

COGTA BULLETIN

Local Government is Everybody's Business

CELEBRATING CULTURE DURING THE 7TH ANNUAL ADDRESS BY THE PREMIER



The Mpumalanga Premier, Ms. Refilwe Mtshweni-Tsipane, addressed the annual opening of the House of Traditional and Khoi-San Leaders (MPHTKL) on April 17, 2024, in Legislature, Mbombela. This year's address held special significance as it coincided with the celebration of 30 years of democracy in South Africa.

Premier's address was a reminder of the important role that traditional leaders play in our society. She highlighted the need to preserve and celebrate our diverse cultural heritage and emphasized the importance of working together to build a more inclusive and equitable society.

The event was colourful, featuring traditional dance, music and people were dressed in traditional attires representing myriad cultures in the Province. Among the dignitaries were MECs, MPLs, Amakhosi from across the Province, the Deputy Chairperson of the National House of Traditional and Khoi-San Leaders (NHTKL), Inkosi Langa Mavuso, Amakhosi from other Provinces as well as representatives from various Departments.

During her address, Premier spoke about the progress that has been made over the past decade and outlined government's vision for the future. She touched on key issues such as economic development, infrastructure and reiterated government's commitment to improving the lives of all residents in the Province.

Addressing the House, Premier said, "The opening of this prestigious house is a testament to our commitment in recognising and respecting the important role that traditional leaders play in our society. Again, it reaffirms government's commitment to supporting traditional leaders in their efforts to protect cultural legacy and advance the welfare of their constituents."

She further emphasised the importance of traditional leadership in promoting unity, peace and development in the Province. Also praising the House of Traditional Leaders for their dedication to preserving and promoting cultural heritage and their role in fostering good governance and social cohesion.

The Premier also outlined key priorities for the year ahead, including improving service delivery, promoting economic development and ensuring the well-being of all residents of Mpumalanga. She highlighted the government's commitment to working hand-in-hand with traditional leaders to address the triple challenges of poverty, unemployment and inequality facing the province and to build a better future for all.

This was evidenced by her announcement that the House will be allocated additional **R20 million** to help enhance its functionality. The additional funding will be allocated during the budget adjustment period, doubling the current budget of **R20 million**.

She further emphasised the importance of equipping Amakhosi with the necessary skills, knowledge and resources needed to effectively fulfil their roles and better serve rural communities.

"We understand that by investing in the capacity development of traditional leaders, we empower them to better serve their communities and navigate the complex challenges they face. This is also part of promoting transparency, accountability and ethical leadership practices among traditional leaders," stated Premier Mtshweni-Tsipane.

Furthermore, the Premier made a commitment that by the end of May 2024, government would have finalised the procurement and handing over of vehicles to traditional leaders.

"As we celebrate the opening of the House of Traditional and Khoi-San Leaders, we look forward to the positive impact that this institution will have on the preservation and promotion of the cultural heritage in Mpumalanga. We are excited about the opportunities for collaboration, dialogue and engagement that the House will facilitate and we are confident that it will serve as a beacon of unity and cultural pride for generations to come. Let us celebrate our rich cultural heritage and continue to build a future that is filled with hope and promise for generations to come, concluded Premier."

Overall, the 7th annual address by the Premier was a resounding success, with participants leaving inspired and motivated to work towards a brighter future for the province.



Editor's Note

As we reflect on the significant milestones of our past, such as the 30th anniversary of our nation's first democratic election and the 28th anniversary of the enactment of the South African Constitution, we are reminded of the sacrifices made and the progress achieved in our journey towards equality and freedom. It is a time to celebrate our victories and honour the struggles of those who came before us, while also recognizing the work that still lies ahead in building a more just and equitable society.

Looking back, great strides were made in building a more inclusive and democratic society where all citizens are equal and have the opportunity to thrive. We have overcome many challenges and obstacles along the way, but through perseverance and unity, we have emerged stronger and more resilient.

In the same breath, this is an inclusive celebration that allows South Africans from all walks of life to remember the pain of the past while celebrating our country's victorious future. By taking the necessary steps forward to bring the past to a close while not forgetting it, but by commemorating this day as an everlasting reminder for us, now and in the future.

