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## MORE CHALLENGES FACED BY WOMEN EVERYDAY

Ms Vuyelwa Nhlapo, Chief Director: Senior Management and Conditions of Service

ugust is the National month for Women. To me the focus on women should not only be once a year but should be throughout the year given the challenges that are faced by women globally and particularly in our democratic state, that is still in the process of transformation.

Women have and are still suffering from untold hardships ranging from violence, rape, HIV/AIDS, abuse, sexism to mention a few. When we hear about the stories of these wounded souls, we tend to think that these incidents are happening somewhere else and are affecting other people. These incidents are happening in our everyday life - they are also happening to us, and our colleagues in the workplace.

Women are abused physically and emotionally. At workplace, they are still denied access to leadership positions and as a result they are still trapped in the chains of male dominance with little or no recognition of their capabilities.

As women we need to begin to face these challenges head-on. We have been hearing about all the legislative frameworks that have been put in place to deal with most challenges faced by women, particularly in the workplace. Although there are pockets of success here and there, the truth of the matter is that there is still much to be done to deal with issues that affect women. Our organisations are still not geared to be driven by women. Is it because women still have to do things a hundred times better than men to be recognised as leaders? Are our organisations suffering from PHD (Pull her down Syndrome)? Are women also taking a passive role in making things happen?

As we turn the tide, this is the time for Public Service Commission women to visibly and vigorously make a difference not only in the lives of other people but also in their own lives. Let us hold each other's hand and take one step at a time moving forward. We will fall on the way but should learn to stand up, brush ourselves and move forward. We will fail on the way but let us remember - "FAIL is the First Action In Learning". Let us hold hands together and show that we can do it and it is not impossible.







### THE TIDE HAS TURNED

By Noleen De Free

### "To save the African continent, we must first save African women".

his was the call made by Deputy Minister of Justice, Ms Cheryl Gillwald, during the Womens's month launch of the Office on the Status of Women in the Office of the President on August 1, 2003.

Ms Gillwald gave an overview on what her department was doing to ensure the betterment of women's lives all over South Africa.

She said although the living conditions of the majority of women have undergone significant qualitative change, there were still some areas of concern, such as the issue of maintenance grants and other socio-economic factors.

Although a lot of improvement has also been done in terms of women now having access to housing and essential services such as water and electricity, a "lot still needs to be achieved" insofar as shortcomings within the justice system or women not having access to a fair and impartial treatment within the system.

For the benefit of *Izwi* readers in the Western Cape, a National Women's Day event in their Province will be held on 26 and 27 August 2003.

More information on Women's Month Consultations can be obtained at the following number: **0800314446.** 



### INGXOXO ZAMA KHOSIKAZI

By Noleen De Free

### **Conversations amongst Women**



From left are: Ms Virginia Mashele, Phume Khumalo and Lolla Human

omen from the different portfolios within the Ministry for Public Service and Administration were treated to a luncheon in Pretoria during a Women's Day Feminar hosted by the Minister for Public Service and Administration, Ms Geraldine Fraser-Moleketi, in celebration of Women's Month early in August this year.

The Feminar provided a platform for women within the MPSA (DPSA, OPSC, SAMDI, CPSI and SITA) to discuss and share their experiences ten years into democracy within the theme, 'The Tide has Turned'.





The programme included cameos, in which ordinary women within the Public Service, talked about how their lives have changed for the better over the last ten years due to legislation and policy changes. Plenary discussions were also held during the Feminar and a report back given on some of the issues affecting women across the board.

During her keynote address, Minister Fraser-Moleketi said it was imperative that women be afforded an occasion of this nature to reflect on the impact of these ten years of freedom in their lives. The Feminar was in the tradition of the "Women's Charter" where women across MPSA discussed their experiences of freedom and democracy, their assessment of priorities and challenges for South Africa as the country approaches the first ten years of freedom and their aspirations and visions for the next ten years.

Minister Fraser-Moleketi gave a vote of thanks to all public servants who unselfishly devoted time doing community service, i.e., painting of an old age home in Soweto as well as those who participated in the Letsema programmes. She also mentioned that the demographics are still not ideal in terms of gender equality and said more women should be occupying decision making positions or be placed in senior management positions.

