

A NEW ERA OF SERVICE EXCELLENCE UNFOLDS



The Department of Human Settlement, Co-operative Governance, and Traditional Affairs hosted a staff gathering at Building 6, Upper Ground, on June 27, 2024, to formally introduce the new Member of the Executive Council (MEC), Mr. Speed Mashilo.

This significant event brought together officials from both departments, providing a unique opportunity for them to engage with their new leader, share their insights, and collectively mark this pivotal transition. The occasion was designed to foster unity, promote open communication, and set the stage for a productive and collaborative working relationship between the MEC and officials.

With a strong background in service delivery at the municipal level and in the Province. Mr Mashilo is well-equipped to drive forward the department's mandate to promote sustainable Human Settlement, Co-operative Governance, and Traditional Affairs. His extensive experience as a councillor, Executive Mayor, both MEC for Co-operative Governance and Traditional Affairs and Human Settlement has

given him a deep understanding of the challenges facing municipalities, allowing him to develop innovative solutions to address these issues.

In his introductory address, the MEC started by reiterating and endorsing the merger pronouncement made by the Premier, stating that the two department's will now be combined into one. Further, indicating that the decision aims to streamline operations and enhance efficiency in the provision of basic services to the citizens. Again, the importance of collaboration, innovation and community engagement in driving positive change was emphasized.

"The merger of COGTA and Human Settlement (CoGHSTA) is a significant step towards enhancing service excellence in our province. By bringing these two departments together, we can achieve greater synergy and efficiency in our efforts to improve the quality of life for our citizens. As we embark on this new chapter, we are eager to see the innovative ideas and initiatives that will emerge from this partnership with our dedicated staff .

We look forward to a bright future that is shaped by collaboration, creativity, and a deep understanding of our communities needs,"said Mashilo.

He concluded by saying that the merger of the two departments offers a compelling chance to bridge silos and foster collaborative efforts with diverse stakeholders to tackle the pressing issues confronting our Province.

The Head of the Department, Mr. Sam Ngubane, said, "As we embark on this new chapter, we are elated to see the transformative impact that this merger will have on our province. With renewed energy and a shared sense of purpose, we are committed to working in tandem to build a brighter, more prosperous future for all our citizens.

We are eager to leverage MEC Mashilo's expertise and leadership to drive positive change, foster economic growth, and improve the quality of life for our residents. Together, we will strive to create a province that is inclusive, equitable, and resilient, where every individual has the opportunity to thrive", concluded Ngubane.

Editor's Note

As we commemorate the 30th anniversary of our democracy, we pause to reflect on the transformative power of youth in shaping our nation's journey. June marks Youth Month, a time to celebrate the boundless energy, creativity, and idealism that defines our country's future.

In the past three decades, South Africa's young people have demonstrated remarkable resilience, adaptability, and determination. They have been at the forefront of social and economic transformation, driving innovation, entrepreneurship, and progress. From artists and activists to scientists and entrepreneurs, young South Africans have made significant contributions to our nation's development.

As we welcome the 7th administration of our democracy, we urge our leaders to prioritize the needs and concerns of young people. This is not only a moral obligation but also a strategic imperative for building a sustainable and prosperous future. We recognize that the challenges faced by young people are complex and multifaceted, from unemployment and education to healthcare and social justice.

We urge our leaders to develop policies that address these challenges head-on, creating opportunities for young people to thrive, grow, and contribute to our nation's development. By doing so, we can harness the potential of our youth to drive economic growth, social cohesion, and cultural heritage.

In keeping with the theme, the Head of Department Mr. Sam Ngubane met with COGTA youth employees to create a platform for young employees to interact with senior management. This initiative promotes a sense of belonging and inclusivity among all employees, regardless of age or generation. By embracing diversity and inclusivity in our workplaces, we can create a more vibrant and dynamic work environment that is better equipped to tackle the challenges of the modern workplace.

The department has also handed over vehicles and tablets to senior traditional leaders in the Province, recognizing their critical role in promoting social cohesion, cultural heritage, and economic development. This initiative aligns with the government's commitment to strengthening the institution of traditional leadership.