Celebrating this important anniversary, let us remember the importance of freedom and

democracy and the responsibility that comes with them. Let us continue to work towards a more just and equitable society where all people can live in peace and prosperity.

The recent event hosted by the department, where the Premier, Ms. Refilwe Mtshweni -Tsipane addressed the Mpumalanga House of Traditional and Khoisan Leaders (MPHTKL), highlights the importance of collaboration between traditional leaders and government in fostering social cohesion and nation-building.

This event serves as a reminder of the rich cultural heritage and traditions that make up the diverse communities in our province, and the role that traditional leaders play in preserving and promoting these values. The Premier further elaborated on the government's commitment to support and capacitate the institution of traditional leaders.

The MPHTKLs' mandate is to preserve our heritage, customs, traditions and culture. On the other hand, the official opening provides an opportunity for the Premier to strengthen the role of traditional leaders in rural development initiatives.

Additionally, the department held its 12-month performance review session virtually, with the goal

of developing a plan of action for the next MTSF period and reviewing what was accomplished in the 2023–24 financial year. This performance review session conducted underscores the commitment to continuous improvement and accountability in achieving our goals. It is during these sessions that assessments are conducted to gauge progress, the strengths and weaknesses of the department. Through performance review assessments, we aim to enhance productivity and ensure that everyone understands the vision and mission of the department.

As we move forward, let us carry on the spirit of unity and resilience that has brought us this far. Let us work together towards a future where freedom and democracy are upheld, and where all individuals can thrive in a society built on equality and justice.

#Let'sGrowMpumalangaTogether

Your inputs and suggestions will be appreciated. Send them to imsibi@mpg.gov.za, otherwise suggestion boxes are displayed at the reception points of our buildings including the Thusong Service Centre's as your platform to exercise the freedom of expression. Suggestions are treated with confidentiality.

LAUGHTERS CORNER



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COGTA's 4th QUARTER AND 12 MONTHS PERFORMANCE REVIEW



The Department convened its 4th quarter and 12-month performance review session virtually on April 25, 2024, marking a milestone in the department's commitment to accountability and progress. The virtual setting of the session not only ensured greater accessibility and flexibility for participants from diverse locations but also underscored the department's adaptability to modern working environments.

The primary objective of the session was to evaluate the department's performance during the final quarter of the 2023/24 financial year and to chart a course for continued growth and improvement. Through comprehensive assessments, the department sought to identify areas of strength and weakness, fostering a culture of continuous improvement and productivity enhancement in the workplace.

These formal evaluations, steered by senior management, served as a crucial mechanism for aligning individual contributions with the department's overarching mandate, promoting a cohesive and goal-oriented organizational culture.

The session was officially opened by the Acting MEC, Mr. Speed Mashilo, whose opening remarks set the tone for a collaborative and results-driven engagement. Mashilo lauded the department's accomplishments while highlighting areas necessitating immediate

attention. These included following up with the Office of the Premier regarding progress on the reviewed organizational structure, the effective rollout of Head men and women appointments as well as the handing over of traditional council offices. Emphasizing the importance of commitment to individual responsibilities, the MEC instilled a sense of purpose and accountability among the officials.

Notable presentations were made on ground-breaking projects such as the Municipal Monitoring and Support System (MMSS) and the Citizens Engagement App, emblematic of the department's embrace of the fourth industrial revolution. These digital innovations promised to streamline reporting processes, enhance complaint management, and ultimately elevate service delivery standards. Of particular significance was the Citizens Engagement App's potential to revolutionize public service interactions, empowering citizens to report issues directly to municipalities and fostering transparency and accountability in governance.

Underscoring the significance of feedback-driven growth, Mr. Belim Riaz, Manager in the Office of the Premier, provided a comprehensive analysis of key performance indicators and milestones, emphasizing the department's forward-looking approach to performance reviews. His insights emphasized the importance of leveraging feedback as a catalyst for future-oriented develop-

ment, ensuring sustainable progress and operational excellence.

While celebrating a commendable 93% achievement rate, the performance review session also identified critical areas for enhancement, including bolstering inter-departmental communication, enhancing project monitoring and evaluation mechanisms, and addressing capacity constraints. This included the construction and renovation of traditional council offices to bolster the institution of traditional leadership as well as the implementation of innovative solutions to address emerging challenges.

