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Department:
Community Safety and Transport Management
North West Provincial Government
REPUBLIC OF SOUTH AFRICA

Tshireletso

Internal Newsletter

JUL - SEP 2023

ALL HANDS ON DECK, LEAVE NO ONE BEHIND...



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NEWSREC Volleyball Champions



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Establishment of Traffic Fines Revenue Forum



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EDITORIAL COMMENT



Director Communications Oshebeng Koonyaditse

As the keener eyed may have noticed, this is the second edition of our newsletter coming out in the colours of our new Corporate Identity. We have already shared the new PowerPoint template, which we implore on all managers to use it instead of the older versions in all presentations henceforth. This new look will strengthen our brand quality by providing a unique, strong and consistent image of the Department of Community Safety and Transport Management.

In this newsletter, you can look forward to reading more about Dr Kekana, who joined us at the beginning of the Second Quarter as the Head of Department. He is certainly not new to the Province having cut his professional teeth with the Provincial Government

before venturing to Gauteng. In addition, Mafikeng Campus of the North West University conferred him with doctoral degree in philosophy last year.

There are two other compelling articles by Ms Kgalalelo Molebiemang on ethics in a public service and Mr Kalodi Mogotsi on leadership. We end the edition with outstanding performances by members of Team COSATMA at the National Employee Wellness Sports and Recreation (NEWSREC) sport activities held in Kimberly.

Let me conclude by expressing sincerest gratitude to by my predecessor Mr Thabo Sematle who I literally and figuratively follow in his footsteps. He also like I, worked in the Office of the Executive Authority. Fortunately, he had volunteered to make his

institutional memory available whenever the need arises. Despite being tasked to head the Transport Terminals, which include managing airports, I do not need to fly to see him.

In the same breath, may I thank Ms Yvonne Maqoboza who consummately steered the ship when Mr Sematle was away on other Department's responsibilities.

Lastly, let me thank profusely the Team led by Mr Tebogo Motlhamme at the Office of the MEC. As much as we will still cross paths in passages, my daily interactions will be very much now with the team in Communications Directorate. I had been a component in the larger part of the Office's molecule and for that I am beholden.

Happy reading from all of us.

Batho Pele

Putting People First



We Belong



We Care



We Serve

“WE MUST RUN A PROFESSIONAL ADMINISTRATION, BE RESPONSIVE TO THE NEEDS OF SOCIETY, IMPROVE AUDIT OUTCOMES TOWARDS A CLEAN AUDIT”, SAYS THE NEW HOD



Having been one of the youngest Directors of the newly established North West Provincial Government back in the early years of democratic dispensation, Dr Hans Kekana is not new to the Province. His profile includes but not limited to being Researcher for the Land Claims Commission, Youth Commissioner, Director of Land Reform, and Chief Director Human Settlements, all in the North West Province. He later joined Gauteng Tourism Authority an entity of the Department of Economic Development in the Gauteng Provincial Government as events Manager, Research Manager and Acting Head of Corporate Services. “We had clean audits for six years in a row and I don't see why we can't here”, declared HK as he is popularly known.

“An astute manager will know long before the audit season if the audit will be qualified or unqualified. It is not a financial year-end process but an everyday operational matter. Therefore, whatever we do every day guides that process ultimately. Clean audit is what we must aspire to and clean audit is what we must get”, says Dr Kekana.

He brings to the Department a wealth of experience in the public sector. Cumulatively 26 years of it in both North West and Gauteng. Born at Madidi Village in the Madibeng Local Municipality, Bojanala Region, his roots

are intertwined in both Provinces. In his other life, he is a known Music Producer, Artist Developer, Disc Jockey and had produced several household hits. He has also worked with the popular Kwaito artists like Oskido, Mandla Spikiri and almost all artists of the era at Kalawa Jazmee Records. “A strategic thinker and a proponent for good governance, Dr Kekana is a perfect fit for the Department”, said MEC Sello Lehari as a way of introducing him at the beginning of the 2nd Quarter.

His introduction was not an air-conditioned office affair with tea and biscuits. It was rather a typical hit the ground running on the 1st September 2023 during the Government's accelerated service delivery programme called 'Thuntsha Lerole' in Tswaing Municipality. On the menu for the Department was the distribution of bicycles to 93 learners of Ramokonyane Secondary School at Kopela Village.

