 29 community health centers in Gauteng, be sure to read about the key priorities of our Regional Managers. In the closing pages of this magazine, we bid farewell to our 25 retirees. Their contribution to Team DID and the people of Gauteng is significant. We acknowledge your impact and thank you for your service.

The 2022-2023 Year in Review magazine is crammed with the best of Team DID. I hope you enjoy this magazine as much as I do.

DDGs Hone in on 2023-2024 Roadmap

Article by Sthabile Cele

During the sprint to the end of term, the Department of Infrastructure Development will focus on five core areas inclusive of the completion of incomplete infrastructure projects, addressing infrastructure backlogs, economic transformation, property optimisation and strengthen our capacity to deliver.

We will support the Gauteng Provincial Governments (GPG) Township Economy Act through a focus on projects in Townships, Informal Settlements and Hostel (TISH) areas to empower township enterprises, women, youth, and people with disabilities. Additionally, the DID will implement the Property Optimisation Strategy to formalise and coordinate Government efforts through the identification of revenue generating assets and space optimisation. Our Reporter spoke to DDGs to learn more about these plans.



Wesley Jacobs
Acting DDG for Corporate Services

The Branch Corporate Services has a firm mandate. In addition to our annual deliverables, the Team will deliver several high impact projects. The Chief Directorate, IRPS will fully operationalise Lutsinga Infrastructure House whilst the Directorate ICT in line with our approved strategy will automate key systems to optimise service delivery. The Chief Directorate, Human Resource Management is set to implement our new organisational structure, launch the DID Connect Wellness Centre at Tshwane Regional Hub and massify this roll-out. I am confident that the Branch Corporate Services is fully conversant with our deliverables and know that the team is raring to deliver.



Neo Mosebo
DDG for Property Management

Property Management will focus on several key initiatives during the 2023-2024 FY. These include the optimisation of the utilisation of immovable assets and reduction in holding costs through the disposal of non-core assets which will also assist the DID with revenue generation. The rapid release of properties for socio-economic purposes. Repurposing strategic vacant properties through leasing and partnerships with 3rd parties to prevent illegal occupation.



Mmakwena Selepe
DDG for Education & STARS

Social infrastructure is critical and plays a major role in enabling Public access to services. The Branch Education and STARS will be focusing our attention on the completion of all projects in construction and the conclusion of planning stages. New schools, major upgrades, libraries and restorative repairs projects are our key focal points. Equally critical to this year's plan, is to augment and strengthen our technical capacity.



Realeboga Mahapa
Acting DDG for Health

All South Africans have the right to quality healthcare and a right to decent accommodation. The Health Branch is committed to provide health facilities according to National Health Standards Specifications and within quality, time, and cost. The Branch is working towards completing five clinics within the financial year which are compliant with National Health Insurance Bill. The Branch will focus on ensuring value for money by maintaining health infrastructure within timelines by ensuring healing environments through the face-lift of facilities especially in waiting areas, casualties, receptions, ablution areas, walkways and dilapidated wards which require urgent renovations.

“STRIKING A BALANCE BETWEEN EMPOWERMENT & DELIVERY” - MEC Maile

Article by Zubenathi Ngqikiza

During January 2023, the MEC for Human Settlements and Infrastructure Development, Lebogang Maile held stakeholder engagements with over 300 built environment Professional Service Providers (PSPs) and Contractors undertaking projects on behalf of the Infrastructure Development and Human Settlements portfolios.



We have scheduled these critical engagements to strengthen our relationships with contractors and Professional Service Providers. We need to collaborate to identify areas of weakness and leverage our strengths. To achieve this, we as Government, need to ensure a conducive environment with strong coordination. We are building schools, clinics and housing developments together - so let us build sound infrastructure. We need to collaborate to ensure our infrastructure is delivered on time, within budget and scope and of the requisite scope. Let us harness local labour and where possible buy local - this will build our economy ensuring that we thrive together", said MEC Maile.

MEC Maile urged stakeholders to, "Strike a balance between empowerment and delivery. We cannot have a situation where we are just talking about empowerment but there is no delivery!" MEC Maile maintained that a radical approach is required to end the non-performance of contractors and professional service providers.

Stakeholders were afforded the opportunity to weigh in on some challenges experienced during project delivery. Critical focal areas included the delay in awarding projects which led to outdated or inadequate project scoping which contributed to budget overruns, insufficiently experienced contractors and PSPs and delays in payment due to time lags from sister Departments. Stakeholders called for heightened security on site to offset criminal activities contributing to project stoppages and the reduction of red tape which resulted in setbacks in attaining Occupational Certificates.

MEC Maile highlighted the abuse of project cost variations, "It's not possible that every project has a variation - and that variation is the maximum allowed contractually, which is 20% of the contract value. This means there is a problem. We cannot allow this abuse to continue. Legally and in principle, there is nothing wrong with variations - as long as this facility is not abused and is utilised for the intended purpose".



HOD MUTLANENG AT THE HELM OF TEAM DID

Article by *Tiisetso Ngoedi*

During February 2023, the MEC for Human Settlements and Infrastructure Development, Lebogang Maile, welcomed the newly appointed Head of Department for Infrastructure Development (HoD), Masabata Mutlaneng.

HoD Mutlaneng is a seasoned public servant who has served the Gauteng Provincial Government (GPG) with diligence since 2002. HoD Mutlaneng has extensive experience and is renowned for her commitment to service excellence as well as sound and visionary leadership. We congratulate her on this important appointment and look forward to the strides she will help us make to optimise service delivery," said MEC Maile.

HoD Mutlaneng has a wealth of public sector experience spanning over two decades. During 2020 she served as the acting City Manager at the City of Tshwane responsible for the management and oversight of the establishment of municipal transformation and institutional development initiatives and systems. Additional responsibilities included municipal financial viability, good governance and public participation.

During her illustrious career she attained an unqualified audit opinion in her role as City Manager at the City of Tshwane. "My objective has always been to provide solutions and innovative leadership for the socio-economic growth and development of our Country as well as to improve the leadership capabilities to effectively lead institutions towards ethical and accountable corporate governance for a better society," said HoD Mutlaneng.

HoD Mutlaneng has also served as the DDG for Corporate Services and the Expanded Public Works Programme (EPWP) at Team DID. The HoD is committed to continuous development and improved performance, she holds a Masters Degree in Business Leadership (MBL) from the University of South Africa (UNISA) and has plans to pursue a Doctoral degree.

HoD Mutlaneng added, "Together with our stakeholders and the professionals at Team DID, we have developed Service Level Agreements that will help us to deliver infrastructure projects and manage public facilities in our custody to address the service delivery needs of our community effectively and efficiently. Our 2023-2024 Annual Performance Plan is set to reduce the infrastructure backlog and will create more than 5000 job opportunities for young people. We will work closely with our communities, our Municipalities and sister Departments to grow Gauteng together."

HoD Mutlaneng said, "I am grateful for the confidence that Premier Lesufi and MEC Maile have accorded me. I am well versed in the infrastructure portfolio and look forward to leveraging our strengths to accelerate service delivery. MEC Maile has given me a firm brief and I have met with range of internal and external stakeholders to ensure that we move together swiftly with deliberate, intentional and well-defined goals."

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PROJECT MANAGERS



WEIGH IN ON THE TOLL OF NATURAL DISASTERS

Article by Zubenathi Ngqikiza

Natural disasters such as flooding in the Vaal, sinkholes in the Westrand and the tornado in Tembisa have caused damage to social infrastructure, homes, businesses and transport networks.

According to Gauteng Premier, Panyaza Lesufi, "We have entered an era of disasters. We have to be ready as the provincial government!" The damage to social infrastructure can exacerbate vulnerability and restrict access to food and water and or income-generating activities. South Africa recently experienced floods which affected Gauteng, KwaZulu Natal, the Eastern Cape and North-West provinces. This year, the Minister for Finance, Enoch Godongwana allocated R695 million to deal with the impact of floods.

Sinkholes have cost the country over R1,3 billion. Approximately 25% of Gauteng and parts of Mpumalanga, Limpopo, North West and Northern Cape Provinces are underlain by dolomite. According to the Council for Geoscience, sinkholes have claimed the lives of 39 people in South Africa in the past 50 years. Earlier this year, Relebogile Secondary School in Khutsong developed a sinkhole.

The Merafong Municipality is underlain by dolomite, which is affecting a number of areas including Carletonville, Welverdiend and Khutsong. Merafong Municipality has recorded about 219 sinkhole events in Khutsong and approximately 77 families have been relocated to safer ground. Premier, Panyaza Lesufi highlighted some interventions that

need to be taken into consideration to mitigate these issues, which include early detection of sinkholes, public campaigns aimed at creating awareness on the dangers of sinkholes to avoid the collapse of houses and other vulnerable structures. Premier Lesufi conducted a site inspection of Khutsong with representatives of the scientific team from the African Centre for Disaster Studies.

This scientific team is assisting the province to immediately find a workable solution to prevent loss of lives and ensure food security and the wellbeing of our residents. According to Premier Lesufi, "If we do not act, this community will be swallowed by sink holes. Every day, we are inundated with emergency calls as houses are collapsing. We have now reached a stage where we have to declare a state of disaster in this municipality. The Gauteng Provincial Government is establishing a permanent Emergency Disaster Site, working on the early detection of sink holes, providing psychosocial support to effected families, running a public campaign about dangers of sink holes, and urging communities in dangerous areas to migrate within reasonable time to areas made available".

Our Reporter spoke to our Internal Project Managers (IPMs) at Team DID to discuss the impact of natural disasters on social infrastructure.



Jay Singh

IPM: Education

Natural disasters often result in the physical destruction of lives and infrastructure such as damage to property, bridges, roads, services such as power stations, water, storm, telecommunications and sewer networks which instantly slump the economy after the catastrophe. Sink holes also develop from changes to the groundwater table, digging through soil layers which causes a weakness and can be easily washed away. Such collapses can cause further damage to the service networks and are costly to repair. Sinkholes can be detected by structural cracks on floors and walls and can be repaired or prevented by detecting and curtailing their causes. We generally carry out geo-technical investigations which can reveal the types of layers on the ground. These tests determine the stability of the soil to enable the engineers to design accordingly.



Mandla Lusenga

IPM: STARS

I can speak on the natural disasters such as wind and heavy rainfalls because in the country we have never been affected by the volcanos. Our designs used to be based on the existing phenomenon such as 100-year floods, meaning that we might experience floods once in 100 years. Nowadays, our designs are strengthened for the worst-case scenarios that could happen anytime, because natural disasters occur more regularly than in the past. Therefore, we use material that is 10 times stronger to cope with today's climate. For facilities that are already in existence, we improvise by building extra walls to protect them depending on how much wind the facility is exposed to.



Tsholofelo Mokonoto

IPM: STARS

Natural disasters can set us back badly and impact on the progress of the project. From the planning stage, we usually find out about the weather pattern on the area where the project will be located, but since it's a bit difficult to predict the weather these days, it's best to use the quality material from the very beginning.



Mziyanda Mgozeli

IPM: Education

Natural Disasters impact negatively on our projects due to the costs that come along with them. Whenever we plan the projects, we usually include the provisions for unforeseen events in the contract, but the challenge we usually face is if the client departments do not allow or approve these provisions, because of the price increase on the projects that need to be implemented. Ours is to develop an agitation committee that will scrutinise the correctness of the price increase.



Octavia Khomane

IPM: Education

The overarching responsibility of Infrastructure implementing organisation is to manage and prioritise the implementation and delivery of critically needed social infrastructure and development programmes on behalf of the government. With that being said, the increase in extreme events will strain public resources due to the need to declare and support disaster areas in an immediate crisis as well as during long-term recovery. Climate-related disasters are by far the most frequent natural disasters. Annually they cause loss of lives, impact livelihoods and cause harm to infrastructure, societies and economies all over the world. I feel there is a need for comprehensive risk management.



Turning Up the Heat-Meet Boiler Assistants PUSELETSO & DINEO

Article by Lesedi Ramashala, Naledi Lebina & Nqobile Sithole

The Department of Infrastructure Development's, Puseletso Mabina and Dineo Makhanya are at home in the heat. The two are Boiler Assistants at Johan Heyns Hospital situated in Vanderbijlpark.

Puseletso joined the National Youth Service (NYS) programme in 2015 where she acquired skills in painting, carpeting, electrical work and fitting. This exposed her to a range of trades within the Health Branch. Puseletso said, "I do not like working with computers. Growing up, I used to enjoy doing manual work at home such as fixing door frames. I enjoy working with my hands, so I was a natural at learning the different artisan trades".

Dineo mentions that her aspiration has always been to showcase that it is possible for women to do work that has been traditionally regarded as the domain of men. She joined DID as an NYS Learner in 2007 gaining work experience as an Administration Clerk at Sebokeng Clinic. Next, Dineo joined Team DID as a permanent employee.

Puleng and Dineo provide boiler operational support to ensure the delivery of steam to the hospital around the clock. They play a critical role in the operations of the hospital as the steam provided by the boilers is utilised for a variety of purposes, including the sterilisation of equipment, the heating of water and to heat hospital buildings. As Boiler Assistants, they work within a team to clean the boiler house, conduct ash removal and provide support to the Boiler Operator by cutting, shaping, assembling and welding steel to construct and repair metal products. Dineo adds, "Working in the Boiler is strenuous. When defects occur, the day becomes even more demanding. I always try to stay productive and assist in the workshop".

These passionate Boiler Assistants adhere to Occupational Health and Safety procedures and are always cautious in the Boiler Room. According to Puseletso, adjusting to the shift work system was a challenge. "As much as safety plays an essential role in my field of work, as a mother, I had to balance my weekly shifts with my family responsibilities", said Puseletso.

Dineo spoke about challenges that women still face in the workplace. "Despite progress made thus far, women continue to face multiple barriers based on gender and its intersections. The male-dominated workplace sets women up as adversaries. We must resist this strife and continue to work professionally with each other," she said.

During her recreational time, Dineo assists a Non-Governmental Organisation (NGO) in her community to provide nourishment to those in need. Her message to women at Team DID is to encourage them to pursue any career they dream of. She added, "All you need to succeed is determination, perseverance, and self-belief!" Puseletso said, "I believe that if women work together and not undermine each other's positions in the workplace, we can change the narrative. Do not limit yourself, women should empower themselves by getting out of our comfort zones, gain new skills and try different trades". Dineo aspires to study towards an Undergraduate Degree in Electrical Engineering and ultimately become a Chief Artisan. Puseletso also plans to further her studies.

“

"I believe that if women work together and not undermine each other's positions in the workplace, we can change the narrative. Do not limit yourself, women should empower themselves by getting out of our comfort zones, gain new skills and try different trades"



@ THE COALFACE OF SERVICE DELIVERY – IGR & STAKEHOLDER MANAGEMENT

Article by *Tisetso Ngoedi*

The Department of Infrastructure Development (DID) champions socio-economic infrastructure delivery, investment and management in Gauteng. We undertake this mandate in a complex environment, impacted by global, national and provincial events, which directly affect the pursuit of our desired impact.