This reflective exercise reinforced the department's commitment to continuous improvement and stakeholder collaboration, driving towards a future marked by good governance, effective service delivery, and community empowerment.

In conclusion, the performance review session served as a pivotal platform for introspection, celebration of achievements, and collective commitment to advancing the department's mandate. With a steadfast focus on promoting good governance and sustainable development, Cogta remains resolute in its dedication to delivering impactful outcomes and fostering collaborative partnerships for the betterment of all stakeholders and communities.

MEC HLOPHE FORGE PARTNERSHIP WITH MPHTKL



The MEC for Finance , Economic Development and Tourism , Ms Nompumelelo Hlophe met with the executive of the Mpumalanga House of Traditional and Khoi-San Leaders (MPHTKL) on April 12 ,2024, in Mbombela.

The meeting was held with the aim of fostering dialogue and partnership between traditional leaders and government. It provided an opportunity for both parties to discuss challenges facing the institution as well as opportunities for growth and development. It also shed light on the insufficient budget allocation for the House of Traditional and Khoi-San Leaders to conduct its oversight function effectively.

Traditional Leaders are an integral part of the community, holding significant influence and authority within their respective communities. They play a vital role in promoting social cohesion, preserving cultural heritage, and ensuring the well-being of their people.

During the meeting, Hlophe expressed government's commitment to working closely with traditional leaders to address these concerns. She highlighted government's initiatives and programs aimed at promoting economic growth, create employment opportunities and preserve the cultural heritage .

She also acknowledged the importance of the traditional leaders in the governance structure of the province and expressed her commitment to finding a solution to the budget constraints they face. She emphasized the need for increased financial support to enable the house to fulfill its mandate and effectively

represent the interests of traditional communities.

The traditional leaders, on their part, highlighted the challenges they face in carrying out their oversight function, including limited resources for travelling and accommodation to attend meetings. They stressed the importance of adequate funding to enable them to carry out their duties effectively and ensure that the voices of traditional communities are heard during the decision-making process.

The meeting concluded with a commitment from the MEC to work closely with the Mpumalanga House of Traditional and Khoi-San Leaders to address the budget constraints and find sustainable solutions to support their work. It was agreed that a meeting will be coordinated with COGTA to review the budget allocation and identify ways to increase funding to enable them to carry out their oversight function effectively.



CULTURE CELEBRATED AT LEKGOETLA TRADITIONAL COUNCIL



Despite the hot weather on April 27, 2024, the people of Daggakraal and surroundings came in large numbers to celebrate their culture during Ummemo at the Lekgoetla Traditional Council, with songs and cultural dances.

These annual cultural celebrations are used as a vehicle through which the traditional leader interacts with the community about cultural traditions and practices that are transmitted from one generation to another through a variety of performances, dances and exhibitions.

The Ummemo featured a dynamic line-up of traditional music and dance performances that captivated the audience and showcased the rich tapestry of our cultural traditions. The rhythmic beats and colourful costumes added to the festive atmosphere, creating a sense of unity and pride among all in attendance. Within this highly diversified culture, a dynamic and inspiring traditional leader imbued with strong connections to traditions and culture is needed to be a cohesive force that binds the community together.

When delivering the message of support, Executive Mayor of Gert Sibande District, Cllr Walter Mngomezulu, started by appreciating the invitation from the Traditional Council. He went on to say that the district municipality is committed to working with traditional leaders in various communities to ensure community development.

“Traditional leaders’ participation in municipal affairs significantly contributes to the enhancement of service delivery in rural areas, improves traditional leaders’ involvement in governance matters and strengthens working relations between government and traditional leaders,” said Mngomezulu.

In addition, the Executive Mayor, pledged to collaborate with traditional councils to ensure that rural communities have access to service delivery through the District Development Model. He encouraged traditional leaders to work with municipalities in combating the triple challenges of inequality, poverty and unemployment. He concluded by urging everyone to exercise their democratic right and vote in the upcoming National General Election.

