

2021 2022 YEAR IN REVIEW

DEPARTMENT OF INFRASTRUCTURE DEVELOPMENT



GAUTENG PROVINCE
INFRASTRUCTURE DEVELOPMENT
REPUBLIC OF SOUTH AFRICA

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GROWING GAUTENG TOGETHER

2021 2022 YEAR IN REVIEW

DEPARTMENT OF INFRASTRUCTURE DEVELOPMENT



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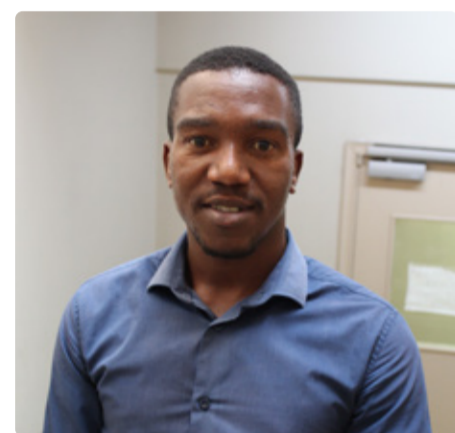
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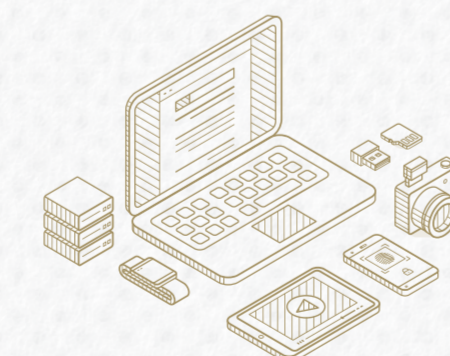
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WELCOME TO THE 2021 - 2022 YEAR IN REVIEW

Hello Team DID

Welcome you to read this inaugural issue of the 2021-2022 Year in Review which is an annual internal magazine especially produced for you.

The Department of Infrastructure Development has been hard at work during the 2021 – 2022 financial year and has worked tirelessly to deliver on our vision as the trusted provider of integrated and SMART public infrastructure and property management solutions that transform the spatial landscape and improve the quality of life of the people of Gauteng.

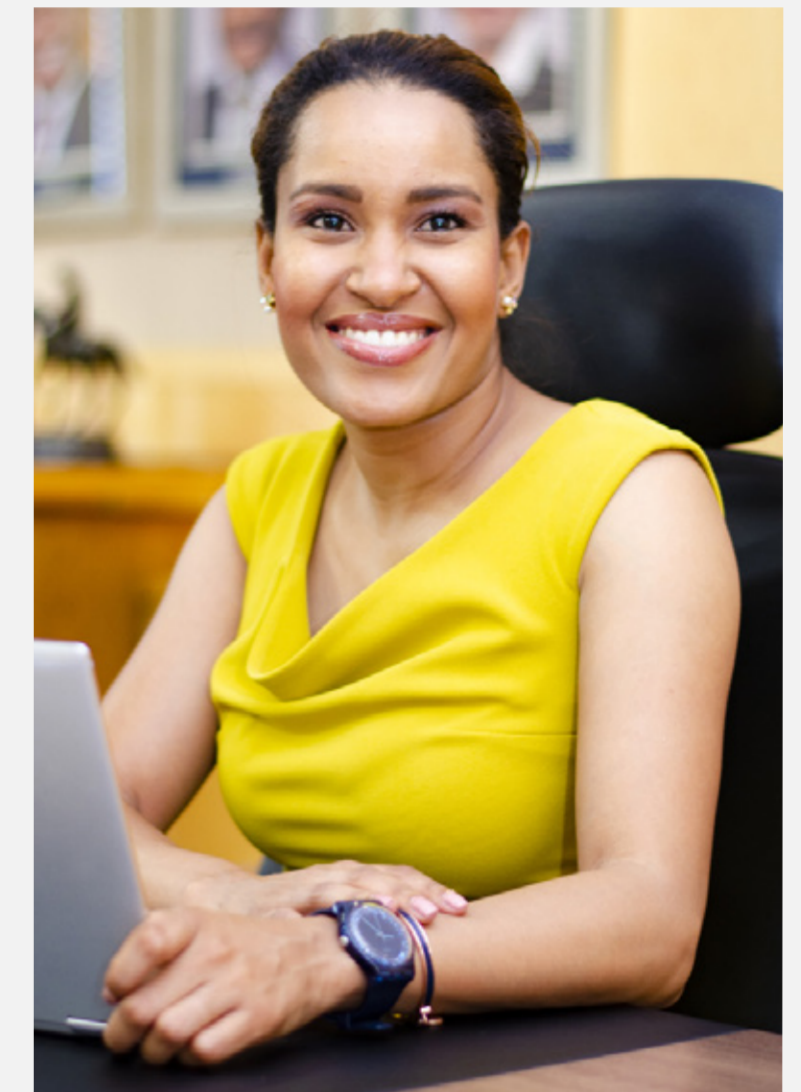
During January 2021, we welcomed our Head of Department, Thulani Alfred Mdadane who brought a wealth of experience and knowledge to Team DID. HoD Mdadane hails from KwaZulu-Natal and has an illustrious career within the public sector. He has led the Strategic Infrastructure Development Agency (SIDA) in KZN. His previous appointments include acting HoD for the Department of Public Works, Deputy Director-General for Cooperative Governance and Traditional Affairs (COGTA), Deputy Director-General for Infrastructure and Expanded Public Works Programme (EPWP) and Chief Director for Infrastructure at the Department of Public Works in KZN. HoD Mdadane holds several qualifications including three Masters degrees inclusive of Construction Studies from the University of KwaZulu-Natal (UKZN), Infrastructure Design from the University of Cape Town (UCT) and Business Administration from MANCOSA.

Despite the damage the COVID-19 pandemic has caused our country and the construction industry, Team DID has worked tirelessly to deliver several projects from our Branches Health and Education and STARS to our Clients including Setlabotjha Primary School, Greenspark Clinic, Impumelelo Early Childhood Development Centre and Boipatong Community Library. Team DID, you have demonstrated how we can progress beyond this pandemic. In every crisis, it is those with vision and foresight who identify opportunities for growth and innovation. Technology has allowed us to continue the work. Through our efforts as individuals and as a collective we will continue to prevail.

During the year, we hosted several webinars including MasterClasses on Universal Access and Design and a LGBTQIAP+ Vaccination session. South Africa is a Constitutional Democratic country where our Constitution recognises the rights of every human being regardless of colour, race, sexual orientation, religion or disability. Importantly, we need to find real solutions to how do can implement universal design and access. Team DID, we must align with the vision of our Constitution to ensure universal accessibility so that our services reach all our people.

The COVID-19 pandemic has come to all our doorsteps - at home, in our workplace and to those we love. Team DID, I am in awe of your commitment to safeguard yourself, your colleagues and your loved ones by choosing to vaccinate. It is only through sustained behavior change that we as individuals and as a collective can overcome our new reality and disrupt the chain of infection. We must continue to battle this virus on all fronts. I choose vaccination to protect us all. Join the Team DID Vaxxed Squad featuring Johannes Naude, Utilia Chauke, Mulalo Ratombo, Boitumelo Mabuza and thousands of Team DID colleagues by getting your jab today.

As I page through this delightful publication, I am filled with pride that Team DID has such capable female professionals including Octavia Khomane, Refiloe Malete, Thato Motebang, Tebogo Molosiwa and Zanele Kunene who are change makers within our industry.



Tasneem Motara
MEC for Infrastructure Development and Property Management

“

Team DID, I am in awe of your commitment to safeguard yourself, your colleagues and your loved ones by choosing to vaccinate. It is only through sustained behavior change that we as individuals and as a collective can overcome our new reality and disrupt the chain of infection. We must continue to battle this virus on all fronts”

This 2021 – 2022 Year in Review magazine demonstrates the change that we as Team DID are capable of effecting and I hope that this inspires you to keep on delivering in service of the people of Gauteng Province.

Happy reading!

KEEPING OUR BOOTS FIRMLY ON THE GROUND

I am truly excited to bring you this wonderful magazine celebrating the work of Team DID which demonstrates how we live our values of being people-centric, professional, working as a team, accountable, transparent and solutions-oriented. I believe it is you, the staff of Team DID, who are our boots on the ground that are our greatest assets as we go about our work to deliver stellar public infrastructure and property management solutions for the people of Gauteng.

In line with our mission to effectively manage the full lifecycle of fixed property owned by the Gauteng Provincial Government (GPG), Team DID welcomed aboard the DDG for Property Management, Neo Mosebo in July 2021. DDG Mosebo has over 21 years of experience in the property sector. She brings with her a wealth of expertise in property management, asset management, hospitality and facilities management. Prior to joining our team, DDG Mosebo held an executive position responsible for Real Estate Management at Transnet Freight Rail. DDG Mosebo holds a Post Graduate Diploma in Facilities Management, Degree in Urban and Regional Planning and several industry specific certificates.

The 2021-2022 Year in Review magazine showcases public service excellence and contains some of the most inspiring stories from our real time online publication InTouch.

I am proud of Logan Marian, the 56-year-old, acting Personal Assistant and single father of three who attained his matric certificate 37 years after his first attempt. Ncamisile Mthethwa, the Assistant Director, Property Development graduated with a Post Graduate Diploma in Property Development last year. Both Logan's and Ncamisile's triumphs have proven through dedication, perseverance and sheer hard work, we can all attain our goals.

Team DID has demonstrated great resilience over the year, Tumelo Maimane and Jay Singh have shared their journeys with us and urged us to take care of our health. Lindiwe Makeman, Sicelo Ntakana, Dimakatso Seabidi and Tintswalo Chauke have compelled us to interrogate how we engage with people living with disabilities and the LGBTQIAP+ communities. Harry Lai Wai and Kannukani Tshindane have demonstrated the ethos of Batho Pele in the public service.

Team DID coordinates the Expanded Public Works Programme (EPWP) for the Gauteng Province and implements the National Youth Service (NYS), the article on Robin Thakadi who transitioned from a NYS learnership to a professional Handyman is both aspirational and inspirational. Tivani Chauke's youthful determination also finds a home in Team DID. The best practices from our Chief Directorate Infrastructure Research Planning and Systems (IRPS) including our drone programme, green technology and Infrastructure Knowledge Hub feature prominently.

This inaugural issue of the Year in Review is crammed with the best of Team DID. I hope you enjoy this magazine as much as I do.



Thulani A Mdadane
Head of Department



"I believe it is you, the staff of Team DID, who are our boots on the ground that are our greatest assets as we go about our work to deliver stellar public infrastructure and property management solutions for the people of Gauteng"

TURNING WORDS INTO ACTION

TEAM DID STANDS UP AGAINST VIOLENCE AGAINST WOMEN & CHILDREN

Article by: Zubenathi Ngqikiza and Nqobile Sithole

The Department of Infrastructure Development commemorated 16 Days of Activism, a campaign that calls for united, global action to end all forms of violence against women and girls in December 2021. Team DID responded with messages to end violence against women and girls.



Lethiwe Langa

Food Service Aide: Office of the HoD

I would like to encourage women to be independent. Be a brave woman, don't be a man's asset. Be responsible for your life, don't expect anyone to change your situation if you are struggling, stand up for yourself. The problem starts when you start to think a man is someone you can only depend on, that is why women end up being abused by men.



Siggibo Ngwazi

Assistant Director: Service Delivery

Let us see each other as human beings. We need to respect ourselves and set a good example on our children. We need to go back to the days where initiation schools played a role in shaping men and women. The violence against women and children doesn't need to pass on to the next generation.



Nikiwe Sello

Assistant Director: Office of the HoD

In most times women experience abuse or violence in their relationships, so I would advise any woman to get out of an abusive relationship. It's your responsibility to do so.

TEAM DID DELIVERS

Article by: Nqobile Sithole and Tiisetso Ngoedi

During January 2022, there was an aura of excitement as learners entered the school gates at Setlabotjha Primary School in Sebokeng for the first time. Gauteng Premier, David Makhura flanked by MEC for Infrastructure Development and Property Management, Tasneem Motara and the MEC for Education, Panyaza Lesufi presided over the opening of this facility.

The construction of Setlabotjha Primary School was executed by the Department of Infrastructure Development (DID) on behalf of our client Department, the Gauteng Department of Education. Premier Makhura and his entourage participated in a walkabout of the school, followed by the cutting of the ribbon and the unveiling of a plaque commemorating this occasion.

Scholars were encouraged that 2022 must be a year of tremendous progress in Gauteng and that the Province must be part of the top performing schools in the country. Premier said, "Today we are at the newly refurbished Setlabotjha Primary School in Emfuleni Local Municipality as we mark the start of the 2022 academic year. I wish all young people in Gauteng a safe and productive new year. I hope all of you are refreshed with renewed vigour and opportunity. We must get all learners back to school to deliver optimal outcomes. We want a Province that is pumping".

MEC Motara said, "We have worked really hard despite the COVID-19 disruptions. I would like to thank you all for joining us as we officially open Setlabotjha Primary School. We hope that the school will do what it is supposed to do, changing the face of township education. I would like to thank Team DID for their commitment in bringing together the construction of this education facility. It takes so much work to put a facility together, long hours, hard labour and a lot of communications between ourselves, clients and stakeholders. I am glad that we are all here, safe and ready to start the year. I would like to wish these learners a productive year".

The scope of work for the construction of the school included a guard house, an administration block, Grade R, foundation and intermediate classrooms, a library, science laboratories, a generator room, pump rooms, senior phase classrooms and a nutrition centre. Setlabotjha Primary School accommodates 1200 learners. This education facility also boasts energy saving lights, LED light fittings, solar water heating as well as rainwater harvesting features.

This state-of-the-art mega school was structured to encourage the participation of historically disadvantaged individuals, contractors and business enterprises, without compromising standards and skills. Economic opportunities were offered to one contractor and 13 sub-contractors. Over R23 million was spent on Small, Medium and Micro Enterprises (SMMEs) while R2.7 million was spent on 54 labourers sourced from the local municipality.

The MEC for Education, Panyaza Lesufi said, "We will continue to eradicate mobile and asbestos schools. We will build schools of the future, where there is no chalkboard - schools of the future!"

MEC Motara presented a certificate of completion and compliance for the works, alteration and demolition of Setlabotjha Primary School to both Premier Makhura and MEC Lesufi. This certificate confirms that the school was completed in full compliance with the SANS 10400 and the National Building Standards Act.

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"I would like to thank Team DID for their commitment in bringing together the construction of the education facility. It takes so much work to put a facility together, long hours, hard labour and a lot of communications between ourselves, clients and stakeholders. I am glad that we are all here, safe and ready to start the year. I would like to wish these learners a productive year" - MEC Motara

LOGAN'S TRIUMPH

HIS 37-YEAR JOURNEY TO ATTAIN MATRIC

Article by: Tiisetso Ngoedi



As thousands of learners around the country waited with bated breath to receive their senior certificate results in February 2021, they were joined by Logan Marian. A 56-year-old, acting Personal Assistant at the Department of Infrastructure Development and father of three who anxiously awaited his results.

Logan Marian is a living testament to the saying, "It is never too late to go back to school". Logan's first attempt at matric was 37 years ago in 1983. Unfortunately, due to the precarious economic demands which fell upon him, he had to juggle education with being a breadwinner. This resulted in him failing three subjects in matric.

It was Logan's lifelong ambition to go back to school in pursuit of his matric qualification. Fast-forward to February 2021, he obtained his National Senior Certificate. Our Reporter chatted with Logan to celebrate this massive personal victory. Logan is the acting Personal Assistant to the acting DDG: Corporate Services, Wesley Jacobs.

"I wrote my matric in 1983 and I did not make it. I passed a few subjects. I was very sad, what made it even more difficult was my situation back then. I come from a very poor background with six siblings and unemployed parents. Being the eldest, I decided that the only way to look after my family was to get a job to survive. I then got a small job and earned just enough to support my family with the basics. From there, I realised how important it was to have matric as every good job requires one to have a qualification. I promised myself that should an opportunity present itself in future, I would grab it with two hands to finish off my matric," Logan said.

Along the journey of life, tragedy struck, Logan lost his wife in an accident and became the sole caregiver to their three young children. "This was in 2015, it was very difficult," said Logan. This 56-year-old had now become a single parent. As fate would have it, his situation changed for the better. He joined Team DID as a Messenger in the Chief Directorate: Human Resource Management. He said, "I still had the urge to do my matric. With everything that had happened, losing my wife unexpectedly and taking care of our children. I told myself that I am going to do it one day!"