To successfully execute our mandate, we work with a wide range of stakeholders inclusive of the three spheres of Government and a variety of interested and affect parties. The Directorate, Intergovernmental Relations (IGR) and Stakeholder Management manages these complex relationships with stakeholders inclusive of Government, community members, contractors, professional service providers, interest groups, project managers and politicians through community engagements from the inception of infrastructure projects.

The complexities in the delivery of our infrastructure projects have increased the importance of stakeholder management and the role of IGR and Stakeholder Management has become integral to the successful delivery of projects.

Our Reporter spoke to the Directorate IGR and Stakeholder Management to gain a better understanding of the environment they operate in and their role in the delivery of socio-economic infrastructure.



Neil Pillay

Director: IGR & Stakeholder Management

For any project to start in a particular area, IGR and Stakeholder Management have to meet with Members of the Mayoral Committee (MMCs), the Speaker's Officer and the Ward Councillor to attain buy in and support for the technical teams. Through a rigorous community participation process, Municipalities and community structures are informed and invited to participate in the setting up of Governance structures. These include, the appointment of Project Steering Committees and Community Liaison Officers to oversee the successful implementation and handover of DID projects. These Governance structures provide oversight to ensure that all the prerequisites of the Gauteng Provincial Government (GPG) are adhered to with regards to community beneficiation. Additionally, Stakeholder Management intervenes throughout the project cycle when there are disruptions by various stakeholders to speedily resolve the impasse.

During these engagements, several issues come into play some emanating from processes not being properly followed or communities misunderstanding the processes. We mainly face disruptions from business forums, sub-contractors and experience project delays with regard to bulk connections, land transfers, compensation events and acquiring completion certificates to fast-track project delivery. In some instances, my team members end up being threatened by these business forums to an extent where they are held hostage. By understanding stakeholder needs in a particular Gauteng corridor, we have a Stakeholder Management strategy where we consult and collaborate to respond to risk factors to optimise service delivery.



Diana Chauke

Stakeholder Management Officer

Some of the projects that I have worked on include Athlone Girls High School, Inkululeko Yesizwe Primary School, Bekkersdale Social Integration Facility. I enabled the social facilitation process which went smoothly on most projects. In some instances, it happens that the expectations of some stakeholders are not met and they can go to an extent of sabotaging the project. Our role is to facilitate the communication with all stakeholders to ensure that projects are prioritised.



Khulile Nkwanyana

Deputy Director: IGR

Through the IGR, the Department has forged relations with all spheres of Government including National Government in addressing service delivery matters. IGR issues emanate from the delays in finalising land ownership, town planning processes and issuance of occupation certificates. The Sub-Directorate, IGR has created platforms through bilateral sessions at technical level to address these challenges and will assist in fast-tracking decisions where issues are reported and addressed. The City of Ekurhuleni is in a process to give rights to DID using the current lease to fast-track the development of Barcelona Primary School. These bilaterals have led to the speedy resolution of numerous matters that have been outstanding for some time such as the Bekkersdal Social Integrated Facility, this facility experienced a delay in finalising a town planning issue since 2019 involving a third party. Through bilateral engagements, parties have agreed and found each other. The IGR encourages Branches not to wait for projects to be escalated at a political level but to utilise these platforms to register issues and resolve them in time. The Sub-Directorate IGR takes pride in strengthening relations with stakeholders across sectors to the attainment of service delivery targets.



Moagi Saeshago

Assistant Director: Stakeholder Management

While working on the Roodeplat Dam maintenance projects, some members of the community claimed to represent local SMMEs and stopped the appointed contractor from doing maintenance work on-site. The Sub-Directorate convened a meeting between the DID, the Ward Councillor and the concerned group and negotiated an amicable solution. In our deliberations, it turned out that this group demanded to be appointed to do work on-site despite not complying with minimum requirements for appointment. They felt that they needed to benefit as the property was in their area. Through our various meetings, we also agreed to empower the local businesses with information as part of long-term solution to the challenges. To that effect, we have agreed to host a workshop wherein various stakeholders such as our Chief Directorate Supply Chain Management, the Departments of e-Gov and Treasury and the City of Tshwane will host a workshop to assist the local SMMEs to be compliant and ready to compete for the maintenance work on-site. It is after this intervention that the situation at Roodeplat Dam is now stable and work is continuing without hindrance. This amicable solution will assist the DID to prepare the site in time for the World Rowing Championships scheduled for June 2023.



Tinyiko Hlungwana

Senior Communications Officer: Stakeholder Management

I have worked on projects that are based in the Sedibeng District Municipality. Devon Library and Boipatong Library are some the project that I facilitated. In my experience, business forums have been the most problematic because they act as if they are representing the community while they do so for themselves. If not, properly handled, the business forums can influence the community against the project that they so need. The project which is meant for the benefit the community falls in the hands of the dominant forum at the expense of the less popular forum. In a situation where the main contractor appoints the sub-contractor from outside the area, be it a ward; region or Province based on merit, that can cause havoc and the project will have many stoppages.



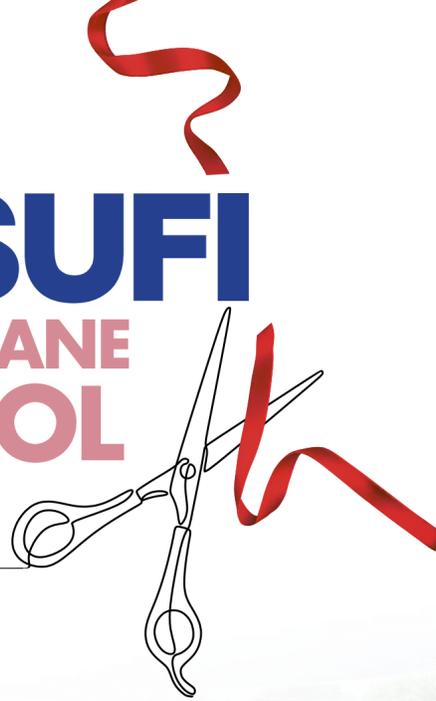
Thulani Mbatha

Senior Communications Officer: Stakeholder Management

I remember one scary experience when I attended a pre-planned meeting. Little did I know that we would be ambushed. The meeting started off well and I expected briefs from the Community Liaison Officer and the Project Manager, but then a group of labourers entered the boardroom and demanded answers on the concerns. The meeting then degenerated with chairs flying. I eventually stopped the meeting and postponed it to a later date. In most projects, things do not always go according to plan. The process is not always welcomed by those who do not get the opportunity. Strikes, boycotts and vandalism become the order of the day. It is our duty as the Sub-Directorate Stakeholder Management to resolve the situation for projects to be completed on time and within budget. There are many factors that contribute to delays. There is also the issue of late payment to contractors or sub-contractors.

PREMIER LESUFI OPENS R40 MILLION MAPENANE SECONDARY SCHOOL

Article by Sthabile Cele



The 2023 academic year kicked off with the opening of Mapenane Secondary School in Ga-Rankuwa by Gauteng Premier, Panyaza Lesufi. The construction of Mapenane Secondary School was executed by the Department of Infrastructure Development (DID) on behalf of our sister Department, the Gauteng Department of Education (GDE).

Premier Lesufi urged the community to guard the school against any acts of vandalism and criminality, "We are here today as the Gauteng Provincial Government to officially open this beautiful education facility, at the value of R40 million to the community of Ga-Rankuwa in Zone 16. This is the investment for the community and I urge you to protect and use it properly. Please do not vandalise the school!"

Premier Lesufi continued, "The type of infrastructure that we must build should be of world class standards with latest innovations. We want to debunk the thought that says Township school should be ordinary schools. Township schools should be the best schools! The new generation of schools that we are building in Gauteng should be for the future generation. Our children will learn what is relevant for the future."

The HoD for Infrastructure Development, Masabata Mutlaneng said, "The Department of Infrastructure Development is enabling the GDE to conduct their core business which is education and learning in a conducive environment through the construction of this state-of-the-art school. During 2023, the DID will deliver approximately 116 classrooms in Gauteng. I would like to wish the Learners at Mapenane Secondary School a productive year".

The scope of works at Mapenane Secondary School consists of the restoration of existing classrooms and the new construction of an administration block, two classroom blocks, a science laboratory, library, nutrition block, guard house, refuse yard and two ablution blocks.



TEAM DID CELEBRATES PRIDE MONTH

Article by Hajira Ally & Nthabiseng Malatji

During November 2022, Team DID celebrate Pride Month under the theme, “Celebrating 50 years of Pride”. Pride Month acknowledges the many positive achievements of the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and plus (LGBTQIA+) communities in South Africa and around the globe. Our Reporters engaged Team DID to discuss the importance of Pride Month.



Martha Mahlaba
Senior Administration Officer

Just as we cannot choose nature, we cannot choose who we are. I grew up with someone that was part of the LGBTQIA+ community and they struggled - as people were not as accepting as they are now. I am grateful that we now acknowledge openness and embrace acceptance.



Morena Meya
Deputy Director: Legal Services

It is important to celebrate the inclusivity of the LGBTQIA+ community since we should accept others for who they are because they are born that way. All individuals living in South Africa have the right to be protected under the Constitution regardless of their sexual orientation.



Manqoba Ngcobo
Geographical Information Systems Technician

I grew up around people that are part of the LGBTQIA+ community, I have always seen them as equal as any other person. Hence, it is good that non-binary persons can freely express themselves. There should be more education.



Hope Mbayela
Administration Officer

We live in a world where members of the LGBTQIA+ community are still being discriminated against. We should be more accepting of how people choose to live and who people choose to love. We are living in a world full of hardships – an individual's sexual orientation should be the last thing we worry about!



Tshisikhawe Thangavhuelelo
Photographer

It is important to celebrate this month and allow the Pride community to freely express themselves without fear.



Hajira Ally
Intern: Internal Communications

People should not be discriminated for who they love, we should just accept and respect others and their preferences.



Zubenathi Ngqikiza
Senior Communication Officer

It is important to celebrate Pride Month because individuals in the LGBTQIA+ community were born that way and we should learn to embrace them.



Nkateko Nwaila
Intern: Internal Communications

It is important that we celebrate Pride Month so that we stop the discrimination. The Constitution has accepted the LGBTQIA+ community. As society, we should celebrate and appreciate our individuality for an inclusive community.



DID YOUTH PROGRAMMES YIELD DIVIDENDS

Article by Hajira Ally & Nthabiseng Malatji

The Department of Infrastructure Development (DID) has welcomed the appointment of 198 former National Youth Service (NYS) and Internship participants, who attained permanent employment within the Department and externally.

According to the MEC for Human Settlements and Infrastructure Development, Lebogang Maile, "The DID National Youth Service programme received 2500 participants of which 168 participants have left the programme to take up permanent employment. Our Internship Programme received 164 Interns of which 30 have obtained permanent employment. The DID Internship Programme commenced in August 2022 and offers a 24-month Internship to Gauteng youth between the ages of 18-35. Government programmes such as these two create a platform for the province to harness the youth dividend as we give young people the opportunity to hone their skills, gain work experience, participate in the mainstream economy and become actively involved in the work of rebuilding our country".

Gauteng Premier, Panyaza Lesufi has consistently emphasised youth development as a focus and priority of the provincial government, "Young people constitute 39% (5 million) of the total population in Gauteng. About 2,3 million of these young people could be classified as not in education, employment and training. Therefore, as a province, we continue to place youth development at the centre of our planning. The future belongs to young people and they must be taught now how to run government". The DID offers several youth focused interventions and programmes including the Expanded Public Works Programme (EPWP), National Youth Service (NYS) programme, the Vacant Land and Facilities Maintenance programme, Health Maintenance project and the Internship programme.

According to the Head of Department for Infrastructure Development, Masabata Mutlaneng, "The impact of our NYS and Internship Programmes is growing, with 198 participants gaining valuable work experience through their placement at the DID, allowing them to enter into permanent employment. Our efforts through the EPWP will be showcased in our upcoming Summit which will focus on the upscaling of the programme and is set to involve a range of public bodies to synergise our response to unemployment in the country. Today, we have 198 more active citizens and tax payers who contribute to the fiscus of Gauteng and South Africa".

Former Intern and newly appointed Portfolio Officer at the DID, Nyiko Mofokeng said, "This opportunity means so much to me. It shows that my

hard work is being rewarded. Being appointed in this position demonstrates that I have advanced and grown in my career. I would like to encourage Interns to work hard and dedicate themselves to their work". Mofokeng graduated with a B-Tech Degree in Town and Regional Planning from the University of Johannesburg (UJ). She enjoys performing her duties, which includes preparing inputs to lease approval reports, administering the renewal of leases, delivering correspondence to tenants and implementing actions to deal with the illegal occupation of vacant land and facilities.

Mbulelo Hoza, a former participant of the NYS, has transitioned into the role of an Administration Clerk at the DID. "Coming from an underprivileged background, I knew how significant it was for me to work hard and excel at the NYS opportunity. This permanent position means a lot to me, considering the current struggles of unemployment faced by many young people." Hoza shared that he recently received a DID Bursary to pursue a Diploma in Human Resource Management, "I feel like the DID is doing a lot to empower employees".





SPOTLIGHT ON TEAM DID'S PROFESSIONAL ENGINEER – SHAMIL DESAI



Article by Naledi Lebina

The Department of Infrastructure Development (DID) commemorated Youth Month in June 2022, under the theme, "Promoting sustainable livelihoods and the resilience of young people for a better tomorrow through sustainable infrastructure development, the creation of decent jobs and income generation".

Our Reporter spoke to one of Team DID's young professional, a Mechanical Engineer located in our Research and Green Technology Team, Shamil Desai.

Shamil's regimen as a Professional Engineer includes performing investigations and assessments, developing concept solutions, drawing technical and bill specifications and providing quality control during project implementation. Shamil elaborated, "In my field of work, no two days are the same. Each day presents itself with unique challenges which require proactive problem solving, creative thinking and adaptation to meet the requirements of the Client Department".

Shamil is currently working on multiple projects which include capital expenditure (CAPEX), electro-mechanical and maintenance projects. He is responsible for ensuring compliance for fire protection systems, medical gas upgrades and optimising the green agenda at various health and education institutions in the Province.

The 28-year-old was born and raised in the South of Johannesburg. Shamil applied for and was awarded a DID bursary to study at the University of Cape Town (UCT) where he obtained a Bachelor of Science Degree in Mechanical Engineering. To enhance this qualification, he obtained a Government Certificate of Competency in Engineering. Shamil has also completed a Master of Engineering Degree in Engineering Management at the University of Johannesburg.

