



dcstm

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

# Tshireletso

Internal Newsletter

JAN - MAR 2024

## GEORGE ACUNA DIBAGA LAID TO REST



SEE PAGE 11



SEE PAGE 08

*Ethics in the digital era*



SEE PAGE 04

*SDIP Workshop*



## CONTENT

A step towards Integrated Service Delivery Improvement support to the public service.	4	
Wellness Day and Reproductive Health Awareness by Bojanala and Dr K.K.	6	
Transforming public service, embracing ethics in the digital era.	8	
Change management and batho pele empowerment as an effective toolkit.	9	
COSATMA celebrating valentines in style.	10	
A life well lived on and off the football field celebrated.	11	
Distinguished the sporting triumphs of athletes, coaches and administrators.	12	

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# EDITORIAL COMMENT



**Mr. Oshebeng Koonyaditse**  
Director Communication Services

We have entered the first part of the first quarter with aplomb given the number of Departmental activities we had. You are reading this edition at the time when we are all recounting our respective steps in the Sixth Administration. Our collective performance areas have given impetus to the objectives of Department. An eminent Chinese philosopher, Confucius, whose words still resonate today once said; “everything has beauty, but not everyone sees it”. Despite what civil servants do, often at a breakneck speed or during

impossible hours, there will always be those who will shout the loudest highlighting their flaws. Everyone seemingly finds faults easily on public servants but no one apparently sees anything good in what they do. Communities and even some within the service will criticise anyone answering to being a government employee for being inept but very few applauds any exalted work. As the Seventh Administration is nigh, here is to wishing that all of us, continue to buckle up and knuckle down to do all we can for a South African citizen. Happy reading.

## EDITORIAL TEAM

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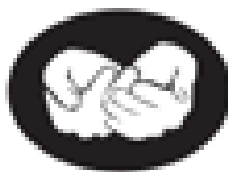
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## A step towards Integrated Service Delivery Improvement support to the public service



The Department of Community Safety and Transport Management embarked on a process to strengthen the integration, coordination, collaboration, and facilitation in the institutionalization of the service delivery improvement (SDI) programme in the public service.

The Service Delivery Improvement Plan (SDIP) in public service is a way to continually improve key

services and products. It's based on the Batho Pele principles, which focus on making services effective and efficient by putting people first. The SDIP also provides tools of operations for managers to continuously improve service delivery.

Community Safety and Transport Management SDIP committee members embarked on a two-day lekgotla in Bojanala from the 14<sup>th</sup> of

March 2024. The purpose was to provide new developmental mechanism for continuous, incremental improvement in service delivery processes. SDIPs should be aligned to the Medium-Term Expenditure Framework (MTEF), which in turn is aligned with the Medium-Term Strategic Framework (MTSF).

It was observed that the SDI programmes basic building blocks were either not in place or there was no cross-referencing. This means that there was no meaning attached to their relevance to service delivery improvement. The purpose of the Lekgotla was to urge the public servants to continuously implement the Batho Pele Revitalization strategies as a guide to improve service delivery to the communities. The main strategies to improve service delivery were found to be increasing citizen participation in



*Ms. Maria Rabolele DCSTM (HR)*



### **Ms. Precilla Khoza from DCSTM (HR)**

the affairs of the local authority and partnership with the community in service delivery, flexible response to service user complaints and offering value for money.

Public servants are urged to enforce standards on all Batho Pele Principles so that citizens should get high level of quality services. The standard that the Department of Public Service and Administration (DPSA) has developed refers to a particular, minimally acceptable threshold by which public service is required to carry out operations.

Amongst issues expressed during the session, persons with disabilities and their service needs were addressed particularly on services that will enhance their independence and advance their integration into the mainstream of society.

Improving the Service delivery to the citizens requires a positive attitude by public servants and

practice of Batho Pele principles, whereby minimum standards should be adhered to at all times for the achievement of positive impact.

"The SDIP is a services delivery focused programme, improving the service delivery to our people is not a tough thing to do, all that is needed is to comply with Batho Pele Principles and standards" said

Mr Pholoso Matsie from DPSA.

Pholoso further articulated that the aim is to ensure that all departments understand the role of the SDI building blocks, namely: Service Delivery Model (SDM), Complaints and compliments Management User Satisfaction surveys, Organisational Functionality Assessments (OFA), KHAEDU, Setting of Batho Pele Norms and Standards, Business Process Mapping and Management and the Results Measurement Framework.