During the celebrations, Minister urged women in the MPSA not only to reflect on "our own lives but also those of women within Africa".

The women were entertained by a talented township women's band during the proceedings.

At the end of the Feminar, the Minister handed awards to three women within each department who were voted for, by their colleagues. OPSC voted for Virginia Mashele, Lolla Human and Phume Khumalo as the top three women in the organisation.

The conversations amongst women at the Feminar will culminate in an MPSA booklet in which their experiences and stories will be recorded and handed over to the Office on the Status of Women within the Presidency, to be incorporated in a report to reflect a national image of the impact of the ten years of freedom on women especially. (An excerpt of the booklet is included in this edition of *Izwi* on page 5)

DPSA also used the Feminar to launch the Mentoring programme of the MPSA.







# THE IMPACT OF THE WOMEN'S DAY FEMINAR ON THE MIND OF A YOUNG WOMAN

By Kedi Aphane

peakers of different generations delivered inspirational messages at the Women's Day Feminar held in Pretoria recently. Among the speakers, I was touched by the following women's words: Ms Virginia Mashele; Dr Shirley Mahlase; and Minister Geraldine Fraser-Moleketi.

Virginia Mashele made it very clear that you do not have to be advantaged to make something out of yourself. I was moved when she mentioned the three D's "that are totally indispensable; Determination, Discovery and Devotion". I have always believed that if one has zest to be a better person in life, they should discover who they are first; where are they at this present moment; where they want to go; and how they are going to get there.

Ms Mashele impressed upon me that even when I know where I want to go, I must realise that it will not be easy to reach my destination. As she said, "the road to success is not an easy one but if you have faith and courage, you will be able to survive". She sensitised me that I am the master of my own destiny and I now know for sure, that there is a hero in me. I can walk tall into the world without worrying of not making it. As she indicated, "it is through this journey that we gain strength".

Dr Mahlase's speech complemented that of Ms Mashele on a broader level. As I sat there listening to her speak about the subject of gender, I could not help it, but totally agree with her. Her definition of 'gender' as "a social construction" that is more about the societal expectation that people (men and women) play, was to me, spot-on.

She justifiably raised a concern that although "research shows that women are not given opportunities to do what they do best", their latent roles are still not being played in the workplace. For example, women do actual budgeting in their households and they excel in that. As she said, we are fortunate that this is about to end because we now have the Legislation.

Minister Fraser-Moleketi validated what Dr Mahlase has said. She mentioned among other key issues, gender mainstreaming and mentoring in the workplace. She believes that men should not be left out in the implementation of programmes that aim towards women representation, particularly at the senior management level

On the subject of mentoring in the workplace, the Minister reckons that the more experienced women should work closely with less experienced ones with the aim of imparting knowledge. She sees mentoring as being supposed to be of mutual benefit to both parties. To this effect, she urged the powerful not to pull down the less powerful. To me this said; 'No more PHD Syndrome'. Of course, PHD standing for Pull-Her-Down.

The speeches of these three remarkable women really made me feel very proud to be a woman; a woman of substance!!







## An excerpt from the MPSA booklet, featuring Virginia Mashele

By Noleen De Free



### "CONVERSATIONS AMONGST WOMEN"

Ms Virginia Mashele, Assistant Director: Group Human Resources

n1994, when the majority of South Africans finally saw the light that would lead us to a free democratic country with a Constitution that based a premium on human dignity not just for a chosen few of a particular hue, one very courageous black South African woman, Virginia Mashele, also had her epiphany.

Mashele was at the ripe old age of 28 when it dawned on that important year in our history that, perhaps the key to unlocking the shackles of poverty and personal underdevelopment lay in acquiring some education. By then Mashele had a 'brood' of three whose future, she reasoned then, would be bleak if she did not act.

And act she did. Mashele had gone to school only up to standard 8 (grade 10). She would need to pass matric to go to university. But that's not such a big problem, after all, there are adult schools through which so many in our country who are now successful got their matric qualifications.

But Mashele would not even consider that option. She wanted to be a fulltime pupil at any High School willing to accept her. Not many were, though. She looked and looked but far and wide as she did, not a single school was ready to enroll such a granny, at least not in the area previously known as the Transvaal.