After serving as a Graduate Trainee at Team DID, Shamil was permanently appointed in 2017. Shamil added, "The public sector offers opportunities for skilled individuals to make a significant impact on the lives of South Africans in developing the infrastructure of critical services that serve the basic needs of the public. There are opportunities available for determined young people, the built environment is a unique field which offers young people a diverse range of services that work together to achieve objectives. When approaching the professional field, teamwork and professional communication are vital requirements to achieve synergy and successfully meet the targets."

Shamil encouraged the youth, "Don't be fearful of the unknown. "A solid work ethic counts more than any qualification. A diligent individual will improvise and adapt to their surroundings until they become the master of it."

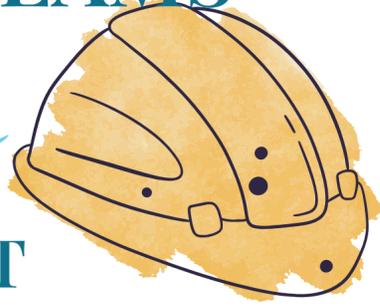
During his recreational time, this youngster maintains a healthy and balanced lifestyle. "I find that playing sports clears the mind and supports a healthy lifestyle."



"I would urge the youth to continuously read, learn and study dynamic terminology, journals and articles. Do not wait for people to teach you, but rather create the time to learn a new concept or a sustainable skill"



REALISING HER DREAMS – Tebogo TEAM DID'S 1ST REGIONAL HEAD



Article by Tiisetso Ngoedi

Change is afoot in the Built Industry with more women spearheading excellence. Tebogo Mary Mocheni is the Department of Infrastructure Development's (DID) first female Regional Head based at Sedibeng Maintenance Regional Hub.

Our Reporter spoke to Tebogo about her remarkable journey as she leads maintenance at four DID institutions inclusive of Kopanong, Johan Heyns, Heidelberg and Sebokeng Hospitals.

From a young age, Tebogo said that she always knew she wanted to pursue a career in the Built Industry. Tebogo explained, "I realised when I was doing matric that I want to be in the maintenance and infrastructure sector. My teacher encouraged me to pursue a course related to this field. I remember during a career guidance; many female students were not interested in this field. Not only did I want to be different - I decided to follow my passion and I chose to study towards a Diploma in Civil Engineering".

The DID is an example of a Public Sector Department which empowers women to take up the mantle of leadership. Tebogo has worked on several maintenance projects ranging from the renovation of hospital wards, plumbing, painting, ceiling installation and many more within the Health Branch. Tebogo said, "I have served for 14 years in the Public Service.

I started as a National Youth Service Learner (NYS). In 2012, I was appointed as an Artisan Bricklayer responsible for repairs and the routine maintenance of existing building, installing tiles, preparing and laying bricks, concrete blocks, changing damaged gutters and repairing pavements. Next, I was promoted to Chief Works Inspector, my responsibilities included inspecting maintenance work at projects sites, preparing specifications for unplanned maintenance and minor new work, briefing contractors and consultants and ensuring effective contract administration".

Tebogo's career at Team DID was on the rise. She was promoted to Control Works Inspector. This seasoned Built Industry professionals previous roles

prepared her for her current position as Regional Head. This 39-year-old also holds a Project Management Certificate from the University of South Africa (UNISA).

Team DID has made strides in attaining greater female representation across all occupational levels inclusive of Senior Management. Tebogo acknowledges that a lot of progress has been made but feels more still needs to be done to achieve gender equity. "Being a woman in a male dominated field means that one will experience a lot of criticism. I am proud that I am firm and able to stand my ground. It gives me a sense of pride to be able to set an example to other women who are interested in this field. I am focused and determined to succeed", she said.

This Regional Head, oversees the day-to-day operations, prepares annual operational plans, procurement plans, analyses technical information and ensures that employees work productively and develop professionally. Her other duties include managing movable assets and service delivery standards, addressing complaints from Clients, the implementation of condition assessments, the implementation of Capex and maintenance projects and the implementation of Occupational Health and Safety (OHS) activities.

Tebogo finds that having a healthy balance between work and home life helps her get through the difficult times. "I enjoy being with my friends and family. I also enjoy travelling and exploring the world". She added, "I am motivated by being appreciated for my efforts and the support and respect I receive from my colleagues". The passionate Tebogo said, "I would like to encourage women like me to not feel intimidated, be consistent and do not let anyone tell you that you cannot do it. Remain positive and go after your dreams!"



"Being a woman in a male dominated field means that one will experience a lot of criticism. I am proud that I am firm and able to stand my ground. It gives me a sense of pride to be able to set an example to other women who are interested in this field. I am focused and determined to succeed"





A NEW DAWN FOR MAMELODI - HM PITJE STADIUM GOES BOOM

Article by Castro Ngobese

The iconic HM Pitje Stadium in Mamelodi township located within the City of Tshwane was demolished by the Department of Infrastructure Development (DID) in February 2023. This well-orchestrated implosion included the evacuation of dwellings close to the blast site, the coordination of traffic and emergency services and the set-up of multiple assembly points.

Several months before this demolition, intense logistical preparations and a Government Joint Operations Committee (JOC) was activated. All stakeholders including residents and businesses within the exclusion zone were timeously briefed of the implosion and the safety measures in place.

Stakeholders and residents in Mamelodi have welcomed this long-awaited demolition and declared this a crucial step towards rebuilding and restoring the community. The demolition of HM Pitje Stadium was in response to the cries of the community for the stadium to be demolished and a new developmental project to kick-start. The stadium was one of the key legacy projects post the 2010 World Cup however structural defects were identified, hence the stadium did not meet the required Occupational Health and Safety standards. The Department of Sports, Arts and Culture has earmarked the area to build a state-of-the-art sports precinct. The envisaged precinct will not only change the face of Mamelodi but will yield much needed economic spin-offs for local businesses and the broader community.

The Gauteng Provincial Government was responsible for the overall cost of the demolition. The R19 million cost was in accordance with market-related

costs. The requisite due diligence was conducted to ensure the appointment of a credible service provider.

According to the MEC for Human Settlements and Infrastructure Development, Lebogang Maile, "HM Pitje Stadium has a rich history and heritage not only to the community of Mamelodi, but to the whole country. Some of the best players of yesteryear used to showcase their dazzling soccer skills here. The community has many fond memories, including the fact that HM Pitje Stadium was once the much decorated home of the hallowed Mamelodi Sundowns.

As Government we are pleased that local beneficiation has been adhered to for this R19million demolition inclusive of the contract administration, inspection, demolition, site clearing and fencing of the site. A total of eight Sub-Contractors were sourced from the area including general workers. New skills will be transferred and jobs opportunities are being availed".

The Gauteng Provincial Government urges the community of Mamelodi to safeguard and collectively own the envisaged precinct, as key site of social upliftment and development in this area.

TEAM DID'S EMPLOYEE EQUITY COMMITTEE IN ACTION

Article by Tisetso Ngoedi

The Department of Infrastructure Development's (DID), Employment Equity Committee (EEC) is appointed by the Head of Department. The function of this important Committee is to promote equal opportunity and fair treatment in employment through the elimination of unfair discrimination. Provide oversight of Affirmative Action measures to redress the disadvantages in employment experienced by designated groups, to ensure equitable representation in all occupational categories and levels in the workforce. To assist the Department to meet its Legislative obligation in terms of the Employment Equity Act.

Our Reporter spoke to Representatives belonging to the Employment Equity Committee to find out why equity and the Employment Equity Act is such a critical vehicle for the transformation of our country and workplace.



Caristyne Clack
Rep: Female Employees with Disabilities

I believe that it is important that persons with disabilities are represented in the EE Committee to break down the stigma surrounding disabilities as well as the removal of barriers encountered by people with disabilities. This in turn will lead to the improvement of the quality of life of people with disabilities through inclusivity in the workplace. We must be included in discussions and forums that are meant to find solutions meant for us.



Kanukani Tshindane
Rep: Senior Management Occupational Level

The EE Act is there to eliminate all forms of discrimination in the workplace and redress any imbalances and injustices created by the policies and practices of unfair discrimination.



Christopher Goldstone
Rep: PSA

The redress of past discrimination in the labour market in respect to discriminatory employment practices has to take place without prejudice. The EE Act ensures that everyone is given a fair chance and plays a critical role in linking the current workforce and possible barriers in employment policies and procedures.



Hope Mbayela
Rep: Skilled Technical Occupational Level

We need to move into equity not just as a Department but as a country. We still have equality gaps to close and it can only happen when we are actively engaging to find solutions to close those gaps.



Given Somyo
Rep: NEHAWU

The EE Act aims to correct the demographical imbalance in the workplace by removing barriers to previously disadvantaged races, women and disabled persons. It is important that DID implements an equity plan which guides and manages diversity within the organisation to allow for a strong organisational culture.



Francois Fourie
Rep: White Male Employees

The EE Act must be seen as a tool to drive the transformation agenda to ensure that there are intentional opportunities created for designated groups, striving for diversity, equity, fairness and inclusivity in the workplace.



TSHWANE REGIONAL HUB GETS MAJOR REVAMP

Article by *Sthabile Cele*

Tshwane Regional Hub is host to the largest number of the Department of Infrastructure Developments employees. This Hub services ten hospitals, three forensic mortuaries, four health training centres, ten emergency medical services bases and 50 community health centres and clinics.

The Director for Tshwane Regional Hub, Vincent Chakane was determined to ensure that this critical Hub was safe and in full compliance with the Occupational Health and Safety Act, 85 of 1993.

According to Vincent, “The work environment must be conducive to the various forms of work conducted in that space. Additionally, we must foster a work culture that promotes employee safety and is responsive to our work outputs. A positive work environment helps employees to focus on their work and increases productivity. The Tshwane Hub in Bloed Street was established in the 1960s’ and was initially operated by the Department of Public Transport, Roads and Works. This facility has not been renovated since it was developed and was in dire need of refurbishment and upgrading”.

Work on this project commenced during May 2022 under the supervision of Control Works Inspector, Piet de Beer. According to Piet, “The Team ensured Occupational Health and Safety compliance whilst conducting the renovations.

The first phase of renovations, centre on the internal building which included the installation of a Public Announcement System, new data points, the renovation of the ablution block to include a restroom for differently abled employees and a kitchen upgrade. The cast iron plumbing was overhauled

and replaced, and a new Distribution Board (DB) fitted. The renovations included the striping and replacement of carpets and flooring”.

Vincent added that a condition assessment for the building was conducted which informed the basis for the renovations, “The Ground Floor has a new look, including a new entrance area and reception area to host guests. The workshop area for Artisans received an upgrade to both male and female changerooms, the communal kitchen and meeting area”.

In an exciting new development, this Hub now hosts DID Connect, our Employee Health and Wellness Lounge. According to the Director, Human Resource Planning, Tshepo Theledi, “All employees will have access to the DID Connect Wellness Lounge. If employees are unwell during working hours, the sickbays can be used to recover. The DID Connect Lounge will accommodate breast feeding mothers and are equipped with refrigeration facilities. Additionally, this Lounge houses mind stimulating games that will be utilised as ice breakers during group or individual counselling sessions”.

Despite the chaos during renovations, Team DID at Tshwane were excited and looked forward to the project completion. The rollout of phase two will commence later this year with the upgrading of workshops located within the various health institutions in Tshwane.



KEEPING FIT AND HEALTHY *with* MORATI

Article by Hajira Ally & Nthabiseng Malatji

Our Reporters focused on the importance of health and wellness with the Deputy Director, Strategy and Messaging from the Directorate, External Communications, Morati Sethabela. It is vital to focus on preventative measures such as regular health screenings, making conscious food and lifestyle choices and to be informed about common medical illnesses.

Morati is a fitness guru and advocate for a healthy lifestyle. Her health and fitness journey started after she gave birth to her first child through caesarean in 2009. She was concerned with her postpartum belly and took a decision to do something about it. Morati shatters the stigma surrounding women's fitness. She shared that she began her fitness journey with light exercises and daily walks, then gradually started to lift weights and became more body conscious. She views fitness as a lifestyle choice. Due to her healthier lifestyle, her second pregnancy went smooth, and she was able to give birth naturally without any complications.

Morati believes that most women wrongfully accept that postpartum bodies are irreversible. "Some women do not see the need for a healthier lifestyle, they are usually inspired to look after themselves after a tragedy occurs, such as a divorce. As a woman, I show other women that it is possible and one does not need tragedies to inspire change. It is important to love and look after our bodies as this boosts confidence and makes one feel good. I understand my body. I love my shape. I am healthy and I am happy," she said. Morati admits that at the age of 40, it is difficult to balance being a mother, wife, career woman with a rigorous fitness regime. However, she makes time as she is passionate about health and fitness.

