

Oct - Dec 2025

NEWS

COSATMA RAISING THE FLAG HIGH



ICT learnership Intake



Early retirement workshop



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EDITORIAL COMMENT



Mr. Oshebeng

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Ordinarily the end of the year is a natural time for reflection, gratitude for lessons

learned, and the anticipation of new possibilities. That is why the more optimistic amongst us will have what they buoyantly refer to as 'new year's resolutions. They obviously get amended later on when it becomes clear that they will not be achieved. Typically, someone who had said they

will want to "start my own business", gets amended to "minding my own business".

But seriously, the period is an opportunity to close one chapter with wisdom and embrace the next with hope and a fresh mindset. We are invited to pause and look back on the journey of the past twelve months.



We Belong



We Care



We Serve

In public service, this is period that not merely ends the year but specifically for us as a department it is a period of saving lives.

For our traffic officers and our road safety officers and officials, this time means they must dig deeper in their behavioural reserves to come up with the most demanding of disciplines.

As per the demand

of their respective professions, whilst we will be enjoying festivities with our families, they will be out there on the roads. Their shifts will be long, pressure will be high, situations will often be difficult and some road users will be abusive towards you. Lets keep them in our thoughts and prayers and give them moral support. As you will be travelling, spare not

only a thought for them, but also some cold water and drinks and share with them even when they are not stopping you.

When you see them on the side of the road, just stop and intrude yourself and encourage them. This will go a long way in assuring them that we indeed appreciate them. Lets assist them in saving lives by arriving alive.

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DEPARTMENT OF COMMUNITY SAFETY AND TRANSPORT MANAGEMENT, FLEW THE FLAG HIGH AT THE 2025 20TH ANNUAL NATIONAL EMPLOYEES WELLNESS, SPORTS AND RECREATION TOURNAMENT (NEWSRC).

Thuto Sehularo



The North West Department of Community Safety and Transport Management (DCSTM) delivered an impressive and spirited performance at the 20th edition of the NEWSRC tournament held in

Rustenburg. The department emphasized its commitment to employee wellness, teamwork and unity through sports. This annual event aims to promote employee wellness, unity and a healthy

lifestyle within the public sector. Department of Community Safety and Transport Management in collaboration with the Department of Public Works and Roads, co-hosted this significant event,

which featured various sports and recreational activities. The weeklong event brought together public servants from various Provinces across the country to celebrate physical fitness, teamwork and employee wellness. From the inception of the tournament, DCSTM's teams displayed high energy and determination across multiple sporting codes, combining tactical experience with team spirit that drew praise from the

crowd. The open-age and veteran soccer teams impressed spectators with their disciplined defence and sharp coordination, advancing them to the semi-finals before bowing out in a closely contested match. In Ladies Soccer category, the ladies showcased relentless pace and teamwork throughout the tournament. Their



performance also captured the audience's attention and earned them widespread respect. Netball, both the Open and Veteran teams represented the department with pride, executing skilful passing and court awareness that led to a remarkable upset victory over a higher-seeded team. The Department further prides itself with volleyball championship team; they came out victorious again this season and retained the title for the fourth time as 2025



Services, Patrick Mohono, graced the tournament and was delightful with the department's remarkable performance, noting that the tournament reinforced commitment to employee wellness. "Our presence here signifies the fact that we value and support our officials. His words echoed the department's broader mission of promoting the well-being of its employees as a cornerstone of effective and efficient service delivery.

Although DCSTM did not claim every trophy, their performance cemented its status as a strong opponent, united team, and ready to build on this momentum for future tournaments. As the final whistle blew and the 2025 NEWSRC tournament concluded, team COSATMA walked away not only with commendable sporting results but with strengthened unity and renewed enthusiasm. The award-winning teams and

champions.

They advanced through the group stages with an aggressive serving strategy, quick and agile reflexes. The Volleyball team demonstrated clear growth, resilience, teamwork, and determination in dominating this sporting code over the years.

Acting Chief Director for Corporate



obtained second position, and in the 5km Walk, Mothibi P obtained second position in the 10km Race Men, and the second position was obtained by Manganye M. Dinoko MG, who had received a gold medal in the 5km Walk, Lesejane M got the bronze medal.