At the onset of 2020, Logan made a commitment to write the three outstanding subjects to obtain a senior certificate. "I was encouraged by the acting DDG: Corporate Services, Wesley Jacobs and some of my colleagues – Harry Lai Wai, Neil Pillay and the late Moipone Mukhufi. They played a huge role in my journey. I remember at some point Moipone would source information online for me. I will never forget her! I know if she was here today, she would be celebrating with me. With the assistance and support of my colleagues and family, I registered in June in 2020 to write Afrikaans, History and Religious Studies in order to obtain my matric. The registration process was long, but I was able to do everything on time," said Logan.

HoD Thulani Mdadane applauded Logan for his achievement and dedication. He said, "You have done well and I wish you all the best going forward. This shows that one is never old to study. Knowledge is power and what Logan's story demonstrates is that through dedication, perseverance and sheer hard work, we can all achieve our goals".

The ecstatic acting DDG Corporate Services, Wesley Jacobs, could not contain his joy when receiving the news that Logan had triumphed, "Well done Logan, your first attempt was in 1983 and now in 2020 you have proved that nothing is impossible. In this moment, you have overcome your life long economic and personal challenges to show us that your strength of will is extraordinary. You are Team DID's iconic reminder that it is never too late to change our life paths, to be better than all our yesterdays and to take charge of our futures. You inspire us and we are incredibly proud of you".

“

"It is never too late for any person – young or old, who still wants to rewrite their matric or obtain an academic qualification. If I can do it at such an age, it is never too late for anyone to do it"

Another tremendous obstacle on the way for Logan to complete his studies was the COVID-19 pandemic. "I did not even want to tell myself that I choose the wrong year to study. Mentally, I was prepared and ready for the exam room. It was even worse because I worked throughout all alert levels of the pandemic. I would stay up late at night to study and wake up early in the morning for work," he explained.

With the challenges that COVID-19 came with, this meant that there were no physical classes or teachers to engage with face-to-face. Logan had to study at his home with no assistance from teachers. He shared, "It was very difficult because there were no teachers. I had to map a way forward on how I was going to do to pass. I went through past matric papers and textbooks. My daughter would stay up late at night with me to help with some of the exam preparations".

Given the challenges he experienced along his long journey to completing matric, Logan was elated when he received the news that he had passed. "I received a call from Mr. Jacobs, he pulled a prank on me over the phone saying that I did not make it. After a while I heard him laugh and I knew that I made it! I am happy that I pulled through and today I hold this qualification. My daughter was worried, seeing me study late at night and going to work in the morning. My children were very proud and happy".

Despite all the hiccups, Logan is proud of himself for persevering against all obstacles. "It is never too late for any person – young or old, who still wants to rewrite their matric or obtain an academic qualification. If I can do it at such an age, it is never too late for anyone to do it. Please, do not be ashamed of yourself because of your circumstances or background. We need to work hard and achieve our goals no matter how big or small they may be. It is never too late".

Outside of work, Logan enjoys reading political literature, watching current affairs shows and empowering the youth, "Growing up I was involved in youth activism and I want to use my life story and knowledge gained while working at the Ahmed Kathrada Foundation to empower the youth in my home community of Lenasia to stay in school. Coming from the hardships of life such as apartheid, where we were deprived of a lot of things. I get my strength from there, that is why I want to make a positive contribution in my community," said Logan.



PROUD PUBLIC SERVANTS @WORK

TEAM DID CELEBRATES PUBLIC SERVICE MONTH



Article by: Zubenathi Ngqikiza

During September 2021, Team DID celebrated Public Service Month. We paid tribute to the many Public Servants at Team DID who continue to make a positive difference in Gauteng Province and our country. The theme for this important campaign was, "The Year of Charlotte Maxeke-building the capacity of the State through a resilient workforce that responds to the coronavirus pandemic". Our Reporter spoke to proud Public Servants at Team DID who told us how they continued to work towards improved service delivery during the COVID-19 pandemic.



Wesley Jacobs
Acting DDG: Corporate Services

As a team, we had to be creative. We had to think fast and out of the box and as Team DID we are at the coalface of service delivery with the Department of Health. This pandemic made us realise that our work is not insignificant, from being a cleaner to being the HoD, everybody should be in the value chain. Team DID had to reinvent itself during this time of the pandemic to deliver services. It is a difficult time and we have lost our loved ones, our colleagues but we had to wake up every day in honour of them, we have to continue delivering services. At an office level, I personally do it in honour of Moiponi Mukhufi and Tsherere Maake as the people I have worked closely with, but also for all the DID staff that we have lost.



Tshepo Theledi
Director: Human Resource Planning and Reporting

We provide organisational design services and there is a specific project that we are working on currently, which is the Organisational Structural Review (OSR). The structure itself is done and we are at a stage of finalising the course. We are also coordinating change initiatives for the Department under Change Management. We work hand in hand with the team from Human Resource Management to make sure we provide enough employee capacity through all these areas and initiatives. The Employee Health and Wellness Programme is also one of these key areas whereby we provide health related support to employees. Through the Directorate Internal Communications, we can send out key messages to Team DID and this is one of the most important tools we use to reach out to our employees. Whether there is COVID-19 or not, we are still required to deliver on our mandate, hence we are embracing all these strategies. When others are working remotely, others are at the office following the prescribed occupancy protocol. So, us embracing these strategies, new technologies and constant communication helps us improve our service delivery during these COVID-19 days.



Kedibone Racheku
Acting Assistant Director: Human Resource Development

Looking at the COVID-19 challenge that we have, I think familiarising ourselves with new technologies has had a great impact. We had to adapt to the new way of working remotely and we still deliver. Constant communication plays a key role and we had to adapt to the new culture of embracing virtual platforms.



Joseph Moagi
Admin Officer: Employee Health and Wellness Programme

We had to engage with the stakeholders to ensure that the employees get all the necessary resources. Another thing that plays a key role is the constant communication within ourselves. We are always there for each other and that helps us improve our service delivery.

BOOTS ON THE GROUND MEC MOTARA ON SITE



During the year, the MEC for Infrastructure Development and Property Management, Tasneem Motara conducted over 20 site inspections of Health, Education and STARS projects implemented by Team DID on behalf of our Clients across Gauteng province. During these inspections, MEC Motara tracked project progress and decisively remediated project challenges. MEC Motara was accompanied by the Head of Department (HoD), Thulani Mdadane, DDGs for Health, Education and STARS, project managers, contractors, sub-contractors and a variety of stakeholders.



GREENSPARK CLINIC IS DELIVERED BY TEAM DID

Article by: Zubenathi Ngqikiza

Gauteng Premier, David Makhura and the MEC for Infrastructure Development and Property Management, Tasneem Motara officially handed over Greenspark Clinic to the MEC for Health, Dr Nomathemba Mokgethi in October 2021.

Premier Makhura said, "The community of Greenspark fought for this clinic and we had to deliver. I am proud that we are able to deliver this beautiful structure. Please take care of it as it is yours not the Government's". I would like to thank the Department of Infrastructure Development (DID) for this facility. Thank you DID, you have delivered the most beautiful facility".

MEC Motara reflected on the construction of the clinic, "It took quite some time to finish this facility. It was difficult and demanding, especially in times of COVID-19. But Team DID had to do their best to deliver. This facility meets the requirements of the National Building Regulations; fire requirements, water requirements and electrical requirements. I would like to thank Team DID's professional team for delivering this facility. I would also like to thank the community and our service providers. This must remain one of the iconic facilities for the Department of Health".

The Greenspark Clinic was delivered by Team DID on behalf of our client, the Gauteng Department of Health. The scope of work for this R80 million health facility includes; an administration block, consulting rooms, procedure/treatment rooms, counselling rooms, intervention rehydration room, daybeds,

dentist, allied services, a gate house, an ambulance station shelter, carports, floor, wall and ceiling finishes, joinery fittings, plumbing and drainage, storm water drainage, parking and paving, walkways, security fencing, electrical services and facilities as well as mechanical services and facilities.

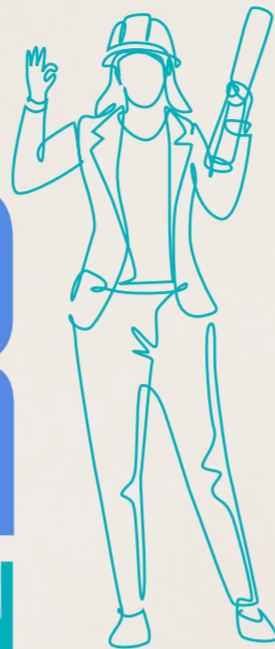
Community members in Merafong and surrounding areas will now receive services including dental, social and psychiatric services, allied services inclusive of therapy, youth friendly services, community nursing, mother and child, family planning and chronic medication. The facility boasts energy saving lighting, LED fittings and rainwater harvesting features in line with Team DID's green and sustainable ethos.

Greenspark Clinic incorporates principles of the Infrastructure Unit Support Systems (IUSS) norms and standards, the small clinic prototype design, the National Core Standards and International Best Practice approach in creating a fully functional and convenient primary health care facility. The project forms part of the National Health Insurance (NHI) pilot phase rollout. The project created job opportunities for 104 Expanded Public Works Programme (EPWP) participants, offering a wide range of training including bricklaying and steel fixing.



RISING STAR

TIVANI CHAUKE'S YOUTHFUL DETERMINATION



Article by: Nqobile Sithole

During Youth Month in June 2021, our Reporter interviewed Tivani Chauke, an inspiring young professional at Team DID. Tivani (29), a Maintenance Planner within the Health Branch, shared her career aspirations and pride in being a public servant.

Tivani was born and raised in Soweto, Meadowlands. Her family hailed from Limpopo in a small village called Phugwani. Her passion for the infrastructure sector was ignited at university. She obtained a National Diploma in Civil Engineering from the University of Johannesburg (UJ) in 2015 and went further to study for a Bachelor of Technology Degree in Civil Engineering through UJ in 2017. Tivani has worked in various companies to gain experience before joining Team DID. According to Tivani, "In order to succeed, one needs to start somewhere. Sometimes you must start small and remain committed to your goals. Short learning programs are very important especially when one wants to gain experience. I did a number of short courses in root cause analysis, bridge and culvert inspectors visual assessments and the introduction to bridge management".

Among her work duties, she is also responsible for managing the activities of maintenance planning at the Westhoven District Maintenance Hub as well as the provision of material and tools of trade. "I attend monthly meetings with Chief Artisans. I also order material and compile monthly reports," she said.



"In order to succeed, one needs to start somewhere. Sometimes you must start small and remain committed to your goals"

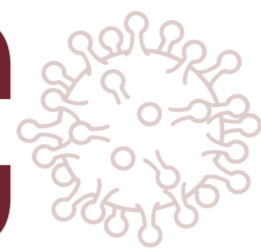
Tivani added, although the COVID-19 pandemic has put a dent on service delivery and the economy she still believes that government should do more to provide opportunities to improve the livelihoods of the youth as the rate of unemployment keeps on rising. She added that she feels privileged and honored to contribute to the outputs of Team DID. She noted, "Working for government has made me realise that there are a lot of opportunities, stability and training programmes available. To realise opportunities, young people have access to the internet and social media every day and can utilise their time wisely to search online for opportunities as they are advertised on the social media platforms".

Her future aspirations include developing skills and gaining a clear understanding of her role and being able to co-ordinate and lead various projects. She passed a few words of encouragement to young people at Team DID, "I would like to encourage the youth to be excited to see how God will stir up in their life and that they must have faith, work hard and never give up".

During her recreational time, Tivani enjoys spending time with her family and going on vacations.

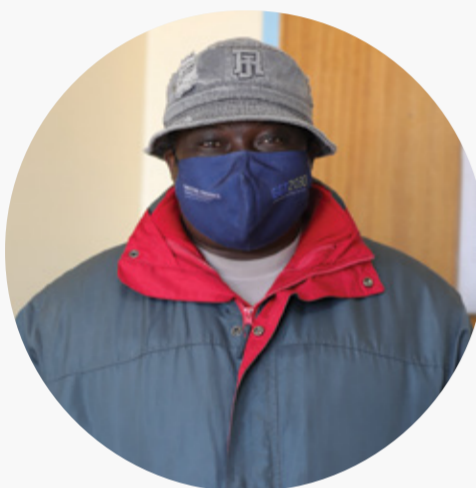


PUSHING THROUGH A PANDEMIC



Article by: Zubenathi Ngqikiza

The COVID-19 pandemic plunged South Africa and the world into uncharted territory. It became increasingly vital for us to be vigilant and keep ourselves safe by adhering to the precautionary measures and by choosing to vaccinate. Team DID shared their experiences of the pandemic and what they did to keep themselves and their colleagues safe.



Khumbulani Msibi
Artisan Electrician: Springs
Regional Maintenance Hub

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.



Marius Van Heerden
Artisan Plumber: Bloed
Street

I work across 24 clinics in Tshwane including Bronkhorstspurt, Mamelodi, Cullinan and Hammanskraal. I open drains, fix leaking taps, pipes and work with everything to do with water. I have been working as an Essential Service employee from the beginning of the lockdown. I had the right permits at all times. In all the DID facilities I worked in, we have had hand sanitisers, masks and gloves right from the beginning. We also have temperature monitors, so our temperature is checked before we enter our buildings. I wash my hands every time I touch something even at home. I keep my distance while working to avoid possible contact with the virus. DID is my family. My work is my passion. I am a proud DID Public Servant against COVID-19.



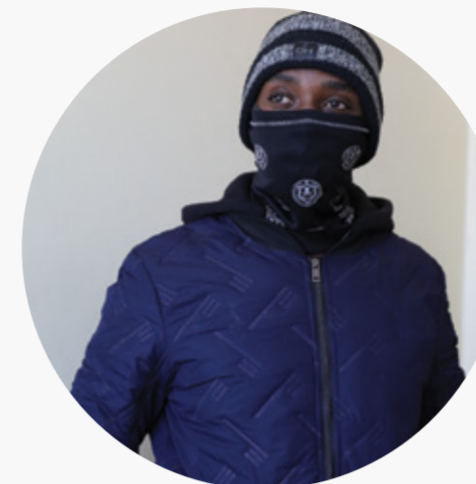
Utilia Chauke
Refrigeration Artisan:
Dr George Mukhari
Academic Hospital

After receiving the SMS that I had tested positive for COVID-19, I called my supervisor to inform him. The support and encouragement was immediately there. I then had to submit my medical note and followed the Departmental disclosure process outlined in the DID COVID-19 Return to Work Protocol booklet.



Desmond Baloyi
Artisan: Steve Biko
Academic Hospital

When I revealed my COVID-19 diagnosis to my wife; she treated me with concern, care and support. The most challenging aspect of being COVID-19 positive was the lack of sleep which contributed to my extreme fatigue. It was difficult for me to sleep. I would sleep only for two hours then wake up sweating. At times I would feel like I'm suffocating.



Andile Ngwenya
Tradesman Aid: Springs
Regional Maintenance Hub

I provide support service to the technical staff, clean hygiene as well as a safe working environment. It is my duty to ensure that my colleagues are protected against COVID-19. I keep my mask on, sanitise my hands and my workplace and also keep social distancing. I also steam, drink herbs and avoid social gatherings. I am a proud DID Public Servant against COVID-19. To those who have not received the vaccinated yet, I would like to encourage you to get your job soon.



Johannes Naude
Senior Admin Officer:
Finance Springs Regional
Office

My duties include managing financial accounts and financial reports. I am a proud DID Public Servant against COVID-19. I protect myself and those around me by wearing my mask, keep social distance and sanitise my hands. I am very strict when it comes to adherence of rules and regulations put in place for protection against COVID-19. I also got vaccinated and I would like to encourage people to get the vaccine as soon as it becomes available to them. Love yourself, your family, your colleagues and the people around you.



Charles Chamanie
Chief Artisan: Hillbrow
Community Healthcare
Centre

I was vaccinated at the Hillbrow Community Healthcare Centre. The health professionals explained everything before I took the jab and assured me that the vaccine is safe and that it will prevent severe illness, and hospitalisation should I contract COVID-19.



Mulalo Ratombo
Storeman: South Rand
Hospital

At first, I doubted the safety of the vaccine because of the spread of fake news on social media. I did not let fake news influence me. I decided to talk to a healthcare worker about my worries.