The Deputy Chairperson of the Mpumalanga House of Traditional and Khoi-San Leaders appreciated the support that Amakhosi are getting from the government, highlighting the progress made in the construction and renovation of traditional council offices and the procurement of vehicles for Amakhosi projects.

During his keynote address, Kgoshi Morena Moloji thanked everyone who had contributed to the success of the event. He requested that livestock fencing from the municipality since cattles are a major contributing factor in road accidents.

Kgoshi continues to say “Agricultural interventions are essential for ensuring food security and promoting sustainable development in traditional communities. This can create employment opportunities and contribute to the overall development of our rural communities. As traditional leaders in our respective communities, it is our responsibility to support and invest in these interventions”. He concluded by encouraging community members to invest in agricultural initiatives as a means of improving livelihoods and ensuring food security. He emphasises the importance of self-sufficiency and the preservation of traditional farming practices. He said that he believes that agriculture is a sustainable and reliable source of income for the community and encourages them to embrace their agricultural heritage.

PREMIER'S ANNUAL ADDRESS TO THE MPHTKL



COGTA IN ACTION

UMMEMO OF LEKGOETLA TRADITIONAL COUNCIL



UMMEMO OF LOMSHIYO TRADITIONAL COUNCIL



UMMEMO OF MANTJOLO TRADITIONAL COUNCIL



DEVELOPMENTAL PROGRAMMES POLICY 2024/25

1. Purpose

purpose of this policy is to establish a clear framework that will guide and give direction to the management of all developmental programmes in the Department.

2. Scope of Application

The policy is applicable to unemployed graduates and learners.

3. Definitions

- **“Internship programme”** means - a programme which, together with the work integrated learning affords a person an opportunity to gain work experience and also assist graduates in attaining accreditation upon completion of the programme. It is the workplace or practical component that is required in addition to a general theoretical knowledge based qualification (offered by an institutional provider) in order to obtain registration as a professional or (be) licensed to practice.
- **Graduate Internship** means a programme offered to a person who has completed a qualification and is unemployed but requires workplace experience in order to enhance future employment opportunities.
- **“Candidacy Development Support Programme”** mean an internship linked to structured professional development that is a requirement for professional registration with Professional Bodies or Councils.
- **“Work Integrated Learning / Student Internship”** means a programme offered to a person who is currently studying towards a higher education qualification and must undertake a period of work experience in order to fulfil the requirements of the qualification.
- **“Coach”** is an official who gives advice, guidance and assistance to the intern for the intern’s growth and development in his/her work experience to improve his/her chances of obtaining employment
- **“Department”** means the Mpumalanga Department of Co-operative Governance and Traditional Affairs
- **“Qualification”** refers to a planned combination of learning outcomes with a defined purpose(s), including applied competences on a basis for further learning.
- **“Short course/skills programme”** means a training programme with a duration of less than twelve months and credits that are less than hundred and twenty (120).
- **“Unit standard”** is a smallest part of a qualification that outlines the learning outcomes, admission requirements, and the evaluation criteria.
- **“Agreement/Contract”** shall mean a legal agreement between an experiential Learner or Intern and the Department and between the academic institution and the Department.
- **“A Mentor”** is an official appointed by the Department who is responsible for supervising or mentoring of interns.
- **“Monitoring and evaluation”** shall mean ongoing mechanisms put into place to ensure quality, standards, cost effectiveness and relevance.
- **“Participants”** shall mean interns, learners, work integrated learners, candidates and apprentices.

4 Regulatory Framework

- The mandate of this policy is derived from the following legal and policy framework:
 - Skills Development Act, 1998
 - Skills Development Levy Act, 1999
 - Public Service Regulations, 2016
 - White Paper on Public Service Training and Education
 - Labour Relations Act, 1995
 - Basic Conditions of Employment Act, 1997
 - The White Paper on the Transformation of the Public Service (1995)
 - Public Service Act, 1994 as amended
 - Employment Equity Act, 1998 [Including Affirmative Action]
 - White Paper on Human Resource Management in the Public Service, 1997
 - Constitution Act, (Act No. 108 of 1996)
 - National Skills Development Strategy III for South Africa, (2005-2010)
 - Public Finance Management Act, (Act No 1 of 1999)
 - The South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)
 - Human Resource Development Strategy for South Africa
 - Human Resource Development Strategy for the Public Service
 - Directive on the employment of persons to Development Programmes in the Public Service
 - Internship, Learnership, Apprenticeship, Graduates Recruitment Schemes and Related Programmes

5. Background to Internship

5.1 South Africa is faced with a major problem of unemployment especially among women and the youth. While jobs are not being created as quickly as desired, the problem of unemployment is aggravated by poor alignment of the needs of the workplace and the curriculum of the institutions of higher learning, lack of skills and formal work experience.