Finally, the Head of Department congratulated three officials who participated in the Comrades Marathon, a grueling 87km race. Their dedication and perseverance serve as a testament to the department's commitment to excellence and teamwork.

In conclusion, as we commemorate Youth Month and celebrate three decades of democracy, we honour the impressive accomplishments of South Africa's youth. We're committed to collaborating with our leaders to forge a better future for all, one that's grounded in the principles of fairness, justice, and equal opportunities for everyone. By uplifting our youth and acknowledging their efforts, we can create a nation that lives up to its full potential and shines with promise.

#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.



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MPUMALANGA TRADITIONAL LEADERS RECEIVE NEW VEHICLES AND TABLETS AT MBOMBELA STADIUM



The Mpumalanga Provincial Government made a notable gesture by presenting 60 senior traditional leaders with brand new vehicles and tablets at the Mbombela Stadium. This momentous occasion marked a major milestone in the relationship between the provincial government and traditional leaders in Mpumalanga.

The new vehicles, designed with cutting-edge technology and features, will enhance the mobility and efficiency of traditional leaders in their daily work. The tablets, integrated with information and communication technology, will grant them instant access to crucial data and facilitate seamless communication with their communities, ultimately enhancing their productivity and effectiveness.

The MEC for Co-operative Governance and Traditional Affairs, Mr. Speed Mashilo, highlighted the significant influence traditional leaders have on the development of communities in Mpumalanga. He expressed his commitment to providing Senior Traditional Leaders with the necessary resources and support to succeed in their roles. The vehicles equipped with modern technology and features will enable them to travel efficiently and safely while also quickly respond to the needs of their communities, which Mashilo believes will have a lasting and profound impact on the lives of the people.

He further believes that this gesture is a testament to the provincial government's commitment to strengthening the bonds between traditional leaders and the communities they serve. "It is a demonstration of our dedication to creating a more efficient and responsive system, where our leaders can focus on delivering essential services and promoting the well-being of our people," he emphasized.

The new vehicles are expected to amplify the efforts of traditional leaders, allowing them to deliver essential services with greater ease and efficiency. The initiative is expected to bring about a palpable difference in the lives of people in Mpumalanga.

The traditional leaders who received the vehicles and tablets expressed their gratitude to the provincial government for their generosity. Kgoshi Lameck Mokoena, Chairperson of the MPHKL, one of the recipients of the vehicles, said, "We are grateful for this gesture by the provincial government. We will use these vehicles to promote peace and stability in our communities and to work closely with other stakeholders to improve the lives of our people."

The handing over of new cars and tablets to senior traditional leaders marks a significant step towards bolstering the institution of traditional leadership. This initiative aims to equip these leaders with the tools they need to continue fostering social cohesion and cultural preservation within their communities, while also providing guidance and support to their people.

The province looks forward to seeing the positive impact these vehicles will have on the lives of its people. The handover ceremony marked a significant milestone in the relationship between the provincial government and traditional leaders in Mpumalanga, solidifying their commitment to working together for a brighter future.



EPWP/CWP COORDINATION TAKES CENTER STAGE



The National Department of Co-operative Governance and Traditional Affairs, in collaboration with the Provincial Department of Co-operative Governance and Traditional Affairs, recently hosted a two-day strategic planning session at the Chilli Pepper Boutique Hotel in Mbombela.

The meeting brought together key stakeholders from various departments, provinces, and municipalities to discuss the implementation of the Extended Public Works Programme (EPWP) and Community Work Programme (CWP), identify areas for improvement, and shape their future direction. The session aimed to provide a platform for stakeholders to share their insights, review program strengths and weaknesses, and shape the way forward.

The EPWP and CWP have been pioneering initiatives that have had a profound and far-reaching impact on the lives of millions of South Africans. By creating job opportunities, stimulating economic growth, and addressing pressing social issues, these programmes have been instrumental in unlocking the potential of rural communities and driving inclusive development.

By providing employment and skills training opportunities, they have not only alleviated poverty but also empowered individuals, fostered community cohesion, and built a more resilient and self-sufficient society. In doing so, these initiatives have played a crucial role in addressing the country's development challenges, including income inequality, unemployment, and social exclusion.