So off to KwaNdebele, she went, finally finding a home in Sele Secondary School. Mashele had previously schooled in KwaNdebele.

"It was a bit awkward for me at first, you know, I mean you can imagine, at my age then, having to put on a school dress like other pupils. But I was ready to make that sacrifice." Fortunately Mashele has a soft brain that absorbs quickly and come end of that year, she passed her matric with exemption.

Today Mashele is an Assistant Director in the Human Resource Division of the OPSC, thanks to her efforts, all those years ago. Mashele who says that she finds fulfillment in her work, had this to say about opportunities open to women: "They say these days that for South African women, the tide has turned. I say, yes, it has turned, and not half, but completely. There are opportunities out there if only we could fold our sleeves and knuckle down and realise that not every door that is closed is locked".

Continued on the next page...







"Nothing comes out of nothing," says Mashele, who went on to study for a BA degree in education with Vista University, following her matriculation. She had to do washing for her lecturers and also depend on the charity of her pastor in Winterveld, North West where she now resides. It was this pastor, who also managed to help her secure a student loan for her tuition.

Mashele has got a lot of appreciation of the opportunities that the new South Africa has afforded her and many other women, especially, those who were like her, the most marginalised, victimised, harrased and perceived to be incompetent in the old South Africa.

"And I am a beneficiary of affirmative action, I don't want to lie. Before I came to work here I was a human resource clerk at the Independent Complaints Directorate and a Senior Training Officer at the Department of Home Affairs. But because of the policies in place now, and given my experience, ability and qualification, I quickly moved to a Middle Management position within the department. It would have taken years, for me to be able to achieve that in the old South Africa."

Unmarried with three children as mentioned earlier, Mashele is now channeling all her energies into making sure that they get all the education she once feared she would never be able to provide for.

While it is true that the taste of freedom has not been all that sweet for many in the country, people like Mashele are living proof that sometimes you just have to add some honey to the lemon that life so often hands us.





### NEW OFFICE STATIONERY ROLLED OUT

By Noleen De Free

The O/PSC has rolled out new stationery for use from the month of August.

This is in line with Directorate: Communication and Information Services' commitment to enhance the corporate image of the organisation.

New stationery includes letterheads, fax cover sheets, memorandum pads, complimentary slips, desk pads for Commissioners and Senior Management, business cards and notepads.

Also, while in the past stationery was ordered from D:CIS, it was decided to shift this through to Group Purchasing and Logistics, who are now handling all stationery requests of the organisation.

Corporate gifts for OPSC are also currently in production and will be unveiled in September. Plans are also underway to massproduce promotional items for all staff and other stakeholders.

### SOUTH AFRICA TAKING ACTION (National AIDS Conference)

The first South African National AIDS Conference was held in Durban early in August following the successful International AIDS Conference held there in 2000.

OPSC's Special Programmes Officer, Ms Lolla Human, attended the event.

The purpose of the conference was to share new research findings as well as experiences in implementing AIDS programmes for prevention and care.

Lolla said the conference was also "a time of reflection, a time of sharing and a time of renewal. The scientific content of the conference was without question, first rate."

She said the programme comprised of presentations from many leading international AIDS researchers as well as the cream of South Africa's AIDS researchers.

The theme of the conference this year was "Taking Action" and Lolla said this was based on the theme at the international conference, "Breaking the Silence".

"Everyone must take action and fight the HIV/AIDS pandemic with passion, pride and promise. Together we can make a better life for all", Lolla added.



### INSTITUTIONS SUPPORTING DEMOCRACY IN LIMPOPO JOIN HANDS

By Manase Makwela



From Left are: Commissioner Koko Mokgalong and Ms Rose Nelwamondo

"We pledge our continued involvement and active participation in LFISD's activities and programs. We hope to add value to the forum and its member organisations and in turn hope to learn from and strengthened by them".

hese words were uttered by the OPSC's Limpopo-based Deputy Director, Ms Rose Nelwamondo, at the historic occasion to mark the launch of the Limpopo Forum for Institutions Supporting Democracy (LFISD) in Polokwane on 11 July 2003.

