



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

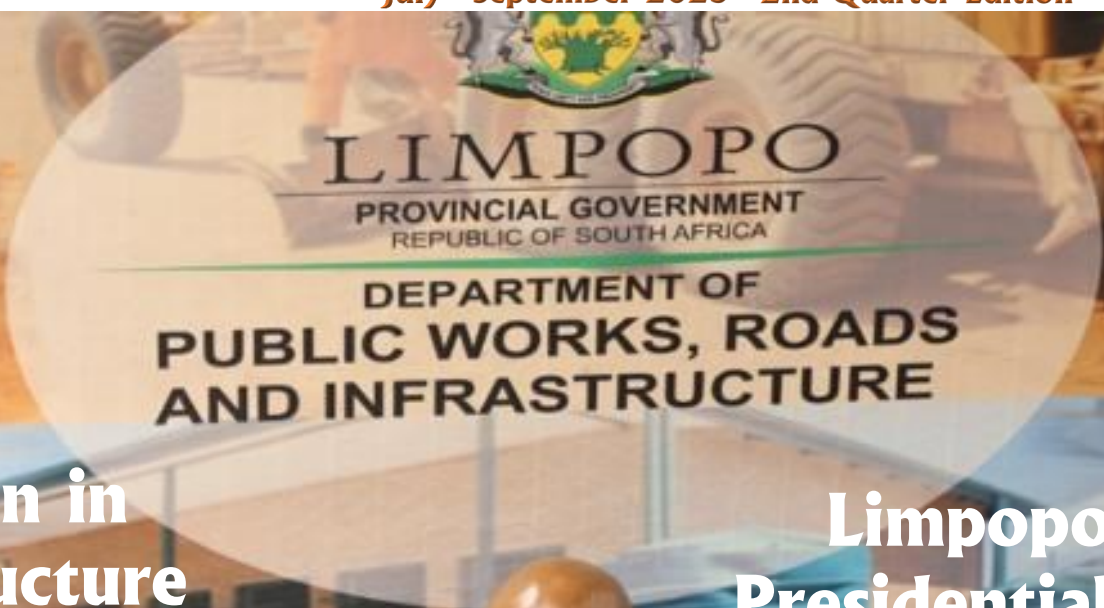
DEPARTMENT OF
PUBLIC WORKS, ROADS & INFRASTRUCTURE

Re a Soma



Official Departmental Quarterly Newsletter

July—September 2023—2nd Quarter Edition



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF
PUBLIC WORKS, ROADS
AND INFRASTRUCTURE

**Women in
Infrastructure
Development**

**Limpopo
Presidential
Imbizo**



**MEC
expects
100%
cooperation**

The heartland of southern Africa—development is about people!

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VISION

A leader in the provision and management of provincial Land, Buildings and Roads Infrastructure.

MISSION

Optimal utilization of resource in the provision and management of sustainable social and economic infrastructure including implementation and coordination of Expanded Public Works Programme.

VALUES

The Limpopo Department of Public Works, Roads & Infrastructure prides itself on the following core values:

Accountability

Every officials will be held responsible for own action and ensuring single point accountability,

Integrity

All officials will be truthful and honest in execution of duties in their area of competence.

Professional Ethics

All officials will perform diligently with necessary proficiency in the execution of duties in their area of skills backed by acceptable moral code.

Excellence in Service Delivery'

All officials shall dedicate their energy and time strive to deliver as a joint and cooperate amongst themselves for service excellence,

Transparency

The Department will always uphold Batho Pele Principles and deliver accordingly.

Answerability

The Department will collectively take liability for poor service delivery.



ANTI-CORRUPTION TOLL-FREE LINE
0800 701 701

NUMBER OF ARRESTS

1796

VALUE OF ASSETS

R9.206 billion

CONVICTIONS

464

Data from 1 Oct 2020 to 3 Oct 2023

#FightingCorruption

GovernmentZA

GovernmentZA

Let's grow South Africa together



President Cyril Ramaphosa flanked by (from the left) Cllr Maleke Mokganyetji—Executive Mayor of Sekhukhune District Municipality, Ms Thembi Nkademeng— Minister of Cooperative Governance and Traditional Affairs and Mr Seaparo Sekoati— MEC for Provincial Treasury representing Premier of the day

Prior to the Presidential Imbizo, MEC Nkakareng Rakgoale, as part of the District Development Model build-up event, led 100 EPWP beneficiaries from Household Based Routine Road Maintenance projects to patch potholes on the road to Tshelwaneng and Schoonoord and surroundings. The road is in Makhuduthamaga Local Municipality.
#OursIsInfrastructure
#ReaSoma

LIMPOPO PRESIDENTIAL IMBIZO

Happy Lekgothoane

President Cyril Ramaphosa held an Imbizo at Motodi Sports Complex Fetakgomo Local Municipality, Sekhukhune District Limpopo Province to interact with the community. This was in reviewing the district model that was launched in Waterberg District on the 19 November 2019.

The President inspected the progress on Road R37; 25km stretch from Driekop to Steelpoort Interchange road project that has created number of jobs within the community. The project is part of the massive road infrastructure rollout programme across the

province and on its completion, it will link Polokwane and Mpumalanga.