The strategic planning session aimed to achieve a comprehensive understanding of the programs' goals, objectives, and current status. It also assessed the programs' effectiveness and identified strategies to enhance their impact and sustainability. A key focus was on aligning national and provincial Community Works Program (CWP) annual plans to create a unified Provincial CWP Implementation plan. This plan prioritizes effective governance across all spheres of government, fostering collaboration with the business sector and institutions of higher learning through the District Development Model. Additionally, the session emphasized the importance of integrating an exit strategy into CWP implementation, which will be achieved through relevant skills development programs. By doing so, the program will ensure a seamless transition and maximize its long-term impact.

The meeting was attended by senior officials from the National Department of Co-operative Governance and Traditional Affairs, provinces, and municipalities, as well as representatives from various departments, including Labour, Social Development, and Local Government.

The Head of Department, Mr. Sam Ngubane, emphasized the importance of coordination and collaboration in ensuring the effective implementation of the EPWP and CWP. He went on to stress the importance of fostering strong relationships with all stakeholders, highlighting that building trust and camaraderie is crucial for the success of the Community Works Programme (CWP).

"Let us invest in working relationships and strive to build a more efficient, effective, and compassionate government. We need to ensure that our efforts are aligned and focused on achieving our common goals. Together, we can make a positive impact and create a brighter future for our communities," he said.

The strategic planning session was further marked by the signing off a CWP Memorandum of Understanding by both national and provincial departments of Co-operative Governance and Traditional Affairs. The MoU outlines the specific roles and responsibilities that both departments shall execute in supporting and monitoring effective implementation of CWP in the province.

Again, the meeting highlighted several key challenges facing the EPWP and CWP, including inadequate funding, infrastructure constraints, and limited capacity at local government level. Participants also identified opportunities for growth and improvement, including the potential for leveraging technology to enhance program delivery and increasing partnerships with private sector organizations.

The strategic planning session resulted in several key outcomes, including:

- *Conducting a study on the effectiveness of Local Reference Committees (LRCs) in all 17 local municipalities.*
- *Undertaking an evaluation of CWP initiatives to determine project impact and areas of improvement.*
- *Developing a Communication Strategy to inform and showcase CWP's useful work and collaboration stories to all stakeholders.*
- *Agreeing that CWP implementation should always cater for and meet targets for youth, women, and people with disabilities as per the provisions of the Gender Responsive Planning Budgeting Monitoring Evaluation and Audit Framework.*

The strategic planning session was a critical step in ensuring the long-term success of the EPWP and CWP. The Director-General's leadership and commitment to coordination have set the stage for a renewed focus on delivering these critical programs to the people of South Africa.

FOSTERING A MULTI-GENERATIONAL WORKFORCE



As part of our ongoing commitment to fostering a culture of inclusivity the Departmental Employee Health and Wellness Unit recently organized a vibrant Youth Day celebration to recognize the unique strengths and challenges faced by the youth officials within multi-generational workforce.

The event, held on June 20th, 2024, at The Gardens in Mbombela, brought together young employees to engage in a thought-provoking dialogue that aimed to promote greater awareness and appreciation for the distinct skills, insights and contributions each generation brings to the table.

According to Ms. Mpumi Malupe, Manager of the Employee Health and Wellness Unit, the team designed a dialogue session to foster a safe and inclusive environment where employees under 35 could share their personal experiences, confront and overcome their biases, and appreciate the distinct strengths each age group brings. The objective was to shatter age-related barriers and create a culture where employees feel at ease sharing their thoughts freely, collaborating seamlessly and demonstrating genuine respect for one another's differences.

The event was a resounding success, with employees from different generations sharing their insights on various aspects of their work life. From baby boomers to millennials, each generation brought their own unique perspective to the table, highlighting the

importance of adaptability, innovation, and teamwork. The discussion was filled with laughter, passion, and a sense of belonging as employees connected with one another over shared experiences and challenges.

One of the key takeaways from the dialogue was the recognition that each generation has its own set of strengths and challenges. Older generations may bring a wealth of experience and institutional knowledge, while younger generations may bring fresh ideas and a willingness to take risks. By embracing these differences, we can create a more dynamic and effective work environment.