The LFISD comprises of the Office of the Public Protector, Independent Complaints Directorate (ICD), South African Human Rights Commission (SAHRC), Commission on Gender Equality (CGE), Independent Electoral Commission (IEC), Limpopo Youth Commission (LYC), Land Claims Commission, Commission for Conciliation, Mediation and Arbitration (CCMA), as well as our own, Public Service Commission (PSC).

Throughout the proceedings, it was evident that all member institutions agree that the Forum will enable them to be economic, effective, and efficient, in that they will handle issues jointly and share resources, cover a wider scope in their day-to day operations, and also deliver quality services timeously. According to the Commissioner on Gender Equality, Reverend Bafana Khumalo, the launch signaled "...collaboration to jointly support democracy." Emphasising the need to work together, Rev. Khumalo continued by echoing the sentiment held by all the Member Institutions, that "we are tired of working in silos".

The launch was chaired by the PSC's Limpopo-based Commissioner, Ms Koko Mokgalong, who used every opportunity that presented itself, to sneak in a quotation or two, to inspire those who attended. In one of her moments,









Commissioner Mokgalong borrowed from the late revered Mother Teresa, when she said that the size of the Forum should not be a factor because "Strength lies in small things".

The guest speaker at the launch, excuse the pun, was the Deputy Speaker of the Limpopo Provincial Legislature, Ms Koti Nyama, who also chairs various Legislature committees and is in the forefront of women empowerment initiatives. Ms Nyama could not hide her appreciation of the work done by government "to deepen democracy". She encouraged South Africans to view themselves as Africans. She was however quick to raise a concern about potential leaders who hold big brother mentality, "thinking that for their countries to succeed, they need to have support of a big brother from somewhere outside their countries". According to her, "South Africa needs no big brother from outside. We have enough and relevant structures to monitor and advise government accordingly", she concluded.

In response to Ms Nyama's address, Commissioner Mokgalong, promised that as members of the Forum "we will not allow ourselves to be compromised by among others, politicising this structure". Knowing that the Forum is mostly constituted by politicians, this commitment from Commissioner Mokgalong drew wild applause from the audience. She further assured Ms Nyama that the Forum will work very closely with the Office of the Auditor-General.

At the end of it all, Ms Motlatjo Mahapa, the OPSC's representative on the Launch Task Team that also included Ms Thina Lithole from IEC and Mr Sipho Dikgale from CGE, summed it when she said: "it was worth the sacrifices we made". Having attended this launch, yours truly can only agree with Ms Mahapa and safely say, 'Wow! What a day it was!

In addition to the dignitaries already mentioned, the launch was attended by Commissioners and Heads of various Limpopo based Institutions Supporting Democracy, the media, as well as community-based and non-governmental organisations.

For the benefit of those based outside Limpopo Province, member institutions of this Commission on Gender Equality-led Forum, are represented by the following Commissioners/Heads:

**CGE -** Reverend Bafana Khumalo:

**SAHRC -** Ms Charlotte McClain;

**IEC -** Reverend Zwo Nevhutalo (as Provincial Electoral Officer);

LYC - Mr Malusi Mogale;

**Public Protector -**Mr Naledzani Mukwevho

(as the Regional Rep);

ICD - Mr I.H. Khuba (as the Regional Head);

Land Claims Commission - Mr Mashile Mokono;

**CCMA - Mr Piet Shai; and** 

**PSC -** Ms Koko Mokgalong.







### MPSA DESCENDS ONTO MITCHELLS PLAIN

By Manase Makwela



**OPSC Western Cape Regional Office officials** assisting with service delivery at the Department of Home Affairs during *Letsema* 

### "What will happen when we are gone?"

This is the question that never left the lips of the many public servants who 'invaded' Mitchells Plain between 9 and 12 July this year, as part of the *Letsema* Campaign that was run by the Ministry for Public Service and Administration (MPSA).

This Letsema Campaign was a clearly planned project intended to support the MPSA Budget Week, during which the Minister for the Public Service and Administration, Minister Geraldine Fraser-Moleketi presented her Ministry's Budget Vote speech to the National Assembly and the National Council of Provinces.