The President was accompanied by his Cabinet Ministers, Deputy Ministers, MEC Seaparo Sekoati, Mayors and Limpopo Members of the Executive Council and the traditional leaders from across the district and business organisations.

Key issues raised by the community were shortage of water, unemployment, illegal mining, and the shortage of higher learning institution (University) in the area. In his response, President acknowledged the challenge of water

...opportunity for the citizens of Limpopo to have their say on key service delivery issues ...



MEC Nkakareng Rakgoale as programme director on the day

and tasked the Minister of Water and Sanitation, Mr Senzo Mchunu, to provide an update on the issues raised that affect the community.

President Ramaphosa further assured the community that Department of Mineral Resources and Energy will intensify its programme of combating illegal mining, working together with law enforcement agencies.

Ramaphosa appreciated the people of Sekhukhune District for attending the Imbizo and raised their issues willingly to work with government in service delivery issues.



The participants of the Presidential Imbizo held in Fetakgomo Tubatse Local Municipality.



MEC Nkakareng Rakgoale addressing delegates at the Departmental Strategic Planning Session held in BelaBela

PLANNING FOR IMPROVED SERVICE DELIVERY

delivery plans and the resolutions taken during the strategic planning session.

Happy Lekgotloane

Limpopo MEC for the Department of Public Works, Roads and Infrastructure held its Strategic planning Lekgotla in Bela- Bela from the 19 – 21 September 2023 to analyse the current organisational profile, and future departmental status in order to develop strategies. This will enable the department to meet its objectives as outlined in the departmental core function action plans These plans that will be smart will also match resources as programmes develop targets for the Annual Performance Plan.

In outlining the purpose and encouraging the staff, Acting HOD Daddy Phukuntsi said this year's Strategic Planning Session we should look where we are now and take this department forward in improving service delivery. Amongst the delegates were Provincial Government's Director General Nape Nchabeleng, administrators from client departments, Office of the

Premier, Provincial Treasury and Roads Agency Limpopo.

Speaking during the plenary Session, the MEC Nkakareng Rakgoale said the session was aimed to review the service delivery strides that have been made in the previous years and also to strategize for the future.

"It is in this context that all of you must have this in the back of your minds, as you interact in this session. All of you must move from this common understanding. It cannot be business as usual, as things have to change and we need to move with radical policy implementation, which will directly result into improved service delivery," said MEC Rakgoale. She further indicated that Roads and Infrastructure is one of key strategic department that spearheads infrastructure development as infrastructure is the backbone of economic development.

The Acting Head of the Department Daddy Phukuntsi, in his closing remarks urged all officials to go back and fully implement the service

Resolutions

- Ensure that all employees on the candidacy programme register with professional bodies.
- Current organizational profile and future aspirations should be analysed.
- Match the resources to the strategies.
- Intensify massive expansion of the EPWP programme.
- Utilise the EPWP for a massive absorption and training of the unemployed youth.
- Be innovative champions on research and development of the 4IR technologies in the Built Environment Sector.
- Implement a **360°** Assessment of the Department to inform a holistic recovery plan.



Delegates during Strategic Planning Session in Belabela



Delegates during the one-on-one session at Polokwane in July 2023

WOMEN IN INFRASTRUCTURE DEVELOPMENT

make sure that all parties work hand in hand in the interest of a successful project.

What are some of the challenges you had in your career?

Typically, when you are young and 'new' – and add there being a black young woman – people tend not to take you serious. I encountered a lot of experienced contractors (who are mostly men), who refused to listen or take instructions from a "young woman who just joined the industry" on something they have been doing for years.

Nevertheless, with time and experience I learnt the skill to listen more and learn from their experiences too. In that way, I would always manage to get my instructions across. And experience taught me to be firm against such challenges... More and more women are joining the industry now and though there's still a long way to go but people's perception of what women can and cannot do especially in the infrastructure industry, is changing.

Interview with Rose Mogano, Project Manager

What are some of the advantages of being a woman in construction?

I can say Women bring a unique perspective to the field, which can lead to innovative solutions and improved project outcomes. Women are able to inspire others by breaking gender stereotypes in a traditionally male-dominated industry. Women often excel in communication and teamwork, crucial skills in construction projects. Many countries have implemented diversity initiatives, providing more opportunities for women in construction industry.

What has been the most memorable moment or highlight in your career?

It was the successful projects that was completed before the time frames with no challenges and with good quality. I've been in this industry for over 20 years. Involved in different monitoring of hospitals maintenances, government schools projects just to name a few. Having the privilege of travelling across the provinces, and I also had an opportunity to win an award for the Best Presenter for Woman in Engineering in 2016, that took place at the Indaba Hotel in Johannesburg.

What advice would you give to young women entering, interested or aspiring to build a successful career in infrastructure development sector?

I can say just pursue relevant education and training in engineering, project management or related fields. Build a strong professional network and seek mentors who can guide you. Believe in your abilities and don't be afraid to speak up and assert yourself. Be prepared to face challenges and setbacks but stay persistent in pursuing your goals.

"As a young woman build a strong professional network and seek mentors who can guide you. Believe in your abilities and don't be afraid to speak up and assert yourself. Be prepared to face challenges and setbacks but stay persistent in pursuing your goals."
said Ms Mogano

Take us through, what are the in's and out's of your career?