The initiative also highlighted the importance of mentorship and knowledge sharing. Older generations have shared their wisdom and expertise with younger employees, providing valuable insights and guidance on how to navigate complex situations. In turn, younger employees have brought new energy and ideas to the table, challenging older generations to think outside the box and explore new possibilities.

The dialogue also emphasized the importance of addressing generational differences in communication styles. For example, older generations may prefer traditional communication methods such as email or phone calls, while younger generations may prefer more digital means such as text messaging or social media. By recognizing these differences, we can adapt our communication styles to better meet the

needs of each generation.

As we move forward, we will continue to build on the momentum generated by this dialogue. We will strive to create an environment that encourages open communication, collaboration, and mutual respect among all team members. We believe that by embracing our diversity and fostering a culture of inclusivity, we can create a more productive, innovative, and effective work environment.

The Departmental Youth Month commemoration has been a resounding success, with our dialogue on multi-generational workforce serving as a shining example of our commitment to diversity and inclusion. As we look to the future, we are excited to continue building on this momentum and creating an environment that values and celebrates the unique contributions of all team members. By embracing our diversity and fostering a culture of inclusivity, we can create a workplace where everyone feels valued.



MPUMALANGA TRADITIONAL LEADERS RECEIVE NEW VEHICLES AND TABLETS AT MBOMBELA STADIUM



STAFF MEETING WITH MEC



COGTA IN ACTION

YOUTHDAY CELEBRATION



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SAFETY HEALTH ENVIRONMENT RISK AND QUALITY POLICY 2024/25

1. PREAMBLE

The Safety Health Environment Risk and Quality (SHERQ) pillar deals with the intangible and tangible factors of safety, health environment and quality management for purposes of optimal health and safety of employees, the safety of citizens and sustainability of the environment. The management of occupational and general risks and quality of government products and service. The pillar is in response to National Legislation that includes Occupational Health and Safety Act, 1993.

2. PRINCIPLES

The Safety Health Environment Risk and Quality (SHERQ) management principles are underpinned by the following principles:

- Focus on the levels of employment;
- Responding to the needs of the designated groups, such as women, older persons, persons with disabilities and people living with HIV&AIDS and those that are affected by COVID-19.
- Representatives of the targeted groups, a non sexist, non racist and fully inclusive public service;
- Equality and non-discrimination upholding the value that discrimination of any grounds should be eliminated;
- Healthy integration and embracing change;
- Human dignity, autonomy, development and empowerment;
- Barrier free Public Service;
- Collaborative Partnership;
- Confidentiality and ethical behavior.

3. REGULATORY FRAMEWORK

- 3.1 Constitution of the Republic of South Africa, 1996
- 3.2 Disaster Management Act, 2002 (Act No. 57 of 2002) and its Regulations
- 3.3 Basic Conditions of Employment Act 1997 (Act No. 75 of 1997)
- 3.4 Employment Equity Act 1998 (Act No. 55 of 1998)
- 3.5 Occupational Health and Safety, 1993 (Act No. 85 of 1993)
- 3.6 Labour Relations Act 1995 (Act No. 66 of 1995)
- 3.7 Access Control Act, 1985 (Act No. 53 of 1985)
- 3.8 National Disaster Management Framework, 2005
- 3.9 Waste Management Act, 2008 (Act No. 59 of 2008)
- 3.10 National Building Regulations and Building Standards Act 1977 (Act No. 103 of 1997)
- 3.11 Compensation for Occupational Diseases and injuries Act, 1993 (Act No. 130 of 1993)

STRATEGIC FRAMEWORK FOR SHERQ MANAGEMENT WITHIN THE PUBLIC SERVICE.