Johannes Mojelele
Artisan: Tembisa Hospital

As an employee who works at a health institution under maintenance, it was important for me to consider the vaccine when it was available. I felt that I was more exposed to the virus and so I vaccinated because the vaccine reduces chances of getting severe illness and hospitalisation in the event of contracting COVID-19.



Boitumelo Mabuza
Deputy Director: Logistical
Support Office

I did not have any side effects when I got my jab. The health professionals were so quick. I was done with everything within an hour and felt so relieved and happy that I finally received my jab!

COMMUNITY OF IMPUMELELO GETS R18 MILLION ECD

Article by: *Sthabile Cele*

The MEC for Infrastructure Development and Property Management, Tasneem Motara and the MEC for Social Development, Morakane Mosupyo opened the R18 million, John Jangaiso Early Childhood Development Centre (ECD) in Devon in October 2021. Team DID's Head of Department, Thulani Mdadane was the Programme Director at this joyous ceremony.

The Department of Infrastructure Development facilitated the design and construction of this contemporary ECD on behalf of our client, the Gauteng Department of Social Development. According to MEC Motara, "This project took Team DID 24-months to complete. The Gauteng Provincial Government (GPG) invested over R18 million in the community of Impumelelo. Through this infrastructure investment, the Gauteng Provincial Government (GPG) was able to provide 424 short-term work opportunities and skills transfer to Expanded Public Works Programme (EPWP) participants drawn from this community. One contractor and ten sub-contractors participated in this contract - which is extraordinary for a project of this scale. The project also benefited four local material suppliers. This demonstrates how Government spending on infrastructure can create a lot of economic opportunity in an otherwise disenfranchised community".

The MEC for Social Development, Morakane Mosupyo said, "I want to thank MEC Motara and Team DID for the construction of this facility. They prevailed across a range of challenges to deliver this facility. They addressed these challenges so the community of Devon can benefit from this ECD!" The ECD will accommodate 160 learners and various support staff. The centre consists of four learning areas inclusive of an administration block, kitchen, sick bays, nurses' station, storerooms, refuse yard and ablution and changing rooms facilities. The facility also boasts an outdoor learning area inclusive of a sand pit and jungle gym. It is equipped

with an industrial kitchen fitted with gas stoves. Additional features include air conditioning, laundry equipment and energy saving LED lighting.

The John Jangaiso ECD will promote the holistic development of children, through the provision of health, nutrition, development and psychosocial services. MEC Motara was pleased with the delivery of this project and thanked Project Manager, Sisonke Soldati. "Team DID have a number of internal project managers who are young women. Many of our successfully projects are managed by these women project managers. I am very passionate about women professionals because the built environment is still a male dominated space. I want to thank Sisonke Soldati - a young lady who is a qualified Construction Project Manager, employed by Team DID. She oversaw this project from conception to completion. It is very encouraging to see young, black females enter the space of the built environment. It is not an easy space, but it is a very dynamic space", said MEC Motara.

MEC Motara emphasised, "Each community is different, and I often speak about the fact that Degrees such as Construction Project Management and Engineering do not have a soft skill course on how to deal with communities, how to negotiate with business forums and project steering committees. This is something you must learn on the job. We have to continue to learn different ways of collaborating with our diverse range of stakeholders".



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“The facility also boasts an outdoor learning area inclusive of a sand pit, jungle gym. It is equipped with an industrial kitchen fitted with gas stoves. Additional features include air conditioning, laundry equipment and energy saving LED lighting”



CELEBRATING PHENOMENAL DID WOMEN

OCTAVIA KHOMANE



Article by: Tiisetso Ngoedi

Octavia Madile Khomane's name should come to mind when thinking of project excellence. She was the Project Manager at the helm of Winnie Madizela Mandela, Julius Sebolai, Braamfischerville and Diepsloot schools as well as the Victim Empowerment Centre (VEC).

Octavia, a Construction Project Manager within the Education Branch is a married mother of two. She navigates a wide range of projects, from the restoration and refurbishment of schools to the construction of new schools for Team DID. Our Reporter met with the ambitious and hardworking Octavia as she continues to break barriers and defy stereotypes.

"Motherhood and a career can both be extremely demanding particularly during these trying times of the COVID-19 pandemic. It is a daunting task to do justice to each without neglecting the other. But, with balance, as women we are still able to carry these responsibilities. Our success is largely dependent on family support and our own ambitions," Octavia reflected.

Octavia said, the construction industry is challenging and requires one to be open minded. "A career in the construction sector offers an interesting mix of different trades such as working with various built environment disciplines. A woman's role in construction assists in transforming the client's visions into a physical reality. For me, seeing the finished product of my work is the favourite part of the job," she added.

On a normal day of work, Octavia is found engaging with contractors, community liaison officers, councillors, sub-contractors, consultants and a variety of stakeholders. She is an expert at resolving site disputes and conducting social facilitation activities that relate to the Expanded Public Works Programme (EPWP), rates disputes and stakeholder challenges during the construction process.

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"Motherhood and a career can both be extremely demanding particularly during these trying times. It is a daunting task to do justice to each without neglecting the other. But, with balance, we as women, are still able to carry these duties. Our success largely depends on family support and our own ambitions"

financial independence and a broader outlook on life. These factors will boost our confidence in all areas of life, including motherhood. In order for us to strive in our careers or roles as women, it is important to take care of ourselves first!"

According to Octavia one of the characteristics needed to thrive in the construction industry includes being determined, standing your ground and having strong inter-personal communication skills. Her advice to Team DID women is to encourage them to honour their decision, to be present and spend their time wisely. She said, "Fill your cup wisely. As we celebrate Women's Month, let us put ourselves first as women and take care of ourselves. I believe that a successful career gives a woman a sense of identity,



WELCOME ON-BOARD THE NEW FACES OF TEAM DID



Neo Mosebo
DDG Property Management

DDG Neo Mosebo joined Team DID in July 2021. She has held several high profile positions during the course of her illustrious career including; Senior Manager, National Portfolio Management and National Property Manager at Transnet Freight Rail. Prior to her positions at Transnet, Neo was the Director Asset Management at the National Department of Public Works and Infrastructure.

 : Neo.Mosebo@gauteng.gov.za



Name: Bawinile Malope
Chief Director: Professional Services

Bawinile Malope joined Team DID in July 2021. Bawinile has vast experience gained at Eskom over a period of 10 years. This passionate engineer is leading a team of professionals within the Health Infrastructure, Maintenance Technical Portfolio Support Branch. She was motivated to join the Public Service by her passion for engineering and wanting to bring about meaningful change.

 : Bawinile.Malope@gauteng.gov.za



Luxolo Lengs
Chief Director : Infrastructure Research and Planning Services

Luxolo Lengs joined Team DID in September 2021 as the Chief Director for Infrastructure Research Planning and Systems (IRPS). Luxolo is responsible for managing the continued improvement of the project and programme management systems aligned to the Infrastructure Development Management System (IDMS). Luxolo is a former Statistics South Africa employee who worked as a Chief Director responsible for modernisation, ICT, data analytics and programme management.

 : Luxolo.Lengs@gauteng.gov.za



Khanyisile Nene
Chief Director: Immovable Asset Management

Khanyisile Nene joined Team DID as a Chief Director: Immovable Asset Management, in January 2022. With approximately 18 years of experience in the property portfolio space, Khanyisile brings a wealth of expertise in property management, asset management, facilities management and property development. Prior to joining Team DID, she held numerous senior management positions and is currently serving as a Board Member for the South African Institute of Black Property Practitioners (SAIBPP).

 : Khanyisile.Nene@gauteng.gov.za



Aku Beke
Quantity Surveyor

Aku Beke joined Team DID as a Quantity Surveyor in May 2021. She is registered as a Professional Quantity Surveyor and a member of the Association of South African Quantity Surveyors (ASAQS) and also served on the executive committee of the Eastern Cape Border Chapter (East London) of ASAQS. Her QS functions include working on cost management and doing feasibility studies of projects (ensuring that there are correct elements to execute projects in terms of cost, land and needs), cost implications of projects and work closely with Project Managers to ensure that projects are done within budget.

 : Aku.Beke@gauteng.gov.za



Nqobile Lombo
Architect

Architect, Nqobile Lombo joined the Directorate, Education Infrastructure in September 2021. Her role is to ensure that projects are built efficiently from conception to occupation and adhere to all required protocols. Nqobile's prior work experience included positions at Boogertman and Partners, Stauch Vorster Architects and Corhan and Garson.

 : Nqobile.Lombo@gauteng.gov.za



Ayanda Masokoane
Architect

Team DID welcomed the appointment of Architect, Ayanda Masokoane to the Chief Directorate STARS in May 2021. Ayanda has 15 years of industry experience. Ayanda's duties include overseeing the Province's capital works projects as well as ensuring that the projects delivered meet the expected standards.

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UNIVERSAL DESIGN & ACCESSIBILITY IN FOCUS

Article by: Tiisetso Ngoedi & Zubenathi Ngqikiza

The 3rd Infrastructure Webinar hosted by the Department of Infrastructure Development took place in September 2021. The theme was Universal Design and Accessibility (UD&A) within the built environment. Leading experts shared knowledge on how to design, plan, build and upgrade new and existing public infrastructure to serve the needs of all people. More than 230 participants from across the Gauteng Provincial Government were in attendance.



The MEC for Infrastructure Development and Property Management, Tasneem Motara said The Webinar would provide a greater understanding of what universal design is, its composition and meaning to the ordinary man on the street. She acknowledged that infrastructure projects have to be designed to ensure that government services are accessible to all citizens. MEC Motara said, "South Africa is a Constitutional Democratic country where our Constitution recognises the rights of every human being regardless of colour, race, religion or disability. Importantly, we need to find real solutions to how we can implement universal design and access. As Team DID, we must be in line with the vision of our Constitution to ensure accessibility so that our services and service delivery reaches everyone".

HoD Mdadane urged leading experts to robustly and honestly discuss how DID can build, plan and design accessible infrastructure. "We are committed to ensuring that social infrastructure is an enabler and not an obstruction to opportunities. It is therefore our intention that this topic on "Universal Design and Access" should help us to better design, plan, build and upgrade both new and existing public infrastructure including schools, clinics, hospitals, libraries and early-childhood development centres that help bridge the gap between the social and technical aspects of services".

Team DID aims to integrate the principles of universal design and access into its portfolio of the Kopanong Precinct Project, which the Province will be refurbishing where more than a dozen of Government buildings will effectively bring together services located within walking distance of the public. "This Webinar takes place against the backdrop of Gauteng Provincial Government adopting a plan to ensure that the Province becomes a leader on public accessibility of its infrastructure and facilities to all users by 2030. We are therefore honoured to host leading experts and practitioners on this topic and confident that all contributions will help reorient our Province and the Department towards the attainment of this transformative goal" said HoD Mdadane.

Presentations were facilitated by Architect and CEO of Maya Architects, Nadira Haripersadh. Nadira's work in the field of universal design and inclusion within the built environment has facilitated a welcomed change in the direction of her business as she strives to further develop her Universal Design & Inclusion (UD&I) implementation plan through education, awareness, research and training.

Nadira further presented on Inclusive Buildings and Infrastructure. She mentioned that the design of inclusive buildings for all people can be resolved by Architects working collaboratively with industry experts. Her plans for the future include the launch of the MAPS Inclusive Goals Web Portal, which is a platform to manage, store and share data on Universal Design and Accessibility in the Built Environment and beyond. "The opportunities provided by the digital revolution has allowed for even better collaboration and sharing of ideas," she said.



"Universal design and access represents the beginning of a revolution in spatial planning. The architecture of public buildings and facilities must effectively communicate with the users by speaking the language of the people as this will lay a solid foundation towards achieving our 2030 goals"

Universal Design is the design and composition of an environment so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability or disability. An environment should be designed to meet the needs of all people who wish to use it. This is not a special requirement, for the benefit of only a minority of the population. It is a fundamental condition of good design.

The University of Witwatersrand, Head of Department for Occupational Therapy in the School of Therapeutic Sciences, Dr Fasioen Adams spoke on the General Usability of Buildings. She highlighted that access moves beyond just accommodating people in wheelchairs and that impairments can be diverse and that people with disabilities need to feel included. "Everyone is equal before the law and focus should not only be on abled bodied people when planning, designing and building. Do not just follow the National Building Regulations in terms of facilities for disabled people or persons as it accommodates but it does not include. Just because buildings are per specifications does not mean make them easy to use or mean that they are inclusive. Her take home message to infrastructure architects is to encourage them to plan for universal design.

The Officer of the Premier's, Director of Disability Rights, Zain Bulbulia presented on the Gauteng Provincial Governments 2030 Vision. He outlined Gauteng City Region's vision across the corridors and the alignment between priorities and vision elements.

Frano Combrinck from the Johannesburg Roads Agency (JRA) detailed the factors that hinder people from accessing public spaces and provided a roadmap for improvement to ensure that access is granted to all. According to Frano, "UD&A improves facilities for all people regardless of age, stage or health. It

totally removes obstacles trying to hinder people trying to get from point A to point B, be it rural or urban environments. Footways, roads, intersections, public transport facilities and integration are some of the things that need to be considered.

Nozuko Monana from the National Department of Public Works and Infrastructure (DPWI) focused on the role of legislation and policies addressing UD&A in built environment, challenges and recommendations. She advocated that the rights of persons with disabilities are being limited, saying accessibility in the built environment has always created barriers for persons with disabilities. "Inaccessible public buildings limits the rights of those with disabilities to equal participation and prevents them from being equal citizens," added Nozuko. She maintains that every government building needs to be designed in a diversified manner "We need to design buildings that promote human development".

In closing, DDG Selepe said, "Universal design and access represents the beginning of a revolution in spatial planning. The architecture of public buildings and facilities must effectively communicate with the users by speaking the language of the people as this will lay a solid foundation towards achieving our 2030 goals".

AN ORDINARY MOBILE GURU

SICELO'S STORY OF PPS & NAVIGATING DISABILITY



Article by: Lesedi Ramashala



Sicelo Ntakana, is a Service Desk Operator at Team DID, who shared how COVID-19 impacted on his life as a person living with a disability. Millions of people live with the effects of disabilities, whether they are affected themselves, or have a disabled family member, spouse, friend, or a colleague. The 37-year-old Sicelo is living with Post-Polio Syndrome (PPS) which is a non-contagious condition that can affect polio survivors usually from 15 to 40 years after recovery from Polio. The common signs and symptoms of Post-Polio Syndrome include progressive muscle and joint weakness, pain, general fatigue and exhaustion with minimal activity, muscle atrophy, breathing or swallowing problems, sleep-related breathing disorders and decreased tolerance of cold temperatures.

Born in the Eastern Cape, in a town called Bizana. Sicelo relocated to Gauteng to seek better opportunities and to follow his passion for Information and Communication Technology (ICT). "I have always loved working with computers throughout my primary and high school years. I even did computer subjects in school. I enjoyed fixing computers and being able to help people," said Sicelo. His day-to-day duties as a Service Desk Operator includes responding to phone calls, setting up and repairing computers, responding to logged calls, connecting computers to printers and providing support on aspects of ICT incidents.

When it comes to challenges faced in the line of duty, the reserved Sicelo said that it becomes a challenge for him to carry out his tasks during load shedding. "Due to my condition, I use crutches to assist me move around the building, so it becomes difficult to use the stairs. This takes a bit of time for me to reach and assist employees," he said.

COVID-19 has further deepened pre-existing inequalities, exposing the extent of exclusion and highlighting that a lot of work still needs to be done. Sicelo mentioned that although COVID-19 affected him like it did with everyone else, he has learnt to adapt to the "new normal" when commuting with public transport and constantly having to sanitise.

Sicelo's mentor, Mandla Nkosi highlighted that Sicelo is exceptional at resolving problems with mobile devices and can easily solve problems that relate to transferring data from mobile devices. Mandla said, "I enjoy working with Sicelo but our one challenge is that he is unable to move around offices during load shedding. I then allocate tasks that require him to be desk based as he uses crutches to move from floor to floor".

Sicelo's face light up when he talks about the support he receives from his colleagues. He said, "I am happy and working well with the team. My colleagues treat me like any other ordinary person and we respect each other".