5.2 In 2018 the Minister of the Department of Public Service and Administration (DPSA) signed the directive which guides Departments in the implementation of Developmental Programmes.

6. Objectives for Public Service Internships

- To provide unemployed graduates with valuable work experience and skills to enhance their employability
- To contribute to accelerated service delivery by government through the improved introduction of skilled personnel in the public service.
- To improve equitable access to public sector employment for rural and marginalised groups such as youth, women and the disabled.
- To contribute to lifelong learning.
- To increase awareness amongst students for job and career opportunities in the public service.
- To give work integrated experience to learners in order to assist them to acquire their qualifications.

6. The Targeted Groups

- 1.1 Unemployed South African graduates from higher education institutions who have completed their degrees or diplomas.
- 1.2 Learners who need work integrated learning in order for them to acquire their qualification.

7. Framework for Internship

Principles of the internship programme

- The programme should provide appropriate and relevant work experience commensurate in line with the intern’s qualification.
- The programme must be aligned with human resource planning.
- Posts identified for internship programmes must contribute to the strategic staffing needs of the department concerned.
- Interns should not be recruited to replace permanent employees.
- The period of the internship shall be equal to twelve calendar months.
- Interns shall enter into and sign contracts with the Department stipulating their conditions of service during the term of the internship
- Stipend will be paid to only graduates’ interns.

Promotion of equity

- Interns must be selected on the basis of the need for demographic representation and with reference to equity legislation.
- Transparent recruitment and selection policy procedures and systems must be adhered to.

9. Resources to Implement the Programme

- The Head of Department shall ensure that sufficient budgeted funds are made available to implement the development programmes.
- The internship programme should be tailored to meet this demand.
- Determine the capacity of the department to implement, manage and sustain quality internship programme

10. Recruitment of Interns

Recruitment of Candidates into Development Programmes

- The Development programmes shall not be utilized to replace existing personnel, nor shall they be used to fill posts on the establishment of the Department while on the development programme capacity
- In line with the principles of open competition for the opportunities as contemplated in regulation 65 of the regulations, an executive authority shall ensure all opportunities for development programmes within his Department openly and the selection shall be in line with the principles pertaining to the process contained in regulation 67 of the Regulations.
- The Head of Department may accept application for Developmental programmes without following the process contemplated in regulation 65 of the Regulations but subject to regulation 57 (2) and (3) of the Regulations, under the following conditions:
 - The duration of the programme does not exceed six (6) consecutive months.

- The applicant submits verifiable and valid proof the he/she requires the work-integrated learning opportunity as part of a recognized learning programme and/or for a professional body assessment purposes
- The terms and conditions as agreed between the participant and the Department shall be recorded in writing; and
- The personnel suitability checks in terms of regulation 57 (1) of the Regulations must be conducted prior to the appointment of all candidates into the developmental programmes
- The Department may only compensate a person contemplated in paragraph 10.1.3. for actual reasonable expenses incurred in performing the Departmental work associated with the Developmental programmes.

Graduate Internship

- Ensure that appointments are made in accordance with relevant pre-scripts.
- Interns' posts will be advertised with the exception of bursary holders who will be appointed on the basis of their contractual agreement with the Province.
- All appointments shall be made in terms of a fixed period not exceeding twenty-four (24) months limited or short-term contracts with no guarantee of permanent employment. The status of an intern is therefore that of a contract temporary worker as defined or provided for by the Basic Conditions of Employment Act and the Labour Relations Act.

Candidacy Development Support Programmes

- The period shall be until the person acquires the recognized first level of professional designation, that such period shall not exceed forty-eight (48) consecutive months, or such period prescribed by the relevant professional council.
- A candidate shall be afforded not more than one (1) additional year if registration requirements not met.