The heat was oppressive, the dust choking both literally and figuratively. The MEC words were warm and welcoming. “We work together as a family and as a team and I not only welcome you to Team COSATMA but wish you well in your new responsibilities”, said MEC Lehari.

Dr Hans Kekana was conferred with a

Doctorate by the North West University, Mafikeng Campus last year, his alma mater from which he also received a Master's Degree several years earlier. And he was happy to be back home.

“It is my singular honour and an absolute privilege to be given an opportunity to serve. Public service comes not only with pressure but also with an opportunity to change the life of the citizens. Our key performance area is to ensure deliverables as pronounced by MEC Lehari in a policy speech are achieved”, said Dr Kekana.

The Executive Committee Management of the Department, EMC, roundly welcomed Dr Kekana as espoused by Ms Mpho Maleme who was an acting HOD. “We welcome you warmly Dr Kekana, we all are looking forward to your stewardship, and will all ensure we achieve the Department's mandate as guided by MEC Lehari”, said Ms Maleme.

The HOD has since been introduced to majority of management during the Extended Departmental Management Committee meeting as well as Departmental Lekgotla. “I plan to visit our other offices in Districts to meet colleagues and am looking forward to making a contribution in serving the citizens of the Province” says HK as we sat in his Office at Tirelo Building in Mmabatho, the Department's Headquarters.

He is not mincing words in the work ahead and unequivocal on what must be done to ensure the Department gets clean audit.

“We must run a professional administration, be responsive to the needs of the society and improve audit outcomes towards a clean audit”, says the new HOD.

THE ESTABLISHMENT OF TRAFFIC FINE REVENUE FORUM



The Department of Community Safety and Transport Management met with other stakeholders in Mmabatho to establish Traffic Fine Revenue Forum.

Management Accounting Directorate indicated that previously the charges were wrongly captured which made it difficult to follow-up and were thence left unpaid. The forum, MAD believes, will assist in dealing with these challenges.

Internal Control Unit presented a background on the Department's performance which led to material irregularities as explained by Mr Titus Tsatsimpe. "There are outstanding traffic tickets

where offenders are from other Provinces and they sometimes fail to pay. We are having discussions on how to enable motorists to pay anywhere in the Province rather than confining payments to the jurisdiction of the Station where contravention occurred", said Mr Tsatsimpe.

All these will be part of remedial action to enable the Department to collect the targeted figure of 1.3 billion Rand per annum. The Department collected 784 million Rand which is 60% of the target. Other stakeholders included the Provincial Treasury and the Department of Justice.



“WE BECOME WEAKER AND FAIL TO DELIVER SERVICES ON TIME” SAYS MEC LEHARI



Delay in delivery of services weakens the Department and all must hasten to ensure citizens are served diligently and timeously. This was said by MEC Sello Lehari opening the Extended Departmental Management Committee meeting, EDMC held in Rustenburg in July.

MEC implored on managers to be exemplary when it comes to discipline and encouraged managers “to work together in ensuring quality of services to the communities of the North West Province is exponentially improved”, said MEC Lehari.

The Department, said MEC, has successfully spent 99,6 percent of its allocated budget in the

last financial year and applauded officials for prudence. The MEC also introduced the recently appointed Chief Director for District Coordination and Government Fleet, Mr Mike Keetile.

“We have implemented the District Development Model and we have appointed Mr Mike Keetile as the Chief Director. He will be supported by the four directors who will be based in all the four districts”, said the MEC.

Mr Keetile is a judicious and veteran civil servant having been a Chief Director for

Corporate Services at the Provincial sister Department of Education. The other directors are Mr Patrick Mohono for Dr Kenneth Kaunda, Ms Pelotshweu Kotu for Ngaka Modiri Molema and Ms Sisa Agnes Senwedi for Dr Ruth Segomotsi Mompoti.

“There is an old adage and I quote; 'a chain is only as strong as its weakest link. Let me put it in another way and let me quote another similar proverb; 'the strength of the chain depends on the value of each link of the chain', said MEC emphasising the need for working together as a Department.



WE BELONG



WE CARE



WE SERVE

THE FALLEN CHIEF FIRE FIGHTER



Family, friends, and colleagues gathered at the Pilanesberg International Airport in Mogwase outside Rustenburg to pay last respect to the late Chief Fire Fighter Mr MJ Matlaopane.

The deceased was remembered as a humble and affectionate soul. "He was very humble and his presence brought joy in our work environment. I will forever be grateful for the journey we travelled together," said his friend, Captain Maxwell Motlhabedi.