- WHO Global strategy on Occupational Health for All.
- WHO Global Workers' plan 2008- 2017
- ILO Decent Work Agenda 2007- 2015
- ILO Promotional Framework for Occupational Safety Convention 2006
- Occupational Health and Safety Convention, 1981 (No. 155)
- ILO Declaration on Fundamental Principles and Rights at Work and follow up, 1988
- United Nations Millennium Declaration and Development Goals (MDG's)
- United Nations Convention on the Rights of persons with Disabilities.
- OHSAS 18001
- WHO Commission on Social Determinants of Health
- Disaster Management Act, 2002 and its Regulations

ROLE PLAYERS AND RESPONSIBILITIES

- The Employer shall ensure that there is protocol for dealing with COVID-19 reported cases and fumigation.
- No official other than the Head of Department or Designated Official

shall disseminate any correspondence to other officials within the Department related to any detected positive cases, fumigation of buildings and or closure of any Departmental buildings.

The Head of Department shall appoint the Compliance Officer to deal with issues of COVID-19 in the Department, the Compliance Officer shall liaise with the Employee Health and Wellness unit in ensuring that health and well-being of employees is safeguarded.

The Compliance Officer and the Employee Health and Wellness unit shall monitor and support the implementation of the protocol on reported cases.

- The Head of Department shall appoint the Occupational Health and Safety /COVID-19 committee consisting of representatives from Programmes and Organized Labor Unions. (PSA and NEHAWU).

- The employer should ensure that all employees observe the rules and regulations of COVID-19 and non- compliance should result to disciplinary measures.

Provide and maintain, as far as reasonably practicable, a working environment that is safe and without risk to the health employees. The employer shall make the Personal Protective Equipment (PPE's) available to employees in order to avert the risks attached to COVID-19.

- Ensure that there is written policy concerning the protection of the health and safety of employees at work, and the safety of the general public and make resources available to fight the COVID-19 pandemic.
- Appoint a designated senior manager in writing to champion the SHERQ programme in the workplace.

- Designate in writing the specified period; health and safety of representatives for the workplace or different stations thereof. Establish one or more safety committees and consult with the committee with a view to initiating, developing, promoting, maintaining and reviewing measures to ensure the health and safety of employees at work.

- Ensure Total Quality Management Systems are in place.

- Designated Senior Manager

The designated Senior Manager shall:

Develop a Capacity building programmes i.e.

Promote competence development of practitioners

Improve capacity development of auxiliary functions (OD, HR, IR, Skills Development, change management etc) to assist with the SHERQ promotion at an organizational level.

Establish e- Health and Wellness information systems.

Form organizational support initiatives i.e.

Ensure Human Resources planning and management.

In order to ensure that social distancing is maintained, the HR planning must include developing of work- plans for officials working in an open plan offices to avoid overcrowding in workstations. The Programme Managers should ensure that operational objectives of the Directorates are not compromised by this process.

Develop integrated SHERQ information system.

All circulars pertaining to COVID-19 issues shall be circulated to all officials using the available platforms such as Posters, E-mails, WhatsApp, SMS and Newsletters.

Ensure financial planning and budgeting.

Develop Governance and Institutional initiative

Mitigate the impact of Diseases on the economy.

Ensure responsiveness to Millennium Development Goals.

Integrating NEPAD, AU and Global programmes for the economic sector.

The SHERQ Coordinator

The SHERQ Coordinator shall:

Coordinate the implementation of SHERQ, project and interventions.

Plan, monitor, and manage SHERQ according to strategies, policies and budgetary guidelines.

Identify personal development needs for individual.

Analyze and evaluate data and communicate information, statistics and results to various stakeholders and management.

Monitors and supports the implementation of the protocol on reported cases.

Health and Safety Representatives

The Health and Safety Representative shall:

- Review the effectiveness of health and safety measures
- Identify the potential hazards and potential incidents at the workplace
- In collaboration with the employer, examine the causes of incidents at workplace, investigate complaints by any employee's health or safety at work.
- Make representation to the employer on general matters affecting the health and safety of employee at work.
- Inspect the workplace, including any article, substance, plant machinery or health and safety equipments at the workplace with the view to improve the health and safety of employees.
- Participate in consultations with inspectors at the workplace and accompany inspectors on inspections on workplace.
- In their capacity as health and safety representatives attend the meetings of the health and safety committee of which they are members, in connection with any of the above functions.
- Act as a focal point for the distribution of the evidence based and generic health and wellness promotional material at workplace.
- Take initiatives to implement awareness activities, or to communicate health and wellness information at workplace.
- Act as a referral agent of employees to relevant internal or external health support programmes.
- Is involved in the identification of health risks at workplace.
- Obtains and makes condoms and femidom available at the workplace and provides usage education thereof.
- Initiates and arranges staff training with regard to employee health and wellness
- Ensure adherence to standards asset by legislation, regulations, SABS ISO, and DOL

HEALTH AND SAFETY COMMITTEE

The Health and Safety Committee shall:

Make recommendations to the Employer or, where recommendations fail to resolve the matter, to an inspector regarding any matter affecting the health or safety of persons at the workplace or any section thereof for which such committee has been established.