"Colleagues I want to give thanks to DPSA and Office of the Premier colleagues, very grateful to the sectors approach. We therefore not only learned the critical learning points towards ensuring service delivery improvement, but we now have contact with our colleagues in similar positions. This will help us break the silo approaches within the sector",said Director for Human Resource Management Ms Thobeka Leteane.



### **Mr. Pholoso Matsie from DPSA**

## WELLNESS DAY AND REPRODUCTIVE HEALTH AWARENESS BY BOJANALA AND DR KENNETH KAUNDA



Planning an employee wellness day is a great way to show your employees that you care about their well-being. It can also be a great team-building exercise, wellness days allow employees to focus on their mental and physical well-being, separate from annual leave and sick days. They can help employees feel more resilient, engaged, productive, and reduce illnesses. Wellness days can also help boost morale, prevent burnout, and build a strong company culture.

Reproductive health workshop in the work place is important because it allows people to make informed decisions about their bodies and futures, which can impact negatively in their families' welfare. It also includes the right to healthy relationships, inclusive services, access to accurate information, and effective contraception.

Integrated Employee Health and Wellness (IEHW) unit in the Department of Community Safety and Transport Management held the joint wellness and reproductive health awareness day in Koster to observe February as the sexual reproductive month.

IEHW unit manager welcomed attendees and outlined the purpose of the day and acknowledged the presence of stakeholders who honoured the event, "According to the World Health Organization, health is a state of complete physical, mental, and social well-being, not just the absence of disease," said Ms Innocentia Selomane. She further said regular physical activity is one of the most important things you can do for your health. Being physically fit can improve your brain health, help manage weight, reduce the risk of diseases, strengthen bones and muscles, and improve your ability to

do everyday activities..

Ms Kea Lephoi, the departmental counsellor gave a brief on reproductive health and alluded that, "Central to the employee's ability to make choices and decisions about their lives, including when, or whether, considering growing their families. It is a person's right to take charge of their body and make informed decisions about their reproductive health in general."

The Department of Health official Mr O.C. Papo gave a presentation explaining that the major function of the reproductive system is to ensure survival of the species. "Other systems in the body, such as the endocrine and urinary systems, work continuously to maintain homeostasis for survival of the individual, said Papo.

cont. to pg7



The day started with physical activities like fun walk/run, and continued with aerobics, indigenous games, tug of war egg/sack races and water bucket challenge. Stakeholders who graced the event

were, Metropolitan, Aurum Health Institute, Department of Arts, Culture, Sports and Recreation and Department of Health.

Health screening was an order of the

day as officials were encouraged to participate in health screening. Screening was described as essential to detect illnesses and identify symptoms in order to treat them on time.




**MENTAL HEALTH AWARENESS WEEK**

**May 4th - 8th**



# TRANSFORMING PUBLIC SERVICE, EMBRACING ETHICS IN THE DIGITAL ERA



Compulsory ethics in public service include ethical values that public servants should uphold to maintain public trust. These values include amongst others integrity and impartiality, commitment to the system of government, accountability and transparency and absolute integrity.

Risk and Integrity Management unit in the Department of Community Safety and Transport Management continued to empower employees with an online training on Compulsory Ethics in Public Service, as directed by the Minister for the Public Service and Administration, in order to ensure that all officials

enrol for the compulsory Ethics in the Public Service Online Course offered by the National School of Government (The NSG). The aim of the course is to equip public officials with the skills and competencies to make unflinching ethical decisions, to develop organisational integrity, to prevent fraud and combat corruption in the Public Sector



**Mr. Thabang Menong DCSTM (Law Enforcement)**

The departmental Traffic officers received a training in Mahikeng, which commenced in February 2024. The objective of the training was to enhance ethical culture within the department. This is to give effect of the requirement of the Constitution of South Africa, which emphasizes the importance of maintaining and promoting a high standard of professional ethics in public administration.



# CHANGE MANAGEMENT AND BATHO PELE EMPOWERMENT AS AN EFFECTIVE TOOLKIT.



Officials of the department underwent a three-day training on change management by the Human Resource Change Management Unit in Mahikeng.

The purpose of the workshop was to ensure that organizational changes are successfully implemented and officials are able to operate as competent public servants in a dynamic work environment. Change management training helps employees navigate organisational change and provides tools and knowledge to help teams adopt changes while minimizing disruption to operations.