Tennis qualifiers with their caffeine-addicted aces, Tsikwe MA, as expected, brought home a gold, and Taukobong KT got silver in the male singles, the

drama-queens baseline queens, Jood LB, with silver and a bronze by Maitshotlo KP in the female singles. Males' doubles Tsikwe MA and Jacobs L brought home silver, the end on a feel-good punch, mixed doubles aced by Paul TS and Maitshotlo KP obtained position one as expected. A heartfelt thank you to all our teams for demonstrating true sportsmanship and upholding the department's values of wellness, unity, and collaboration...

individuals are as follows:

Golf: The Departmental Team obtained second position. Furthermore, Mr. Joubert TE and Mr. Nortman J obtained third position in the individual category. The running and race walking participants performed satisfactorily, whereby in the 8km Race, Hlalele RG

EARLY RETIREMENT WORKSHOP WITHOUT PENALISATION

Bokamoso Shame



The Department of Community Safety and Transport Management held a workshop in Mahikeng on the 18th of November 2025, aimed at informing eligible employees about the incentivized early retirement options available for employees 55 years and above.

As it is known that public servants retire only after reaching the age of 60 years and above. However, now there is an incentivized early retirement legislative mandate where employees could utilize the option to take early retirement without penalties. The initiative has been designed to provide employees with

more flexibility and financial security as they planned their transition to retirement.

The cost of pension penalty waiver and additional financial incentives are calculated at two weeks of basic salary per year in the first twenty (20) years of pensionable service and one week's

financial incentive for each completed year of pensionable service thereafter.

It should be known that employees aged 60 to 63 years receive a financial incentive calculated at two (2) weeks of basic salary per year for the first ten (10) years of pensionable service, and one (1) week's financial incentive for each completed year of pensionable service thereafter.

The Human Resource and Administration manager, Mr. Phillip Letebejane, had advised employees to take proactive steps to ensure a smooth transition prior to their

retirement. By doing this, it would prevent any delays or complications. "We encouraged all eligible employees to check and confirm their records with our directorate. This involves reviewing files and verifying that all documentation are in order," said Mr Letebejane. The National Department of Treasury will oversee the whole process and applications, and the Heads of Departments could request employees with scarce skills to stay in until the department find suitable candidate

to occupy the relevant position.

Representatives from Government Employee Pension Fund (GEPPF) were also present to provide guidance on the formalities and processes involved in applying for early retirement.

Employees were encouraged to ask questions and seek clarification on any aspects of the process. The workshop was well-received, with many employees expressing appreciation for the opportunity to learn more about the early retirement scheme.



Empowering Youth of North West with a New Chapter in Information Communication Technology

Didintle Mokgoma



In a significant move to bridge the skills gap and empower the youth, the Department of Community Safety and Transport Management (DCSTM) has partnered with the Safety and Security

Sector Education and Training Authority (SASSETA) and Networx to launch the ICT System Support Learnership Programme in Ngaka Modiri Molema District. This initiative aims

to equip 20 unemployed youth in Mahikeng with the necessary skills and knowledge to enhance their employability in the ICT sector. The ICT sector is a vital component of modern society and

SASSETA's learnership programs are designed to provide individuals with the skills and knowledge needed to succeed in this field. By partnering with SASSETA, the Department is providing young people with the opportunity to gain practical experience and accredited qualifications, making them more employable in the ICT sector.

The induction ceremony marked

the beginning of a 12-months learnership program that will consist of three months of theoretical learning and nine months of practical training at companies identified by the Department. The learners, recruited through the Department of Employment and Labour's job seeker's database, were overjoyed to embark on this journey.

Addressing the learners, Director of Human Resource

Management, Ms. Thobeka Leteane expressed her gratitude to SASSETA and Networx for their partnership. "I would like to extend my heartfelt gratitude to SASSETA for granting learners yet another opportunity such as this. As the department, we have a great





the learners with the necessary skills and knowledge to enhance their employability in the ICT sector.

relationship with SASSETA, they always come through in empowering learners," she said.