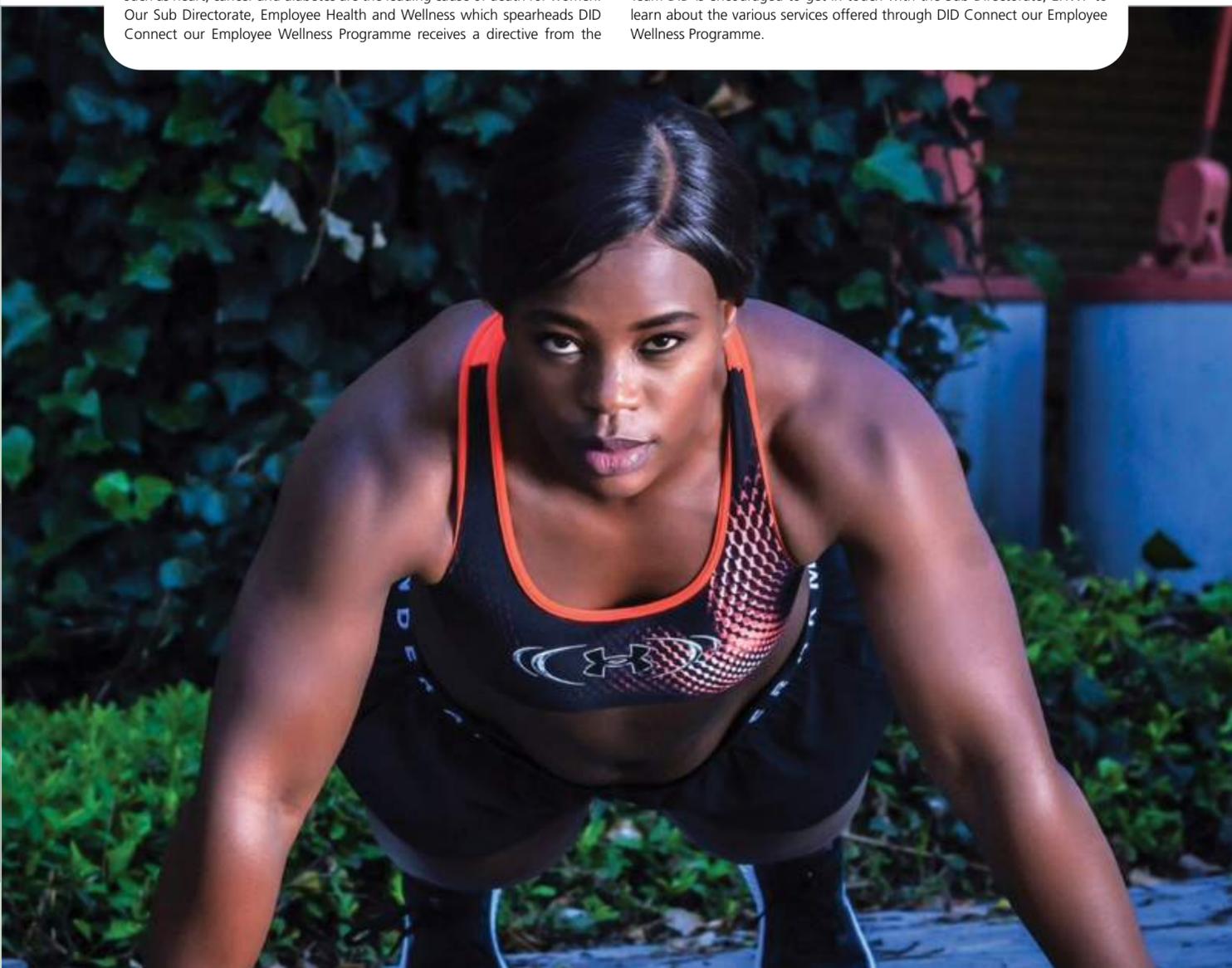
According to a recent study by the Medical Research Council, women experience unique health issues and conditions and are more likely to be diagnosed with certain diseases than men. Chronic diseases and conditions such as heart, cancer and diabetes are the leading cause of death for women. Our Sub Directorate, Employee Health and Wellness which spearheads DID Connect our Employee Wellness Programme receives a directive from the

Department of Public Services and Administration (DPSA) which provides HIV-related services for young women, expands existing mother-to-child transmission services, including contraception, fertility services, reducing unwanted pregnancies and HIV prevention services in uninfected pregnant women.

According to Morati, "If one is starting their fitness journey and feeling overwhelmed by the type of equipment to use, how often should a workout take or what to eat. Do not overcommit or overperform, set realistic goals, it will take time to get the results you want. Do not do too much too soon or you will crash! Start by working out for three days a week. It is tempting to try different exercises but remember to do workouts that you like, you are more likely to stick with it. Never compare yourself to anyone, your journey, your goals and your pace. Always warm up before a workout and stretch afterwards".

Morati cautions against fad diets, "When it comes to diet, there are many schools of thought. The truth is any change you make to your current diet will help improve your health and well-being. Carbs are not the enemy! We need carbs as a source of energy of our workouts. Keep your portions reasonable. Focus on real whole foods. Avoid highly processed foods. Increase your protein intake. Cook as often as you can, cooking is one of the ways to start eating better. Bake or roast instead of frying. Drink enough water. You do not have to go cold turkey on yourself, make small changes over time".

Team DID is encouraged to get in touch with the Sub-Directorate, EHWP to learn about the various services offered through DID Connect our Employee Wellness Programme.





RAMONA PHINISHED

– TEAM DID'S NEW DR TALKS

Article by Tiisetso Ngoedi

The Department of Infrastructure Development (DID) congratulated Team DID's, first woman PhD, Dr Ramona Baijnath, Director, Internal Communications. Dr Baijnath is a seasoned communicator with all round expertise and experience within her field.

Amongst her Senior Management appointments, she has been the Spokesperson to the Minister for Public Service and Administration and the Advocacy, Communication and Social Mobilisation expert for the National Department of Health's, Tuberculosis Programme engaging with a range of local and international stakeholders. During the height of the COVID-19 lockdown Dr Baijnath and the Directorate Internal Communications worked tirelessly to ensure that Team DID was informed, educated and motivated. It was also during this time that Dr Baijnath worked to attain her PhD. Our Reporter caught up with Dr. Baijnath to find how she increased her professional deliverables at work whilst attaining this extraordinary qualification in record time.

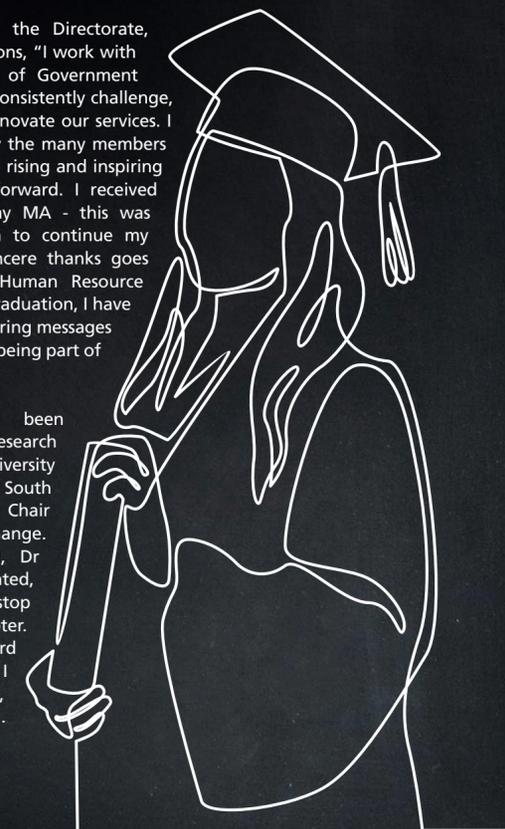
According to the Acting DDG for Corporate Services, Wesley Jacobs, "We are extremely proud of Dr Baijnath, she lights up the path for the women and men of the public service. Everyone who works with her is challenged to achieve more. She is an African feminist who is making inroads into gender equity and actively works to mainstream the voices and histories of those who have been silenced. Her story telling techniques are unique, refreshing and compel us to pay attention". PhD supervisors, Dr Liela Groenewald and Prof Ashwin Desai said "Dr Baijnath's thesis moves methodology forward to a paradigm-shifting degree and can be expected to generate dynamic debate. The reality of participants' lives was powerfully shown to be at variance with the single story of the EPWP in South Africa. Each participant – previously frozen into numbers to be filed away in government data bases – emerges with agency, straining against circumstance, opening new possibilities".

This Durban born, mother of four, holds several qualifications including a Masters with Distinction in Sociology from the University of Johannesburg, Honours in Political Science from the University of Natal, BTech in Journalism from the Durban Institute of Technology and a Diploma in Journalism from Natal Technikon. Her PhD is in Industrial Sociology with a thesis entitled: "She Slayed Her Single Story: An African Feminist Exploration into the Life Herstory Narratives of Women Participants in the Expanded Public Works Programme". She has attained various academic awards including Deans List, Top Achiever, Top Student and Merit Bursary at UJ and awards for Broadcast Journalism and Political Science. She has presented papers at some of the country's most prestigious universities including UJ, Wits, UCT, UWC and UP and at several international conferences. Dr Baijnath has published in the South African Review of Sociology, Feminist Africa and has various manuscripts currently in review.

"I have always been a communicator and after my initial qualifications, I wanted to expand my focal areas. This led me to political science, public policy, history, gender, sociology and now industrial sociology. Sociologists look at the evolution of society, inequity, behaviour, catalysts for social change or resistance. This discipline examines root causes and patterns for all our actions, reactions and possible trajectories. Industrial Sociology is concerned with work and industry and the factors which impact on this environment. These learnings have helped me better understand the environment in which I operate in and allowed me to craft targeted interventions," said Dr Baijnath.

Dr Baijnath thanked the Directorate, Internal Communications, "I work with an exceptional team of Government Communicators who consistently challenge, debate, inspire and innovate our services. I have been inspired by the many members of my team who keep rising and inspiring the team to move forward. I received a DID bursary for my MA - this was really the motivation to continue my academic journey. Sincere thanks goes to the Directorate, Human Resource Development. Since graduation, I have received so many inspiring messages from Team DID, I love being part of the Team DID family!"

Dr Baijnath has been appointed as a Research Associate for the University of Johannesburg's South African Research Chair (SARCh) for Social Change. On the path ahead, Dr Baijnath contemplated, "This PhD is a full stop on my previous chapter. I am looking forward to the next chapter. I am not done learning, growing and evolving".



TEAM DID'S BUILT ENVIRONMENT STUDENT CHAPTER GOES NATIONAL

Article by Zubenathi Ngqikiza

During October 2022, the Department of Infrastructure Development (DID) hosted a two-day Public Works Sector Capacity Building Forum at the Cradle of Humankind in Maropeng.

This national infrastructure sector grouping is charged with the enactment of legislation and policy across Government towards the building of a capacitated State.

The Public Works Sector Capacity Building Forum was established in 2016 by the Department of Public Works and Infrastructure (DPWI) to examine causes underlying technical capacity constraints within the public works family. Representatives from the nine provinces across South Africa shared best practices and experiences related to localised interventions to build capacity in the public works and infrastructure sector.

The ADDG for Corporate Services, Wesley Jacobs showcased the Built Environment Student Chapter, a cataclysmic partnership between the Department of Infrastructure Development, the DPWI, the University of Johannesburg and the Engineering Council of South Africa (ECSA). According to ADDG Jacobs, "The support for the roll-out of the Built Environment

Student Chapter has been immense. It is monumental that this Forum is launching the Chapter nationally. There are several challenges within the Built Environment (BE) sector including the lack of a national framework for the Built Environment related to the technical capacity of the State, the limited advocacy available to expose learners to sector opportunities and the dissonance between academia and industry which manifests in graduates which are not industry ready and has the impact of slowing the professional registration rate. This Chapter is set to optimise the collaboration between Institutions of Higher Learning, Professional Councils and Government".

The Built Environment Student Chapter will greatly advance sectoral advocacy, communication and social mobilisation and promote best practice through leveraging local and international trends. "Additionally, the Chapter will work with critical industry stakeholders to champion student support through a variety of offerings including internship, work integrated learning, funding, research vacation work and candidacy opportunities", said Jacobs.



“ALBINISM IS A CONDITION NOT A CURSE!”

– Pinky Tshoane

Article by Zubenathi Ngqikiza

Albinism is a congenital disorder in which people lack colour pigmentation in their skin, hair and eyes. Our communities have a great misunderstanding of the condition. People with albinism often face discrimination in our society and families, making it difficult to socialise or participate in activities that take place in our communities.

During November 2022, our Reporter had a chat with Pinky Tshoane, an Administrative Clerk based in Tshwane Regional Hub, who lives with albinism. Pinky shared her story growing up as the only child living with this condition in Garankuwa, “I am the only one in my family and community who has this condition. My family treated me with care and gave me all the love that I deserve. Although a lot of other kids seemed to have questions about how I look, they grew up to understand my condition and accepted me like any other child”.

Growing up, Pinky experienced challenges that she overcame with the intervention of her family, “I was struggling at school because of my poor eyesight. I couldn’t see the chalkboard clearly and my teachers were not aware of that, maybe because they had little knowledge about the difficulties that come with my condition. I couldn’t catch up quickly in class, until the intervention of my family. That’s when my teachers made means to ensure that I’m moving along with the rest of other learners”.

Pinky’s condition did not stop her from participating in community and school activities, “I played with other children at school and home. I had to isolate myself when it was sunny. As I matured, I was slowly becoming a loner - not because I was ashamed of myself but it’s just who I am!”

In 2013, a year after joining Team DID, Pinky was diagnosed with skin cancer which required Pinky to isolate herself. According to Pinky, “My colleagues were very instrumental in ensuring that I find the best place that I could work in comfortably. The lighting in my office is compatible with my condition. I’ve been provided with a desktop, it’s more convenient to me than a laptop. I have been received with love at Team DID. The management always responds to my needs and I feel that my rights are being considered.”

Pinky encourages those who live with albinism to adhere to the products prescribed by medical professions and to undergo regular health checks, “The challenge is the expensiveness of my products, but I would like to encourage people to utilise their hospitals. I have been through a number of operations since I was diagnosed with skin cancer, hence I encourage more regular screening. By the time you find out that you have skin cancer, it means more damage has already happened inside.”

Pinky advocated, “Our communities need to be educated about albinism. Treat us equally like everyone. Ensure that we go to the normal schools like everyone else. There are a lot of myths associated with people with albinism and we need to do away with those harmful myths. Albinism is just a condition - not a curse!”



TIPS ON SUCCESSFUL PROJECT MANAGEMENT FROM OUR PMS

Article by Zubenathi Ngqikiza, Hajira Ally & Nthabiseng Malatji

The Department of Infrastructure Development (DID) is committed to delivering quality projects on time within budget and of the requisite quality in our quest to improve the quality of life for the citizens of Gauteng. Our Reporters spoke to Project Managers at Team DID for tips on how to successfully deliver projects.



Ibrahim Nathie
Chief Project Manager: STARS

What leads to successful completion of a project is to focus on the end goal. With the end goal in mind, results are more attainable. There also needs to be a common purpose and focus on the objective as well as the need for all the stakeholders involved to have the same goal in mind. Quick decision making is also important, Government processes must be adhered to, and all the necessary approvals and regulations must be in place to be able to deliver a project.



Obed Madzhini
Project Manager: Education

The key aspects that lead to successful projects are proper planning and communication. There needs to be effective communication and the consistent flow of information between consultants and contractors. It is important to hire professional contractors with good experience and who are able to complete projects as per client and departmental standards. There is also a need for proper stakeholder management, punctual payments towards contractors, authorising documents as early as possible, as well as random and regular inspections by relevant Professional Service Providers (PSPs).



Fanyana Makhanya
Project Manager: Education

In order to successfully execute a project, one requires to follow the guiding principle of project management, which includes time, cost and quality. Time - this includes the planning programme which will outline the anticipated project start and finish. Cost - outlines project budget i.e. cashflow etc. Quality - this outlines project requirements i.e. professional team; risks (identification and mitigation) and the application of correct building standard and norms.



Lebogang Mmeti
Project Manager: Health

A productive relationship should also exist between stakeholders, clients, contractors and your colleagues so that projects can be successfully completed. It is also necessary to have good and effective leadership, planning, negotiations, analytical skills and communication with and between all parties involved. People skills are important because building relationships is crucial to getting projects off the ground.



Kgampi Makinta
Chief Project Manager: STARS

Firstly, you must plan the project ahead of time and have an overall plan for how you want the project to run and how you want the project to be executed. This will also guide you in terms of which consultants you need to employ. Conduct research investigations to identify the gaps and what is and what is not in place. Lastly, you must have a method in place for how you intend to manage the project as well as how you intend to manage the contractors and professional service providers.