His selflessness was expressed by many who took the podium especially how he transferred skills he acquired abroad in Saudi Arabia. "The department has lost an

icon, an anchor, a very skilful and knowledgeable fire fighter" said Ms Jennifer Mpunzi.

Pilanesberg International Airport Manager, Mr Solly Padi the loss is already palpable as Mr Matlaopane was an instrumental team player. "He was never hesitant to do any

operational job he is tasked with. He will be sorely missed.

We wished strength to the Matlaopane family and our thoughts and prayers are with them during this difficult time of grief. May his soul rest in peace" said Mr Mogomotsi Padi.



COSATMA EMPOWERS PERSONAL ASSISTANTS



The officials from the Department of Community Safety and Transport Management attended the conference on Artificial Intelligence (AI) held at Hartbeespoort in Madibeng Municipality. The conference was sought to empower personal assistants and secretaries on the expediency of AI in work environment.

Expert in simulation of human intelligence processes by machines, especially computer systems is Mr Chris Vermeulen who facilitated the conference. He gave practical examples of how to apply AI for efficiency at any work place.

“There could be so much proficiency for instance on delivery of documents and trackable from one official to the other when systems are mechanized by AI. It also helps in the filing and

distribution of organisations' annual financial statements” said Mr Vermeulen.

The attendance was arranged by the Gender Focal Point and Diversity Unit.



NAVIGATING THE PATH OF ETHICS AND INTEGRITY: A JOURNEY OF COMMITMENT



Deputy Director: Kgalalelo Molebiemang - Ethics and Integrity Management

In the realm of ethics and integrity, where trust is our guiding light, my career journey has been an intriguing one. It all began as an Internal Audit Technician at the North West Provincial Treasury. Over two enriching years, I immersed myself in the intricacies of internal audit, ensuring compliance. A particularly captivating part of my work involved auditing biological assets.

This struck a chord with me, coming from a family of farmers. It was a grounding experience, reminding me of my roots. I then transitioned into the role of Admin Officer in Risk and Internal Inspectorate, Northern Cape. Here, I gained valuable insights into risk management and internal controls.

Returning to the Province, I assumed the role of Assistant Director in Ethics Management at the Department of Social Development. Here, character is everything. Upholding ethics, demonstrating integrity, and maintaining confidentiality are paramount.

I'm dedicated to being a beacon of ethical conduct and leading by example. My work extends to guiding employees through ethical challenges, particularly remunerative work outside the Public Service, guarding against unethical practices.

Raising awareness about fraud and corruption is another facet of my role. I'm committed to fostering a culture of integrity within the Department. It is not always easy; it often feels like you are always after people. My

previous colleagues used to refer to me as 'police officer' of the Department. However, let me hasten to say ethics officers are not police officers; their role is to assist employees when they face ethical dilemmas. Employees should understand that we are here to offer guidance and support, not to police or find wrongdoing.

Our primary purpose is to help employees navigate the complexities of ethical decision-making processes. We are here to ensure that they adhere to the highest standards of integrity. It is important for our colleagues to know that they can rely on us as a resource and an ally in upholding ethical conduct within the organization. This approach fosters a culture of trust, transparency and ethical responsibility, benefiting both employees and the department as a whole.

Continuing my professional journey, I joined the Department of Community Safety and Transport Management as a Deputy Director Integrity. This opportunity gave me an opportunity to further contribute to the ethics and integrity landscape, expanding my expertise and deepening my commitment to upholding the highest standards of ethical conduct.

WINNING LEADERSHIP



**Deputy Director: Kalodi Mogotsi -
Utility and Capacity Development**

Leaders relentlessly upgrade their team, using every encounter as an opportunity to evaluate, coach, and build self-confidence. They make sure people not only see the vision, they live and breathe it. Leaders get into everyone's skin, exuding positive energy and optimism.

Establishing trust with candour, transparency, and credit. This leads to have the courage to make unpopular decisions and gut. This calls on leaders to probe and push with a curiosity that borders on scepticism, making sure their questions are answered with action. Leaders inspire risk taking and learning by setting an example.

Leaders celebrate even the smallest achievements. The leader's mood and attitude affects and have an effect on the organisation. The leader must fight the gravitational pull of negativism. Leaders must get out of their offices and into

everyone's skin, really caring about what they are doing and how they are faring as you take the hill together.