Ms. Leteane also thanked and appreciated Networx for their unwavering support and trusting the department with this youth empowering opportunity.

Ms. Leteane urged

the learners to utilize this opportunity to their fullest potential.

"You were chosen from thousands of applicants, and there is a reason why you were selected. Use this opportunity to empower yourself and make the most of it," she emphasized. The Department is confident that this program will equip

This initiative is a testament to the Department's commitment to empowering the youth and bridging the skills gap in the ICT sector. As the learners embark on this journey, they can be assured of a bright future ahead, equipped with the skills and knowledge to succeed in their chosen careers.

DCSTM TAKES PROACTIVE STEP WITH OHS REPRESENTATIVES' INDUCTION AND TRAINING

Godfrey Modibedi



A crucial step was taken to ensure the safety and well-being of employees in the Department of Community Safety and Transport Management. The department had elected and inducted Occupational Health

and Safety (OHS) representatives by tasking them with the vital role of promoting health and safety in the workplace.

These representatives are chosen from all four districts in the North West Province.

Integrated Employee Health and Wellness hosted the five-days training with a mission to equip the representatives with necessary skills to excel in their duties. As they gathered for the induction, they were reminded that health and safety in



the workplace is a collective responsibility. The Head of Department, as the employer, bears the ultimate responsibility, while every employee is accountable for their own safety.

With this understanding, the Occupational Health and Safety

representatives were ready to take on their new roles, armed with knowledge and determination. The training was more than just a series of lectures; it

was an interactive experience designed to prepare representatives for the challenges they would face. Through engaging sessions and discussions, they learned about identifying hazards, conducting risk assessments and implementing safety protocols. They also gained insights into the importance of



mental health, ergonomics and emergency preparedness.

The department's commitment to employee health and safety is evident in its investment in these representatives. By empowering them with the knowledge and skills they need,



the department is not only protecting its employees but also contributing to the well-being of the broader community. As the OHS representatives

return to their workplaces, they carry with them a renewed sense of responsibility and a determination to make a difference.



EXTENDED DEPARTMENTAL MANAGEMENT COMMITTEE REVIEWED DEPARTMENTAL PROGRESS IN THE SECOND QUARTER PERFORMANCE

By: Thuto Sehularo



The Department of Community Safety and Transport Management's Extended Departmental Management Committee (EDMC) convened to review its 2025/2026 second quarter

performance, continuing the momentum built during the first quarter and assessing the department's progress in delivering its mandate to communities across

the North West Province. The session, facilitated by Acting Chief Director for Corporate Services, Mr. Patrick Mohono, brought together Chief Directorates senior managers, and representatives



from the Office of the Premier to examine performance outcomes and address factors that continued to influence the department's overall efficiency and achievements. During the first quarter of the financial year, the committee had highlighted the importance of aligning all

departmental activities with the Annual Performance Plan (APP). Head of Department, Dr. Hans Kekana, had commended the department for securing unqualified audit which is an achievement that he described as indicative of strong governance and accountability. However, he had also emphasised that several recurring issues still required urgent corrective action. Dr. Kekana in the 2nd quarter reiterated on the importance

of focus and active disciplined participation. He welcomed attendees and encouraged them to remain committed to the business of the day. The presence of each and every one of you means a lot. He applauded the department's commendable performance at the 2025 National Employee Wellness, Sports and Recreation (NEWSRC) Tournament, where departmental teams brought home multiple trophies,



demonstrating teamwork and excellence beyond the office environment. Representatives from the Office of the Premier and took part in the deliberations, offering guidance on updated reporting methods and the new provincial templates that aims to strengthen

reporting and performance monitoring. Their participation reinforced efforts to streamline processes and improve compliance across government institutions. Reflecting on the department's overall trajectory, Mr Mohono noted that while progress had been made, some challenges highlighted in the previous quarter remained unresolved. He urged management to intensify its

efforts and honour commitments made during earlier engagements. "Let's keep to those commitments that we have made, colleagues. We are still facing some of the same challenges which we committed to resolve in the last quarterly meeting," he said.