If truth be told, preparations towards the Budget Week were by no means 'a piece of cake' whose repeat serving one could wish for. However, despite leaving the overall preparations until the eleventh hour, the success of the Budget Week showed exactly what people could achieve when they are willing to make sacrifices in support of a just and common goal.

The Head of Ministry, Ms Melanie Bernard-Fryer, led the Task Team that did this splendid job. The Team consisted of the Centre for Public Service Innovation (CPSI), State Information Technology Agency (SITA), South African Management Development Institute (SAMDI), Department of Public Service and Administration (DPSA), and PSC.

The OPSC, had to assist in organisation of among others, logistics on transport, catering, exhibitions, invitations, and such necessary tasks. However, the best cat was let out of the bag during *Letsema* in Mitchells Plain, where SITA and SAMDI trained the youth from Mitchells Plain and surrounding areas on various empowering aspects such as computer programmes and project management.

Apart from training, civil servants and some members of the community visited government departments in Mitchells Plain to assist with whatever tasks that those departments needed assistance on. What was even more pleasing was to see senior managers also volunteering their services, abiding to instructions from even junior officials who happen to be supervisors in their respective departments.









The positive attitude expressed by the volunteers followed a short and strong worded speech delivered by the Director-General of SAMDI, Mr Bobby Soobrayan, the night before the first day of the Budget Vote Week. Mr Soobrayan impressed upon all the civil servants in attendance that "none of us is here to do favours to the people of the Western Cape. We came here with a purpose to assist where our assistance is needed. Ours is not just to assist for this one week; but to leave a lasting impression that will inspire the locals to volunteer their services when we are gone".

So, when the volunteering civil servants asked "what would happen when we are gone?", they were not raising doubts about the professionalism of the institutions that they were assisting but rather, they were asking themselves whether their contribution was reaching the ultimate goal; to inspire the locals to volunteer their services and improve overall service delivery to their people.

As one would correctly guess, the OPSC was not left behind in this 'hand-lending programme'. Ms Marlene Slier, Mr Ronald Erasmus and Mr Jeremy Kannemeyer, from the Western Cape Regional Office, as well as Mr Stan Van Schalkwyk from the Parliamentary Office, ably represented the OPSC, also folding their sleeves to "do the best we can for our people". When yours truly caught up with them at Home Affairs, filing Identity Documents and helping with other chores, I could not help but be proud of being their colleague. What took place in Mitchells Plain, as Minister Fraser-Moleketi said in her speech, was part of a noble project of "Building a participatory, effective public service with integrity".

Among the institutions assisted during the Budget Week are:

Departments of Social Service.

Correctional Services.

Home Affairs,

Labour,

Justice, and

Education,

Mitchells Plain Police Station,

Mitchells Plain Day Hospital, and

Lentegeur Psychiatric Hospital.

Duties ranged from cleaning, handy work, to basic administration such as filing.







### JOINING HANDS FOR BETTER HEALTH CARE

By Manase Makwela



### OPSC officals,

Ms Zanele Dhludhla (third from left) and Mr Walter Mnisi (right) together with:

Represenatives from the Mpumalanga Provincial Health Department, during Citizens Forums Feedback Session in Mananga

Mananga village is one of the quietest areas in the Ehlanzeni District of Mpumalanga Province. The noises that can be heard from a distance as one approaches this place that is still at peace with nature, are those of birds, donkeys, and cattle. It is only when one sets foot at Mananga, that one realises that the place is actually home to very friendly, down-to-earth and respectful people, many of whom have come to accept their quiet way of life as the only way - at least not after the municipality started ringing developmental changes in this area.

Mananga is a typical poverty-stricken rural area, situated within the Nkomazi East region, roughly 130 km from Nelspruit, in the border area of South Africa, Swaziland and Mozambique. There are no facilities in terms of clean water or sanitation and people still use pit latrines and water from bore holes and streams. Electricity, which to many is still a luxury, is only being introduced lately. The place has no clinic; mobile clinic visits the area once every 4-6 weeks, using the Mananga Community Hall as a base; a base from which almost all key community services are rendered. But as Professor Stan Sangweni, the PSC Chairperson, remarked: "our government is bringing change to our people's lives. To see basic services being introduced at remote areas as this shows that we now acknowledge that all our people deserve a better life".