Team work, and encouraging continuous knowledge and skills acquisition. Leaders are trustworthy when they are transparent, candid, and keep their word. Give credit where credit is due. In bad times, leaders take responsibility for what has gone wrong. In good times they generously pass around the praise and let juniors take credit for what has gone right.

Remember, when you were made a leader you weren't given a crown, you were given a responsibility to bring out the best in others. For that, your people need to trust you. As a leader you must produce the results and always be ethical, developmental, professional and transformative. You can, and must learn from one another. If you want to effect change, set the example yourself – you will love the exciting culture you create and the results you get and so will your team. Celebrating makes people feel like winners, create an atmosphere of recognition and positive energy.

Given the assiduousness we are all expected to be in carrying out our work, give yourself time to recognise moments of

achievement. Recognise, acknowledge and reward good performance. Leaders differ; there are analytical leaders and more impulsive ones. Some are tough and results oriented whilst others are more nurturing and guiding. Good leaders care passionately about people, their growth and their success. For them it is always about people and not themselves. Good leaders are real, humane, urbane, sincere and emphasise on professionalism, optimism and benevolence. Don't believe in luck, believe in hard work and don't rush the process.

Sacrifice: if you do not sacrifice for what you want, then what you want becomes the sacrifice. Discipline: motivation gets you going, but discipline keeps you growing. Patience: if you are losing the patience, then you are losing the battle.

Consistency: consistency is what transforms average into excellence, without consistency you will never achieve great success be teachable, ready and willing to learn. Subscribe to life-long learning and continuous professional development. Everything has its price, the question is, are you ready to pay it for the life you so much desire?

TOGETHER THRIVING NEWSREC TOURNAMENT FINALS



In a grand finale of athleticism and workplace wellness, the National Employee Wellness Sports and Recreation (NEWSREC) ended with a spectacular display of skills, teamwork and commitment. The event held in Kimberly in Northern Cape Province marked the week of electrifying and fierce competition attended by various departments from throughout the country.

The Department of Community Safety and Transport Management employees showcased their prowess in variety of sporting codes recreational activities. They participated in football, tennis, golf, volleyball, netball, race running and walking. The last activity of the tournament was an award ceremony where champions of various codes received awards. Teams were given trophies, medals and sports kits. Mr Koketso Ntwane from Metropolitan, a long-time

NEWSREC sponsor, was exultant.

“Metropolitan is so grateful to have NEWSREC as our partner. To athletes, you are greatly appreciated because you always make sure that you go above and beyond by delivering outstanding results in your different sporting codes”, said Mr Ntwane.

“Sport has a blend of values that reflects on day to day life, it provides a platform to practice discipline and maintain bonding with colleagues. Sport pushes employees out of their comfort zone and work-related pressures with an element of fun. Don't aspire to be the best on the team, aspire to be the best for the team”, said Mr Brian Tracy. He is the Head of Department for Public Works and Roads in the host Province, Northern Cape.

The award-winning teams and

individuals for the Department are as follows: The volleyball team retained their championship title by winning 3-0 against Public Works North West in the finals.

In the running and race walking, the participants performed satisfactorily. Reitumetse Hlalele got the gold medal winning the 10KM women open race. Melusi Maganye got bronze, coming on position 3 on men's race. On veteran's category of race walking, Tebogo Mokgethi got a bronze medal. Godfrey Modibedi came second winning silver medal on 5KM walk. On the veteran's women's walk, Moiketsi Lesejane got gold medal and the men's open soccer came second overall. In women's tennis, Lerato Jood got silver medal for obtaining position 2, and Tsikwe got the same result from men's tennis. Thapelo Sehole got Bronze medal for coming third. In men's doubles, Tsikwe and Thabiso won gold medal and Jood and Manoto got silver medal in the women's doubles.

FIELD DAY OF ACTIVITIES IN DR RSM



Health is the state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. Wellness is an active process in which individuals become aware of and make choices towards meaningful existence.

This was the message from Ms Idah Masilabele. She is the Director for District Coordination and Government Fleet in Dr Ruth Segomotsi Mompoti District Municipality.

The unusually cold day did not deter Department officials in the Dr RSM District as they came in numbers to participate in an activity held at Huhudi Sports Ground in Vryburg. The chilly day began with a 5km fun run/walk and aerobics. Officials also took part in traditional non-contact

sporting activities such as morabaraba, dibeka and chess.