- Discuss any incident at the workplace or section thereof in which or in consequence of which any person was injured, became ill or died, or and may in writing report on the incident to an inspector.
- Keep record of each recommendation made to an employer and of any report made to an inspector.
- Ensure adherence to standards as set by legislation, regulations, South African Bureau of Standards (SABS), International Organization for Standardization (ISO) and the Department of Labor (DOL).
- Involve labor relations movement.
- Recommends area of policy improvement.

THE EMPLOYEE

The Employee shall:

- Take reasonable care for the health and safety of him/her and other persons who may be by his /her act or omissions. The wearing of face masks should be mandatory, no employee or visitor should be permitted into the premises without a mask, registering their names at the entrance, having temperature tested.
- Obey the health and safety rules and procedures laid down by his/her employer or any authorized person in the interest of health and safety.
- Report as soon as practicable any unsafe or unhealthy situation which comes from his / her attention, to the employer or health and safety representative for his /her workplace or section thereof.
- If involved in any incident which may affect his/her health or which caused an injury to him/herself, report such incident to his/her employer or to his/her health and safety representative, as soon as practicable.
- Comply with standards as set by legislation, regulations, South African Bureau of Standards (SABS), International Organization for Standardization (ISO) and the Department of Labor (DOL).

THE STEERING COMMITTEE

The Steering Committee shall:

- Draw lessons from policy implementation, monitoring and evaluation.
- Assess the impact of SHERQ on the ongoing transformation of the Public Service.
- Consistently measure the impact of SHERQ on productivity of the Public Service.
- Coordinate the efforts of Departments to address the strategic and SHERQ related issues.
- Ensure that information is cascaded at all levels in the provinces and in the Departments, in Directorates and in Institutions as well as stakeholders and supporters.

LABOUR REPRESENTATIVES

The Labor Representatives shall:

- Represent Employees in the workplace.
- Ensure that the employers fulfill mandates of the Occupational Health and Safety (OHS) Act and Regulations in order to optimize health and safety in the workplace.
- Sit in Occupational Health and Safety (OHS) Committee meetings.
- Make representation to the employer on agreed issues affecting the health and safety of employees at the workplace.

IMPLEMENTATION

- The generic implementation plan for Employee Health and Wellness (EH&W) is the alignment of the logical framework commonly used in policy, programme and project management (inherent in the result based model) and the 12 components of effective Monitoring & Evaluation system and the organizational structure for the implementation of EH&W.
- An effective, efficient and implementable monitoring and evaluation system is required for this SHERQ policy to be successful in measuring achievements of the policy objectives.
- Departments will be expected to develop indicators as appropriate for Micro Macro and Meso levels of governance. The implementation of this policy will follow the result based model. Regular reviews of progress on SHERQ programmes should be conducted.
- The reviews should be conducted quarterly through reports submitted to DPSA by all the Departments.

FINANCIAL IMPLICATIONS

The cost associated with the implementation of this policy must be met with individual Department's budget.

MONITORING AND EVALUATION

- Monitoring and Evaluation have a significant role to play in the SHERQ interventions as it assists whether the programme is appropriate; cost effective and meeting the set objectives. The 12 components that should be included in the SHERQ M&E systems are:
- Organizational Structure with Employee Wellness Monitoring & Evaluation functions.
- Human Capacity for Employee Health Wellness Monitoring and Evaluation.
- Partnership to plan, coordinates, and manages the Monitoring and Evaluation system.
- National multi-sectoral EH&W plan.
- Annual costed national EH&W work plan.
- Advocacy, Communications, and culture for EH&W monitoring and evaluation.
- Routine EH&W programme monitoring.
- Survey and Surveillance.
- National and Sub-National EH&W Database.
- Supportive supervision and data auditing.
- EH&W evaluation and research.
- Data dissemination and use.