It was at Mananga, where yours truly, was introduced to the concept of Citizens' Forum, in action - a joint venture between the Public Service Commission and the National Portfolio Committee on Public Service and Administration. The date was 07 July 2003, when Mananga came to life - thanks to a Citizens' Forum feedback session, where the Mpumalanga Department of Health was going to make a commitment to the recommendations emanating from previous Forums held in the province last year.

This, the Department of Health did through a public servant who oozes energy and the courage to help the disadvantaged majority, Ms G.M Mathebula, who is the Health Director, in the Primary Health Care division. Community representatives came with all sorts of transport imaginable in such an area and following their passionate participation, one would justifiably say, the whole exercise was worth their attendance.









Listening to both OPSC Acting Director-General, Professor Richard Levin and Ms Zanele Dhludhla, Director for Security Services, both of whom oozes passion about the Citizens' Forums, one could easily deduce that the Citizens' Forum concept is a unique and distinctly South African development; a development "whereby institutions independent of the Executive participate jointly with citizens in proposing practical measures to improve service delivery and contribute towards the consolidation of government's people-centred development programme".

This method of consulting citizens with regard to service delivery and implementation, does not look at the Department in its entirety, but focuses very specifically on certain key programmes and their delivery in one place. "Citizens' Forums are intended as educational, empowering and partnership based interventions at which ordinary people are given an opportunity to speak out about their experiences as recipients of government-provided services". This concept was piloted in Mpumalanga and Eastern Cape in the Department of Health and Social Development respectively, following both the workshop and public hearing formats.

Because of their interactive nature, the Citizens' Forums make it necessary for the Department under focus, to report back to the community on the recommendations they can be able to implement given all factors they operate under, and those that they cannot be able to implement at a particular stage. This was no different at Mananga, where the Department of Health made a commitment that the Forum discussed and assigned realistic timeframes within which it has to be implemented.

This, yours truly can attest to, took place in the presence of representatives of higher offices, amongst them, the PSC Chairperson, Professor Stan Sangweni, Chairperson of the National Council of Provinces, Mr B.J. Mkhaliphi, representative of the National Assembly, Mr B. Mthembu, Mpumalanga Provincial Legislature's Ms Phumzile Ngwenya, PSC Commissioner based in Mpumalanga Province, Mr David Mashego, and the Mayor in whose municipality Mananga falls, Mr Selby Khumalo. But the question some of the readers could be asking themselves is' what gave birth to this kind of an overdue concept.

According to the Citizens' Forum Update Report released in February last year, the Citizens' Forum concept was informed by the need to develop tools and methodologies that will promote the incorporation of the views and perceptions of citizens in the process of service delivery and decision-making. After exploring a number of different citizens participatory methods being used in different countries, including citizens' juries and the traditions of democratic public action in India, Nicaragua and the Philippines, the PSC opted in cooperation with the National Parliamentary Portfolio Committee on Public Service and







Administration, for a conception and set of practices allowing for significant participation by representative citizens' groupings in service delivery improvement, hence the birth of the Citizens' Forums.

In addition to Mananga, the follow-up pilot Citizens' Forums were held in Piet Retief, which is a peri-urban area within the Gert Sibande District, on 12 August and Witbank, which is an urban area within the Nkangala District, on 14 August this year. The Citizens' Forums held at these areas emerged with four broad themes namely; Shortage of medicines; Clinic and hospital management; Personnel management; and Accessibility of health services.

As part of the Citizen's Forum process a monitoring protocol will be developed by the PSC to ensure that the undertakings promised by the departments are actually implemented. Where the department fails to implement, this monitoring protocol will ensure that the community is made aware and also given explanations as to why there is such a failure. This protocol as one would expect, will call for partnerships between the concerned departments, PSC, municipalities and the communities.





### NEW TRAVELLING AGENCY COMES ON BOARD

By Mamsy Hlahane

For the past two years the Office has been using *Rennies Traveling Agency* for accommodation and traveling bookings. Now there is a new internationally recognised service provider called *Connex Travel*. This Pretoria-based service provider is affiliated with BTI, which is an international company.