The construction industry involves planning, designing, and managing infrastructure projects such as buildings, bridges, and roads. Professionals may work for

Infrastructure development sector?

I got in the industry at a young age and as a woman, there was always a subtle expectation that you must sit in a corner somewhere. A lot has changed since... So, you have to have a big heart.. be brave. Spend time in working on your craft

You have to love what you do because the industry has many challenges especially when you are a woman. So the love of what you do will not allow you to give up easily. Additionally, don't ever forget what made you join the industry in the first place. When you do what you love, the challenges become your strengthening blocks to building the person you have always known you can be. Lastly, stay true to yourself and enjoy your own path.

Take us through, what are the ins and outs of your career?

I've been in construction for the better part of my life – mainly running Projects. It's a stressful job and challenging – but I thoroughly enjoy.

Construction Project Management involves managing, at the fore, project time, cost and quality. It also involves managing the work of the other professionals and stakeholders involved in the project. Project management requires a lot of leadership and dynamism. It's a leadership position that demands you to show a number of skills, including people's skills, negotiation, communication and so on. It's a very demanding job..

How do you deal with difficulty of community when establishing a site?

Communities are an important stakeholder before and during the implementation of the project. You have to involve the people from the start and this requires someone to have interpersonal skills – the soft skills. Ideally, we need this engagement with the community to start way before the project starts. This enables the process to run better, because they would have been informed of the project and have indicated their support towards it. This way some of the challenges or expectations are avoided. In most of the projects I have worked on, the idea of bringing in a Social Facilitator always works wonders, because all the grievances during project implementation are better managed through this professional. My part is to

"When you do what you love, the challenges become your strengthening blocks to building the person you have always known you can be" said Ms Baba.

Khomotjo Serumula

It is really true that there is nothing that a man can do, his female counterpart cannot be able to achieve, if not even better, wise words from Ashleigh Brilliant, an author. Recently Mishumo had the privilege to engage women in the infrastructure delivery not only project managers Vuyi Baba and Rose Mogano but also Shirley Malebana, a woman contractor as well.

Most of their projects were able to be completed ahead of the schedule timeframe while juggling few other projects that they oversee. Perhaps time has come that gender is overlooked and we engage on progress, capability and delivery within the set timeframes in the infrastructure development industry irrespective of gender.

This journey has proved that is indeed it is high time the society overlook issues of gender but concentrate on delivering much required service to the general public.

With August Women month and Heritage Month in mind, Mishumo hit the road to speak to women behind the construction on traditional council offices, libraries, provincial theatre and schools.

Interview with Vuyiswa Baba, Project Manager

What are the advantages of being a woman in construction?

I think it has to be the natural inclination to multi-tasking – something that comes easy with being women. I manage a number of construction projects for the Department and that means I have to keep tabs with progress on each and everyone. In order to achieve this, having the skill of multi tasking comes as a great advantage.

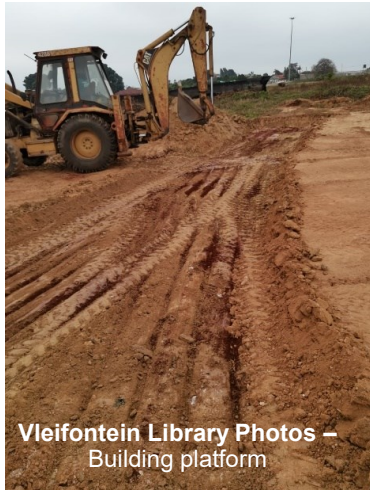
Also, you need to be organised and there is a lot of paperwork involved – a lot of detail as well. I feel, as a woman, these are qualities that are natural.

Maybe I mention one last point – that you are often underestimated – which is fine with me, because you have an opportunity to excel.

What has been the most memorable moment or highlights in your career?

I have quite a number of memorable moments I can highlight however being involved in the design and construction of the Limpopo Provincial Theatre, the first of its kind in the Province, an iconic building that will bring dignity to the work of many artists in Limpopo and the entertainment industry at large is an exciting experience.

What advice would you give to young women entering/interested or aspiring to build a successful career in



Vleifontein Library Photos – Building platform

Limpopo Theatre—construction to start in the 4th quarter of 2023/2024 financial year



moment or highlights in the career?

I always pride myself with all my completed projects and the best experience is the end product that is received with pride and happiness by the customer. In 2018 I completed a Sanitation project in Mankweng Limpopo, at a school named Klaas Mothapo and the project was inaugurated by the previous Limpopo MEC of Education Mr Kgetjepe and I was I highly praised for the excellent work done. What also gives me happiness in my work done, when I drive around the areas that I worked and seeing my project sharing and showing them all my works. This career also gave me an opportunity to make profit for myself and also able to support families of the workers, that includes skills transfer to members of the community who had an opportunity to be part of the project.

construction companies, engineering firms, or government agencies. Responsibilities can include project management, site supervision, budgeting, and ensuring safety and quality standards are met.

How to you deal with difficulty of community when establishing a site?