Mandla Lusenga
Chief Project Manager: STARS

Ensure that there is adequate number of project management systems in place. The system evolves into a quality management process that assists you in ensuring that whatever you manage and monitor follows the same process and leads you to the goal. Without systems, we will not be able to achieve anything because there is nothing that we can use as a compass to ensure that we achieve the results we require.

MEET Thabisile, TEAM DID'S NEWEST LEGAL EAGLE

Article by Sthabile Cele

Our Reporter spoke to newly minted graduate, Thabisile Moyo, the Deputy Director, Publications about her recent Bachelor of Laws (LLB) qualification from University of South Africa (UNISA).

Thabisile is a stellar communicator and workplace activist. She is a human rights advocate with a keen eye for injustice and is passionate about the protection of workers' rights. Thabisile was born and raised in Soweto during the apartheid era and became a student activist. Her love for reading and research began in childhood.

She was raised by her grandparents and her grandfather, Sikhakhane encouraged her to be 'Igqwetha'(Lawyer). This dream was placed on pause when she became a teenager mother and had to take a break from Secondary School. Encouraged by her family, Thabisile went back to school and finished her matric and went on to acquire a Diploma in Cost and Management Accounting from Technicon SA. She then joined Office of the Premiers' Internship programme as an intern in Speech Writing. Thabisile's academic career was just getting started. She funded her own studies and earned a Bachelor of Arts in Public Administration and Communication. Next was a Diploma in Management followed by certificates in Government Communication and Marketing and Graphic Design. Still, she yearned to return to her childhood dream of becoming Igqwetha.

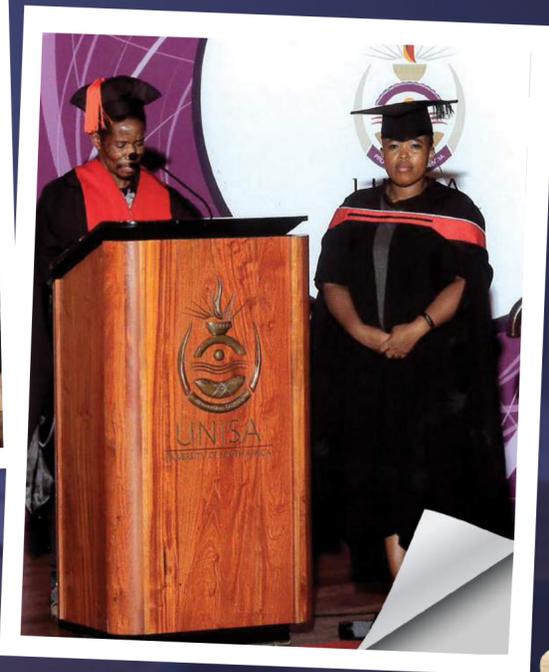
Thabisile is a mother of three, two boys and a cute little mini-me daughter. Thabisile recalls, she almost deregistered when she discovered that she was pregnant. Being a soccer mom, an activist, career woman and a student was not easy - let alone being pregnant. "I thought there are only so many hours in a day, how will I cope? How will I fund all of this? But something in me, call it, self-belief, God's strength or pure determination made me continue with my degree", said Thabisile.

The resolved Thabisile had to juggle several priorities, "Work demands don't slow down because you are studying. Your salary doesn't increase because you are self-funding. School meetings and soccer games still require your full presence. Most of my academic responsibilities were undertaken during the night. Saturdays were reserved for extra-classes which assisted me to complete this qualification in five years" explained Thabisile.

This graduate hails from a family of semi-skilled people, her deceased parents were artisans. Her two sons are acquiring technical skills. She is an inspiration to her boys who say, "she is giving them pressure!" According to Thabisile, "Many thanks to my deceased grandfather, Sikhakhane, who wanted me to be Lawyer and my family who were very supportive throughout this process. Finally, I would like to thank my colleagues in the Communication Team - most of whom are also studying and are very courageous".

Thabisile would like to put her newly acquired knowledge to work at Team DID. "An LLB is a multidisciplinary qualification, it affords a person many opportunities to diversify on variety of skills required within the working environment". Additionally, Thabisile will leverage this qualification to further her social activism to combat many social ills focussing on the youth and children.

Thabisile has set her sight on becoming an admitted attorney of the High Court and aspires to sit on the bench of our Constitutional Court.



SERVING WITH PRIDE

Article by Zubenathi Ngqikiza, Hajira Ally & Nthabiseng Malatji

Our Reporters engaged fellow Public Servants at Team DID to find out why they choose to belong to the Public Service.



Joe Steyn
Chief Artisan

My duties include electrical installations, repair of electrical equipment and ensuring that work is in accordance with relevant electrical standards. We do rotational shifts to avoid large gatherings in our workplaces. I keep my mask on and sanitise my hands regularly. Whenever I'm in the car I roll the window down to allow enough fresh air. I protect myself and those around me against COVID-19 and for that I am a proud DID Public Servant against COVID-19. I would like to encourage others to do the same.



Richard Hlongwane
Senior Admin Clerk

Being a Public Servant means that, I am part of the mission to bring back the positive image of Government, comply with Batho Pele principles and with the vision and mission of Team DID. I always make sure that our Clients are satisfied with our services and that the public has a better perception of Government employees.



Mulalo Mugondo
Building Works Inspector

Serving people and ensuring that health facilities are well-maintained – this is why I get up every day! I want to ensure that patients in hospitals have access to better facilities and are satisfied with our service delivery.



Thiagarajen Govender
Artisan Carpenter

I like delivering good services in the hospitals and other health institutions. Even though we have a shortage of tools, I bring mine to ensure that all the required services are delivered in time.



WANDA VAN DER MESCHT
Chief Admin Clerk

Serving with passion and making our Nation a better place for everyone is the reason why I am proud to be a Public Servant.



Jacob Marago
Messenger

My line of work plays a major role in terms of transporting staff to health facilities. It makes a great difference when it comes to maintaining these facilities.



Thenky Sedibane
Receptionist

Being a Public Servant means I have to respond to the needs of the people and serve well and that is what I do. It makes me proud! The knowledge I have gained has helped me serve well at Team DID.



Phillip Swanepole
Chief Electrical Works Inspector

Changing lives is what makes me a proud Public Servant and making sure that people get good services without misusing Government resources.



4IR READY

- EPWP EMPOWERS YOUTH THROUGH TRAINING

Article by Zubenathi Ngqikiza

The Department of Infrastructure Development's (DID), Chief Directorate, Expanded Public Works Programme (EPWP) enrolled 50 National Youth Service (NYS) participants from all five of the Province's corridors in a solar panel installation training programme at MSC Academy in October 2022.

The Department of Infrastructure Development's (DID), Chief Directorate, Expanded Public Works Programme (EPWP) enrolled 50 National Youth Service (NYS) participants from all five of the Province's corridors in a solar panel installation training programme at MSC Academy in October 2022. The NYS programme aims to provide the youth with workplace exposure and training. Our Reporter engaged with the Chief Director, EPWP, Rae Davids and the Deputy Director, EPWP Training, Chriselda Nkadameng who provided insights on the Solar Panel Installation programme.

"The DID is committed to ensuring that EPWP projects are responsive to climate change and the Fourth Industrial Revolution (4IR), to this end we actively work to ensure that participants are equipped with the relevant skills to assure they are part of the 4IR and to positively impact the challenges of climate change", said Rae.

According to Chriselda, "The Solar Panel Installation Programme initially targeted NYS learners interested in Electrical Engineering and those who already have a qualification in that field. We are at a difficult time as a country where the unemployment is a major issue and we have also looked at the demand of renewable energies and thought this could bring massive opportunities. Chriselda added, "The determination from participants was amazing. Some are already using this opportunity to their advantage as they are using the acquired skills in their communities while waiting for their certificates to be issued."

In November 2022, selected NYS participants attended a three month training on New Venture Creation with SETA accredited training providers. This training sought to promote the creation of small businesses. Participants gained skills and knowledge on how to create a new venture, the interpersonal skills required in a business environment, an understanding of basic economics within a market economy, the management of a new venture by applying business principles and techniques as well as understanding the role of leadership and management.

Earlier last year, the National Department of Public Works and Infrastructure (DPWI) in conjunction with the DID held a series of public consultations in Gauteng to source comments on the EPWP policy. The EPWP policy is set to reposition the EPWP as part of Government's employment policy, define the EPWP programmes, clarify the funding mechanism and strengthen the coordination mechanism. Public consultation workshops were held in the West Rand, Sedibeng, Tshwane, the City of Johannesburg and Ekurhuleni.

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“The DID is committed to ensuring that EPWP projects are responsive to climate change and the Fourth Industrial Revolution (4IR), to this end we actively work to ensure that participants are equipped with the relevant skills to assure they are part of the 4IR and to positively impact the challenges of climate change”





MULALO RATOMBO, “BE PROUD OF WHO YOU ARE!”

Article by Tiisetso Ngoedi

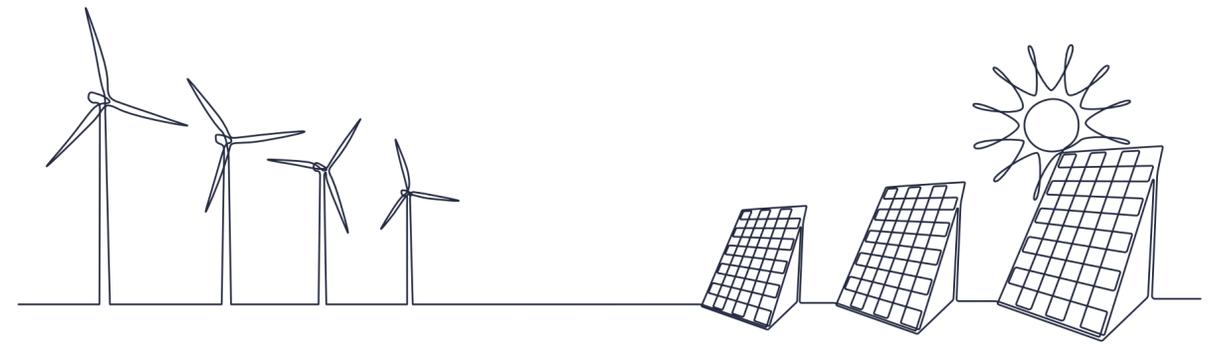
The Department of Infrastructure Development's, Mulalo Ratombo, a Storeman located at South Rand Hospital, who identifies as a Lesbian spoke to our Reporter about matters impacting the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA+) community within the workplace, the importance of parental support and advocacy.

For Mulalo growing up in a religious family came with its unique challenges, “My family attends the Zion Christian Church (ZCC). Everyone knows how strict the Church is when it comes to the wearing of uniforms and the doek for women. My parents could see from a young age that I was uncomfortable. My sexual orientation was initially difficult to discuss, however, with time it became easier to navigate topics around sexuality and identity. Eventually, my family supported me”. Parental acceptance and support play an important role in one's psychological well-being. According to Mulalo, “As a parent, if you cannot accept and love your child - who do you think will? It is important that parents give their children all the necessary support and love they need. I would urge parents within Team DID who might see signs from their children to start a conversation and get to know their children!”

The acceptance and support received from her family, made it possible for Mulalo to gain the confidence to express her identity, “You ask yourself all sorts of questions whether people will accept or welcome you well. I remember the time when I received a call that I was shortlisted for a job interview, when prospective employer heard my voice, it was difficult for them to believe that I was a woman by birth because of the sound of my voice. I had to physically present myself for them to be convinced that I am indeed the person they were talking to over the phone. These situations are awkward, but part of human nature. People want to see for them to believe”.

The LGBTQIA+ community has advocated for shifts in the workplace when it comes to diversity, inclusion and representation. Mulalo recognised the change but believes more transformation is necessary, “I think that Managers need to be sensitised on how engage with this community. Given the nature of my job, I interface with a range of employees, I experience how they behave differently towards the LGBTQIA+ community. I am not bothered by this prejudice because I enjoy my work and I do it well but for someone else it might be a struggle to come to work because of the treatment received. Mulalo advocates for training centering on LGBTQIA+ sensitivity and advocacy within the workplace.

According to Mulalo, Pride Month is important as it banishes the secrecy and shame surrounding the LGBTQIA+ community, “We are not attention seeking, remember that we belong to a society that still believes that if an individual identifies as part of the LGBTQIA+ community, then it means that they are either bewitched or have a mental illness. We need to make it known that there is nothing wrong with who we are. I encourage colleagues who identify as LGBTQIA+ to be proud of who we are. We just want to be loved, respected and accepted as people.”



ENVIRONMENTAL SUSTAINABILITY

- LIVHUWANI JOINS DANIDA FELLOWSHIP

Our Reporter spoke to the Department of Infrastructure Development's (DID) Control Environment Officer, Livhuwani Muluvhu who was one of three South Africans awarded the prestigious Danida Fellowship Scholarship.

Article by Tisetso Ngoedi

Livhuwani set off to Denmark for three weeks to join this Fellowship studying Climate Change: Adaptation, Mitigating and Resilience. According to Flemming Møller Mortensen, the Danish Minister for Development Cooperation and Minister for Nordic Cooperation, "Denmark has longstanding experience with the transition to a green economy. Through capacity building and research partnerships, we can contribute with valuable knowledge and solutions to sustainable development challenge".

Livhuwani is a passionate professional natural scientist registered with the South African Council for Natural Scientific Professions (SACNASP). His face beamed with joy when asked how he learned of the Danida Fellowship, "My team and I attended the Council for Scientific and Industrial Research (CSIR) Conference earlier this year, where delegates from the Danida Fellowship were in attendance. Weeks later we received an email from them requesting professionals with the relevant competencies and qualifications to apply for the Fellowship. I was fortunate to be nominated by my supervisor and to meet the stringent criteria for selection. This Fellowship has 25 participants from around the globe with three South Africans". According to the Danida Fellowship Centre, "The course targets policy and decision-makers and staff from government, civil society, and private sector working within green growth, climate change, and environment. Participants gain knowledge, tools and the inspiration needed to make positive, climate friendly changes. Developing an Action Plan is a central product of the programme".

Livhuwani elaborated, "European countries have a strong push for the adoption and implementation of green technologies in the development of infrastructure". He further indicated that more efforts are invested on

proactive adaptation and mitigation strategies to climate change effects. The country has minimum green standards to be adopted into infrastructural design and there are enough policies and other pieces of legislations to enable monitoring and compliance enforcement to such standards. This Fellowship is an excellent learning and collaboration opportunity which offers unique exposure to harness green technology.

I immersed myself in these learnings so that I can share the knowledge gained with our Project Managers and Seniors to better adapt our systems to achieve the vision and mission of Team DID. Livhuwani holds an Honours Degree in Environmental Management obtained from the University of Venda. As an Environmentalist, his role in Team DID is to maintain sustainable development through research and the implementation of Green Technology.