Please read the complete policy shared on the departmental website

DEPARTMENTAL OFFICIALS SHINE AT THE COMRADES MARATHON



The recent Comrades Marathon, held in KwaZulu-Natal, proved to be a true test of physical and mental endurance for even the most seasoned athletes. But three officials from our department, Zwitwaho Khwekhwe, Pat Nkosi, and Lesetja Machete, stood out from the crowd, demonstrating unwavering determination and mental toughness as they conquered the daunting 86-kilometer course.

The Comrades Marathon is renowned for pushing athletes to their limits, and this year's event was no exception. But these three officials not only rose to the challenge but also inspired their colleagues with their impressive performances. Their dedication to fitness and profession is a shining example of what can be achieved with hard work, perseverance and mental resilience.

Mr. Zwitwaho Khwekhwe, a seasoned veteran, has made it his annual tradition to complete the 86km course, finishing in an impressive 08 hours and 52 minutes for the fifth consecutive year. His consistency is a testament to his unwavering commitment to fitness goals and his ability to balance work and rigorous training.

Mr. Pat Nkosi, another seasoned athlete with four years of experience under his belt, demonstrated remarkable grit and determination as he completed the course in an impressive 10 hours and 09 minutes. His outstanding debut performance has set him up for a promising future in long-distance running, inspiring his colleagues with his unwavering dedication to his fitness goals and serving as a beacon of motivation to pursue their own athletic aspirations.

Mr. Lesetja Machete, who has participated in the Comrades Marathon for three years now, finished the course in 10 hours and 06 minutes. His consistent performance has made him a role model for his colleagues, who are inspired by his dedication to fitness goals.

The Head of the Department, Mr. Sam Ngubane, praised their efforts, saying, "I am incredibly proud to see our departmental

officials pushing themselves to new limits and representing our department in such a prestigious event. Your hard work and dedication are an inspiration to us all. The officials' participation in the Comrades Marathon is not just about individual achievement but also about setting an example for their colleagues".

In their own words:



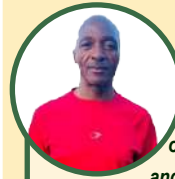
Pat Nkosi:

"As a seasoned marathoner and ultra-marathon runner, I've had the privilege of pushing my limits and harnessing the power of unwavering commitment. Over the years, I've developed a reputation for my tenacious determination and perseverance, traits that have enabled me to conquer even the most daunting challenges."



Lesetja Machete:

"As I stood at the finish line, beaming with pride and a broad smile on my face, I felt an overwhelming sense of accomplishment. My enhanced speed and agility were a direct testament to my relentless training regimen, and I was thrilled to have pushed myself to new levels of performance."



Zwitwaho Khwekhwe: *"I have dedicated myself to the pursuit of excellence, investing countless hours in honing my skills and pushing my limits. The culmination of this hard work and perseverance was a triumphant moment as I crossed the finish line with a remarkable time and an overwhelming sense of pride."*

"The Head of Department emphasized the significance of the employees' participation in the marathon, highlighting how it serves as a powerful reminder to prioritize their own health and well-being above all else. By dedicating time and effort to training for the event, employees are forced to put their own needs first, taking a break from the demands of their daily responsibilities and making a conscious effort to focus on their physical and mental well-being.

This not only benefits their overall health, but also fosters a sense of resilience, discipline, and self-care - essential qualities for navigating the demands of a busy work environment. Moreover, the experience serves as a tangible demonstration of the organization's commitment to employee wellness, reinforcing the message that their health and happiness are valued and supported. Their impressive achievements did not go unnoticed."

WORKSHOP ON MINING IN RURAL COMMUNITIES



The Mpumalanga House of Traditional and Khoisan Leaders recently convened two day pivotal workshop on 4 – 5 June 2024 , at Anew Hotel in White River. This was done in collaboration with the Department of Mineral and Energy, aimed at fostering a nuanced discussion on the opportunities, initiatives, and challenges of mining in rural communities. This landmark event brought together a diverse array of stakeholders to tackle the complex impact of mining activities on traditional land and communities.