Community engagement is crucial when establishing a site. I hold regular meetings to address concerns, communicate project benefits, and minimize disruptions. Be transparent about project timelines and potential inconveniences. Consider community feedback and adjust plans as needed to address their concerns.

What are some of the challenges you had in your career?

Some common challenges in construction include budget constraints, tight deadlines, and safety issues. Women may face gender bias or stereotypes, but this is changing with increased diversity in the industry. Balancing work-life demands can be challenging in a field with demanding schedules. It's essential to remember that every career in construction and infrastructure development is unique, and experiences can vary widely. Seeking advice and guidance from experienced professionals and organizations dedicated to supporting women in the industry can be valuable for those interested in pursuing such a career.

Interview with Shirley Malebana (Woman contractor)

What are the advantages of being a woman in construction?

This is an industry that required a person who has a strong analytical thinking that also include being a problem solver, as a woman those skills comes naturally. I am a mother of 6 with 4 grandchildren I am expected to sometimes to solve problems and make critical decisions. These skills are core to the construction industry as we come across difficult situation and we have to engage with different types of people from your highly educated such as Engineers, Architectures etc. this is also including, individual whom don't even have no knowledge about construction. This is also an industry that is known to be male dominated and they are few females that are striving in this field. I am proud that I belong to a country that is putting female contractors in the forefront and females are currently now given more opportunities in the industry.

What has been the most memorable

What advice would you give to young women entering or interested or aspiring to build a successful career in infrastructure development sector?

The advice I would give to females is that during their high school level they should consider technical subjects this will also assist them with a better understanding of the industry. They do research about the field I would suggest that since we do more community works, leaders should create a system were young females are given a site visits at the construction sites, I believe this will be more of an eye opener to the young females.

Take us through, what are the in's and out's of your career?

Many years I was a teacher and I lost my contract, as a mother I had to figure out what is the next step of my life. During those years our Province was focusing on the improvement of infrastructure and new opportunities were now opened in the industry and fortunately my friend was already in the field and they assisted me with information. My first project was a four classroom block in Mafefe at Sealana Primary School. I had to learn as much as I can and in the interim I came across people whom were not trustworthy, but I had figure out how to move forwards and ensure that I complete the project. This industry comes with a lot of administration and if you don't have a dedicated team this can be a huge challenge e.g. missing the deadlines, not completing documents properly and failing to submit in time.

How do you deal with difficulty of community when establishing a site?

Dealing with communities can sometimes be difficult due to their internal infights and they are few elements creating challenges, and are as follows:

- ⇒ Different political ideologies
- ⇒ Lack of knowledge regarding sub-contracting and labour employment
- ⇒ Infights within the communities
- ⇒ Labour unrest
- ⇒ No payments from the clients due to poor communication

- ⇒ with all relevant stakeholders.
- ⇒ Closing of the site by the community
- ⇒ Theft of material
- ⇒ Incompetent individuals who demand work that requires highly technical experience and later fail to deliver quality work

What are some the challenges you had in your career?

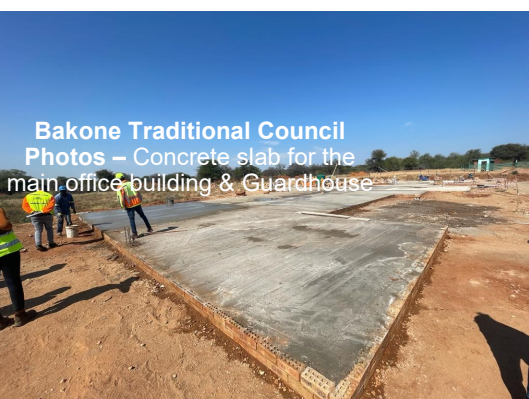
Having incompetent staff members, who do not shares same vision with me and the issue of 30% sub-contracting on site.



Manoke Traditional Office at different construction phases

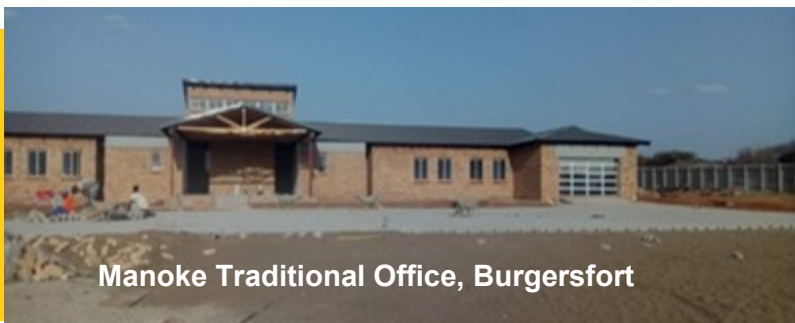


"I am proud that I belong to a country that is putting female contractors in the forefront and females are currently now given more opportunities in the industry," said Ms Malebana



Bakone Traditional Council Photos – Concrete slab for the main office building & Guardhouse

“
 WITH NEW GENERATIONS THERE WILL BE MORE GLASS CEILINGS BEING SHATTERED AND MORE WOMEN FEELING EMPOWERED ENOUGH TO DO THE UNEXPECTED, LIKE JOINING A MALE DOMINATED FIELD JUST TO PROVE THEM ALL WRONG!
”
 MEGAN CHARTIER
 M.L. CHARTIER



Manoke Traditional Office, Burgersfort



MEC Nkakareng Rakgoale flanked by the community of Folovhodwe during the SOD Turning of the road

MEC NKAKARENG EXPECTS 100% COOPERATION ...during the implementation of the projects...