Livhuwani has worked on several successful projects for Team DID including water purification and air flush toilets which saved about 80% of the water usage at Hitekani Primary School. He is passionate about environmentally sustainable infrastructure, "Team DID implements massive infrastructure projects which incorporate green initiatives in the design stage of a project.

Often traditional infrastructure is costly and contributes to increased emissions and is unsustainable. The focus must realign to incorporate re-use and recycling. Our goal is to learn how we can harness the environment without degrading or compromising our natural resources for the future generations. Infrastructure must be energy and water efficient and socially inclusive. The Green economy in has enormous untapped potential to create jobs and develop expertise"



Denmark has longstanding experience with the transition to a green economy. Through capacity building and research partnerships, we can contribute with valuable knowledge and solutions to sustainable development challenge"



NAVIGATING GA-RANKUWA WITH

LINAH SHABANGU



Article by Sthabile Cele

South Africa celebrated National Disability Rights Awareness Month (DRAM) between 3 November - 3 December to promote the rights and well-being of Persons with Disabilities (PWD's) in all spheres of society and increase awareness of the situation of persons with disabilities in every aspect of their political, social, economic and cultural life.

Our Reporter features the story of Linah Shabangu, a blind Telephone Operator at the Department of Infrastructure Development's (DID's) Ga-Rankuwa Satellite Hub, in Tshwane.

A disability can be regarded as a physical, emotional, cognitive, or sensory impairment that affects an individual's function in their everyday life. It can be present from birth or occur during a person's lifetime. For Linah, it was the latter, "I was not born blind. I had an eye problem when I was young. My eyes would become teary and sore. At the age of five, I was taken to hospital for an eye operation. Unfortunately, I lost my eyesight during this operation. I remember, I woke-up one morning and I could not see. It is difficult for me to put my emotions into words, but I accepted the outcome. My family felt it the most, but they have been supportive throughout". During her primary and secondary school education, Linah, attended a School for the Blind in Limpopo. She is able to read Braille, a written language in which characters are represented by patterns of raised dots that are felt with the fingertips.

Being differently abled did not stop Linah from pursuing her ambition. She completed a qualification in Local Government Management, "Going to a mainstream college was good because I was accommodated well. I was comfortable with the environment and through that I was able to advance in

my career". Linah went on to gain a Computer Studies qualification at the South African National Council for the Blind. Her career in the Public Service commenced at the Department of Health as a Switchboard Operator. Next, she served as a Call Centre Agent for a Parastatal. Linah joined Team DID in 2009.

The 48-year-old reserved and humble Linah mentioned that her visual disability does not define her. She believes that it is important for DID to prioritise work related training, "In order to make life of a blind person better, the Department should look into developing us. We should not only be statistics, but the Department should invest in us. When we are empowered, we can be able to contribute to a better South Africa!"

In the workplace, Linah, does not require specialist equipment, "I use a cell phone to transfer calls and take messages". She finds it easy to navigate around her Ga-Rankuwa office as she is familiar with the office space. She added, "I use walls to balance and walk around. It is only when I am outside or in unfamiliar places when I use a walking stick. It is easy for me to navigate around this workspace, and I enjoy it here. Staff members are friendly and very accommodating. I get assistance when I ask. Remember, empowering persons with disabilities empowers South Africa to achieve more".

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"I was not born blind. I had an eye problem when I was young. My eyes would become teary and sore. At the age of five, I was taken to hospital for an eye operation. Unfortunately, I lost my eyesight during this operation. I remember, I woke-up one morning and I could not see. It is difficult for me to put my emotions into words, but I accepted the outcome. My family felt it the most, but they have been supportive throughout"

WHAT INSPIRES THE WOMEN OF TEAM DID?

Article by Nthabiseng Malatji, Hajira Ally, Naledi Lebina & Lesedi Ramashala

In 1956 on the 9th of August, 20 000 women marched to the Union Buildings against the Urban Areas Act. On this day, the Federation of South African Women (FEDSAW) led by four women, Lillian Ngoyi, Helen Joseph, Rahima Moosa and Sophia Williams-De Bruyn delivered petitions to the then Prime Minister. In commemoration of Women's month 2022, our Reporters spoke to women at Team DID to find out what drives and inspires them.



Enonah Mkhatsywa
Director: Research and Green Technology

I am inspired by our Constitution that deconstructed historical laws and oppression used to hinder the growth of women. The Socio-Economic Foundation for women that was laid in 1956 strongly influence later developments inspires me.



Mosa Tolo
Business Analyst

The fear of poverty inspires and helps me succeed. Seeing the reality of poverty and stark injustices in townships ingrained a sense of inspiration and purpose. Fear of poverty inspires me to make a concerted effort towards success.



Thendo Mulandzi
Personal Assistant

My inspiration as a woman comes through the love of fashion. Women have always been associated with beauty. I aspire to change the idea of the beauty of the world and creating inspiring stories through my art and love for fashion.



Marcina Norman
Research Specialist

I am grateful for the gift of life. I see every day as a new opportunity to do something great. I am also inspired by my family and above all things, I am inspired by God.



Thirunavelli Pillay
Chief Architect

The opportunities that have been presented to me as a woman at Team DID make me feel empowered not to forget the support that I have been getting from the support staff. It's pretty amazing!



Nonhlanhla Hodgeson
Assistant Director: HRA

It is a privilege to be able to play the role of mother both in the workplace and at home. My favourite part about my job is assisting my younger colleagues - teaching them about ethics and encouraging them to make the workplace pleasant for everyone.



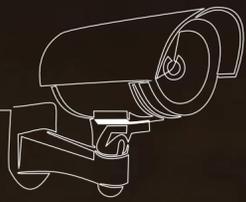
Dudu Mbele
Assistant Director: Change Management

I am inspired by young women who rise to the top and succeed in industries that were previously dominated by men. I enjoy mentoring, coaching, and witnessing the success of young women. I am also inspired by working for a Department that emphasises having women in leadership positions.



Amanda Nene
Deputy Director: HRA

My family, kids and career are what inspires me. I have a passion for helping people and I am grateful to be working in a career field that I love.



Vusi Mthembu GIVES TEAM DID THE SCOOP ON SECURITY MANAGEMENT

Article by Zubenathi Ngqikiza

Vusi Mthembu, Team DID's, Director, Security Management spoke to our Reporter to share his history and professional trajectory to becoming a member of the Senior Management Services (SMS).

Born and raised in the rural Kwamhlabuyalingana in KwaZulu-Natal, Vusi was focused on attaining his goals for his future and was intent on not letting his background get in the way of his dreams. "I was born into a struggling family. My mother was a housewife and my father did not have a decent aVusi yearned to change his situation at home. After passing matric in 1992, he found a job in the mining sector as a general worker. "That was my first job, and I can undoubtedly say that this experience set me up for success", he added.

Vusi knew that he was destined not to remain in mining. This led to him pursuing a BA Degree in Police Science and Criminology at the University of Zululand. His academic path led to a career at the Department of Correctional Services in 2001 when he was appointed as a Correctional Officer charged with investigations. "Due to the hard work, I did as a miner - I never took my career lightly. My punctuality and discipline were the foundation of my personal and work life. I wanted to progress and took my work seriously", he reiterated.

Next, Vusi joined Team DID in 2009 as a Senior Admin Office in Security Management. His dedication and eagerness to grow professionally earned him a Deputy Director position in 2015. This strong growth path culminated

in Vusi being appointed as the Acting Director, "To me, growing isn't only about a physical form. It comprises various aspects including professional growth".

This innate desire to grow professionally saw Vusi pursue a Diploma in Security Management. However, he was not content with this and moved on to a BTech Degree in this field, "DID assisted me financially in some of the subjects that I was doing and this helped in reducing the financial burden – this greatly assisted me in the completion of this Degree".

In 2021, Vusi was appointed as the Director, Security Management which is responsible for the protection of DID's and our Client Department's property, personnel and information as well as the vetting and screening of officials and service providers.

Vusi believes that this challenging work needs to be taken seriously. "A critical challenge is the hijacking or illegal occupation of property, land invasions and project disruption by various stakeholders. It is my duty to ensure that Project Managers and staff involved in projects are protected during the duration of our projects", he said. Vusi urges Team DID and the public to report security breaches or threats to the Directorate, Security Management.





YASMEEN JACOBS ENGINEERS Her *Future*

Article by Tiisetso Ngoedi

“Our past and background are not elements that should hold us back - these are treasures that shape us. The world and opportunities are available to everyone. Yes, some get it easier, however for those of us who work harder - it just makes it harder for anyone to take it away from us. Use your past, your hardships, skill and faith as your tools to open the world!”

In contemporary times more young people are entering the built environment and infrastructure sectors. One such person is Yasmeen Jacobs, a Structural Engineer at the Department of Infrastructure Development (DID). After ten years of honing her skills and acquiring industry experience, Yasmeen is living her dream and determined to give back to her community. Our Reporter spoke to this inspiring engineer about navigating her career and the projects she is working on for Team DID.

A career in Structural Engineering requires excellent mathematical knowledge, design skills and attention to detail. Structural Engineers ensure that the structures of buildings can withstand the stresses and pressures imposed by the environment. They calculate stability, strength and rigidity and make sure the correct materials are used for each project.

Yasmeen reviews the quality of work submitted by external engineers on projects and assists in ensuring value for money spent on structural engineering projects. Her interest in this field of work was sparked by her surroundings growing up. She explained, “Growing up in the historically disadvantaged coloured community, I realised how infrastructure can uplift people. A simple public library sparked my interest to pursue science and maths. I later received a scholarship to study and obtained a Degree”.

Yasmeen is determined to succeed, “I want to give back and empower my community. Being in the engineering sector as a young person allows me to play a fundamental role in providing good infrastructure to my community

and to my Province. I am honoured and privileged that I get to do what I enjoy in the Public Sector. I do not take the opportunity for granted. Making a difference fulfils me! The Public Sector is a great place to start building better systems. I believe that this is the best place for young people to harness their skills, make an impact and give back!”

Yasmeen has worked on several projects including Boipatong Community Library, Corner House basement leak investigations, 56 Eloff main registry, Thusanong, HM Pitje Stadium, Zwartkop Training Centre and 75 Fox Street. She has also conducted seven conditional assessments which entails the assessment of buildings for defects that may require routine or corrective maintenance.

The 34-year-old grew up between Bosmont and Newclare in Johannesburg. She obtained her Bachelor of Science Degree in Civil Engineering at the University of the Witwatersrand (WITS) in 2011. During her recreational time, Yasmeen enjoys cooking and hiking.

Yasmeen believes that young people have potential to advance in the engineering space. She passionately said, “Our past and background are not elements that should hold us back, these are treasures that shape us. The world and opportunities are available to everyone. Yes, some get it easier, however for those of us who work harder - it just makes it harder for anyone to take it away from us. Use your past, your hardships, skill and faith as your tools to open the world!”

VETERAN PHD

- DR TWALA RACKS UP 10 PUBLICATIONS

Article by Tiisetso Ngoedi

A journey of a thousand miles begins with a single step. The Director, Monitoring and Evaluation at the Department of Infrastructure Development, Dr Mandla Twala has now racked up ten academic articles in prestigious international journals. Dr Twala holds a PhD in Sociology from the University of Zululand (UniZulu). Our Reporter spoke to Dr Twala to uncover his academic journey.

"My late father always encouraged us to go to school, he knew the benefits and wanted us to become better people in society. I remember his words, he would say that he did not have money, livestock or a farm to take us to school but he was willing to borrow money for us to study until we wore a 'Red' gown. I silently held on to those words - it became my motivation to improve my family and community," said Dr Twala.

Dr Twala's academic journey is remarkable. His academic work is centred around Sociology and Psychology. He is an empath with a passion for understanding human behaviour within an organisation and broader society. He is a keen social scientist who sometimes travels with public transport but not because of the increasing petrol price. He explained, "I am motivated by my surroundings. Sometimes I use taxis to travel because I want to immerse myself. Listening to people having conversations and reflecting on what they talk about. The type of conversations people have about the issues affecting us in our country, unemployment and the challenges that we have. That is what triggers my research projects and what I will focus on".

Dr Mandla described his academic journey as a challenging period that demanded dedication, sacrifice, honesty and humility. He hails from Mpumalanga and conducts field work in KwaZulu-Natal. Amongst his many academic articles, Dr Twala has written on results-based management in developing countries and monitoring systems in the public sector. He started work as a Research Fellow, lecturing, supervised research work (Dissertations and Thesis) for post-graduate students at UniZulu and has conducted work for the Tshwane University of Technology and UNISA as an external marker for post-graduate students. During his 20 years of service in the public sector, Dr Twala has served as an Assistant Director for Labour Market Information Statistics and Planning at the Department of Labour, Research Analyst at the Department of Public Transport, Roads and Works and as Deputy Director for Institutional Performance and Monitoring at the Department of Social Development.

During his recreational time, he spends time with the family, traveling and reading to relax. He plans to continue to contribute growing the body of knowledge within Sociology.

Dr Twala aspires to transition his theoretical work into action to address the important issue of youth unemployment. Dr Twala advised budding academics to, "Have a clear plan, positive attitude and perseverance. Life is all about prioritising time on what matters the most to you!



Dr Twala



AT THE HEART OF WESKOPPIES HOSPITAL IS BOILER OPERATOR MOGAU

Article by Zubenathi Ngqikiza

During Women's Month in August 2022, our Reporter spoke to Mogau Makofane, a Boiler Operator based at Weskoppies Hospital employed by the Department of Infrastructure Development (DID). Mogau spoke to us about her career trajectory and her hopes of inspiring women who wish to pursue a career in this field.