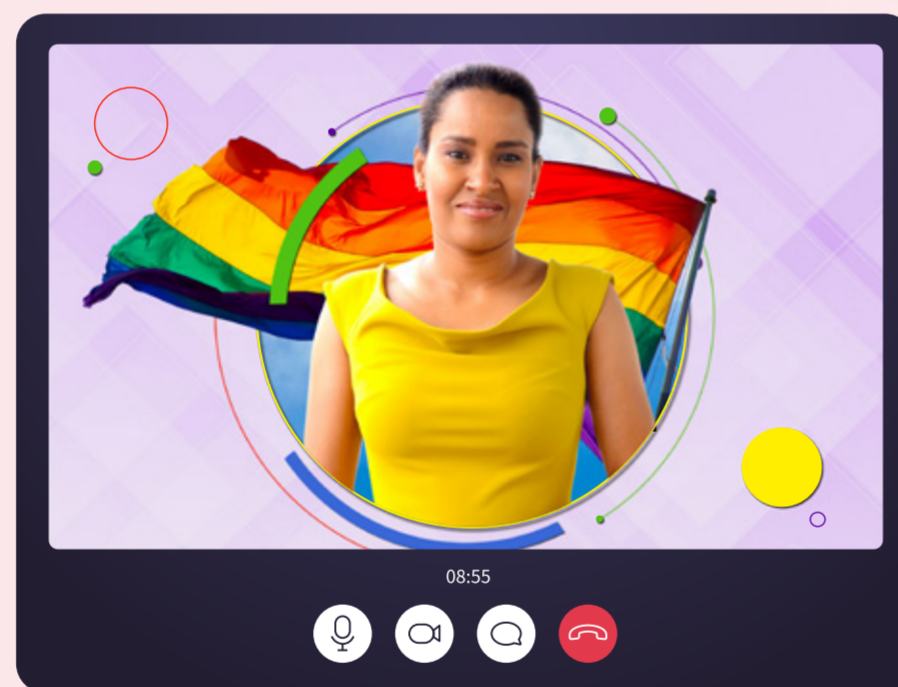
MEC MOTARA'S INCLUSIVE VACCINATION WEBINAR

Article by: Ramona Baijnath

During September 2021, the MEC for Infrastructure Development and Property Management, Tasneem Motara hosted an LGBTQIAP+ Inclusive COVID-19 Vaccination Webinar. According to MEC Motara, who is the champion for the LGBTQIAP+ sector in Gauteng, "The conversation the Gauteng Provincial Government would like to have with the LGBTQIAP+ community is how Government can increase access to healthcare in general and specifically facilitate access to the COVID-19 vaccine for this community". LGBTQIAP+ includes Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning), Intersex, Asexual (or Ally), Pansexual/Polysexual. The + plus sign represents other identities not included in the acronym.

Saras Naidoo, the Chief Director Communications at the Office of the Premier (OoP) set the tone for discussions by unpacking the GPG vaccination rollout and strategy. "I think the health system must be geared towards respecting everyone that walks through that door - irrespective of race, sexual orientation or age. One of the things the Department of Health needs to look at doing is an internal campaign with health care providers to sensitise officials across the entire healthcare system to treat people with respect and to treat them for why they are there. There is the information and education aspect too, on health issues impacting the LGBTQIAP+ community and building trust. I think the messaging is important as is the tone and imagery. GPG would like to work with the LGBTQIAP+ community towards inclusive communications," said Naidoo.

The webinar featured two panel discussions. The first panel, facilitated by Steve Letsike, the Founder and Executive Director of Access Chapter 2 focused on the challenges and barriers faced by LGBTQIAP+ persons in accessing healthcare. This panel featured strong inputs by Phumlani Kango an LGBTQIAP+ Activist and Sexual Health Advocate, Dr. Love, an LGBTQIAP+ Activist and MD and Dimakatso Sebidi who is the founder of Power of Four and a Trans and Intersex person's advocate. According to Letsike, "While the COVID-19 virus does not discriminate – it is very clear that it hits marginalised communities in our societies disproportionately hard. Social distancing and preventative measures can have unwanted negative impacts on the lives of marginalised groups. It is key to have a vaccination response that speaks to the roll out of vaccinations in the LGBTQIAP+ community. We have to underpin the multi-faceted social and legal aspects but also the gaps or the lack thereof contributing to low health seeking behaviour. The partnership of Government with LGBTQIAP+ organisations remains key. Oppressed or marginalised communities with deteriorating health needs have been excluded - denied for the longest time. Our democracy in South Africa was in 1994 and our Constitution was passed in 1996. It says nobody will be discriminated on the basis of their sexual orientation, gender and sex. 27 years later, you and I are still talking about 12% of LGBTQIAP+ people who have low health seeking behaviour. In South Africa, 24% of LGBTQIAP+ people are discriminated against in health facilities. We have to unpack differences - we have to look at the lived experiences address intersectionality. Universal access is important but it is equally important to tailor make services to reach the LGBTQIAP+ community".



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"The conversation the Gauteng Provincial Government would like to have with the LGBTQIAP+ community is how Government can increase access to healthcare in general and specifically facilitate access to the COVID-19 vaccine for this community" - MEC Motara

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"The important thing is to make sure that health services are acceptable to the people who are going to use our services - our health care services should address the needs of users" - Dr Kawonga

The second panel facilitated by Dr. Melusi Dhlamini discussed creating an LGBTQIAP+ responsive healthcare system by addressing stigma and discrimination in healthcare for LGBTQIAP+ persons and answered LGBTQIAP+ specific COVID-19 vaccine questions. This panel featured inputs from Dr. Kerrigan McCarthy who is a Specialist Pathologist at the National Institute for Communicable Diseases, Dr. Mary Kawonga, who is the Chairperson of the Premier's Advisory Committee on COVID-19 and Dr. Susan Akach, who is the GPG facilitator for the district implementation of vaccine rollout. According to Dr Kawonga, "The important thing is to make sure that health services are acceptable to the people who are going to use our services - our health care services should address the needs of users. Treat them with dignity, treat them with respect and not impose moral judgments and heteronormative attitudes upon people. It's an experience that's been documented in research that the people who are identify as LGBTQIAP+ often experience all sorts of violations. As a health system our aim is not to discriminate, and I wouldn't want to think any health care worker intentionally discriminates. I think people are well intentioned. Perhaps it's a lack of understanding on the part of health care workers. I think this engagement is a wonderful opportunity for us to gain insights from the LGBTQIAP+ community to give us some insights - to guide us in tackling the issue of access. I think our health care workers perhaps need in service training and I would like to suggest this should start before they even become health care workers". Dr McCarthy added, "I have a daughter who is on the LGBTQIAP+ spectrum and I've had my own journey in that way, so I'm sensitive to these issues and quite familiar with the context that we are addressing. The stories that have been shared here today are traumatising and I have lots of empathy to folks who have the courage to stand up and add their voice to this pace. To make the journey for those on the LGBTQIAP+ spectrum a little easier".

The webinar honed in on the inclusiveness and effectiveness of the COVID-19 vaccination communications strategy and included inputs from youth activist Kamva Gwana, Motalale Modiba, the Chief Director Communications at the Gauteng Department of Health and Mduduzi Mbada, the Head of Policy, Research & Advisory Services at OoP. According to Modiba, "COVID-19 is more than just a health crisis - it is also an information and communication crisis, and it requires greater collaboration with various sectors of society if we are really going to make inroads. In the early stages of the pandemic, the communication was almost directive and I think we must gravitate towards more community centred engagement and a participatory approach. The one size fits all approach is not really working. There is a need to have a mixture of approaches to some extent where we tailor responses and approaches to ensure that there is inclusivity. We need to engage with various sectors and allow ourselves to almost to be led by those respective sectors. The LGBTQIAP+ sector requires strong engagement and I think this webinar is a good starting point to enable us to close the gap that currently exists. To ensure that we are more inclusive - to ensure that there is greater participation by the LGBTQIAP+ community and to drive our messaging and approach".

R13.8 MILLION INFRASTRUCTURE INVESTMENT OPENS IN BOIPATONG

Article by: Zubenathi Ngqikiza

The MEC for Infrastructure Development and Property Management, Tasneem Motara officially opened the R13.8 million, Boipatong Community Library with the MEC for Sports, Arts, Culture and Recreation (SACR), Mbali Hlophe in October 2021.

MEC Motara said, "We tend to use these facilities without understanding the tribulations before the completion. I urge the community of Boipatong to preserve this library. It does not belong to Government, it belongs to you. Please take care of it and maintain it. This learning facility forms part of the design prototypes that the Team DID has developed".

This 787.9 square meter facility will service 150 000 citizens. The Boipatong Community Library was delivered by Team DID on behalf of our client, the Gauteng Department of Sports, Arts, Culture and Recreation. The scope of work includes the main library building, a guard house, electrical works and landscaping. The main library building features a conference area, tiled bathroom and kitchen. Additional works include road and parking signage, green spaces and parks, ICT, security, access control and a CCTV system. The facility boasts energy saving lighting, LED fittings and rainwater harvesting features in line with Team DID's green and sustainable ethos.

The state-of-the-art library is structured to encourage participation and opportunity to historically disadvantaged individuals, contractors, and business enterprises. Economic opportunities were offered to one contractor and 13 sub-contractors from historically disadvantaged groupings. Material was sourced from four Small, Medium and Micro Enterprises (SMMEs) while work opportunities and skill development was offered to 266 Expanded Public Works Programme (EPWP) participants from this community.

The facility is part of the Gauteng Provincial Government's (GPG) programme to deliver 'Libraries of the Future' which serve the broader

needs of everyone in communities, with the inclusion of modernised programmes and services meant for lifelong learning. "This is a prototype library that we have developed as a Province. This simply means, the library in Vanderbijlpark will not be different from this one. We are trying to close this gap of having different facilities in the townships and suburbs," MEC Motara said.

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"Today's celebration is very important. I have tears of joy. The children that are here today are what we want to see in this facility. It will be helpful, especially for the kids that are coming from disadvantaged backgrounds"

would like to also thank Tebogo Molosiwa, our Project Manager who was responsible for this project. We need more women in the built environment. I would also like to thank DDG Mmakwena Selepe for this project. Libraries are a very important place which we use to learn and gain knowledge. Team DID is also delivering three additional libraries in Emfuleni Local Municipality".

During the opening ceremony, MEC Motara handed over a certificate of completion to MEC Hlophe. This document certifies that the construction of the library is completed in compliance with the built environment requirements and specifications.

MEC Mbali Hlophe thanked Team DID for the delivery of this important project, "Today's celebration is very important, I have tears of joy". The children that are here today are what we want to see in this facility. It will be helpful, especially for the kids that are coming from disadvantaged backgrounds. This facility has ICT rooms, so it prepares them for the 4th industrial revolution. Let us preserve it. Let us not destroy what we have".

MEC Motara added, "I am happy to hand over this facility to the Department of Sports, Arts, Culture and Recreation. It is fully compliant. I



TALKING TRANS WITH DIMAKATSO SEBIDI

Article by: Thembakazi Matroshe



Dimakatso Sebidi is a Trans Intersex person, an activist and motivational speaker. Sebidi is one of the founders of Power of Four, an organisation formed by Four Intersex people from Four Provinces with different backgrounds. The organisation advocates for trans and intersex people and was established in 2019. Thembakazi Matroshe conducted this interview as part of Team DID's commemoration of Trans Awareness Week in December 2021.

TM: What does Trans Awareness Week mean to you?

DS: Trans Awareness Week, honestly, it makes me feel that I am now included. We no longer are hidden or have to even hide ourselves because of stigma. I am grateful that NOW we are given a chance to speak OUT and be PROUD of who we are. I wish though that this awareness will continue everyday and not just for Trans Awareness Week.

TM: This year alone, you have advocated a lot for the rights of trans intersex people, through healthcare, safety and education. What message would you like society to keep in mind when engaging with trans intersex people?

DS: I have been a proud Trans Intersex person for a long time. I have prayed for change and for the world to be educated about Intersex people because we exist. I am grateful to our government for taking a stand, taking the step and for taking action to protect our rights as Transgender and Intersex people. I wish the Department of Education could include information and education about Transgender and Intersex people in the curriculum and ensure that our educators are sensitised about the LGBTQIAP+ community. To be able to protect us when other kids bully us for being different. For the Department of Community Safety, I wish that there could be people that are trained and sensitised to protect LGBTQIAP+ people 24/7. I wish that there would be nothing about us without us. This could also be an opportunity to protect the lives of LGBTQIAP+ people, when we are in premises

such as correctional services that only accommodates Females/Males. Transgender and Intersex people get humiliated and embarrassed for having a different anatomy. Which jail would accommodate a person who is male born with a vagina? I wish the world could create a safe space for us because we do exist. We love being Trans and Intersex people and we proud.

TM: Are there any challenges that you face as a trans intersex person within the LGBTQIAP+ community?

DS: Being an Intersex person is not just taboo in the world only. It is a taboo even in our own community (LGBTQIAP+). Though I don't blame them, there is 0.4% of Intersex people in South Africa. Being born with both genitalia, a penis and a vagina, I felt as if my identity was hidden through surgeries. I am taking life time medication because of these operations that I experienced when I was born. These surgeries were done to me without my permission. From my anatomy, doctors and my parents agreed to create a female. Today, my Identity Document is not telling the truth about who I am. I am neither Male nor Female. I am born Intersex. I am a proud Intersex person.

The Department of Health must stop the surgeries on intersex babies born with both genitalia. Let them grow up and get to choose for themselves. Stop fixing what is not broken. Being Intersex is our normality and our reality. I love being part of this acronym LGBTQIAP+. I would not ask to be part of anything else. I am a proud Intersex person.

“

“I have been a proud Trans Intersex person for a long time. I have prayed for change and for the world to be educated about Intersex people because we exist. I am grateful to our government for taking a stand, taking the step and for taking action to protect our rights as Transgender and Intersex people. I wish the Department of Education could include information and education about Transgender and Intersex people in the curriculum and ensure that our educators are sensitised about the LGBTQIAP+ community”





LINDIWE NAVIGATES THE PANDEMIC

Article by: *Tiisetso Ngoedi*

The 3rd of December marked the annual observation of the International Day of Persons with Disabilities, which promotes the rights and well-being of persons with disabilities in all spheres of society and increases awareness of the situation of persons with disabilities in every aspect of political, social, economic and cultural life.

Our Reporter spoke to Lindiwe Makeman, an Administrative Clerk within the Infrastructure Knowledge Hub (IKH) at the Department of Infrastructure Development to understand the impact COVID-19 has had on her life as a person living with a disability and how she adjusted to the “new normal”.

Lindiwe was diagnosed with Osteogenesis Imperfecta (OI) caused by defective genes. These genes affect how the body makes collagen, a protein that helps strengthen bones. Simply put, Osteogenesis Imperfecta is a genetic disorder that prevents the body from building strong bones. People with OI might have bones that break easily. Lindiwe said, “Because of my condition, I have been working from home since the beginning of the national lockdown. The lockdown was difficult. It affected me emotionally because I was already vulnerable and not being able to do certain things like going to work took a toll on me. I miss the work environment and busyness at the Knowledge Hub, seeing people coming in and being able to assist them whenever they would need help. I also miss meeting new colleagues and DID clients”.

The International Day for Persons with Disabilities aims to promote an understanding of disability issues and mobilise

support for the dignity, rights and well-being of persons with disabilities. The global COVID-19 pandemic has deepened pre-existing inequalities, exposing the extent of exclusion and highlighting that a lot of work still needs to be done.

Lindiwe mentioned traveling with public transport came with its own challenges. “I found that it was easier for me to use Uber than taxis although it is a bit more expensive. It is better because of convenience. At times people are uncomfortable to touch my wheelchair in the taxi due to fear of the virus or they assume that I might have virus when I sneeze. I practice the responsible thing by not being in a crowded space, wearing a mask and frequently applying hand sanitiser.

She said that it was unfortunate that the International Day for Persons with Disabilities Social Club that she attends annually to raise awareness would not take place due to the pandemic. During her free time, Lindiwe enjoys cooking, watching television and being a mother to her two children. Lindiwe hoped that people would become kinder and considerate to people living with disabilities.





Fighting Breast CANCER

TUMELO'S STORY OF SURVIVAL

Article by: Tebogo Maimane

The year 2020 was an emotionally and physically challenging year for the Department of Infrastructure Development's Deputy Director in the Office of the HoD, Tumelo Maimane. Tumelo started experiencing unbearably painful backache. Little did she know that her life was about to significantly change, as she was diagnosed with Stage Two Breast Cancer. To create Breast Cancer awareness, Tumelo courageously shared her journey about her experience living with cancer, life adjustments, the treatment regimen and coping with the COVID-19 regulations.