Work Integrated Learning

The duration of Work Integrated Learning shall be for a period as determined by the relevant registered institution of learning and shall be formally communicated to the Department and which period shall not exceed 24 months.

Learnership

A Learnership programme shall be for a period specified in the learnership registration documents as per the Skills Development Act 2008 as amended, which period shall not exceed 24 months

Selection/shortlisting process

- The Directorate: HRM will facilitate the formation of panels for shortlisting and interviews. Such a panel may be chaired by Directorate: HRM or by the Director of the component in which the intern is required.
- In selecting candidates for internships and graduate recruitment scheme, priority must be given to graduates who:
 - are from designated groups;
 - are in possession of qualifications relevant to Departmental core functions priorities.
- The appointment of the intern and graduate recruitment scheme shall be the responsibility of the HOD or the person to whom this authority may be delegated. The interview panel only makes recommendation.

Placement

- The Directorate: HRM is responsible for coordination, implementation and management of the participants, and participants are required to sign an undertaking of confidentiality and non-disclosure of information.
- Participants who will have an access to IT facilities such as email and internet, will sign an undertaking to abide by the relevant policies for usage of these facilities.
- Interns, graduate recruitment scheme and/or work integrated participants are placed according to the relevance of their qualifications or field of study to the activities of the component under which they are placed.
- Emphasis must be put on filling the gaps (scarce skills) that exist within the Department that shall have been determined by the relevant managers and the Workplace Skills Development Committee (WSDC).
- The working environment is conducive for learning and development, i.e. participants should be engaged in both simple and complex projects.
- The Department provides the necessary resources to accommodate participants Injuries or deaths on duty shall be dealt with in line with the compensation for Occupational Injuries and Diseases Act (Act no. 130 of 1993).

11. Work Integrated Learning (Student Internship)

The Department shall endeavor to use the workplace as an active learning environment for students/trainees from the tertiary institutions of higher learning to meet their qualification requirements. The Department will assist in the following areas:

- Provide the learner with specified practical work experience required for

- a qualification;
- Release the Intern (departmental Staff) to attend the education and training specified in the agreement;
- Prospective employees/learners will be given the opportunity to use the workplace as a learning environment with the following conditions:
 - Apply for work integrated training to the Head of Department;
 - Human Resource Management will identify a relevant section for work integrated training, and the Director is consulted for logistical arrangements;
- All students on the work integrated training programme will be expected to sign a declaration of secrecy document.
- The Department shall enter into a specific agreement with a learner detailing the expected level of performance in line with the objectives of WIL.
- Persons on experiential learning shall require a logbook or similar methods of control or time sheets approved by the institution of learning.
- Contract of Employment
- A person appointed into any of the Developmental programmes shall enter into a contract of employment between him/herself and the Department as per the nature of the programme and the contract.
- An employment contract entered into between a person on a Developmental programme and the host Department shall be extended by the period taken for leave of absence as per **Section 7.6 and 7.7** of the Directive on the employment of persons to Developmental Programmes in the Public Service and also the determination and directive of Leave of Absence in the Public Service.
- The period by which a contract of employment is extended, as specifically provided for in the Directive, shall be remunerated in terms of the same terms and conditions
- No further extension and remuneration shall be applicable arising from any leave of absence taken during the period of initial extension of the contract.

12. Managing Developmental Programmes

- The emphasis of Developmental Programmes should be the function of the Directorate: HRM and Directors under whose components the participants are placed.
- A mentorship system will be used
- Training will be managed by the respective sectional managers in collaboration with HRD planning
- Leave of absence for the participants will be in line with Determination of leaves in the Public Service.

13. Financing and Compensation

- The Department shall budget for the Developmental Programme.
- The Department shall not be liable for stipends of participants placed by third parties.
- Remuneration of the participants shall be in line with the guideline set by the DPSA.
- Participants in Developmental programmes shall work forty (40) hours per week and eight (8) hours per day (meal intervals excluded)

14. Exit Strategy

- The Department shall
- train Interns in Breaking Barriers to entry into the Public Service
- develop an exit strategy.
- In addition, the Department can refer interns on completion of the programme to organisations that can support them such as: The Youth Fund, the Department of Economic Development, Environment and Tourism in developing entrepreneurial skills and labour centers of the Department of Labour for registration on the database.