Johannes Mangena

Stakeholder cooperation is a foundation to achieve project delivery, this were MEC Nkakareng Rakgoale's thoughts towards a successful completion of a construction project that includes or requires various stakeholders for completion.

Limpopo Department of Public Works Roads and Infrastructure MEC Nkakareng Rakgoale warns about the conducts that has potentially affected the progress of some of the projects brought by non-cooperation and working relationship between project managers, community liaison office, traditional authorities and community interruptions as well as conflict of interests and unethical business conducts which she described as corruption. This is during contractor handover of roads D3675 and D3674 from Mutele to Folovhodwe to Nwanedi Nature reserve, which connects to road P135/1 in the Vhembe District. The construction of these roads will be done in phases and will cost an overall amount of R60 million creating job opportunities for people in Musina.

The project will include pavement structure, road furniture, pipe and portal culverts amongst others. This was followed by the SOD-turning ceremony of the upgrading of road D3734 which connects Roerfontein

(Wholesale), Ga-Raphahlelo and Ga-Phooko areas in the Greater Letaba Municipality, Mopani District, where MEC Rakgoale handed over a contractor of a 9km multi-year project that will be constructed in 3 phases.



MEC Nkakareng Rakgoale during the contractor handover at Ga-Raphahlelo

REENGINEERING THE EPWP INFRASTRUCTURE SECTOR



improving on reporting of projects and increase in implementation of infrastructure projects in the province. To also improve performance and national targets in the infrastructure sector as well as the implementation of new infrastructure projects and enterprise development through training and recruitment of people



LIMPOPO CONTRACTOR DEVELOPMENT PROGRAMME

Roads and Infrastructure together with National Department of Public works handed over the certificates to learners who were under the program that equipped them with financial advises from Nedbank and as well as entrepreneurial skills. This is an initiative funded by CIBD. All learners who participated in Vukhupile program are now owning business and are in position of creating employment for South African people. Mr. Kwinda, a graduated contractor from LCDP said that he has learnt a lot from the program and he is now owning a company that deals with civil works, electrical and mechanical as well as logistics, he is now having an office in Makhado with equipment, five trucks, a farm in Polokwane and few TLBs. All these three programmes and/or categories have started theoretical training and it is progressing well.

The grades two to five are being trained in Limpopo by the service provider appointed by the National Department of Public Works and Infrastructure. Whereas the CIBD Grades six to seven contractors are being trained in Gauteng by the service providers appointed by Stefanutti Stocks. These sessions complete the theoretical training and the candidates will commence with practical training (i.e. working on actual projects) in April 2025.

Happy Lekgothoane

Limpopo Public Works, Roads and Infrastructure EPWP infrastructure Sector held the Planning and Capacity building session for provincial departments and municipalities in Bela Bela. This session was to capacitate departments and municipalities in

with disabilities in the province, The maximisation of work opportunities for youth through NYDA attraction of which inclusive of people with disability, increase of stipend on annual basis, and training of the SMMEs in the infrastructure sector in preparation for EPWP Phase V targets.

Johannes Mangena

The Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI) launched the Limpopo Contractor Development Program (LCDP) at the end of August 2014. The programme is aimed at improving the performance of the contractors in terms of quality and grading status in targeted categories such as: 20 grade two (2) to three (3) contractors and 20 supervisors

under emerging contractor development, 15 grade four (4) to five (5) under incubator and 10 grade six (6) to seven (7) under the contractor improvement programme. The Limpopo Contractor Development Program that will soon be advertised for the intake of new contractors through the Vukhupile programme initiated by the National Department of Public Works. The Limpopo Department of Public Works

HANDING OVER THE NEWLY REHABILITATED ROAD IN HOEDSPRUIT

Johannes Mangena

Road D1909 Preventative Maintenance Project is a vital initiative aimed at enhancing the road infrastructure within the Maruleng Local Municipality in the Mopani District. Phase one of the preventative maintenance which is six kilometers long, has been completed and has achieved a significant milestone in its objective to provide efficient and reliable road network in the area. The MEC Nkakareng Rakgoale also conducted a SOD-turning Ceremony for phase two of the project, which is a 17 kilometer stretch of the road, which will further bring improvements to the crucial transportation corridor that provides easy access to, amongst others, the Eastgate

Airport that is essential for the tourism and agricultural economy of the province," says MEC Rakgoale.