Being in a state of pain and denial

Tumelo is a dedicated and passionate public servant. When it became strenuous for her to wake up in the morning and go to work, she was puzzled. She remembers, "I started experiencing backache and I initially took it lightly. The pain got unbearable to a point where I was admitted to a health care facility. Three weeks after my admission, my whole body was still very painful. I could not move my legs and my waist was numb. I thought that I had experienced a stroke".

Tumelo was transferred to another hospital and underwent a Computed Tomography Scan which is a diagnostic tool used to scan or detect injuries or diseases. The diagnostic results revealed that Tumelo had a lump on her left breast. She elaborated, "Later, the results revealed that I had to undergo a biopsy to examine the tissue removed from my left breast".

On the 15th of July 2020, Tumelo was diagnosed with Stage 2 Breast Cancer. "It was shocking. I was hurting and I thought that I was going to die because of the perception that if you have cancer you are going to die". Tumelo was in denial about her diagnosis and proceeded to consult several other medical doctors for a second opinion on the results of the biopsy. The results were confirmed, and her treatment journey began. Next, Tumelo focused her energy on a new path of healing, acceptance and embracing life. In September, Tumelo underwent a mastectomy which is a surgical operation to remove a breast.

Undergoing chemo and coping with treatment

In November 2020, Tumelo's Oncologist prescribed a course of treatment which entailed 12 sessions of chemotherapy followed by 8 weeks of radiation. Prior to this treatment regimen, Tumelo had to go for another surgery to insert an incision on her other breast which would be used to

administer the chemotherapy treatment. "Medical Doctors say that side effects of chemotherapy differ from person to person. When I started my first round of chemotherapy, I felt excruciating pain and developed side effects. I was in and out of hospital and ended up in the Intensive Care Unit (ICU) with complications and this delayed my chemotherapy treatment," she said. Tumelo experienced anemia, low potassium, hair loss and a change in her skin tone. Although this was a difficult journey, Tumelo's faith played a major role, "I believe that nothing is impossible with God".

Tumelo had her last chemotherapy treatment late in 2021 and had an appointment with her Oncologist, who prescribed four more chemotherapy sessions prior to commencing radiation.

Adjusting and embracing life

Due to the COVID-19 lockdown, it was not possible for Tumelo to be physically supported by her close friends and family. She said, "COVID-19 made it difficult and frustrating for me as I was in and out of hospital. I had to take more than ten COVID-19 tests. Nonetheless, I received a lot of support from my family. My mother's side of the family has a history of cancer so when I was diagnosed it was not a surprise although it was difficult for me to accept. I pray to God that my children do not go through this".

Tumelo encouraged Team DID to go for their annual medical check-ups. "Breast cancer is curable. Women must do their medical check-ups including pap smears and mammograms. It is important for men to also get checked because even men can get breast cancer. If one experiences pain or some sort of discomfort in their bodies, please go for a medical consult. Start treatment as soon as you are diagnosed because early detection or diagnosis can save your life", advised the resilient Tumelo.

"I would like to thank my family for going through this journey with me. I will defeat breast cancer!" said a resilient Tebogo.

Refiloe Malete

IS A DID PHENOMENAL WOMAN

Article by: Tiisetso Ngoedi

August 2021, marked Women's Month which recognises and reflects on the great contribution of South African women historically and in contemporary times. During this time we remember the 20 000 women who marched to the Union Buildings on 9 August 1956 to protest against apartheid. It is important to celebrate victories by focusing on the phenomenal women at Team DID, who in addition to being mothers, sisters, aunts and community builders are making great strides in the infrastructure sector. They continue to break down barriers and defy stereotypes.

The Chief Director, Education Infrastructure, Maintenance and Technical Portfolio Services, Refiloe Malete is amongst the DID women who have taken the baton from the likes of Lillian Ngoyi, Helen Joseph, Rahima Moosa and Albertina Sisulu by giving her time and effort to the well-being of our communities. Refiloe, leads the education portfolio which includes the implementation and delivery of school infrastructure in the Province.

"I pride myself with being an industry professional in both Quantity Surveying and Project Management as well as contributing my skills to the built environment and leading a brilliant team," Refiloe humbly said.

This reserved and determined leader continues to break barriers in the male dominated construction industry. She said being a woman in the construction sector is challenging but rewarding as one overcomes the stigma that the industry is only for men. Refiloe emphasised, "My job entails putting in place basic education facilities for communities. Witnessing the delight of the end-

users is gratifying. Team DID has built some of the most beautiful Educational facilities and it is fascinating to observe how this benefits our communities and shapes the future leaders of our country".

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"I pride myself with being an industry professional in both quantity surveying and project management as well as contributing my skills to the built environment and leading a brilliant team"

Refiloe said, "Maintaining balance is quite difficult as we are all affected by the COVID-19 pandemic. I try to have a work schedule by prioritising my home duties, work responsibilities and my mental health. I find the sharing of responsibilities beneficial," said Refiloe.

Refiloe added, she would like to be remembered as a woman who touched everyone she came across regardless of their titles or backgrounds. "Titles do not matter to me. I work with people from all walks of life and believe that everyone should be empowered and given an opportunity to make a difference in this lifetime. I have been fortunate in that, I lead a positive driven team and we recognise the value we bring to the inhabitants of Gauteng. Infrastructure provides critical services and is a major contributor to the country's functioning and economic growth. We have a significant role to play, which I do not take lightly" said Refiloe.





A PUBLIC SERVANT IN STEP

HARRY LAI WAI'S PASSION TO SERVE



Article by: Tiisetso Ngoedi

In commemoration of Public Service Month, our Reporter spoke to Harry Lai Wai, the acting Chief Director Human Resource Management (HRM) at the Department of Infrastructure Development about his exciting Public Service career spanning over 24 years.

Harry is a public servant at heart, he is passionate about the Human Resource vocation where his team makes a direct difference in ensuring that Team DID is capacitated with highly skilled employees. Harry's career in the public service kicked off in the 90's when he secured a position based in Registry.

This career Public Servant progressed through many ranks within human resources environment. According to Harry, "I have worked as a Registry Clerk in the Registry section, as a HR Practitioner in Human Resource Administration unit, as an Assistant Director in the Human Resource Development unit and have progressed from Clerk to Director. I have a very interesting career path thus far. I am fortunate to have been exposed to the different positions which provided me with the foundation and required competencies to deliver in the current position I am serving. "I am truly grateful for the opportunities and experience provided by the Public sector over the years".

In 2009, Harry was appointed as the Assistant Director, Training and Development at Team DID. This became Harry's defining career moment as he was given the opportunity to serve in the field unit he was most passionate about within HR. Harry shared, "I am most passionate about developing employees across all levels. I am driven by my desire to make a difference in the lives of employees".

Harry holds a National Diploma in Human Resource Management and a Post Graduate Diploma specialising in Training and Development from the University of South Africa (UNISA). He said, "I will forever be grateful for the opportunity to further my professional development. Through

advancing my studies I applied the knowledge in the field of my work to become the efficient and effective public servant that I am today. Shortly thereafter, I was appointed as the member of the Public Works Sector Capacity Building Forum (PWSCBF) representing Gauteng. The Forum was established to advance the development and growth of Professionals and technical related occupations within the Built environment.

Harry and his team have evolved to meet the challenges brought about by the COVID-19 pandemic and have consistently worked to improve service delivery. As the Acting Chief Director for HRM, Harry believes that Team DID must embrace new technologies to ensure business continuity. He outlined, "In everything that we do, we must adhere to COVID-19 regulations whether in recruitment processes, training and development, etc. We therefore strictly monitor compliance with Covid-19 regulations and the vaccination of employees. As a leader, I have to ensure that the team executes their functions effectively and efficiently through team collaboration.

Harry is driven by his passion for human resource development "My team contributes to not only the growth of the Department but assists employees to uncover and reach their full potential" he said.

Harry is a veteran public servant who lives his dream daily. He is guided by the principles of Batho Pele and believes that Team DID should continually try to improve our delivery of services to the people of Gauteng and South Africa.

During his down time Harry enjoys DIY projects at home, spending time with family and mentoring the youth in his community.

Tebogo Molosiwa

The PM who Delivered Boipatong Community Library



Article by: Tiisetso Ngoedi

The bubbly and energetic Candidate Construction Project Manager, Tebogo Molosiwa was one proud woman at the Department of Infrastructure Development in 2021. Happiness radiated on Tebogo's face as she spoke with our Reporter about the work that went into the delivery of the beautifully constructed Boipatong Community Library located in Emfuleni Local Municipality. This resolute public servant is responsible for the delivery of this R13 million infrastructure investment to the community of Boipatong.

According to Tebogo, "From the day I started working on this project, I wanted to become part of this development given the historical context of Boipatong. I wanted to turn the story around and show that through cooperation, communication and teamwork this project was going to be a success. Working on this project was very stimulating. I learnt a lot about stakeholder management, listening and engaging with community members, I set aside my educational qualifications and learned that being a public servant is about putting people first".

Tebogo's passion for Project Management is evident as she walked us through the construction of this project. This 787.9 square meter facility is able to service 150 000 citizens. The Boipatong Community Library is delivered by Team DID on behalf of our client, the Gauteng Department of Sports, Arts, Culture and Recreation. The scope of work includes the main library building, a guard house, electrical works and landscaping. The main library building features a conference area, tiled bathroom and kitchen. Additional works include road and parking signage, green spaces and parks, ICT, security, access control and a CCTV system. The facility boasts energy saving lighting, LED fittings, solar water heating and rainwater harvesting features in line with Team DID's green and sustainable ethos.

Libraries promote reading, writing and foster creativity and cultural expression. Tebogo said, "I am happy. I have achieved my goal by restoring the hope of the community in Boipatong through the delivery of infrastructure. I will be remembered as Tebogo who worked at DID and delivered a project to the community. I am humbled and thank Team DID for this opportunity".

The project suffered a setback following a strike by the local business forum due to the delayed payment of sub-contractors. This slightly impacted on the completion of the facility although the matter

was resolved promptly. Project Managers work vigorously behind the scenes to ensure that projects run smoothly and are delivered on time, within budget and of the requisite quality. Tebogo is a seasoned Project Manager and is currently working on the delivery of Zuurbekom and Rus-Ter-Vaal Community libraries.

This 29-year-old young professional was born in Itsoseng in the North-West Province. She relocated to Gauteng after matric to seek better educational opportunities and follow her passion in the engineering and built environment sector.

Her career in the Public Service began in 2015 when she was appointed as a Graduate Trainee. She was awarded a bursary from DID to study for a National Diploma in Building Science through the University of Johannesburg (UJ) and subsequently obtained a Bachelor of Technology (B-Tech) in Quantity Survey from UJ in 2016. Last year, Tebogo graduated with a Post-Graduate Diploma in Risk Management through the University of South Africa (UNISA).

Tebogo said, "I feel honoured. The experience that I have gained at DID is tremendous. I grew professionally from when I was a Graduate Trainee, being mentored and trained. I have managed different stakeholders in a project from electrical engineers, consultants, contractors and service providers. I am grateful for the experience and lessons. I fully appreciate the planning and behind the scenes work that goes into the construction of a project".

Tebogo added, "I would like to thank Team DID for this opportunity - to contribute and change the lives of citizens through infrastructure delivery. I am very happy that we have concluded the Boipatong Community Library project and have handed over the facility to our client to start operations. I would also like to thank MEC Tasneem Motara for her constant support and many site inspections as they assisted in completing the project and resolving challenges".

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"I am happy - I have achieved my goal to restore the hope of the community in Boipatong through the delivery this library. I will be remembered as Tebogo who worked at DID and delivered a project to this community. I am humbled and thank Team DID for this opportunity"



CELEBRATING PUBLIC SERVICE EXCELLENCE

Article by: *Tiisetso Ngoedi*



In June 2021, Team DID celebrated Africa Public Service Day (APSD). This commemorative event is entrenched in the African Union calendar, to appreciate the quality of African Public Servants who devote their lives to diligently serving our citizens. In commemoration of APSD, our Reporter spoke to Team DID members who have used innovative technologies to enhance service delivery.

Moloi is a Senior Business Analyst within the Chief Directorate Infrastructure, Research, Planning and Systems (IRPS). He is also Team DID's first licensed drone pilot. The IRPS team accompanies MEC Motara during site inspections to monitor DID projects across Gauteng.

According to Moloi, "The drone has assisted the DID to support the delivery of construction projects by capturing aerial footage of the project site and producing project pipeline reports. Team DID's drone programme in partnership with the University of Johannesburg is exploring Intelligent Building Information Modelling Analytics, which if adopted will enable DID to visualise construction project sites in a 3D model and 2D map generated from drone footage and overlaid with design drawings. DID will be able to ensure that construction is line with the design plans, conduct remote site assessments to monitor progress, identify bill of quantity deviations and quality assure works".

The use of the drone has not been impacted by the COVID-19 pandemic as drones monitor sites remotely by capturing aerial images as an alternative to physical site visits that are restricted to terrestrial visual inspections. The drones were used to deliver projects at Greenspark Clinic, Chris Hani Baragwanath Academic Hospital, Noordgesig Primary School and Randfontein Library.

Another DID team member, harnessing innovative technology to assist in enhancing service delivery is the Directorate Green Technology's, Environmental Control Officer, Livhuwani Muluvhu. His team is dedicated to resolving the day-to-day water supply and load shedding challenges affecting communities through Green Technology. Some of the innovative Green technologies include the, wastewater recycling infrastructure at Motlotlo Primary School, the biogas digester at Emmanuel Primary School, water purifying systems at Tikelo Intermediate School and gas infrastructure at Leratong and South Rand Hospitals.

This team has launched water management systems including the installation of waterless urinal systems and one touch taps with eco-shower heads. These water management systems have been installed in at Madiba Comprehensive School in Kagiso and will assist in saving water, reducing toilet odour, curtailing blockages and stopping leaking valves.

Livhuwani said he is proud Public Servant who recognises the importance of APSD, "The Green Technology team believes that we are doing a great job to implement innovative technologies that are able to make a difference in the lives of our citizens. These innovations are intended to mitigate challenges at schools and health institutions. We are proud that we have been able to serve and make a difference!"

FORGING AHEAD

TEAM DID ALL SET TO ATTAIN 2022 GOALS

Article by: Zubenathi Ngqikiza

The Department of Infrastructure Development is all set for 2022. Our Reporter spoke to Team DID who shared their goals for the year ahead.



KHANYISILE KUMALO
Personal Assistant: DDG's Office: Health Infrastructure

I want to get more knowledge in my sphere of work and get to know the Department even more. I am also doing BCom in economics - so it is one of the things I would like to achieve.



NEO MOSEBO
DDG: Property Management

I would like to see property taking a rightful role in providing efficient service delivery to our clients and being a strategic partner of note.



NEIL PILLAY
Director: Stakeholder Management and IGR

My goal for this year is to ensure that the Stakeholder and IGR Team meets all our targets to ensure that services reach our communities. I also want to continue with my personal development as well as the Directorates development.



VICTOR MORERIANE
Chief Director: Communications

We need to ensure that communication accelerates the core business of the Department as we are edging to the end of the 6th administration. This will be done through strategic communications to ensure on-time service delivery, social facilitation and external communications to our communities.

CONGRATULATIONS & WELCOME TO THE TEAM DID VAXXED SQUAD!

During April 2022, the Gauteng Provincial Government (GPG) hosted several COVID-19 vaccination pop-up stations for GPG employees to ensure that the vaccine was easily accessible. Team DID flocked to pop-up sites including Westhoven, Sedibeng, Chris Hani Baragwanath Hospital, Tulisa Park, Tshwane, Springs and Diagonal Street. Team DID welcomes 135 additional members to our Vaxxed Squad! Get your jab today to protect yourself, your colleagues and those you love.



Johannes Naude
Senior Admin Officer: Finance



Annalie De Klerk
Assistant Director: HR



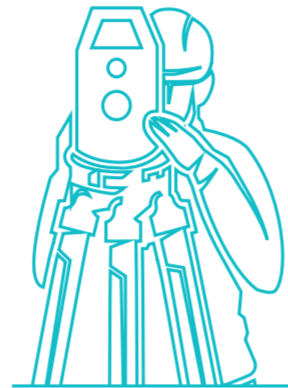
Gretty Flabbert
Supervisor: Tshwane



Wanda Van Der Mescht
Admin Clerk: HR

QUANTITY SURVEYOR IN STEP

ZANELE KUNENE



Article by: Zubenathi Ngqikiza

Zanele Kunene is a proud, passionate and dedicated Quantity Surveyor who spoke with our Reporter about the trials and tribulations of being a woman in a male dominated field and provided empowering tips to women who have doubts on joining the industry.