These EDMC meeting continues to play a crucial role in gauging performance, identifying obstacles, and guiding strategic interventions aimed



at enhancing service delivery. By carrying forward lessons from the first quarter into the second, the committee reinforced its commitment to continuous improvement and organisational resilience.

The second quarter review concluded with a fresh set of

resolutions, including the adoption of recommendations from the Office of the

Premier and renewed focus on addressing persistent bottlenecks. With strengthened collaboration and a clear path forward, the Department positions itself to advance its performance as the financial year progresses.



TRANSPORT STAKEHOLDERS UNITE FOR NLTA AMENDMENT WORKSHOP

By: Thuto Sehularo



The Department of Community Safety and Transport Management brought together a broad range of transport stakeholders in Maquassi Hills Municipality to convene a significant workshop on the amendment of the National Land Transport Act (NLTA). The session

aimed at deepening the understanding of proposed legislative changes and also strengthening collaboration across the industry as the Province prepares for a more modern and responsive transport regulatory environment.

Acting Chief Director for Transport

Operations, Ms. Mpho Rantona, chaired the proceedings and highlighted the workshop's role in unpacking the revised legal framework that will shape the future of provincial transport operations. The purpose of the

engagement was to clarify amendments, illuminate implementation responsibilities, and create a platform for dialogue between government, operators and regulatory bodies. Reflecting on the intention of the day, Acting Director for Transport Planning and Policy Development, Mr Segopotso Mmolotsi, explained that the session served to unpack the National Department of Transport's presentation on the National Transport Amendment Act of 2023 and accompanying regulations. "The presentation is also to get an understanding of the new definitions that appear on the Amendment Act," he said, emphasising the value of shared interpretation among all stakeholders. The workshop drew an extensive and diverse delegation, illustrating the broad provincial interest in the evolving transport landscape. Representatives from the four district municipalities, local municipalities, the provincial regulatory entity, taxi associations and bus operators participated alongside policy officials. Officials from the Office of the Premier, the Provincial Taxi Council, the Department of Education, the Department of Transport, the

Department of Agriculture and Rural Development, as well as the Department of Economic Development, Environment, Conservation and Tourism were also in attendance. They were joined by representatives from the Transport Education Training Authority (TETA), the North West

University, the South African Local Government Association (SALGA) and the South African Network for Women in Transport (SANWIT), among others who honoured the invite. Delivering the main presentation, the National Department of Transport's Director for Public Transport Regulations, Mr

Muzi Simelane, highlighted that the amendments are designed to keep pace with rapid changes in the transport sector. He emphasised that updated legislation is essential for a transport system that continues to grow more complex and technologically driven. "Our transport sector is evolving and so must our laws. These amendments are designed not to burden operators, but to open pathways for safer,





smarter, and more sustainable transport services," he stated.

Ms. Rantona echoed this sentiment, stressing that inclusive engagement is essential for successful implementation. "Workshops like these ensure that no stakeholder is left behind. Policy

only succeeds when those expected to implement it fully understand its purpose and benefits," she said. The discussions also foregrounded pressing challenges shaping the amendments, including rising commuter demand, safety concerns, and the rapid growth of new

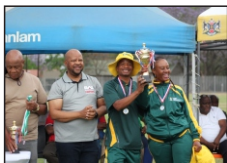
transport modes such as e-hailing and meter-taxi services. Officials deliberated on how clearer operating licence guidelines, improved regulatory alignment, and streamlined processes could enhance commuter protection, strengthen accountability, and improve service delivery across the province. For the public, the benefits will be far reaching. Clearer regulations and guidelines for operators mean improved safety



standards, reduced conflict in the transport sector, and more reliable transport services. With better enforcement channels and harmonised regulations, commuters can expect a transport system that is both safer and more accessible.

The workshop is part of the Department's strategic targets as outlined in government policy frameworks and provincial transport strategies. By capacitating stakeholders and improving legislative frameworks, modernising regulations, and

promoting an efficient and integrated transport system, the Department ensured that stakeholders understood the implications of the amendments and were equipped to implement them. Furthermore the Department continues to advance its commitment in creating a safer, well regulated transport environment, one that supports economic growth and helps move North West forward.



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