Hoedspruit area. MEC Rakgoale says the department is determined and working tirelessly to service the motoring public and general members of the public. "I am delighted that we have managed to improve the condition of the road here. As you can see, it carries large volumes of traffic to and from the airport. This is indeed a strategic economic route which services amongst others farming and tourism communities in this area. The department is hard at work servicing our communities and we have demonstrated today that we are indeed determined to provide



MEC Nkakareng Rakgoale with the Mayor of Maruleng Local Municipality Cllr Tsheko Musolwa

QUARTELY COMMEMORATIONS

By Johannes Mangena



MANDELA DAY
18 July



WOMEN'S DAY
9 August



HERITAGE DAY
24 September

EPWP Road Workers joins MEC

In the spirit of 67 Minutes on Madiba's birthday to serve the community

Nelson Mandela said "A day to remember that what counts in life is not the mere fact that we have lived, it is what difference we have made to the lives of others that will determine the significance of the life we lead." This speaks to the delivery of service to the people of this country; that people we lead as government are in demand of maintained roads which the Limpopo Department of Public Works, Roads and Infrastructure sparked reaction of motorists with pothole patching of Road P34/2 which links Mookgopong and Roedtan in the Waterberg District. This is a 45Km stretch that connects the N11 through Roedtan Road. This is one of the unpopular busy road that carries heavy traffic volumes, including trucks, making it one of the strategic business routes in the Province to supply food and solidarity around Waterberg as they say agricultural products.

The International Mandela day is celebrated with the focus on "climate, food and solidarity". These are one of the challenges that South Africans encounters with the climate change affecting food security. This has various impact on roads infrastructure as MEC Nkakareng Rakgoale highlighted the damage that torrential rain has on bridges, roads and other infrastructures.

ACCELERATING SOCIO-ECONOMIC OPPORTUNITIES FOR WOMEN EMPOWERMENT

It is no longer a matter of proving how powerful they are, from 1956 united mass of 20 000, supporting and courageous. Women are powerful! The pillars of our society' from the past history of being marginalized, sidelined, left, labelled and disallowed from almost 'being themselves'. However, it is a journey not to endure anymore but a journey that will not seek for equality but equal. We celebrate the efforts of redress and transformation, although the challenges that women encounter questions whether economic opportunities provide inclusive and access to surpass socio economic issues that will breach the existing gap in employment, and entrepreneurship. After the launch of the women's month by the Provincial Government on 01 August 2023, the department held the its departmental women's day at head office in Polokwane as well as district office in all departmental Districts.

for our future. It is a source of inspiration and pride, a reminder of the resilience and strength of our ancestors'. As his words stands; let us embrace this Heritage month with open hearts and open minds, remembering that our cultural diversity is one that makes us Africans and unique from the world. Amongst the performances entertaining the crowd, it was Tshikona, Tshigombela, Malende, Dinaka, Xibelani and many more that represent our heritage fusion of African, Asian, and European influences, each contributing to the vibrant mosaic that is South Africa.

STRIVE TO CHERISH AND RESPECT THE HERITAGE OF ALL

Heritage Month serves as a reminder of the invaluable contributions that our cultural heritage makes to our social, economic, health, and scientific well-being, particularly for our rural, township, and peri-urban communities. This are the words of MEC for Coghsta Basikop Makamu speaking at the Provincial Heritage Day celebrations at Zwigodini, Musina Municipality on the 24 September 2023 under the theme "Celebrating our cultural diversity in a democratic South Africa." The celebration of this month is a call to recognize and appreciate the beauty of our differences, to celebrate the unique customs, languages, and beliefs that shape our identities. MEC Makamu describes it as a reminder that our diversity is not a source of division, but rather a source of strength and unity.

He further said that "as we celebrate our heritage, let us also remember the importance of preserving and promoting our cultural treasures. Our heritage is not just a reflection of our past, but a guide



LDPWRI CELEBRATES WOMEN'S MONTH



DEPARTMENTAL WOMEN'S DAY 2023



different districts, however, with the same enthusiasm and spirit across the board.

In Waterberg district the fun walk included aerobics, step and drama depicting social ills in our communities such as gender based violence and alcohol abuse. In Sekhukhune district, the women also ensured that they empowered women street vendors by buying exclusively from them on the day. In Mopani officials shared a meal and discussed issues pertinent to women. Head office and Capricorn district combined their efforts and ensured that in addition to walking, indigenous games were also played as part of releasing the inner child.

On a more serious level, issues concerning women health and gender based violence were also discussed, with expert advice coming from professionals in the field such as Dr. Ramoba a Gynaecologist and Obstetrician who emphasized the importance of early detection when it comes to cancer prone to women. Ms. Olga Nchabeleng of BO Dieticians was at hand to teach women the importance of a balanced healthy diet as she says, prevention is better than cure.

Martha Modiba

The Women of 1956 paved a way for women today to express and present their authentic selves as they lead their day to day lives. In commemoration of the brave women of 1956, the women in the Department of

gave words of support prior the walk, the Acting head of Department, Mr. Daddy Phukuntsi, encouraged the women to use the opportunity, to think of how to improve operations within the

department in order for service delivered to have a positive impact on the most marginalized people of society. This he said with the appreciation that women have the potential to be instruments of change as history has shown.

These sentiments were shared across the districts, by the District Directors in encouraging their women as they led them on the 5km walks respectively. Events unfolded on different days in the



**Ms Diana Maletle wa Modimolle
Cost Centre, Waterberg District**
"Letsatsi la lehono ke a le thabela
ebile ke proud ka bomme. E re ba
ka tswara ka tsela yeo ba
etswereng ka yona. Letsatsi le ba
kitikile ka hlompho le botho"



RESTORING COMMUNITY SERVICE IN TSHITALE AND VLEIFONTEIN

MEC Nkakareng Rakgoale urge the people of Limpopo to exercise their right to protest in a responsible manner and refrain from acts of violence as tax payer's money is used to repair the same infrastructure.