Zanele's duties include scrutinising payments, liaising with contractors, evaluating and analysing processes related to project construction, compiling reports while constantly engaging with consultants that are part of the projects she is working on. She is working on the HM Pitje Stadium project in Mamelodi and the Devon Early Childhood Development Centre.

Zanele spoke about the challenges that she faced as a woman in the construction industry. The 29-year-old said sometimes women's voices are not being taken into account in meetings due to ongoing stereotypes. This is one of the demoralising factors that may lead to the lack of confidence. Zanele advocated, "If we allow naysayers to belittle us, we might end up with the decision to change careers. The only way to overcome these challenges is to stand tall, stick to the truth, follow principles as a professional and remain confident".

Zanele added that the construction industry requires someone who is open minded with good communication skills. "I always tell myself that what men can do, women can also do. We all have brains and what we need to do is stay committed to our goals. I consult with the people before I make any decisions to avoid the process of going back and forth. The more you consult with your colleagues, the easier it becomes to move forward with mutual decisions," said Zanele.

With six years of experience as a Quantity Surveyor, Zanele's passion seems to develop each day as she plans to further her studies to a Master's degree in this field. "It wasn't always the plan for me to pursue a career

in Quantity Surveying. It came to my mind while I was in my gap year, still trying to figure out what I could possibly do and I realise now that it is the best job I could have chosen," said Zanele.

Zanele maintained that whether there is COVID-19 or not infrastructure delivery will always be needed. "Hospitals, schools and other public facilities will always be needed but it's challenging now because we have a limited amount of time on sites. The more we go on site the more progress we see. COVID-19 has increased the communication level while decreasing physical contact, so we had to adapt to the new ways of operating but the most important thing is to stay pushing and stick to our goals," she added.

She shared her experience of being part of Team DID, Zanele said the atmosphere in the Department feels good with the changes that are being implemented. "I see the Department is recruiting more Project Managers, Quantity Surveyors and other related professionals. For me, joining Team DID has been a contributing factor and I want to be part of the great change that is coming".

Outside of her professional work, Zanele enjoys spending her time reading and going to gym with her husband. She is also a mentor for students, preparing them for the future. "I am passionate about empowering women. I would like women to commit to themselves, stick to whatever they want to achieve. This road is long and you determine how far you want to go - so we need to remain confident and unshaken to achieve what you want," said Zanele.

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"I always tell myself that what men can do, women can also do. We all have brains and what we need to do is stay committed to our goals. I consult with the people before I make any decisions to avoid the process of going back and forth. The more you consult with your colleagues, the easier it becomes to move forward with mutual decisions"



MEC MOTARA

PANDEMIC BRINGS NEW OPPORTUNITIES FOR THE CONSTRUCTION SECTOR

Article by: Sthabile Cele

The MEC for Infrastructure Development and Property Management, Tasneen Motara spoke to young women in construction in August 2021. This Virtual Summit was hosted by the Black Business Council in the Built Environment (BBCBE) and South African Women in Construction (SAWIC). The Summit brought together critical industry players including Kedibone Tsiloane, the Secretary General for BBCBE Youth, Lucy Ngwabeni, Deputy President SAWIC&BE and Danny Masimene, President of the BBCBE. MEC Motara spoke on economic recovery.

According to MEC Motara, “We understand the role and responsibility the built and construction environment play in the revitalisation of the economy. History’s example of the Second World War, the American economy was rebuilt on government spend on public infrastructure. There are many examples where Governments can create through the construction of infrastructure whether direct or indirect and throughout the value chain. The construction and built environment is definitely a catalyst for economic spin offs which revitalise the economy”.

MEC Motara expanded, “There are three core opportunities in the built environment space that the Department has identified. One being - construction where there are direct opportunities for contractors across all levels within the three spheres of government.

The second is the professional space, which continues to grow in terms of identifying new disciplines and new areas of competence. The third aspect is the manufacture and supply of material. With the advent of COVID-19 new opportunities have arisen within the construction industry”.

The Summit was organised by BBCBE in conjunction with SAWIC. The BBCBE was established in 2007, one of its main objectives is to engage government and other statutory bodies to influence the drafting and implementation of appropriate legislation to create an enabling environment for the black constituency in the building and construction industry. SAWIC is an initiative that was founded to empower women to gain access to business opportunities, training, finance, and networks in the construction industry.

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“There are three core opportunities in the area of built environment in the construction space that the Department has identified. One being - construction where there are direct opportunities for contractors across all levels within the three spheres of government. The second is the professional space, which continues to grow in terms of identifying new disciplines and new areas of competence. The third aspect is the manufacture and supply of material. With the advent of COVID-19 new opportunities have arisen within the construction industry”





JAY GETS POSITIVE ABOUT TREATING TRIPLE NEGATIVE BREAST CANCER

Article by: Tiisetso Ngoedi

Jay Singh is a vibrant, energetic and passionate Project Manager at Team DID. Her passionate zest for life is her trademark. Jay has been responsible for some of the premier education and health projects which DID has delivered. Jay was diagnosed with the highly aggressive Triple Negative Breast Cancer in February. Soon after Jay commenced her treatment, COVID-19 struck. She shared her experience living with cancer, life adjustments, her treatment regimen and how she has been coping with the COVID-19 regulations.

BEING IN A STATE OF SHOCK

Jay is renowned for her love of life and her passion for the construction sector. She has worked on the construction of Nkone Maruping Primary School, Malvern Primary School, Roseneath Primary School and Thelle Mogoerane Regional Hospital, to name but a few. Born and raised in Durban, she moved to Gauteng two decades ago and has since followed her passion in the construction sector.

"I remember when I got the news, I was enjoying cake with my colleagues in the office. I got a call from the doctor, and I was literally speechless. I immediately became numb. I went to my manager to inform her of my results and left the office and called my sister to confirm my results. It was the worst feeling ever," she recalled.

After being referred to an Oncologist, Jay underwent a Computerised Tomography (CT) and a Magnetic Resonance Imaging (MRI) test to determine the type of cancer she had. The type of cancer she was diagnosed with is Triple negative breast cancer, which is extremely aggressive and terminal, extensive chemotherapy is recommended for a lengthy period. Jay elaborated, "This type of cancer requires chemotherapy treatment to shrink the cancer cells to be removed. Some cancers are curable, some require surgery or chemotherapy of radiation or combination of the two. My diagnosis of triple negative required all three treatments as it is highly aggressive. If it is removed without chemotherapy and you accidentally touch the tumour in surgery, it can spread immediately. Once this was established, my lymph nodes were tested to see the extent of the cancer". Jay completed six months of chemotherapy treatment which included a four to six-hour drip of a triple dose drug called TAC.

UNDERGOING CHEMO AND COPING WITH TREATMENT

The bubbly Jay met all kinds of people during her chemo treatment sessions, people from all walks of life. After her last chemo she had a six-week recovery time. She then underwent surgery to remove the tumour and had a six to eight-week recovery. Next she underwent 33 sessions of radiation due to the nature of her cancer. Speaking of her experience, Jay said, "Chemotherapy is not for the faint hearted. Doctors basically load your body with toxins to

combat the cancer cells and in the process, it also kills off your normal cells. It affects how your entire body functions and it takes a major toll on the liver, kidneys and brain functions". Some of the physical changes she had since starting chemo included; loss of hair, skin and nails becoming darker and the loss of energy. Jay's lifestyle had changed significantly, "I miss being independent and shopping, cooking, gardening and traveling. I am hoping and praying that my treatment outcome will be successful and that I can continue with my life as I used to".

ADJUSTING AND LIVING HER LIFE

Support and encouragement are among the important factors that survivors must receive from colleagues, friends and family. Due to the COVID-19 lockdown, it was not possible for Jay to be physically supported by her close friends and family. She has not left her home since February except for medical treatment as she is especially vulnerable to infection. Some of the things she enjoys doing indoors are binge-watching Netflix, reading, sharing her journey on her social media page and keeping in touch with cancer support groups on social media, which she said has educated and helped her heal and prepare for the respective treatments.

"I have the best friends in the world, both on a personal and work level as they make me feel so special. My work mates always text me, comment on my social media and call me and I am so grateful as they are my 'work family'. My family has also been amazing, offering their assistance and time. My mom has been my greatest support. She left Durban when I was diagnosed to come and assist me. I have been so grateful for the lockdown as it just made my treatment less stressful as I did not have to worry about my kids school or cooking or even people visiting me as my immune level was compromised," she said.

Jay urged colleagues, "To invest in a medical aid as treatment is expensive and medical insurance in the event where one is unable to work. It can assist in ensuring that your excess expenses are settled". She cautioned, "If you know of someone who has cancer, be empathetic and supportive but try not to be over-bearing. Do not give advice as each patient's outcome is different and the less anxiety, the better the healing," Jay emphasised.

“

If you know of someone who has cancer, be empathetic and supportive but try not to be over-bearing. Do not give advice as each patient's outcome is different and the less anxiety, the better the healing”



TINTSWALO SPEAKS OUT AGAINST GBV IN THE LGBTQIAP+ COMMUNITY

Article by: *Tiisetso Ngoedi*

Individuals identifying as lesbian, gay, bisexual, transgender, queer and intersex LGBTQIAP+ communities continue to be subjected to hate crimes and gender-based-violence (GBV). Our Reporter spoke to Team DID's, Tintswalo Chauke, Assistant Director, Contract Management in the Directorate Supply Chain Management. Tintswalo who identifies as lesbian, reflected on her journey and the challenges she has encountered in society and within the workplace. She sends a powerful message to Team DID on the importance of education and awareness in combating violence and hate-crimes against the LGBTQIAP+ community.

According to Tintswalo, "It is important to educate and bring awareness about the LGBTQIAP+ community especially in the workplace. There are instances where we get discriminated against and bullied. An example that I can give is when someone would make fun or make inappropriate comments by referring to us as 'he/she or she/he'. That is not right because, we need to feel comfortable and accepted as human beings". The passionate Tintswalo added, "I am a human being at the end of the day, just like you. Over the years, I have developed a character to not get offended easily. I just laugh and educate an individual on the different terms and classifications within the LGBTQIAP+".

The 38-year-old was born in Venda and relocated to the City of Gold to seek better work opportunities. She joined the Public Service in 2009 after obtaining her Bachelor of Technology Degree (BTech) in Cost Management from the Vaal University of Technology. Her passion for accounting and numbers saw her climb the ladder within Team DID. Tintswalo said she developed self-confidence during her tertiary years as the environment allowed her to wear whatever she was comfortable with. She expanded, "Unlike in high school where it was mandatory to wear skirts, I was able to express myself without fear or judgement in varsity. I would wear what I was comfortable with and felt free".

South Africa's LGBTQIAP+ community has been rocked by a series of brutal hate crimes. According to Tintswalo, Government should look at hosting workshops to educate and encourage tolerance amongst community members. "Education and awareness is important. There is a lot of education and information sharing that needs to happen. A lot of people discriminate and are not even aware of their actions. For example, there are terms such as butch and femme used in the lesbian community to describe a feminine and masculine lesbian. A butch describes a lesbian who is more masculine while a femme lesbian has a more

feminine identity in terms of dress code," she explained.

Tintswalo added that COVID-19 has also affected the annual Pride march due to restrictions on social gatherings. "The 2021 Feather Awards elevated the voice of the LGBTQIAP+ community. I also appreciated MEC Motara's LGBTQIAP+ webinar as this platform created a space for engagements and education. More still needs to be done. I also like that there are now television programmes like 'Becoming' which offers education to the public. Government can look at hosting a mass LGBTQIAP+ programme in collaboration with other Departments to try and create awareness and a dedicated LGBTQIAP+ desks in each Province to address the LGBTQIAP+ hate crimes," Tintswalo shared.

"I would like for the Department to adopt a LGBTQIAP+ policy for equal rights for all. I would also appreciate for colleagues to treat us as human beings. The Department should condemn the violence perpetrated against the LGBTQIAP+ community as unacceptable and immoral. I would like to encourage others to speak up if they know someone who is abused due to their sexual orientation," Tintswalo firmly said.

Tintswalo revealed that the support she received from her family played a huge role in her life. She added that although it took some time for her mother accept, she eventually gave her a mother's love and protection. Tintswalo added, "My mother saw that I was different in my own special way. I did things a certain way and my behaviour was kind of tomboyish and I enjoyed playing soccer unlike doing girlish things".

Outside of work she enjoys playing and watching soccer at the stadium. Tintswalo's aspiration is to grow her family with her partner and live in a country that is crime free where the rights of women, children and the vulnerable are protected.

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Unlike in high school where it was mandatory to wear skirts, I was able to express myself without fear or judgement in varsity. I would wear what I was comfortable with and felt free”



MASTERCLASS ON PROJECT MANAGEMENT



Article by: Tiisetso Ngoedi and Zubenathi Ngqikiza

Team DID's, Head of Department (HoD), Thulani Mdadane hosted a Project Management Webinar during August 2021. The theme for this Infrastructure Webinar was the "Delivery of Infrastructure projects effectively on time, within budget and to the requisite quality". More than 183 attendees spent a fruitful morning at this MasterClass.

The MEC for Infrastructure Development and Property Management, Tasneem Motara opened the Webinar and shared her vision that this series of Infrastructure Webinars would equip and inspire Team DID's professionals with the skills to manage key aspects of project delivery which include quality, cost and time. She acknowledged that the biggest challenge for project delivery remains the management of contractors, the quality of infrastructure and spending on projects. "As the Department charged with the delivery of social infrastructure such as education and health facilities, we have to stay ahead and in line with current trends in the industry. DID is not immune to these challenges. We have a number of projects that have completely stopped; some are over time while others are over budget. We need to equip ourselves with the skills and knowledge to better manage these challenges and I hope that this Infrastructure Webinar will be fruitful, educational and informative," said MEC Motara.

HoD Mdadane said, "Our portfolio as Government in the Province is quite huge. The DID as the custodian of public infrastructure must take responsibility on how quality infrastructure projects are delivered. It is within this context that DID has undertaken the route of engaging industry experts and role players for collaboration and partnership".

Several presentations were received. Ishmail Cassiem from the Construction Industry Development Board (cidb), responsible for industry performance delivered his presentation on the overview of the construction industry performance in South Africa. This included client satisfaction, contractor satisfaction as well as the compliance of the infrastructure building. According to Ishmail, "Gauteng is doing fairly well although there are some interventions that need to be considered, including the increase in Government spending on infrastructure delivery and fast tracking of project approvals."

Gundo Maswime presented on risk management in South African infrastructure projects, mentioning the tackling of problems on time, which reduces costs. Gundo suggested that DID should consider developing a project manual where there is standardisation of time constraints in case of challenges.

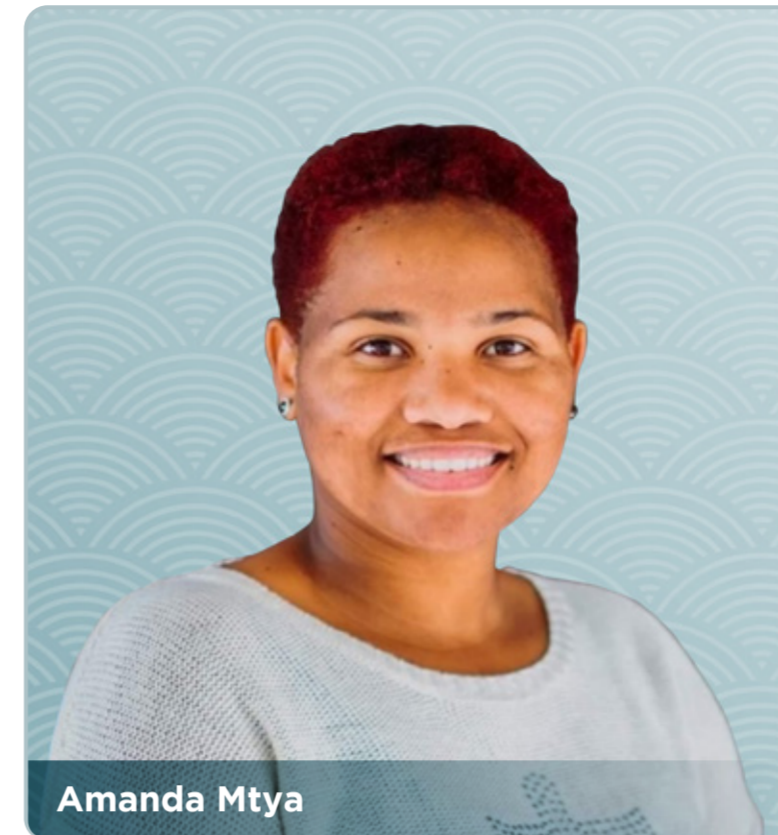
Tyrin Naidoo from the City of Johannesburg delivered a presentation focusing on the role of contract management in infrastructure delivery. He touched on the challenges and improvement areas. Other presentations included the impact of COVID-19 on infrastructure projects from Robert Best while Amanda Mtya from University of Cape Town (UCT) presented on technology for infrastructure focused on digital and virtual construction. The session was facilitated by Dr. Ntebo Ngozwana from the cidb.