15. Monitoring and Evaluation

- Human Resource Development unit shall monitor the implementation process through logbooks and physical verification and ensure adherence to these policy provisions.
- Departments shall appoint interns and graduate recruitment scheme on PERSAL except for persons paid by the third parties such as the SETAs.
- The sub Directorate Human Resource Development shall evaluate the efficiency and the impact of the programme after its completion.

16. Review of the Policy

This policy will be reviewed annually or as and when the need arises and it should be in line with legislations and precripts

17. Contraventions

Any person who contravenes or fails to comply with any provision of this policy may be subjected to disciplinary action in terms of PSCBC resolution 3 of 1999.

Please read the complete policy shared on the departmental website

TWO-POT RETIREMENT SYSTEM



WHAT IS THE 'TWO-POT' SYSTEM OF RETIREMENT?

The two-pot retirement system is a reform that will allow retirement fund members to make partial withdrawals from their retirement funds before retirement, while preserving a portion that can only be accessed at retirement to help improve retirement outcomes. This means members need not resign to access part of their retirement benefit if they are in financial distress. This reform will come into effect on 1 September 2024.

WHO IS IT MEANT FOR?

The new system will apply to all retirement funds, that is, both private sector and public sector funds, except for the old generation or legacy retirement annuity policies, or funds with no active participating members (such as funds in liquidation, beneficiary funds, closed funds or dormant funds). Pensioners and members of provident funds that were 55 years and older on 1 March 2021 who have not opted to be part of the two-pot system will also be excluded.

WHAT IS SEED CAPITAL?

From the value of your fund on 31st August 2024, 10% or R30 000, whichever is lower, will be allocated to the savings component. We call this seeding capital. This will be a once-off transfer at the start of the two-pot system and will not be repeated in the following years.

EXAMPLE

For example, if you have a R200 000 fund value on 31st August 2024 the seeding amount will be R20 000 (this being 10% of R200 000).

If another member has R750 000 fund value in the vested component, the seeding amount will be R30 000 since 10% exceeds the cap of R30 000. Despite R750 000 being 10% of R750 000, this amount is capped at R30 000.

EXAMPLE

For example, if person A's retirement contribution in September 2024 is R900 per month, R300 will go to the savings component and R600 into the retirement component. Person A would be able to withdraw any amount from the savings component, the withdrawal should not be less R2 000 and a withdrawal can only be made once in a tax year. One does not need to make a withdrawal from the savings component every tax year. Amounts in the account will still be available for withdrawal in future years and would benefit from tax-free growth within the account until a withdrawal is made.

PROVIDENT FUND MEMBERS 55 YEARS OR OLDER ON 1 MARCH 2021

These members will not be included in the two-pot system by default, but they may elect to participate should they wish to. They can do so by applying to their provident fund. Should they elect to be in the two-pot system, they cannot reverse their decision.

HOW WILL IT WORK?

The reform creates a "savings component", a "retirement component" and a "vested component". Only the "savings component" and "retirement component" can receive retirement contributions from implementation Date onwards. The vested component will house retirement benefits accumulated by the member before the implementation date. Investment growth will still be credited to this component.

From 1 September 2024, retirement contributions will be split by your retirement fund into a savings component (or pot) and a retirement component. A ratio of 1/3 (one-third) of total contributions will go into the savings component and 2/3 (two-third) of total contributions into the retirement component.

The savings component will be accessible at any time, but withdrawals must be a minimum of R2 000 and, but only one withdrawal may be made in a tax year. What is withdrawn will be taxed at the individual's marginal tax rate. There is no maximum withdrawal limit on the savings component.

The retirement component cannot be accessed on resignation and may only be accessed at retirement. That means it will be preserved until retirement. Retrenchment cases will be dealt with in another phase of this reform process.

The retirement value accumulated as at 31st August 2024, referred to as the "vested component", will not take further contributions but will remain invested by the retirement fund. Should you resign in future, your current right (vested right) to access this component or have it transferred to a preservation fund is maintained.