During the workshop, participants engaged in a rich exchange of ideas on topics such as sustainable mining practices, community consultation, and economic development opportunities for rural communities. The discussions underscored the paramount importance of striking a delicate balance between economic development and environmental conservation to ensure the long-term well-being of communities in mining areas.

One of the key takeaways from the workshop was the need for increased collaboration between the government, mining companies, and local communities to ensure that mining activities benefit the community as a whole. This encompasses providing training and employment opportunities for

locals, as well as investing in infrastructure and social development projects in mining areas. However, the workshop also highlighted the significant challenges faced by rural communities in the mining sector, including environmental degradation, displacement of communities, and loss of cultural heritage.

Participants emphasized the pressing need for improved regulations and enforcement mechanisms to protect the rights of traditional communities and ensure sustainable mining practices. The workshop served as a valuable platform for dialogue and collaboration between the Mpumalanga House of Traditional and Khoisan Leaders and the Department of Mineral and Energy, allowing these stakeholders to identify solutions to the challenges faced by rural communities in the mining sector and create opportunities for sustainable development and economic growth.



Calendar of Events during the month of July 2024

RESPONSIBLE OFFICE	ACTIVITIES / EVENTS	DATES	RESPONSIBLE OFFICIALS	VENUE OF THE EVENT
Traditional Institution Management	Cultural Function (Ummemo)	06/07/2024	Mr HB Magagula	Nkambeni TC: Sandriver
	Cultural Function (Ummemo)	27/07/2024	Mr HB Magagula	Kwa-Ndwalaza TC: Bergplaas
Communication and ITS	Mandela Day Celebration	20/07/2024	Ms. L Msibi	Dr JS Moroka Local Municipality

TAKE NOTE: INFORMATION PROVIDED IS SUBJECT TO CHANGE WITHOUT NOTICE

 Event

 Meeting

COGTA's Talk shows on SABC Radio Stations

Tune in to
Ligwalagwala fm @ 19h44
Ikwekwezi fm @ 19h15

TO BE CONFIRMED



MONTH OF JULY BIRTHDAYS

MAKUKULE V MS
MLANGENI MZ MS
MASHABA NH MS
KUNENE SS MR
MSIBI LZ MS
MAVUNDHLA JP MR
TSELA TA MR
NKUNA AT MR
MHLONGO BS MR
MATHEBULA EM MR
NDHLALA SB MS
MASEKO SA MS
INAMA GB MR
MATSANE P MR
MALAZA DG MS
MALOMANE KM MR
SKOSANA VL MS

MSHWANA MO MR
MATIKANE MK MR
KHUMALO MA MR
MALINGA TP MR
MASINA JM MR
SUKAZI SS MR
NKABINDE DM MR
REPINGA OJ MS
NTSIMBI MC MS
NGWENYA C MS
JIYANE EL MS
POO HD MS
MBONANI FL MR
MASEKO HI MR
SEODISA RP MR
MATHEBULA PT MR
MLOTYWA PR MS

RALIJO KM MS
ZANDAMELA LE MR
NGOBENI MF MS
SELAMOLELA IL MR
SIHLANGU TY MS
SEAKAMELA RC MS
KEKANA JM MR
MASOMBUKA JA MS
MOSOTHO SR MS
MOKOENA ET MS
BUTHELEZI BS MS
NKALANE NJ MS
MTSHWENI SJ MS
MADLOPHA SS MS
LOOCK MW MR
NDHLOVU X MS
SIKHOSANA SJ MS

MANZINI RB MR
SAMBO T MR
MOTUBANE DLM MS
MASULILA CCC MR
MOEPI AM MS
MAHLANGU RB MR
(IKOSI)
MASEKO LE MS
MAGAGULA KS MS
MAPUTU RM MS
MSIBI L MS
NDHLOVU MF MS
KHUMALO LD MS
SHABANGU NP MS
MLIMI SB MS
SIBANYONI TW MR
MKHABELA DS MR