It involves minimizing resistance to change and managing the impact of change on officials to facilitate a smooth transition to various work conditions. Through this training, the department can efficiently

achieve its set goals and favourable outcomes. Change management as a soft skill can further help develop skills that are part of skills development and helps set teams up for success in the face of the new reality. Furthermore, it enables them to understand how the change will be beneficial to their

roles and that of the department. "As public servants we have to change our attitudes towards customers or clients despite challenges we come across, service delivery is very key in order to attain the set goals," said Mme Seloilwe Rabolele, HR Change Management Practitioner.



## COSATMA CELEBRATING VALENTINES IN STYLE



Valentine's Day is a day when lovers express their affection with greetings and gifts. It is also called St. Valentine's Day. The day has expanded to express affection between colleagues, relatives and friends. The Department of Community Safety and Transport Management's Integrated Employee

Health and Wellness (IEHW) unit organised a unique approach by focusing on health awareness rather than on romance on the 14<sup>th</sup> February 2024. Counsellor Ms Kearabetswe Lephoi from the unit engaged in conversations on sexual health, safe relationships and family planning,

she encouraged employees to use protection to prevent STI/HIVAIDS and emphasised on the importance of regular health check-ups for both men and women. Demonstrations on how to use male and female protection were provided and attendees were given an opportunity to share their health experiences and ask clarity seeking questions. "We must not ignore pains in our bodies because they can become very dangerous to our health " concluded Ms Lephoi.



*Ms B. Dhlamini, Ms. I. Selomane and Ms. M. Rabolele*

Health awareness and love celebration became an opportunity to promote a holistic approach to work relations among employees. Employees participated in a folded paper game (origami finger game) which broke the day's monotony, the winners received cute valentines gifts.

## A LIFE WELL LIVED ON AND OFF THE FOOTBALL FIELD CELEBRATED



Known with his jersey no 6, Ramadi George "Acuna" Dibaga, who worked under the Security and Facilities unit, was hailed by all speakers during his packed memorial service at the George Dick Montshioa Airport. During the memorial service, a motion was passed without being opposed by any individual that his jersey no 6, must be signed by players, framed and never be worn by any player in both the Department and Marauding Classic, the club that he was currently playing for before he parted.

The memorial service was attended by mostly football fanatics, teammates from both department of Community Safety and Transport Management and Marauding Classic, South African Football Association (SAFA), his colleagues and senior management of the department. Ramadi was involved in a car accident in Mahikeng and passed on few hours later at the hospital.

Soccer players wearing different team gears sang to the top of their voices as they were giving the last respect to their teammate Ramadi George 'Acuna' Dibaga.

The late Dibaga was laid to rest on 23 March 2024, with a service where speakers couldn't end to talk about his discipline and respect. His former coach who could not make it to the funeral, Morena Ramorebodi sent an audio message to the family and was played during the funeral. In his message, Ramorebodi said Dibaga loved football and he was a disciplined and committed player.

"We have worked with him for a very long time, he used to commit himself. He was always on time; he respected his job. If you don't know him you will think he was just a shy and quiet person, but he knew when to talk and why. He used his God given talent up until the last day," said Ramorebodi who concluded with a message of condolences to

the Dibaga family, teammates and colleagues.

Mr Ramorebodi coached Dibaga at the Maloti FET College when they beat Orlando Pirates 4-1, knocking them out of Nedband Cup in 2017. He's currently coaching the Jwaneng Galaxy in Botswana. May his soul rest in eternal peace.



*The late Ramadi George Acuna Dibaga on the field of play*

## Distinguished the sporting triumphs of athletes, coaches, and administrators.



Excellence is potential chiselled into a perfect state through vision, dedication and determination. Like a circle, the pursuit of excellence has no end. Trophies symbolize excellence, hard work, and dedication. They represent the reward for an athlete's commitment to their sport and their willingness to put in the effort to succeed.

The Department of Community Safety and Transport Management organized an auspicious sport award ceremony that will forever serve as a reminder of the team's collective efforts and highlight the importance of teamwork. The awards ceremony was held on 1 March 2024 in Mahikeng

Chief Director for Corporate Services Dr Ntlhopeng Dikobe in his speech mentioned that the importance of awards ceremony makes people feel their work is valued. "It displays appreciation,

acknowledgement and gratitude towards the employees' good performance," said Dr Dikobe.