Ms Masilabele warmly welcomed everyone, appreciating that officials are taking wellness programmes seriously.

"Government initiated this programme to encourage employees to lead a healthy lifestyle, and this [activity] will assist them to be more productive and become stress free at work," said Masilabele. She added that a healthy

lifestyle equates to better productivity, reducing absenteeism, lowering stress and allowing employees to be more productive at work.

She concluded by applauding and encouraging Employee Health and Wellness Management Unit to continue doing a great job for all departmental employees. Financial institutions shared financial advice, whilst the Department of Health provided health-screening services.





RECENT APPOINTMENTS



**Ngaka Modiri Molema District
Operations: Ms Pelotshweu Kotu**



**Dr Ruth Segomotsi Mompoti
District Operations: Ms Sisa
Agnes Senwedi**



**Director: Communication
Services
Mr Oshebeng Alpheus
Kooniyaditse**



**Director: Public Transport
Services
Mr Steve Tladi**

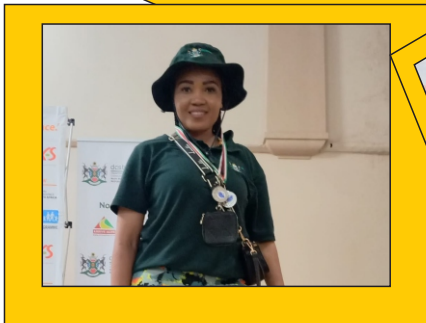


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Department:
Community Safety and Transport Management
North West Provincial Government
REPUBLIC OF SOUTH AFRICA



Pictorial





Pictorial





DEPARTMENTAL MANAGEMENT COMMITTEE

Head of Department

Dr Hans Kekana

Chief Directors

<i>Ms Kutlwano Phatudi Financial Officer</i>	<i>Dr Ntlhopeng Dikobe Corporate Services</i>	<i>Ms Mmaserame Dayel Transport Operations</i>	<i>Mr Molefi Morule Transport Regulations</i>	<i>Ms Mpho Maleme Civilian Secretariat for Police Services</i>
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Directors

<i>Mr Oshebeng Koonyaditse Communication Services</i>	<i>Ms Mokopi Mogale Financial Management</i>	<i>Ms Leagiso Motshumi Management Accounting</i>	<i>Mr Moeti Moiloa Strategic Planning, Monitoring & Evaluation</i>	<i>Mr Thabo Sematle Transport Terminals</i>
<i>Mr Paul Namate Operator License & Permits</i>	<i>Ms Thobeka Leteane Human Resource Management</i>	<i>Ms Florence Nchoe Crime Prevention & Partnerships</i>	<i>Ms Dikeledi Letsapa Monitoring & Oversight</i>	<i>Dr Olebogeng Baikgaki Transport Planning & Policy Development</i>
<i>Mr Suebel Mmono Transport Administration and Licensing</i>	<i>Mr Paul Stone Road Traffic Management</i>	<i>Ms Motshabi Tshukudu Road Safety Management</i>	<i>Mr Peter Mosiane Government Motor Fleet</i>	<i>Mr Steve Tladi Public Transport Services</i>
<i>Ms Maria Mothibedi Risk & Integrity Management</i>	<i>Mr France Mabokela Supply Chain Management</i>	<i>Ms Mary Mogatusi Legal Services (Acting)</i>	<i>Mr Oduetse Gabonnwe Information, Communication & Technology (Acting)</i>	<i>Advocate Tebogo Motlhamme MEC Support</i>

District Development Model

<i>Chief Director Mike Keetile</i>	<i>Ngaka Modiri Molema District Operations: Ms Pelotshweu Kotu</i>	<i>Bojanala District Operations:</i>	<i>Dr Kenneth Kaunda District Operations: Patrick Mohono</i>	<i>Dr Ruth Segomotsi Mompoti District Operations: Ms Agnes Senwedi</i>
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DEPARTMENT OF COMMUNITY SAFETY AND TRANSPORT MANAGEMENT

VISION

Safe communities and effective transport service

MISSION

We are committed to promote community and road safety, exercise civilian oversight of police and coordinate transport services through an integrated approach

VALUES

Each employee is committed to an I-C-IMPACT culture that explains our behaviour as follows:

*Integrity
Commitment
Innovative
Motivated
Passionate
Accountability
Client focused
Team work*

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Community Safety & Transport Management