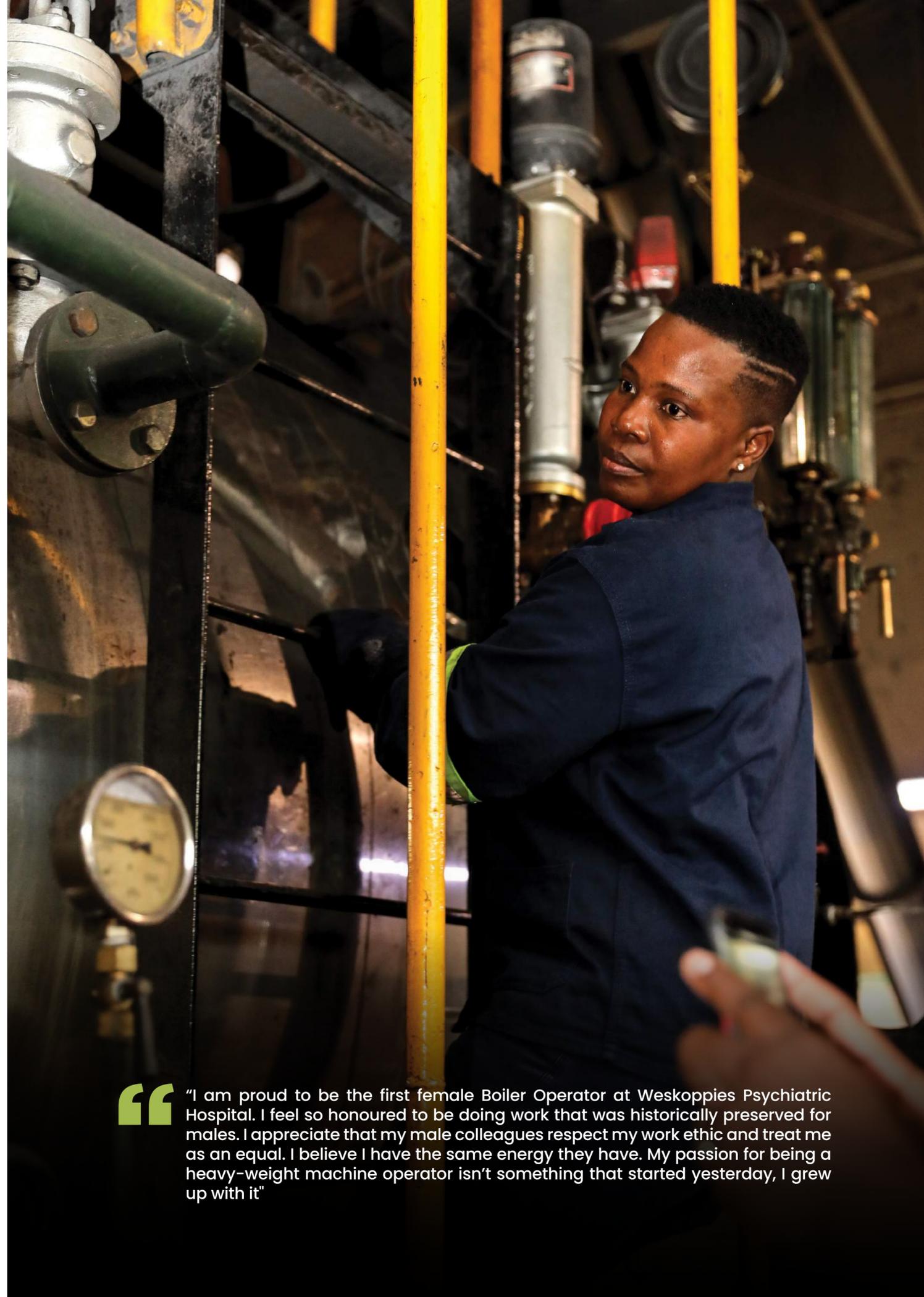
Born and raised in Burgersfort in Limpopo province, Mogau matriculated at Lehlabile Senior Secondary School in Alverton Village. Next, she relocated to Tshwane to study Mechanical Engineering at Tshwane South TVET College. "Performing duties that require high energy and being handy has always been close to my heart. I grew up in Burgersfort surrounded by mines. When I saw people wearing work suits, I would get inspired. My love for operating heavy-weight machines was ignited. I kept telling myself that I want to be in this field - hence I pursued a career in Mechanical Engineering," she said.

Mogau joined Team DID in 2014 under the Zivuseni Reloaded, Expanded Public Works Programme (EPWP). Thereafter, she gained permanent employment as a Boiler Assistant. "I never wanted to miss an opportunity. I decided to study towards a Diploma in Mechanical Engineering at Tshwane TVET College which equipped me with the certification to become a Boiler Operator," she added. Mogau's duties include supervising Boiler Assistants, operating and maintaining high and low-pressure boilers, performing compression and safety tests, carrying out preventative maintenance, testing the quality of water and monitoring the returning flows of condensed steam. "I go the extra mile in performing my duties," she added.

According to Mogau, the most challenging aspect of being a Boiler Operator is managing emergencies, "This place me under pressure and I have to be as quick as I can". The seasoned Boiler Operator asserts having experience in working with different types of boilers and following standard operating procedures helps her resolve problems swiftly. "I am proud to be the first female Boiler Operator at Weskoppies Hospital. I feel so honoured to be doing work that was historically preserved for males. I appreciate that my male colleagues respect my work ethic and treat me as an equal. I believe I have the same energy they have. My passion for being a heavy-weight machine operator is not something that started yesterday, I grew up with it", said Mogau. She believes that "The Boiler is the heart of the any institution facility".

Mogau is a wife and a mother. During her recreational time, she enjoys baking. Mogau would like to encourage women at Team DID and the youth to consider a career in this field, "Women need to believe in themselves and accept the challenges no matter how big they might seem".

This professional Boiler Operator is currently training to be a Fitter and Turner artisan at Benoni Seifsa Training Centre.



“I am proud to be the first female Boiler Operator at Weskoppies Psychiatric Hospital. I feel so honoured to be doing work that was historically preserved for males. I appreciate that my male colleagues respect my work ethic and treat me as an equal. I believe I have the same energy they have. My passion for being a heavy-weight machine operator isn't something that started yesterday, I grew up with it”

REGIONAL MANAGERS GEAR UP FOR THE FINANCIAL YEAR

Article by Zubenathi Ngqikiza & Sthabile Cele

The Department of Infrastructure Development (DID) is responsible for the maintenance of 229 clinics, 34 hospitals and 11 forensic mortuaries, 5 laundries and 29 Community Health Centers in Gauteng. The Chief Directorate, Health Maintenance includes highly skilled Regional Managers, Artisans, Boiler Operators and Inspectors and is responsible for day-to-day and preventative maintenance - to ensure a timeous and proactive response to maintenance provision. Our Reporter spoke to Team DID's Regional Managers to learn more about their key priorities for the 2023-24 Financial Year.



Vincent Selemela
Regional Manager: Westhoven

We want to ensure that all planned maintenance projects are completed on time, within quality and within budget. This will be achieved if we implement all the tasks required in terms of Occupational Health and Safety. We also look at achieving 100% toward the filling of vacant funded posts as well as supplying the necessary tools of trade.



Mary Mocheni
Regional Manager: Sedibeng

Sedibeng We want to ensure the enough Boiler capacity and that the team provides on the job training for our National Youth Service (NYS) Learners.



Vincent Chakane
Regional Manager: Tshwane

We plan to deal with ageing infrastructure in our Health facilities, by improving the look and feel of the building, preventative maintenance as well as safety and compliance which includes the renovation of medical wards, emergency areas, reception areas, walkways and passages, the building of new medical waste storage areas, building of new security guard house, bulk water supply tanks installations, upgrading and building of new septic tanks for clinics in rural areas amongst others.



Chiloane Mantwane
Regional Manager: Springs

Our key priorities at Springs Regional Hub for the Financial Year will be filling vacant funded positions, statutory maintenance and condition maintenance in alignment with our maintenance plan.



Moses Radithalo
Regional Manager: Tullisa Park

This Financial Year, we plan on reviewing some delegations such as the appointments of staff. This will streamline the appointment of staff. We are also looking at reskilling our artisans through continuous skills development. We need to ensure that our vehicles and tools of trade are well maintained.



BOOTS ON THE GROUND MEC MAILE ON SITE

Article by Sthabile Cele

During the year, the MEC for Human Settlements and Infrastructure Development, Lebogang Maile conducted frequent site inspections of Health, Education and STARS projects implemented by Team DID on behalf of our sister Departments across Gauteng. MEC Maile tracked project progress and decisively remediated project challenges. MEC Maile was accompanied by the Head of Department, Masabata Mutlaneng, DDGs for Health, Education and STARS, Project Managers, Contractors, Sub-Contractors and a variety of project stakeholders.





#LIMITLESS YOUTH – *Kwanda* JOINS TEAM DID

Article by Naledi Lebina

Kwanda Maholwana is a former National Youth Service (NYS) Learner who was recently appointed as the Personal Assistant to the DDG for Education and STARS, Mmakwena Selepe.

Our Reporter met with Kwanda to talk about her appointment at the Department of Infrastructure Development (DID). Her day-to-day duties include performing advanced typing work, the scheduling of appointments, obtaining inputs and compiling reports. She ensures the safekeeping of all documentation in the Office of the DDG in line with the relevant legislation and policies and assisting in determining funding requirements for purposes of Medium-Term Expenditure Framework (MTEF).

Following the completion of her NYS Learnership, Kwanda took part in the DID Internship programme in 2017. She was placed in the Office of the DDG for Corporate Services. Kwanda utilised her stipend to fund an Honours Degree in Public Management and Governance at the University of Johannesburg (UJ). Kwanda said, "I did not limit myself in the NYS programme, we all start somewhere. I would like to urge participants to not take the NYS opportunity for granted because many aspire for it. When you are presented with an opportunity, make the best out of it!"

Although Kwanda came across challenges including financial hindrance, she was determined to succeed. "When my Internship period ended, we were right at the peak of COVID-19 pandemic. To survive, I had to be creative. I then invested my time in beauty and fashion which ultimately sustained me," Kwanda explained. Born and raised in Eastern Cape, this 28-year-old said, "One of the lessons that I have acquired during my time at Team DID is to be enthusiastic and open to learning as it helps one to unlock greater opportunities. With the rate of unemployment in South Africa, I would advise the NYS Learners to use this opportunity wisely and work on enhancing their knowledge and skills as this will contribute on their self-development."

During her recreational time Kwanda enjoys spending quality time with her family. "I love my family so much. Spending time with my siblings is what I do when I am not at work. My love for fashion and beauty is also one of my pastimes."

“

I did not limit myself in the NYS programme, we all start somewhere. I would like to urge participants to not take the NYS opportunity for granted because many aspire for it”



Prioritising EMPLOYMENT EQUITY AT TEAM DID

Article by Tisetso Ngoedi

The Department of Infrastructure Development's (DID), Directorate, Human Resource Development (HRD) hosted a three-day Employment Equity (EE) training session for Employment Equity Committee representatives during November 2022.



"The EE Act actively redresses the effects of past unfair discrimination, promoting affirmative action to ensure equitable representation in all occupational categories and levels in the workforce. The success of any organisation depends on compliance with the requirements of the EE Act"



This practical training session held in Johannesburg, allowed members to participate in debates and commissions. According to the EE Chairperson, Dr Ramona Baijnath, "The Employment Equity Committee works to promote equal opportunity, fair treatment in employment through the elimination of unfair discrimination. The EEC provides oversight of Affirmative Action measures to redress the disadvantages in employment experienced by designated groups, ensure equitable representation in all occupational categories and levels in the workforce and to assist the Department to meet its legislative obligation in terms of the EE Act".

Training Facilitator, Dorah Tlala, explained the importance of the EE Act, "Every organisation should have an employment equity programme to ensure that employees are treated equally at all times and it is important that organisations comply with the requirements of the EE Act. South Africa has undergone a monumental socio-political transformation and legislation was developed to outlaw unfair racial discrimination and to redress past imbalances. The EE Act actively redresses the effects of past unfair discrimination, promoting affirmative action to ensure equitable representation in all occupational categories and levels in the workforce. The success of any organisation depends on compliance with the requirements of the EE Act".

The training focused on the EE Act (EEA) which was developed to promote equality of opportunity and fairness in the workplace. Team DID's EEC includes a variety of representatives from all occupational and skills levels, all Branches,

designated groups including members of various races, genders, persons with disabilities and organised labour. The DID has an approved Employment Equity Plan (EEP) which details our key objectives over a three-year period and is lodged with the Department of Labour which monitors performance.

The EEP commits the EEC to provide oversight on seven core areas including the increased appointment of women at Senior Management level, the increased appointment of people with disabilities, the provision of training on organisational diversity management, change management and mainstreaming, provision of leadership development programmes for designated groups, workplace advocacy and policy review.

According to EEC Representative, Administration Clerk, Caristine Clack, "The EE training was very informative. There is a lot that needs to be implemented in DID and I am happy that we will leave with improved knowledge on how to close the gaps in some aspects of EE". Francois Fourie, Control Works Inspector at Chris Hani Baragwanath Academic Hospital, said, "The training session was an eye opener on the EE Act.

I found the training to be a step in the right direction, it was interesting. As an EEC member, I understand that the implementation of EE programmes cannot be achieved in one day. The implementation of the EEP requires continuous monitoring and evaluation. It is important for the EEC to be trained to improve EE within the workplace".



CHAMPIONING CLIMATE ACTIVISM -

MEET NGCEBO

Article by Sthabile Cele

Team DID has been actively working to decrease the carbon footprint of Gauteng province. Our Team has implemented a variety of projects to diversify the energy mix, improve environmental compliance and is working on significantly reducing the reliance on electricity.

Key projects include the installation of alternative energy, waste-water purification, water saving, waste-water management, biogas, Energy Performance Certificates (EPCs) for Gauteng Provincial Government (GPG) facilities and recycling. Our Reporter spoke to Ngcebo Nsimbini, a Control Environmental Officer in the Directorate, Research and Green Technology which spearheads the implementation of Green Technology.

Ngcebo highlights the need for sustainable solutions, "South Africa is facing water and electricity crises. By harnessing green technology, we can reduce our consumption levels and carbon footprint whilst sustainably improving our environment. The use of green technologies which includes renewable and alternative energy, water saving technologies, waste management and practices is critical. Irrespective of the growing concerns of the state of our economy, we need to get out there and get things done to accelerate the energy transition and prioritise the implementation of Green Projects".

The Directorate, Research and Green Technology is tasked with providing Green Agenda leadership and the identification of green technology projects that could be rolled out across our portfolio. "I was fortunate to be among those who started in the Directorate. As a team, we have worked on the DID's strategies for greener growth, contributed to the formulation of green policies, implemented water and waste management projects, provided advisory services on Capex projects and supporting the implementation of green technologies. I was part of the team that implemented a waste-water recycling facility at Matlotlo Primary School in Sebokeng, we collected the results and showcased the technology harnessed. Our Health Branch adopted this technology and implemented it at Dewagensdrift Clinic where there was no bulk sewage line - this technology provided the solution", said Ngcebo.

The DID has attained Energy Performance Certificates (EPCs) for three facilities with seventeen more in the pipeline. The EPCs are an important tool for policymakers and regulators. The data collected assists in the development of energy efficiency standards for new buildings or to incentivise energy efficiency improvements in existing buildings. According to Ngcebo, "The EPC for buildings that receive energy from a renewable energy source and from the grid will display the 'energy mix' of the building. The EPC provides transparency and visibility to tenants with regard to the Landlords investment in solar PV upgrades. An EPC is valid for up to five years and must be displayed in the building where it is visible to the public".

The Directorate has recommended relevant green technology to be included in the construction of schools and clinics to save water and electricity including solar rooftops, wastewater recycling, water saving technology, the correction of billing for utilities and the conversion waste to energy (biogas) in facilities where there is high waste production. The team identified AirFLUSH toilet technology as a potential solution to the eminent water crisis which could result in water shedding if not addressed. The AirFLUSH toilet technology was piloted at Hitekani Primary School in Chiawelo in Soweto.