"The department hosted the sports achievement award ceremony to salute sportsmen and women on their unwavering commitment to outstanding performances. Their achievements are shaped by the strength of the foundations set. "Awards are a way to encourage good behaviour and inculcate a healthy competitive spirit, this is the reason the department deemed necessary to organize award ceremony to encourage all participants. So, we are here to give away the awards in mainly different sporting categories such as, golf, netball, ladies soccer, soccer, volleyball and tennis," said Chief Director Peter Moholo from Office of the Premier who honoured this memorable event. The different sport categories were as follows:

### The Best Newcomer Award

- Medupe KG (**Open Soccer 2023**)
- Diloane M (**Ladies Soccer 2022**)
- Monde K (**Ladies Soccer 2023**)
- Montwedi PO (**Volley Ball 2022**)
- Mekgwe OC (**Volley Ball 2023**)
- Lekgetho MW (**Veteran Soccer 22**)
- Manganye MG (**Veteran Soccer 23**)
- Maitshotlo K (**Tennis 22**)
- Manoto B (**Tennis 23**)
- Selekolo DL (**Golf 23**)

### PLAYER'S PLAYER OF THE YEAR AWARDS

- MOATSHE MJ (**OPEN NETBALL 2022**)
- RANGATA TM (**OPEN NETBALL 2023**)
- MAMOGALE ME (**VETERAN**)



**NETBALL 2022)**

- MAHLAKOLENG VK **(VETERAN NETBALL 2023)**
- OKAILE T **(VOLLEYBALL 2022)**
- LEPHOTO ML **(VOLLEYBALL 2023)**
- SELOMANE IFK **(LADIES SOCCER 2022)**
- MOSHWETE KV **(LADIES SOCCER 2023)**
- JOOD LB **(TENNIS 2022)**
- TSIKWE MA **(TENNIS 2023)**
- MOSES SS **(OPEN SOCCER 2022)**
- PHETLHU KLM **(OPEN SOCCER 2023)**
- LEKGETHO MW **(VETERAN SOCCER 2022)**
- MOLAUDI MA **(VETERAN SOCCER 2023)**
- NORTMAN JJ **(GOLF 2022)**
- JOUBERT TE **(GOLF 2023)**

Letshufi MW

- GOLF: EsterhuizenWJ

**The best Performed Athletes of the Year 2023**

- Hlalele RG Position 1 **(Female Open)**  
10km Run
- Lesejane MF Position 1 **(Female Veteran)**  
5km Walk
- Modibedi G Position 1 **(Male Youth)**  
5km Walk
- ManganyeMG Position 3 **(Male Open)**  
10km Run
- Mokgethi TE Position 3 **(Male Veteran)**  
10km Run

**TECHNICAL TEAM OF THE YEAR AWARD 2023**

**BEST COACH:** Mogokonyane IS (Volleyball) For bringing the gold medals and obtain position 1 in 2022 and 2023

**BEST MANAGER:** Dintwe IT (Open Soccer) For managing the team well and for improved performance to reach the semifinals

**BEST CARETAKER:** Lesejane MF (Ladies Soccer) For keeping the team attire and equipment up to standard all the time

**SPECIAL CONTRIBUTION AWARDS**

In this award we have dedicated people who choose the department and all teams to serve them with dedication and without discrimination.

**MOST IMPROVED PLAYER 2023**

- NETBALL: Chirwa CM
- LADIES SOCCER: Mcameni E
- SOCCER: Lekwene GO
- TENNIS: Sehole TF
- VOLLEYBALL:

**THE MOST DISCIPLINE TEAM COMMITMENT, DEDICATION, PASSION, PANTUALITY AND PERSISTENT AGAINST ALL ODDS**

- 1. TEAM 2022**
  - **TENNIS:** For bring the most gold trophies home
- 2. TEAM 2023**
  - **VOLLEYBALL:** For being persistent and bring gold trophies in 2022 and 2023

- ✓ The following officials offered their endless services of massage therapist, going all out to the extend of buying necessary tools for best services, working throughout the night, having sleepless night, serving all sporting codes to the best of their abilities



We Belong



We Care



We Serve



- **DITIBANE IW**
- **MOSOANE VT**
- **MOLEME G**
- ✓ The Disciplinarian of the Department, she called order wherever she was and gave moral support to all players

and also having to serve the department the longest time in the history of sports and recreation.

- ✓ **TAWANA L**

**LIFETIME AWARDS**

- ✓ **The longest serving member in sports and recreation in the department since the beginning of the NEWSREC in 2004, who have never missed any action and ensured that sports and recreation lives forever**



*Dr N. Dikobe and Mr S. Moses*

- SOCCER : Mmutle KJ and Saane MJ
- NETBALL : Mooketsi MR
- LADIES SOCCER: Hanto LA
- VOLLEYBALL : Mogokonyane SI
- TENNIS : Tsikwe MA
- GOLF : Esterhuizen WJ



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# Pictorial





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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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