Khomotjo Serumula

It was back in 2019 when the community of Tshitale under Makhado Local Municipality vandalised the Department of Social Department's one-stop centre which housed SASSA and Social Work services. During this protest offices, office equipments and stakeholder files were destroyed. The protesters also broke the glass entry doors and the windows, while the interior doors were also damaged. The community was demanding a tar road but destroyed the centre, as part of the venting their anger towards lack of road infrastructure service delivery. When visiting the centre, as then the MEC for Social Development, Mme Nkakareng Rakgoale, closed the centre and this meant that community members from all nearby villages had to receive the services in a Mula Tribal Office,

Muwaweni and Mashamba while waiting for the building to be repaired. Others had to travel as far as the nearby town in order to receive the services. To date, Department of Public Works, Roads and Infrastructure, led by MEC Nkakareng through its Construction Management directorate managed to renovate the centre and saved a lot of community members a long trip in order to receive the services. The department strongly condemn this kind of conduct and calls on all community members to refrain from damaging government infrastructure during protests as state resources which should be used to deliver further services is used to rebuild such infrastructure.

VLEIFONTEIN SOCIAL DEVELOPMENT OFFICES

BEFORE



AFTER



Re a Šoma

TSHITALE SASSA CENTRE

BEFORE



AFTER



PRESERVING THE ENVIRONMENT BY PLANTING OF TREES



they also assisted with the planting of the tree of the year, known as the *Bolusanthus speciosus*, next to the Lapa hall. Officials were pleasantly surprised by the Meet and Greet session with the Acting Head of Department, Mr Phukunsi N.J. and his Team, who came to see the condition of

Mechanical Workshops in the District i.e. Senwabarwana and Polokwane, and decide on how they can be optimally utilized. Arbor Day ended well with trees planted, information well received and we were all encouraged to sit under the tree we would have planted this year, at this time next year.

- Some of the questions asked for the competition were: -
- Name South Africa's largest tree and which province we find it in?
 - Name any landscaping machinery you know?
 - Name any gardening tools you know?
 - From which dates do South African celebrate Arbor Day?
 - Name any landscaping maintenance method you know?
 - Name any 2023 Tree of the year?

Martha Modiba

Property and Facilities: Landscaping Section at the Department of Public Works, Roads and Infrastructure Capricorn District office saw Arbor Week as the opportunity to promote awareness and educate employees about the importance of planting trees. The event was held on 07 September 2023 at the Capricorn District Lapa. This event was popularized at length prior to the date of the event, as officials on the day came wearing Black or White T-shirts with the "Reforest the World" message, from their various places of residence around the district, which was another awareness tool. "The purpose of the day and the event is to share with colleagues about Arbor Day, and why it has to be celebrated. It is

also to highlight the importance of planting trees as trees play a pivotal role in our everyday life. Trees provide us with Oxygen. The event is also to share with Colleagues the importance of not chopping down trees, and replace the dead trees with new ones. It is a day to encourage people to plant their own trees at home and plant indigenous trees as they don't consume a lot of water", said Horticulturist at the District, Ms. Maggie Thoka.

There were activities that promoted this awareness and a quiz, rendered by Mr. Ramokolo K and Ms. Thuli Mothemane, where participants won Arbor Day related gifts.

The event was graced by Guests from Head Office, Mr Maake W. and Mr Sekhu J. Mr Maake talked importance of preserving and planting trees, and

BATHO PELE OUTREACH AT MOOMANE VILLAGE



Sophy Shai

Ephraim Mogale Local Municipality hosted the Batho Pele Outreach event outside Marblehall Town at Moomane Village, Ward 13 on

Thursday 21 September 2023 under the theme "**recommitting to we belong, we care and we serve**".

The purpose of the event was to reach out to the community by bringing all the three spheres of government under one roof mainly to share information regarding service delivery matters and to provide services to the community.

In attendance was the Executive Committee members of Ephraim Mogale Local Municipality, Cllr Segopa Sedibane, representing the mayor, whom was also the keynote speaker, Cllr Kutu, Cllr Nkoana, Cllr Ntona Dolamo, Cllr Tshiguvho and Cllr Mamahlako.

The Department of Public Works, Roads and Infrastructure during the Batho Pele Outreach at Moomane Village together with other institutions such as SASSA, Home Affairs, Employment and Labour,

Social Development, Agriculture and IEC, Sekhukhune District Municipality Fire and Batho Pele units, Tompi Seleka TVET College, Metropolitan, NEDBANK and African Bank.

During keynote address the EXCO members Cllr Sedibane highlighted that information is key. He urged the community members to participate in government programmes in order to gain information. He further encouraged them to embrace the vision of a world class agricultural hub or choice by enrolling with Tompi Seleka TVET College to gain agricultural expertise. He concluded by sharing the information on the decision taken to bring the municipal services to Moomane Satellite Office so that community can get services at their door steps.