Connex Travel comes with new and exciting ideas of making a trip to be more fun, even if it is a business trip. Their staff personally makes a promise to exceed the OPSC's highest expectations.

To ensure that this promise is achieved, Connex Travel held a workshop with the Office's Secretaries at the Burgers Park Hotel in July this year. At the workshop, it was emphasised that the correct information given by a client is the key to quality service. Correct spelling of the names, voyager numbers, special meals and medical condition of a client are amongst the key information which needs to be correct at the time of booking, in order to add fun into one's trip.

To proactively gather the information on regular travelers in each Directorate, Connex Travel issued Passenger profile forms to the Secretaries during the workshop. Information

required on the forms include seating preference and special meals of passengers on the plane, and extra mural activities such as sports, for purposes of providing hotels with sufficient information during bookings, so that they can make one's stay enjoyable.

Although all look rosy, those who like making last-minute travel arrangements would be disappointed to note that special meals have to be ordered 48 hours in advance. So, if you leave it until late, know that you can't be a chooser; you'll have to do it the beggar way.

Connex Travel has been awarded a two-year contract with effect from 01 August this year.

For more information about this company check its website:

www.viewtrip.co.za.

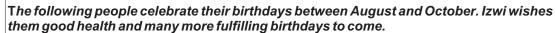






By Mamsy Hlahane





Birthday List for August 2003						
NAME	TITLE	BIRTHDATE	OFFICE			
Chauke MP	Mr	14 / 08	Head Office			
Ernstzen JH	Mr	10 / 08	Head Office			
Halefose CE	Ms	04 / 08	Head Office			
Henning JS	Ms	15 / 08	Head Office			
Jacobs CE	Ms	23 / 08	Head Office			
Kirsten TM	Mr	18 / 08	Head Office			
Lediga HN	Ms	30 / 08	Head Office			
Mavimbela BC	Ms	02 / 08	Mpumalanga R/O			
Mokoena CM	Ms	13 / 08	Head Office			
Nemavhidi NR	Ms	25 / 08	Head Office			
Selolo EM	Mr	12 / 08	Head Office			
Shabangu SV	Mr	20 / 08	Head Office			
Shai MM	Ms	19 / 08	Head Office			
Van der Pol AJ	Ms	20 / 08	Head Office			

van der Pol AJ	IVIS	20 / 08	неаа Опісе		
Birthday List for September 2003					
NAME	TITLE	BIRTH DATE	OFFICE		
Funani FP	Mr	18 / 09	North West R/O		
Govender GS	Ms	30 / 09	Head office		
Hlahane ME	Ms	20 / 09	Head Office		
Joubert JH	Mr	11 / 09	Head Office		
Mampuru MJ	Mr	11 / 09	Head Office		
Mngomezulu TV	Ms	20 / 09	Head Office		
Mohale MN	Mr	03 / 09	Free State R/O		
Molotsane MA	Ms	02 / 09	Gauteng R/O		
Morule FK	Mr	09 / 09	Free State R/O		
Ntsoane SP	Mr	28 / 09	Head Office		
Pheme RJ	Ms	01 / 09	Limpopo R/O		
Ramafoko HD	Mr	23 / 09	Head Office		
Rasebopye MML	Ms	20 / 09	Head Office		
Ringane J	Mr	20 / 09	Head Office		
Sangweni SS	Mr	13 / 09	Head Office		
Steenkamp AMY	Ms	28 / 09	Head Office		
Swartz LG	Ms	24 / 09	Head Office		
Van der Merwe ID	Mr	10 / 00	Hood Office		