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Gauteng is doing fairly well although there are some interventions that need to be considered, including the increase in Government spending on infrastructure delivery and fast tracking of project approvals”
- Ishmail Cassiem



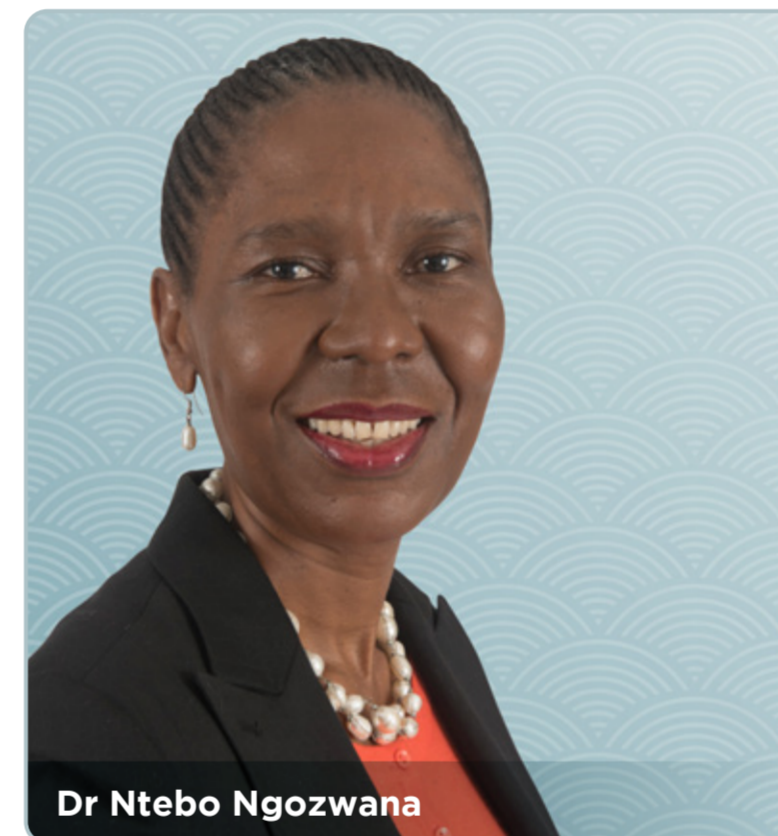
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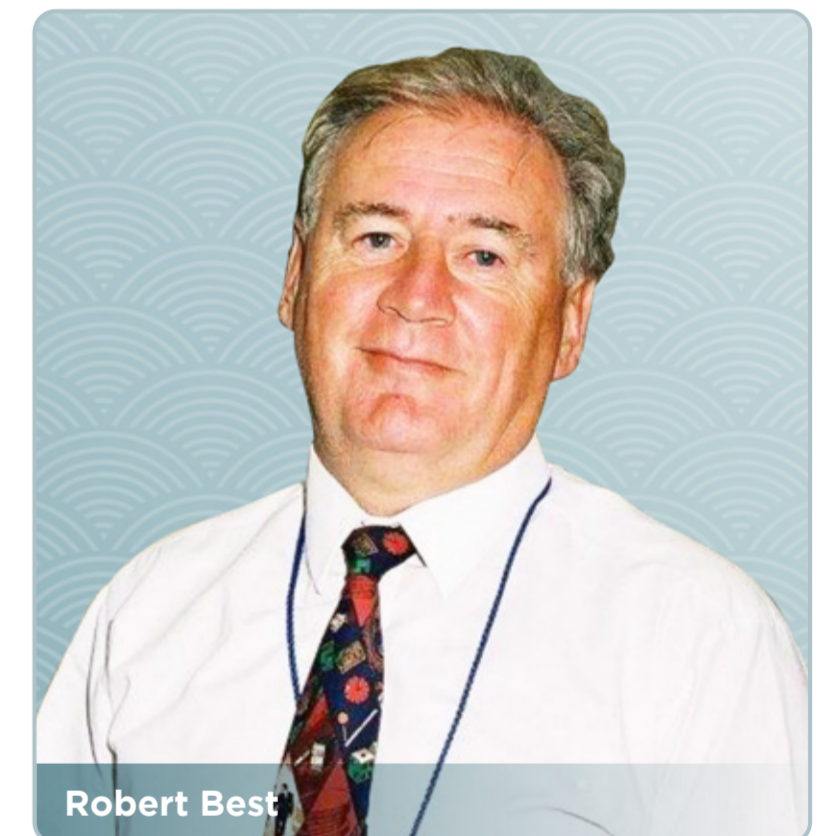
Amanda Mtya



Bongani Dladla



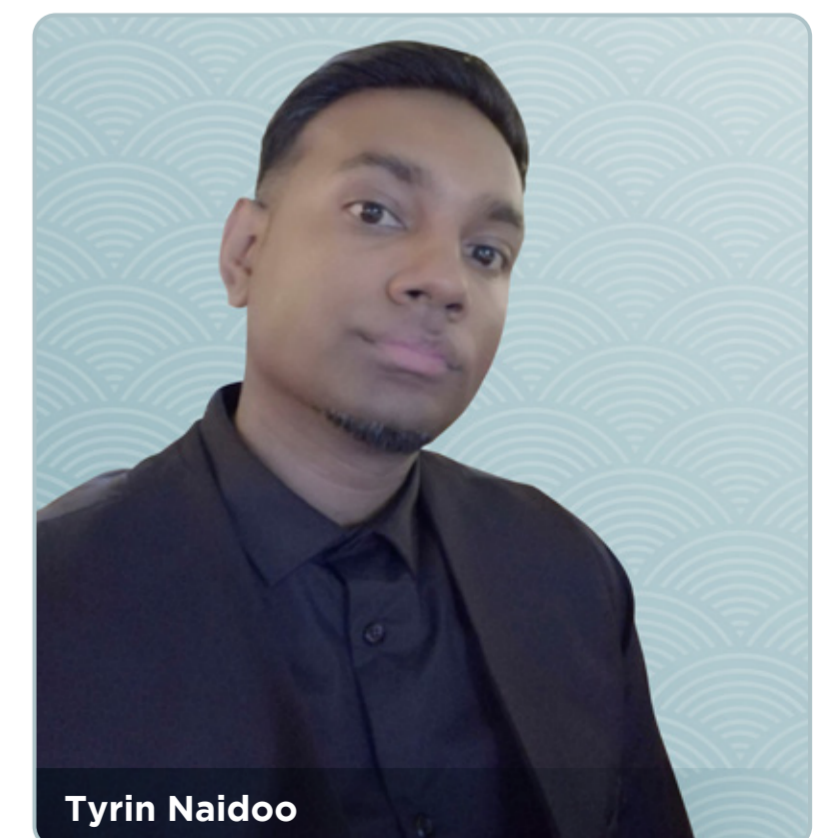
Dr Ntebo Ngozwana



Robert Best



Gundo Vhusani Maswime



Tyrin Naidoo

DRONE AND BIM ANALYTICS DEMONSTRATION SESSION IRPS TAKES FLIGHT

Article by: Nqobile Sithole



The Chief Directorate, Infrastructure Research Planning and Systems (IRPS) hosted an Enhanced Drone and Building Information Modelling (BIM) Analytics Demonstration session in October 2021. The pre-briefing and welcoming session took place at the Infrastructure Knowledge Hub. Next, the team proceeded to Inkululeko Yesizwe Primary School for Pre-flight checks and Drone mapping. After this the team undertook a debriefing session on BIM analytics and conducted a modelling demonstration.

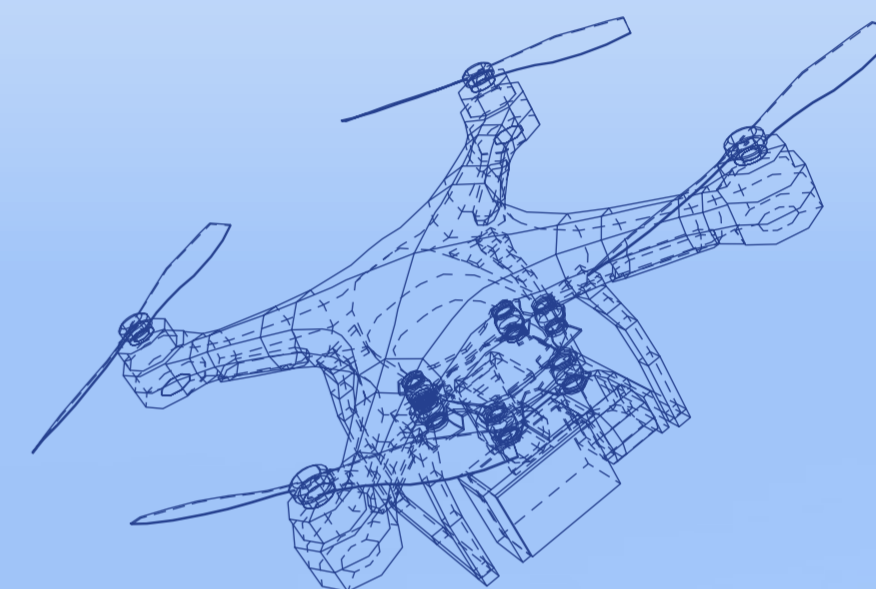
The Senior Business Analyst within the Chief Directorate, IRPS, Moloisane Moloi said, "The aim of this session was to simulate the Enhanced Drone Analytics work that the Department is undertaking at three of our construction sites in partnership with the University of Johannesburg's Centre of Applied Research in the Build Environment (CARINBE). We will also focus on how the Department can lay the foundation for BIM".

“

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The Enhanced Drone Analytics gave Team DID good insights into the future of infrastructure delivery projects with the use of the BIM approach. BIM software and artificial intelligence technology make it possible to enhance project management, coordination and also foster stakeholder collaboration on construction project information by creating a digital twin of infrastructure projects.

The advantage of that BIM is the analysis of the graphical and nongraphical information (3D model & project timeline, BIM model and Asset Information model) generated from various project documents such as drawings and works schedules. The drone captures aerial images so that the project team and stakeholders can conduct project progress monitoring, quality checks, material usage analysis, visual inspections and identify value engineering opportunities remotely.



DIARY FROM THE MIDST OF THE VIRUS

Article by: Ramona Baijnath



It is 07:39, my phone rings, my heart clenches, a call from the acting DDG Corporate Services, Wesley Jacobs. I answer and all I hear is the name of a colleague and the sound of an exhausted heart re-breaking. I no longer want to hear the ring of my mobile. We resort to voice notes because we cannot bear to commune. I push down the emotion and unfortunately know what to do.

A series of rapid calls is now in motion. The next call is to Kanu Tshindane and Avela Gqis - they both know what is needed. Avela intuitively that I don't know how to read the Persal report and quickly zaps an email containing the vital information required. The next call is to Tshisikhawe Thangavhuelelo, the departmental photographer - pictures are needed now. Next, are calls to Silindokuhle Mnguni or Hlapogadi Masipa our graphic designers - they too know what to do. I end the call with "Make it respectful, beautiful and honourable". Between these calls, I answer Makadi Raseona, Thandazile Mathabela and Tshepo Theledi - all of whom work tirelessly to assist us all to maintain our health and wellness. There is always the call from Neil Pillay our COVID-19 Compliance Officer who is a soldier every minute of everyday.

There is a callback from either the graphic designer or photographer whose data has reached limits followed by a call to Thandi Kupe who answers calls over weekends and the middle of the night without fail. The fast fingers of Sthabile Cele and Tiisetso Ngoedi are poised to send NewsFlash, update the intranet and manage the many Team DID Update WhatsApp groups in an instant.

The team is briefed and is ready to deliver. We remember the names everyday, of Mr. Paulos Moleko, Mr. Jeremiah Makgalemele, Mr. Lindani Biyela, Mr. Joel Rampai, Mrs. Moipone Mukhufi, Ms. Tebogo Mokati and Mr. Tsherere Maake. There are of course many more members of Team DID who have been called to rest - we remember them too. What remains are the words to immortalise our beloved colleagues and friends. Words which move them from the present to past tense. Words which change lives. Words which could never honour, love or respect the life, energy, passion and impact of this soul which we were privileged to share a journey with.

Invariably someone calls back and asks "Can I send it tomorrow?" I swallow hard and say no - an hour is the most we can wait. A print quality image cannot be sourced - this too must be remediated. Tributes for inclusion start streaming in via

email and text. Someone needs to change their message after design and the many approvals have been received. Somehow, life is still in motion.

The team has a bereavement message written and designed in under three hours and then the send button is pushed. We breathe - I breathe. Minutes after, calls are received some are in shock, others grateful and some are upset. A surname was spelt incorrectly - auto text is indiscriminate but hurtful.

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Being a career public servant is a choice that is not made easily. It's like being a tiny cog or a wheel in a mammoth system. Sometimes, it feels like we operate independently and at other times it feels as if we are just a small part in a wider system”

Some are unhappy that they receive so many repeat NewsFlash - the team hopes that one person who reads a NewsFlash, WhatsApp or intranet post is informed to make stronger choices and that fake news is dispelled. Big hopes but, after all, Communications must communicate. Someone believes that the work of a graphic designer is to add page numbers to a MS word document. None of our team members imagined that they would write messages of bereavement or obituaries or design bereavement canvases, pins or candles or even search the archives for memorial pictures - yet we do and we do it together. We do it not because we feel no loss or pain but because we feel both.

Being a career public servant is a choice that is not made easily. It's like being a tiny cog or a wheel in a mammoth system. Sometimes, it feels like we operate independently and at other times it feels as if we are just a small part in a wider system. One day, before you even realise it - you understand the magnetic pull which summons you to a collective whole. This magnet draws you close. A pull you cannot deny. You find yourself standing beside a cadre of professionals that are interdependent. Together, we form a whole. This public service feels like a juggernaut but when we stand on each others shoulders we realise that the juggernaut is not the public service but all those we pledge to serve.

To our many ascended colleagues including Mr. Paulos Moleko, Mr. Jeremiah Makgalemele, Mr. Lindani Biyela, Mr. Joel Rampai, Mrs. Moipone Mukhufi, Ms. Tebogo Mokati and Mr. Tsherere Maake we all remember and thank you for your service.



INTERNATIONAL LITERACY DAY

PICK UP THAT BOOK

Article by: Tiisetso Ngoedi

During September 2021, Team DID commemorated the International Day of Literacy. For over 40 years, the United Nations Educational, Scientific and Cultural Organization (UNESCO) has been celebrating International Literacy Day by reminding the international community that literacy is a human right and the foundation of all learning. To commemorate this critical international day, our Reporter interviewed Team DID's, resident bookworm, Lucas Phora, who manages our Infrastructure Knowledge Hub.

Situated on the ground floor of Impophoma House, the Infrastructure Knowledge Hub boasts Library Services. This Knowledge Hub was conceptualised with the vision to support the modernisation of the Public Service. This facility empowers Team DID's cadre of professional Public Servants that are well read, qualified, able and capacitated.

According to Lucas, "The Infrastructure Knowledge Hub has a collection of about 600 books across various disciplines such as project management, architecture, engineering, human resource management and law. Staff members can contact me via email or phone for reading habits as I administer the DID Book Club". Lucas motivated staff members who are not avid readers but are interested in reading to start small by setting aside 15–20 minutes per day for independent reading of self-selected books, joining a book club, finding books that interest them or are relevant to them, listening to audio books or building a small-scale free library.

According to UNESCO, the COVID-19 crisis has disrupted the learning of children, young people and adults at an unprecedented scale. It has also magnified the pre-existing inequalities in access to meaningful literacy learning opportunities, disproportionately affecting 773 million non-literate young people and adults. Lucas concurred with this finding and indicated that the Infrastructure Knowledge Hub had been severely affected by COVID-19 pandemic due to the various capacity requirements stipulated by lockdown levels.