TIPS FOR BETTER WORK-LIFE BALANCE

By Mahlodi Molema

A good work-life balance is defined as the amount of time you spend doing work versus the amount of time spend with loved ones or pursuing personal interests and hobbies.



Ms Mahlodi Molema
Employee Health and Wellness

Know your Values

Research has proven that working long hours can lead to serious health issues such as impaired sleep, depression, heavy drinking, diabetes, impaired memory and heart disease.

Ways to improve your work-life balance

- pause and evaluate
- set a realistic schedule - learn to priorities
- focus on your wellbeing
- learn to say "No" for additional tasks when overwhelmed by deadlines and schedule them for later .
- take breaks

Positive effects of balancing work & personal life.

- less stress
- lower risk of burnout
- increased productivity and creativity
- greater sense of well-being
- higher retention rate

Enjoy your Work

Do what you love and love what you do.
Remember work is a rubber ball ... if you drop it, it will bounce back. However, family/health/friends/integrity are made of glass if you drop one of these balls, it will irrevocably scuffed, nicked perhaps even shattered.

Consider this

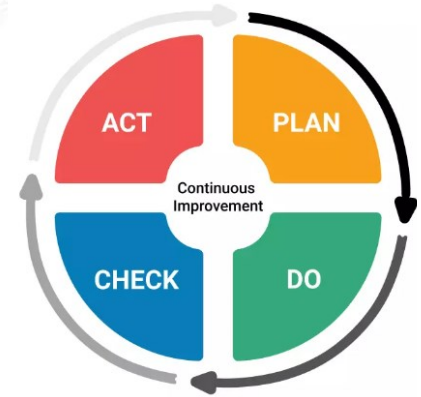
There is no magic formula to finding balance; yours many look very different from that of your co-workers or friends. it up to you to set your priorities and create a lifestyle balance that works best for your needs. **Remember** your work-life balance is a result of your own choices.

if and when you feel like you are making time for all the things that matter to you.... you may feel like you are truly more successful.

Research by Oxford University found that happy workers are more productive. Organizations that encourages workers to strive for work-life balance will hold-on to workers longer. People rarely leave a job they are happy at.



Plan, Do, Check, Act Cycle



TOP TIPS FOR BETTER WORK-LIFE BALANCE

01 THINK SMART & WORK SMART

Right combination of smart work and hard work will surely save you from work stress.



02 TIME MANAGEMENT

For efficient time management, make a plan in your mind or on paper and follow the same.



03 KNOW YOUR STAKEHOLDERS

Knowing stakeholders' expectations, demands help you to manage your stakeholders in a better way.



04 DO NOT BRING WORK HOME

Spend some more time at your workplace to finish your work but let your home be a peaceful place.



05 FOLLOW P-D-C-A CYCLE

This technique helps to plan the task strategically and tactically



06 FLEXIBLE WORK SCHEDULE

Find out a better organization that promotes better work-life balance culture.



07 SOCIAL LIFE

Plan something interesting with your family and friends during the week.



08 MAKE TIME FOR SELF & FAMILY

Consider your family/relationships as a priority, you can see better productivity on your work front.

08

knowledge-swami.com

2023 LDPWRI
Heritage Day
MY CULTURE MY PRIDE



Sports

TEAM LDPWRI STELLER PERFORMANCE AT VUWANI

Khomotjo Serumula and Thabelo Mugwedi

Team Public Works, Roads and Infrastructure participated in the 15 SA Infantry Battalion Annual Inter-Departmental Sports Day at Dwerani Military Base, Vuwani as the built-up to the upcoming NEWSREC Tournament in October at Kimberly, Northern Cape. All sporting code participant winners were presented with medals during the award ceremony which was held later in the evening.



Departmental Netball goal scorer aiming for the pool during the SAI Battalion Annual Interdepartmental Sports Day in Vuwani

15 Sai Battalion annual tournament results

- Soccer**
 1. 15 SAI Battalion
 2. Hayani Hospital
 3. Thulamela municipality
 3. Transport
- Netball**
 1. LDPWRI
 2. 15 SAI Battalion
 3. Correctional service
 4. Thulamela Municipality
- Ladies soccer**
 1. LDPWRI
- Volleyball**
 1. 15 SAI Battalion
 2. LDPWRI
- Pool table**
 1. LDPWRI
 2. 15 SAI Battalion
 3. Thulamela municipality
- 8 KM run man**
 1. 15 SAI Battalion
 2. 15 SAI Battalion
 3. LDPWRI
- 8KM run woman**
 1. LDPWRI
 2. 15 SAI Battalion
 3. 15 SAI Battalion



Waterberg District Older Persons Ageing Game winners



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REPUBLIC OF SOUTH AFRICA

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WATERBERG OLDER PERSONS AGEING GAMES

Lethabo Tladi

On the 13 September 2023, Waterberg District hosted Older Person Ageing Games organised by the district's Department of Social Development. All the municipalities were represented with women and men pensioners aged from 60

years upwards. The game included choir, marathon, 100 meter run, throw ball, kick ball among others. All the municipalities present were awarded with the trophies. The winners will proceed to the Provincial level. It was an exciting day and seeing that to be healthy can be done in an exciting way.



Entertainment for the day