This system has had significant environmental benefits including saving water. Efficient water use reduces the quantity of water that needs to be treated and pumped to schools and reduces the amount of effluent or wastewater to Municipal Wastewater Treatment Works (WWTW) which are under pressure due to the rapid population growth in Gauteng Province. This system reduced the high-water demand in the schools. Almost 40% of school budgets are consumed by water bills. This technology has decreased utility bills by more than 60% monthly.



Morongwa & Letsika - MOVING DID'S ETHICAL GOVERNANCE TO THE APEX



Article by Tiisetso Ngoedi

The Department of Infrastructure Development (DID) has congratulated our Assistant Director, Ethics Integrity Management, Morongwa Mushoma and Deputy Director, Ethics Management and Investigations, Letsika Mokoena on completing the Ethics Officer Certification Programme (EOCP) conducted by The Ethics Institute (TEI) in partnership with the University of Stellenbosch.

Morongwa and Letsika were nominated to participate in this programme by the Office of the Premier (OoP). According to Letsika, "The EOCP enlightened me on how to institutionalise ethics within the Department including how to conduct an Ethics Risk Assessment (ERA), develop an Ethics Strategy, Ethics Management Plan, Ethics Infrastructure, Ethics Training Plan, Ethics Policies and Reporting Channels.

These important frameworks will assist the Department of Infrastructure Development to create a working environment that is free of unethical behaviour and corruption which negatively impact on service delivery".

Morongwa said, "The course content was challenging. I gained a better understanding of my responsibilities. The nature of my job requires that I educate staff members on Ethics including regulations on conducting business with the State. New appointees from the private sector are often unfamiliar with processes in the public sector. I believe that once information is shared through education and training, employees will ensure compliance".

Letsika added, "Ethics has become a significant measure of good governance in Government institutions. In order to achieve good governance and effective service delivery, measures must be put in place to promote ethical behaviour amongst employees through mechanisms to eradicate fraud and corruption. Corruption affects us all - we should all play our part to eradicate this scourge. Do the best you can until you know better. Then, when you know better, do better!"

The Department of Infrastructure Development, implements Ethics Management through a range of systems and processes inclusive of an Ethics Risk Assessment, the implementation of our Ethics Strategy and Ethics Management Plan, the establishment of an Ethics Committee, the appointment of an Ethics Champion and Ambassadors, the development and monitoring of registers regulating gifts and other benefits, managing applications for Remunerative Work Outside the Public Service (RWOPS), the management of employees conducting business with the State and the reporting and monitoring of employee financial disclosures.



67 MINUTES FOR MANDELA THE LANDLORDS OF GAUTENG INSPECT GPG

Article by Zubenathi Ngqikiza

In July 2022, our Branch Property Management deployed Senior Managers to facilities across Gauteng to conduct condition assessments of our buildings in line with the Occupational Health and Safety Act as part of Team DID's contribution to Mandela Day.

As the Landlords of Gauteng Provincial Government properties, Senior Managers leveraged their 67 minutes for Mandela to evaluate facilities occupied by our Sister Departments to ensure that we are able to optimise service delivery. These important assessments focused on structural components, including walls, floors, roofs, windows and doors, systems, including plumbing, HVAC and electrical and Interior and exterior components, including finishes and fixtures.



Neo Mosebo
DDG Property Management

I was deployed to Surrey House in Rissik Street, Johannesburg occupied by the Department of Sport, Art, Culture and Recreation. Generally, the building structure is in good condition, but housekeeping requires urgent intervention. The Client is not utilising the office space optimally and my team has stepped in to assist with space planning. I think this Mandela Month, SMS deployment has been a useful exercise. More senior managers have now been exposed to the challenges within the property management environment and this helps to strengthen our collaborative response.



Mandisa Matlhare
Director: Management Accounting

I was deployed to the Department of Social Development – this inspection went very well. There were no issues in terms of the OHS. The building is well maintained and clean. All the OHS related equipment such as the fire equipment is working and employees are pleased with the condition of this facility.



Harry Lai Wai
Director: Human Resource Development

I cannot think of a better way to spend my 67 minutes dedicated to Tata Mandela than to get on the ground to inspect our GPG facilities to know the real conditions of our facilities. This initiative places Team DID on the path to realising our vision of being caring and responsive landlords. This deployment to the coalface of service delivery, brings us face to face with the humans we serve and show the impact of both service delivery and service delivery gaps.



Tshupo Theledi
Director: Human Resource Planning

Following my inspection of the Department of Economic Development in Johannesburg, I have a deeper appreciation for the work our Branch Property Management undertakes and a keener understanding of the challenges we must overcome.



Mantwa Mnisi
Director: Legal Services:

We have inspected the Department of Social Development at 41 Fox Street. This building is in a really good condition. It's super and it looks brand new.



DID ACCOUNTS TO THE GAUTENG PROVINCIAL LEGISLATURE

Article by Tiisetso Ngoedi

The Department of Infrastructure Development has participated in several engagements with members of the Gauteng Provincial Legislature's (GPL) Portfolio Committee on Infrastructure Development.

According to the GPL, "Committees have the authority to summon Members of the Executive Council and Officials to answer questions related to service delivery. Additionally, Committees can also undertake investigations into activities by Government Departments which are open to public scrutiny. The Legislature allows the people of Gauteng to participate in law-making and oversight processes".

During discussions with the Portfolio Committee on the illegal occupation of State properties and vacant land, the MEC for Human Settlements and Infrastructure Development, Lebogang Maile warned that the illegal occupation of State properties would not be tolerated, "The DID is committed to safeguarding State properties and to ensuring that these assets are utilised for the benefit of the public". MEC Maile assured the Portfolio Committee that the Department would introduce the necessary systems required to ensure that all State properties under the custodianship of the DID are well managed. The DID briefed the Portfolio Committee on 60 State properties that were illegally occupied. The affected properties include several vacant sites on which illegal occupants have constructed structures such as residential housing, shops, farm buildings, informal settlements, businesses, restaurants and churches. In some of the sites the occupants are illegally occupying State-owned properties while in other cases State properties are unlawfully rented. The DID committed to introduce measures such as deploying Safety Officers in to guard vacant sites, increase rapid response actions, intensive security surveillance and monitoring of all vulnerable, regular land audits as well as community awareness initiatives. The DID is the custodian of Gauteng State properties with an asset register valued at more than R48 billion including health and education properties, vacant land and nature reserves.

The Portfolio Committee moved to address embattled infrastructure projects. Our Head of Department (HoD), Masabata Mutlaneng assured the Portfolio Committee that the DID would be able to complete and hand over the embattled projects by the end of term. HoD Mutlaneng said, "We have been conducting vigorous stakeholder engagements through our Inter-Governmental Relations (IGR) forums and I believe that we will be able to find resolutions so that all these projects are completed by the end of term. We realise that that we have systematic challenges and the environment needs to change. The credibility of Government is our responsibility and I want to assure this Portfolio Committee that by the end of term all problematic projects discussed will be finalised". HoD Mutlaneng outlined interventions to mitigate project challenges including strengthening relationships with sister Departments, building internal capacity and the roll out of a project



dashboard for real-time monitoring.

Additionally, the DID made representations on the Expropriation Bill B23B-2020 to the Portfolio Committee. The Expropriation Bill was approved by the National Assembly on the 28 September 2022 however there are several processes remaining before it can be signed by the President and gazetted. The thrust of the DID presentation was on how this Bill will affect the Gauteng Province Government (GPG) and details the Departments position as a custodian. The DID supports the Bill on several grounds.

These include that the Bill does not have a retrospective effect hence will not affect any notice that had already been delivered prior to its commencement unless the parties agree to apply the Bill. The Bill extends the right to expropriate in line with the Constitution as it is for a public purpose or in the public interest. The Bill holds that expropriation can be without compensation which is in line with the limitations clause in the Constitution and sets out clear procedures to be followed which includes the inter-governmental consultative process.

The DID is committed to working with the Gauteng Provincial Legislature to ensure that our mandate and services are transparently delivered to the people of Gauteng province.





WORKING TOWARDS INCLUSION AUTISM

AWARENESS & SUPPORT

Article by Nthabiseng Malatji

Team DID joins the global family in observing World Autism Awareness during April. This important awareness campaign calls on everyone to accept and support autistic people in society and the workplace.

Autism spectrum disorder (ASD) is a lifelong neurodevelopmental disability that refers to a range of conditions characterised by some degree of impaired social behaviour, communication, language and a narrow range of interest and activities that are both unique to the individual and carried out repetitively. InTouch spoke to our Deputy Director, Employee Health and Wellness (EHWP), Nonhlanhla Bob to shared her experience with raising an autistic child, the importance of parental support and how the EHWP aims to offer support to employees who have children with special needs.

Nonhlanhla discovered that her daughter was borderline autistic when she could not perform well academically. She stated that there were no visible signs that her daughter could be autistic since she could speak, write, and communicate at an early age. According to Nonhlanhla, "Prior to my daughter's diagnosis of borderline autism, I was frustrated and I could not comprehend why my child was not coping academically because she was initially doing well in pre-school. It took a while to confirm her diagnosis because her symptoms were mild and transient in nature without predictable patterns, however, after consulting with a Child Psychologist who specialises in neuropsychology, I gained insight into my daughter's delayed development and why her intellectual functioning and social adaptive behaviour was limited. Borderline autistic children may experience delayed language development, minor learning and social skills. My daughter had a delayed language development, poor social and transitional abilities affected her academic performance. When she was in Grade 8, we then opted to take her out of a mainstream school to an online-home learning platform. She is coping much better in a less competitive and anxiety provoking environment".

Nonhlanhla's daughter is now 17-years old and is thriving. Nonhlanhla shared, "We do not pressurise her to catch up quickly with her peers because

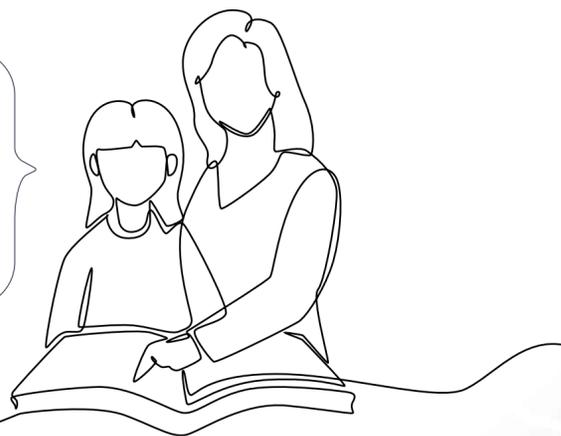
we respect and understand that everyone has their own unique pace and learning style. As her parents, we trust that she will finish school in her own time. Our main goal is to support her until she matriculates so that she can focus on her true passion, which is art. My daughter is musically creative and we appreciate the fact that she can express herself through art." Nonhlanhla said in her personal experience, children with autism often have a unique way of perceiving and processing information that differs from neurotypical child. They often possess remarkable artistic abilities but may also have sensitivities to certain sensory stimuli. She expanded that the simple sound of a bell ringing may be overwhelming for an autistic child, so it can be helpful to write rather than to speak as they may not understand what you mean. "This approach can help minimise frustrations and misunderstanding, as the autistic child may struggle to comprehend verbal communication at times. By providing a visual aid, such as written words, the child can better understand the intended message and respond accordingly," added Nonhlanhla.

According to Autism South Africa, once a child has received their diagnosis, parents can approach their closest education district to enrol their child. South Africa has a wide range of public and private schools that caters for children within the spectrum. Nonhlanhla advises parents and guardians to spend quality time with their children as this helps them feel appreciated and supported, "Autistic children require special attention and focus as their development may not progress as quickly as their peers. It is vital to learn about their strengths and weaknesses and seek early interventions".

Should you or an immediate family member require assistance, contact DID Connect, our 24 hour, toll free professional hotline on 0800 004 770. For more information on autism awareness, visit the Autism South Africa website: www.aut2know.co.za or call on 011 484 9909.



Borderline autistic children may experience delayed language development, minor learning and social skills. My daughter had a delayed language development, poor social and transitional abilities affected her academic performance"



THANK YOU

For Your Service

Article by Sthabile Cele

The MEC Human Settlements and Infrastructure Development, Lebogang Maile and Head of Department, Masabata Mutlaneng bid farewell to retiring Public Servants. "I thank you for your stellar public service and wish you well on this new chapter", said MEC Maile. "To our 25 retirees, your contribution to Team DID and the people of Gauteng is significant, you will forever be remembered", said HoD Mutlaneng



Simon Ramapepe
17 Years of Service



Jeffrey Mothibe
31 Years of Service



France Khaile
39 Years of Service



Sello Mohajane
34 Years of Service



Johannes Naude
41 Years of Service



Eatwell Seheri
40 Years of Service



Gladys Saphongo Sibiyi
36 Years of Service



Rian Van Der Watt
29 Years of Service

Retiring Public Servants:

Simon Ramapepe
Patrick Moleko
Rian Van Der Watt
Chris Van As
Charles Hogings
Johannes Botha
Isaac Hara
Vusi Khoza
Simon Dlamini

Poulus Masango
Roedolph Haai
Sabata Selemela
Claude Adams
Andreas Enslin
Lesiba Ledwaba
Kagonyane Babeocwejang
Stephanus Liebenberg
Ramaoka Ramahotswa

Sylvester Nthite
Johannes Naude
Jeffrey Mothibe
Eatwell Seheri
Sello Mohajane
Gladys Sibiyi
Sello Mohajane

QUICK CONTACTS

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Employment Equity

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PMDS

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Human Resource Development

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Knowledge Hub

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ESS

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Newsflash Requests

Maria.Liphosa@gauteng.gov.za



Gauteng Anti-Substance Abuse Hotline

Toll Free 0800 2288 27



InTouch Requests

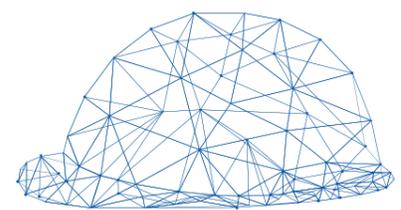
Tiisetso.Ngoedi@gauteng.gov.za



Gauteng Ethics Hotline

Toll Free 080 1111 633





DID Team Updates: 
WhatsApp: 064 850 6873

DID Intranet: 
<https://gpgonline.sharepoint.com/sites/GDIDIntranet>

GPG intranet 
https://gpgonline.sharepoint.com/_layouts/15/sharepoint.aspx

Facebook: 
Gauteng Infrastructure

Instagram: 
gp_infrastructure

Twitter: 
@GPDID

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Department of Infrastructure Development (DID)

Tik Tok 
GPG Infrastructure