Team DID is encouraged to utilise the Infrastructure Knowledge Hub services. For further information, contact Lucas Phora on:

082 619 4622 or
Lucas.Phora@gauteng.gov.za



Lucas Phora
Manager, Infrastructure Knowledge Hub.

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“The Infrastructure Knowledge Hub has a collection of about 600 books across various disciplines such as project management, architecture, engineering, human resource management and law. Staff members can contact me via email or phone for reading habits as I administer the DID Book Club”



WORLD AIDS DAY

TEAM DID RE-COMMITTED TO END HIV

Article by: Zubenathi Ngqikiza, Lesedi Ramashala & Nqobile Sithole

World AIDS day is commemorated on 1 December internationally. The Human Immunodeficiency Virus (HIV) remains a major public health issue that affects millions of people worldwide. Division, disparity and disregard for human rights are among the failures that allowed HIV to become and remain a global health crisis. COVID-19 exacerbated inequities and disruptions to services, making the lives of many people living with HIV more challenging. HIV targets the immune system and weakens people's defence against many infections and some types of cancer that people with healthy immune systems can fight off. As the virus destroys and impairs the function of immune cells, infected individuals gradually become immunodeficient. Immune function is typically measured by CD4 cell count. The most advanced stage of HIV infection is acquired immunodeficiency syndrome (AIDS), which can take many years to develop if not treated, depending on the individual. AIDS is defined by the development of certain cancers, infections or other severe long-term clinical manifestations. Team DID understands the importance of World AIDS day and pledged to re-commit to end HIV, tackle HIV and COVID-19 together, focus on equality and concentrate on those left behind.



Sandile Dladla

Electrical Works Inspector: Maintenance

I think the World AIDS Day is very important. It also gives us an opportunity to support those who are HIV positive. I would also like to encourage people to get tested half yearly.



Shaun Monwabisi Teka

IT Technician: Westhoven District Hub

World AIDS Day is important in terms of reminding us to be cautious about our health. We need to test regularly. I get tested whenever I go to donate blood.



Trifina Hlongwane

Cleaner: Westhoven District Hub

It is important for us to get tested and know our status. World AIDS Day is an important activity that reminds us that HIV/AIDS is a disease that still exists. Let's condomise and if possible, we should abstain. To those who have been infected, I would like to say, stick to your treatment. AIDS is not a death sentence.



Zanele Fakude

Handyman: Westhoven District Hub

This is the day that reminds us of the people we lost due to HIV/AIDS. We need to take care of ourselves and get tested regularly. Even if you test positive, do not think it's the end of the world. You can still have more years to live. I get tested every year.



Maropeng Monyela

NYS Learner: Westhoven District Hub

World AIDS Day is a very important day for us. It doesn't only remind us of the people we lost but also that the disease still exists. It is important for us to protect each other against the disease. We can do this by getting regular medical check-ups to be able to know our status. I also get regular check-ups.



Issa Bwanali

NYS Learner: Westhoven District Hub

World AIDS Day is an important day that reminds us that the disease is still around us and we need to get tested more regularly. We need to take care of ourselves and take other people's lives into consideration as well. I got tested two months ago.

FROM NYS TO ARTISAN ROBIN THAKADI IS #LIMITLESSYOUTH



Article by: Tiisetso Ngoedi

Our Reporter shifted the spotlight to young people at the Department of Infrastructure (DID) who are determined to realise their dreams and are seizing opportunities available to them. One such individual was the 26-year former National Youth Service (NYS) participant Robin Thakadi who was appointed a Handyman at DID's Father Smangalisso Mkhatswa Institution.

Born and bred in Soshanguve - Tshwane, Robin's journey at the DID started in 2017, as a NYS learner at Masakhane Regional Laundry. Robin shared, "I started in DID as an NYS participant in 2017. Although I was appointed within maintenance, I was always open to learning different work functions such as electrical and mechanical work. I remember I was exposed to plumbing and refrigeration work. I took the opportunity to learn everything and I never thought that I would one day be appointed permanent in the Department. For me it was always about learning and perfecting the work".

When Robin's NYS contract came to an end, she returned home to seek employment. "I was hopeless and frustrated. I would apply for jobs but it was very difficult. Being unemployed is painful. Thinking of all the responsibilities and my future made me feel sad but I did not give up. I applied and one day I saw a post on social media that DID is looking for Handyman".

Fortunately, she was shortlisted and subsequently appointed in 2021. "I was so happy. Thinking of the opportunities and possibilities ahead. I believe that there is growth and opportunities for me in DID. I can grow from this position to become a Chief Artisan, Inspector or an Artisan. My future lies in my hands and it is now up to me to realise that".

“

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Robin highlighted that she is privileged and honoured to serve in DID. However, she sometimes experiences challenges in the workplace as a young person. Some of which include being undermined. "As a young person, at times people look at you and question your competency. I have learnt to keep my head up and focus on my job. I also get encouraged and motivated by my senior colleagues to focus on my main goal and not get distracted".

Robin completed her N5 qualification in Electrical Engineering from Tshwane North TVET College in Soshanguve. She hoped to complete her N6 to obtain her Diploma in Electrical Engineering. "I still want to go back to school to get my Diploma and then register for a Degree in Electrical Engineering," she said.

Robin encouraged the youth in DID to not give up. She said, "I believe my story will inspire many of the NYS participants in the Department as I was once where they are. I would like to encourage the youth to work hard and always remember that their contribution plays a huge role towards the success of the Department. I also want to go back to school, I would urge my peers to also push hard. Education is important, we need to study and acquire knowledge". She also emphasised that it is important for the youth to pursue entrepreneurship and remain open minded.



NCAMISILE GRADUATES WITH A PGD



Article by: Zubenathi Ngqikiza

The Department of Infrastructure Development remains committed to assist our employees who seek to further their studies through bursary allocation. Our Reporter spoke with Ncamisile Mthethwa, the Assistant Director in Property Management, who recently graduated with a Post Graduate Degree in Property Management and Development from the University of Witwatersrand (WITS).

Ncamisile was awarded a DID bursary during the 2016/17 financial year. She said her experience studying has surpassed all her expectations and she does not regret taking the decision to embark on this academic journey. According to Ncamisile “This qualification helps with understanding property dynamics and obtaining theoretical and technical skills one can implement as property is diverse”. Ncamisile joined the property management sector in 2008 and remains passionate about her role in the industry.

According to Ncamisile “Aside from the qualification being a requirement within the Branch Property Management, I chose this qualification to balance the current experience I have with the relevant qualification as I had previously obtained a Post Graduate Degree in Public Administration. Receiving this bursary during 2016, changed my life completely. I had long wished to pursue this degree but I did not have enough funding,” she added.

Ncamisile believes she is now equal to the challenges that come with this profession because of the knowledge and skills she has acquired. Speaking on her work-family-study balance, she said “It was not easy being a single parent, going to work and

attending evening classes. I hardly spent time with my kids but my purpose was clearly to complete what I had started”.

Ncamisile’s experience was very professional, “I received a lot of support from Team DID, especially from the Directorate Human Resource Development including Matome and Frank. I did not struggle to obtain textbooks and stationery on time. They would physically go to the institution to sort out whatever challenges I faced. I sincerely thank them”. Ncamisile believes that education is an empowering force, it builds confidence and breaks down barriers to any challenges that might arise. She added that her family is very proud of her qualification. “My son is doing his first year in tertiary education. Me, achieving this qualification has motivated him to work even harder,” she said.

Ncamisile reflected on her graduation under the COVID-19 lockdown saying the ceremony was initially planned for March 2020, but due to the pandemic it was postponed. “Due to the outcry of students who did not have the memories of their achievements, Wits arranged a stage crossing ceremony during Level 2 of the lockdown strictly adhering to COVID-19 regulations. Her message to aspiring Team DID students is, “Put in more effort. It’s not easy but it’s worth it!”



THATO TACKLES PROJECT MANAGEMENT WITH TENACITY

Article by: Tiisetso Ngoedi

Having started at the Department of Infrastructure Development (DID) as a professional Architect six years ago, Thato Motebang always wanted to contribute more broadly rather than to solely focus on the art and science of designing buildings. This resolute public servant worked hard to transition from Architecture to Project Management and is today responsible for the successful delivery of Setlabotjha Primary School. Our Reporter spoke with Thato to learn more about behind the scenes of Setlabotjha Primary School situated in Emfuleni Local Municipality.

We do not often get to know or see the faces behind the many projects that the DID delivers to communities in the Province. Project Managers work vigorously behind the scenes to ensure that projects run smoothly and get delivered on time and within budget.

Thato's passion for project management is evident as she indulged us on the work done at the education facility. "I am a professional Architect. The construction of Setlabotjha Primary School was my first project. I enjoyed the opportunity to interact with different stakeholders and learn, from issues of contract management to inter-governmental relations. I understood the importance of community involvement and engaging the community on what they would like to see happen with the project," Thato shared.

Thato reflected, "I realised that with my technical knowledge, I would give more as a Project Manager because I would not be limited to a specific sphere of the project. Moving from architecture to project management gave me an opportunity to be on the ground and be fully involved on the project. I am humbled to have worked on this R95 million state-of-the-art-mega school that accommodates 1200 learners and features foundation phase, intermediate and senior phase classrooms, Grade R, a reception area, an administration block, a guard house, a library, science laboratories, a generator room, pump rooms and a nutrition centre. I fully appreciate the planning and behind the scenes work that goes into the construction of a project".

Through the construction of Setlabotjha Primary School, economic opportunities were offered to one contractor and 13 sub-contractors from historically disadvantaged groupings. Over R23 million was spent on Small, Medium and Micro Enterprises (SMMEs) while R2.7 million was spent on 54 labours sourced from the local Municipality.

Born and raised in Benoni – Daveyton, the 36-year-old Thato now boasts industry experience which includes residential designs of state-owned buildings, education infrastructure, heritage buildings and now Project Management. Thato is currently working on the delivery of Simunye Secondary School and Rus-Ter-Vaal Secondary School.

Thato added, "I am proud and honoured to have been offered the opportunity to be part of the team constructing Setlabotjha Primary School. I am very happy that we have concluded the project and have handed over the facility to our client to start operations. It is heart-warming that we can leave such legacies behind for communities. This is a good infrastructure investment and gives hope to the community".

Thato took the opportunity to thank MEC Tasneem Motara for her constant support during the many site inspections as they assisted in completing the project and resolving the many challenges on site.

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A PUBLIC SERVICE JOURNEY: FROM INTERN TO SENIOR MANAGER

KANUKANI TSHINDANE SERVES

Article by: Zubenathi Ngqikiza

Kanukani Tshindane, the Director Human Resource Administration (HRA) at Team DID, spoke to our Reporter about her Public Service journey.

This Public Servant kicked off her career as a Human Resource Management (HRM) intern at the Department of e-Government in 2005 before transitioning to the Department of Health as a Human Resource Clerk in 2006. Her journey was only beginning. Next, she progressed to the Department of Social Development as an Administrative Officer.

Her dedication led to a promotion to Assistant Director at the Department of Health, later she transferred to the Department of Infrastructure Development (DID). Kanukani's advice to aspiring Public Servants is to "Be an all-rounder, do not limit yourself only to the position you are appointed to. Be of assistance in many various projects in your Directorate, it gives you an opportunity to explore and become familiar with different activities in your Department".

In 2016, her expertise, willingness to serve and dedication to the public service resulted in her gaining the position of Deputy Director. In March 2021, Kanukani became the Director HRA at Team DID. Kanukani believed that the successful execution of her duties is aided by gaining an understanding of staff. "My duties entail ensuring the wellbeing of employees, resolving complaints and managing all the administrative areas related to human resources. The Directorate HRA is the first contact point for all new employees. I enjoy working with people – this is what motivates me and keeps me going," she elaborated.

According to Kanukani, "The Human Resource team is a critical cog in Governments machinery - All challenges are delt with here. It is vital that the team is in touch with the needs of staff across the Department". She believes in collaboration and consistently collaborates with all Branches

to ensure that the staff at Team DID are serviced and supported by the Directorate HRA.

Kanukani is passionate about life long training and education which has helped her grow both personally and professionally. "I did not have a clear understanding of Human Resources until I attended the Vaal University of Technology where I completed a Degree in Human Resource Management. That is where I got the in-depth knowledge of the profession - since then, my passion just kept developing."

“

“Be an all-rounder, do not limit yourself only to the position you are appointed to. Be of assistance in many various projects in your Directorate, it gives you an opportunity to explore and become familiar with different activities in your Department”

Kanukani and her team have evolved to meet the challenges of the COVID-19 pandemic and have worked hard to improve service delivery. "When the COVID-19 pandemic reached our shores, Team DID was already a step ahead in terms of operations. We had already adopted a paperless employment application system which was online since 2015. Applicants did not have to apply for vacancies in person but could apply online. The early adoption of new systems has always kept us moving when it comes to service delivery," she said.

Kanukani lives by the principles of Batho Pele and believes in putting people first. She advocates that "Human Resource Administration does not have many challenges that cannot be resolved. You simply have to

understand all areas of work, seek knowledge and meaningfully engage with the relevant people. If you stick to these basics - it will be easy to tackle any challenges that might arise".

Kanukani enjoys being part of Team DID, "DID, is a young and vibrant Department that accommodates all people in all areas. The Department is responsive and very diverse".

STANDING TOGETHER TO PROTECT OUR CHILDREN



Article by: Zubenathi Ngqikiza

Child Protection week is commemorated in South Africa annually from 30 May to 06 June to raise awareness of the rights of children. The campaign is led by the Department of Social Development in partnership with key Government Departments and civil society organisation's rendering child protection services. Children in South Africa live in a society with a Constitution that has the highest regard for their rights and for the equality and dignity of everyone. Protecting children from violence, exploitation and abuse is not only a basic value but also an obligation clearly set out in Article 28 of the South African Constitution.



PHINDILE GULE
Admin Clerk: Transport

I always tell them not to hesitate to speak to me. I try to balance between being friendly and being strict to my kids as a parent.



LISO MAZANTSANA
Admin Clerk: HR

Be a friend. Get rid of the mentality that you are old, it scares them. Their feelings will be bottled up which leads to them having thoughts of committing suicide. Have an understanding that this is a different generation, so try to fit in as a parent



GABRIEL NZITSHE
Admin Clerk: Maintenance

Telling my children to choose the right friends is my way of protecting them. I also tell them not to be scared to talk to me whenever there is something bothering them.



JOHANNA NGWANA
Senior Personnel Practitioner: HR

Creating that open relationship makes children feel comfortable to speak about whatever they feel. I listen to them and respond in a polite way. I don't let them bottle up their feelings.



JANE XORILE
Admin Clerk: HRA

Building a strong relationship with my children at an early age has helped me make them feel comfortable to talk to me. I don't limit them on which topics to talk about. I try to put myself in their shoes. It is also helpful to familiarise yourself with their language and talking about priorities.



IN REMEMBRANCE

Team DID remembers our colleagues lost to COVID-19.
May their souls rest in eternal peace.



Ms Moipone Mukhufi



Mr Lindani Biyela



Ms Vivian Manyape



Mr Moses Moloto



Mr Makhombuza Joseph
Khoza



Mr Tsherere Maake



Ms Tebogo Mokati



Ms Nompumelelo Mtshali



Mr Paulos Thibelo Moleko



Mr Gideon Modutle



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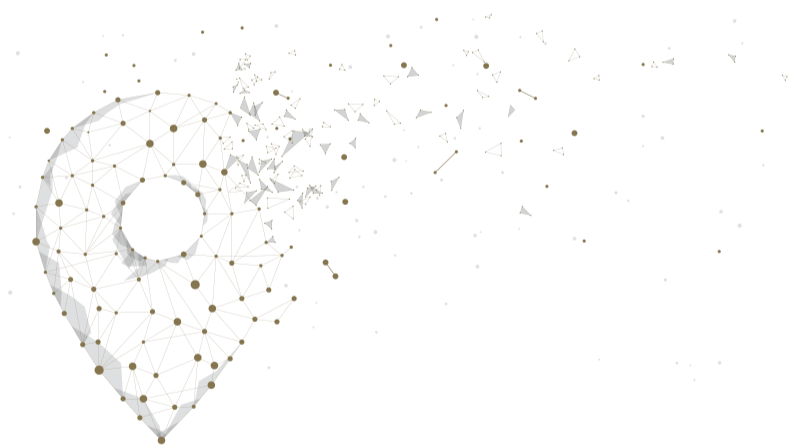
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