ı	Swartz LG	IVIS	24 / 09	неаа Опісе
	Van der Merwe JP	Mr	19 / 09	Head Office
	Varda VG	Ms	25 / 09	Mpumalanga R/O
	Birthday list for Octobe	er 2003		
	NAME	TITLE	BIRTH DATE	OFFICE
	Bardien AA	Mr	07 / 10	Head Office
	Dunga AM	Ms	27 / 10	Western Cape R/O
	Kgarai AO	Ms	07 / 10	Head Office
	Khoza RH	Ms	08 / 10	Head Office
	Mapholisa T	Mr	12 / 10	Gauteng R/O
	Mathubela MJ	Mr	10 / 10	Head Office
	Mgaguli LT	Ms	26 / 10	Kwazulu Natal R/O
	Mngomezulu DS	Mr	25 / 10	Head Office
	Msipha SM	Ms	24 / 10	Head Office
	Muthusamy P	Mr	14 / 10	Head Office
	Naidoo IA	Mr	19 / 10	Head Office
	Ngema SW	Mr	20 / 10	Head Office
	Ngomane FH	Mr	05/10	Head Office
	Nkwanyana D	Ms	22 / 10	Gauteng R/O
	Phala TM	Ms	31 / 10	Gauteng R/O
	Qithi LC	Ms	24 / 10	Free State R/O
	Rossow JL	Mr	24 / 10	Head Office
	Wentzel BQF	Mr	10 / 10	Western Cape R/O
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### UMP BACKPAG



### **FOOTPRINTS**

By Mamsy Hlahane



he 'Footprints' is your window to news about recent transfers, promotions, appointments, retirement/pension, and resignations. Izwi welcomes the new ones, congratulates the promoted, and wishes those who have left, the best wherever they go.

### Period: June - July 2003

Mr François van Eck Chief Personnel Officer

SD: GHR 30 /06/ 03 (Last Day)

Transfer: CIPRO

**Mr Charles Bouth** Senior Personnel Officer

SD: GHR 30 /06/ 03 (Last Day)

Transfer & Promotion: Dept. of Environmental Affairs and Tourism

Mr Sipho Ngcobo Director: Group Info Technology

SD: GIT

01/07/03

(Day Appointed)

Transfer & Promotion

\* There is no one who took a pension or early retirement during this period. Also, there are no new appointees.



Inform us about any upcoming events in your divisions by sending information to Ben De Villiers at BenD@opsc.gov.za on or by 10 Sept 2003.

National Inherited Disorders Day

29 August 2003: OPSC Information Session The Executive Management will update staff on amongst others, the Office Restructuring process. Long Service Awards will also be awarded during the information session. The session will be held between 12H00 and 15H00, at the Farm Inn, Pretoria.

Following, are national/international events that will take place in September and October 2003.

### September:

Albinism Awareness Month Epilepsy Awareness Month Cervical Health Month **Heart Month** Readathon Week SANCA Week 1-7 **Arbour Week** Casual Day 05 Pharmacy Week 7-13 International Literacy Day 08 10-17 Back Week International Day for the Preservation 16 of the Ozone Layer Clean up the World Campaign 20-22 International Day of Peace Vigil 21 International Alzheimer's Day 21 Proudly South African Week 21-28 Old Persons Awareness Week World Maritime Week 23-30 24 27 National Heritage Day World Tourism Day
RI Africa Regional Conference on Disability
29/09 - 03/10

October:

Breast Health Month Mental Heath Awareness Month International Day of Older Persons

HIV/AIDS Commitment Campaign 03-09 Pond's Walk for Hope 4-5 World Space Week 8th all African Games 4-18 World Teachers Day World Habitat Day International Day for Nature Disaster 05 07 80 Partnership Against AIDS Anniversary 09 09 10 12 World Sight Day
World Mental Health Day World Arthritis Day HIV/AIDS Indaba 12-15 Eye Care Awareness Week 13-17 National Nutrition Week
National Marine Week
Imbizo Focus Week
Foetal Alcohol Syndrome Week 13-17 13-17 13-19 15 15 16 17 17 20 20 20 22 World Rural Women's Day World Food Day World Trauma Day International Day for the Eradication of Poverty WeedBuster Week 2003 National Down Syndrome Awareness Day World Osteoporosis Day Premature Baby Day National Iodine Deficiency Disorder Day 23 24 24 World Development Information Day United Nations Day

Izwi lase OPSC is a bi-monthly internal newsletter published by **Directorate: Communication & Information Services.** 

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For comment on this issue of Izwi, and suggestions/input for the next issue, please write to Noleend@opsc.gov.za. Input for the next issue should reach us by 10 September 2003.