SCAN QR CODE FOR MORE INFORMATION



KNOW YOUR DEPARTMENT

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FUNCTIONS:

- Monitor and provide technical and administrative support to municipalities on the implementation of Land Use Management.
- Develop provincial guidelines, norms and standards and policies on Land Use Management.
- Render surveying services at municipalities and tribal authorities.
- Support municipalities and tribal authorities in terms of tenure upgrading and township establishment.

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Calendar of Events & Schedule of Meetings in the month of May 2024

RESPONSIBLE OFFICE	ACTIVITIES / EVENTS	DATES	RESPONSIBLE OFFICIALS	VENUE OF THE EVENT
Traditional Institution Management	Cultural Function (Ummemo)	04-05/05/2024	Mr HB Magagula	Enkhaba TC: Mooiplaas
	Cultural Function (Ummemo)	18-19/05/2024	Mr HB Magagula	Duma TC: Bettiesgoed
	Cultural Function (Ummemo)	25-26/05/2024	Mr HB Magagula	Ebutsini TC: Steinsdorp
Traditional Institution Management	Handover of Office Mathibela TC	14/05/2024	Mr HB Magagula	Mathibela TC: Bushbuckridge LM
Traditional Institution Management	Handover of Office Bagkatla Ba Makau TC	16/05/2024	Mr HB Magagula	Bagkatla Ba Makau TC: Dr JS Moroka LM

TAKE NOTE: INFORMATION PROVIDED IS SUBJECT TO CHANGE WITHOUT NOTICE

 Event

 Meeting

NEW APPOINTMENTS !!



MUNICIPAL FINANCE SUPPORT (P2)
DEPUTY DIRECTOR
Ms Katlego Shembeni



MUNICIPAL FINANCE SUPPORT (P2)
DEPUTY DIRECTOR
Mr Nhlanhla Simelane



MUNICIPAL FINANCE SUPPORT (P2)
DEPUTY DIRECTOR
Mr Monde Mgxabayi



MUNICIPAL FINANCE SUPPORT (P2)
ASSISTANT DIRECTOR
Mr Sicelo Kaunda



MUNICIPAL FINANCE SUPPORT (P2)
ASSISTANT DIRECTOR
Mr Themba Sibanyoni



MUNICIPAL FINANCE SUPPORT (P2)
ASSISTANT DIRECTOR
Mr Kevin Khumalo

Month of May Birthdays

MS SB SIHLANGU
MR W SIKONELA
MR WMJ MAKHANYA
MS ML NKOSI
MS NL MASHABA
MR MS MBUYANE
MS SP MANZINI
MS BE NGWENYA
MR BS MAHLALELA
MS KM MOKOENA
MS MN BANDA
MS MA MONA
MR R NKOSI

MR VW MONA
MS CF NDWANDWE
MR CR GAZIDE
MR WVW NKOSI
MR LW MHLANGA
MS SL SIBEKO
MR ZM MAHLANGU
MS KC KHWELA
MS SP NYEMBE
MR JS NDINISA
MR JS LEMBETE
MR LK
MAHLOBONGOANE

MS SC MABONA
MR MA MAGOLEGO
MR RJ SEPENYANE
MS JM SEOKETSA
MS P MAHLOMONYANE
MR MB DIKETANE
MS GR SIBEKO
MS MNS MASHIANE
MS LG MASEKO
MS MT MBOWANA
MS SV MASOKA
MS Z MKIZE
MS LM MKHABELA

MR NZ LUZIPHO
MS VP MDHLULI
MS FZ SALI
MR PD MASEKO
MS AN NGWENYA
MS KN MKHATHWA (INKHOSI)
MR MS MAHLALELA (INKHOSI)
MS MG LEFIFI (KGOSHIGADI)
MR JT MOEPI (KGOSI)
MR MJ MOTHA

MS RV JONES
MS BV SIBIYA
MS TP SAMBO
MR SA MASHEGO
MR NL MGIBA
MR PV NXUMALO
MR LL MURONGA
MR SG NGCANE
MR HS MASILELA
MR JS MZOBE
MR KO MABELE