



dcstm

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

Tshireletso

Internal Newsletter

APR - JUN 2024



MEC MORWENG "DILO DI CHANGILE"



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PMDS Workshop



SEE PAGE 8

TA&L Lekgotla

Welcome the 7th Administration



Barbara Creecy
Minister of Transport



Senzo Mchunu
Minister of Police



Lazarus Mokgosi
North West Province Premier



Wessels Morweng
MEC Community Safety and
Transport Management



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EDITORIAL COMMENT



Mr. Oshebeng Koonyaditse
Director Communication Services

Thirty years ago, around this period, the founding Father of our democracy President Nelson Mandela addressed the National Assembly in what was his Office's budget vote speech. The occasion coincided with his 100th Day in Office as the President of the Republic. He reminded us how humanity had for eternity rowed against the tide to overcome challenges whilst toiling to be best in everything they do.

"Down the years, human society has pitted itself against the pestilences of poverty, disease and ignorance. Progress has been achieved while reverses have also been sustained. It is incumbent on South Africa to be in the company of those who have recorded more success than failure", said President Mandela three decades ago.

In his own unique way, he was reminding us that as people we do not fail because we don't see things the same way. We fail because we become conceited.

"To present a facade of unity on each and every issue would be artificial, undemocratic and patently pretentious", said President Mandela.

I was reminded of these Delphic words the mire since some are innocuous by MEC Wessels Morweng whose enough to be dealt with. "There is no profile you will find in this edition. In his problem without solution", he had said first twenty days he had, in his own as he summarized way forward of the words; "hit the ground running – both meeting.

figuratively and literally". He had met

senior levels of management and other stakeholders including the Provincial to solve complex challenges. We have SAPS Management and trade unions. to use technology to ensure we

He has committed to meeting other succeed in our endeavors", said MEC employees of the Department in due Morweng. course.

"We cannot use conventional methods to solve complex challenges. We have to use technology to ensure we succeed in our endeavors", said MEC Morweng.

He had been taken aboard on the Government. It is you and I who challenges and strategies police have implement those policies. It is already implemented in dealing with incumbent upon you and I to ensure crime. The Head of Department, Dr we, to quote President Mandela, are "... Hans Kekana and the Executive in the company of those who have Management Committee had taken recorded more success than failure". MEC Morweng through both internal As a collective, all of us whose and external challenges the livelihood is paid for by the people of department faces including the Auditor the Republic, must take a private vow General's findings on the Department. not to betray those who carved the path MEC said there had to be a way out of we are trundling on today – thirty years on.

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COSATMA WELCOMES MEC WESSELS MORWENG



He had introduced himself to the citizens of the Province with the words; "dilo di changile", meaning things have changed. He had committed to ensuring that things do change for the better. In his first media interview with the public broadcaster, he was unassuming in dealing with crime, declaring "arrest arrest" of all wrong doers.

Meet the newly sworn MEC for the North West Department of Community Safety and Transport Management, Mosimanegape Wessels Morweng. At his early thirties, he is youngest of all Members of the Executive Council in the Province. He comes from Moshaneng Village, Lehurutshe in the Ramotshere Moiloa Local Municipality. He is a Communication graduate from the North West University. PhD beckons, "but will have to first register for Masters", he

had said indicating that he is inspired by the two doctors at the Department; Dr Hanks Kekana and Dr Ntlhopeng Dikobe.

Despite his relatively young age, he is an experienced civil servant and quite versed with socioeconomic challenges in the Province. He is a former Director for Recreation Management at the Department of Arts, Culture, Sports and Recreation where he also served as a Media Liaison Officer before becoming Head of MEC Office. He had recently been an Acting CEO of the Mmabana Foundation.

MEC Wessels Morweng first activity at the Department was to meet with the Executive Management Committee (EMC) of the department and later met the Extended Department Management Committee (EDMC) in Mahikeng.

Added to this, he met with several other external stakeholders. All that within the first several days of his deployment. "The road ahead will not be easy but collectively, pulling together with men and women around me we shall overcome", he had said wrapping up the meeting. MEC Morweng has indicated that in due course he will make time to meet all employees of the Department. He is not oblivious of the level of expectation nor the extent of challenges ahead.

"Before I am a Member of the Executive Council, I am a citizen and a member of the community. Therefore, I know how crime affects the community. My message is simple; arrest arrest all those who are terrorising our communities", declared MEC Wessels Morweng.

NAVIGATING THE FUTURE OF EMPLOYEES WITH SEXUAL HARASSMENT POLICY



In the workplace, any harassment that occurs against any employee is regarded as an abuse of power. As a result, the new code recognises that harassment disproportionately affects employees who are in vulnerable occupations. Gender Focal Point and Diversity Management Unit held Sexual Harassment Policy workshops in all four districts.

The objective of the policy is to eliminate sexual harassment and enlighten employees about all forms of harassment that they might not have been aware of. It provides appropriate procedures to deal with the problem and prevent recurrence. The policy aims at developing a workplace that is free of sexual harassment where employees respect one another's integrity, dignity, privacy and right to equity in the workplace.

Gender Focal Point and Diversity manager, Ms Gloria Tshepe, encouraged that incidents of harassment must be reported expeditiously. "Employees must report sexual Harassment immediately

after it occurs to Labour Relations office," said Ms. Gloria Tshepe.

Work environment should be free of harassment, sexual favours, intimidation and victimization, emphasized Ms Tshepe. All forms of sexual harassment in the department must be eliminated and there has to be a provision of a systematic and consistent approach to managing sexual harassment cases. She said that to prevent incidents of sexual harassment there has to be an appropriate consequence management for such cases.



Deputy Director Gloria Tshepe

"The perpetrators and victims of sexual harassment may include management, supervisors, employees, job applicants, clients, suppliers, contractors and other stakeholders who have interaction with the department. A non-employee who is a victim of sexual harassment may lodge a grievance with management if the harassment has taken place in the workplace or during the course of the harasser's employment", said Tshepe.

Any interaction becomes a harassment when the conduct is pervasive enough to create an environment would be considered intimidating, hostile or abusive. The attendees did not just honour the invite but they participated fully by asking clarity seeking questions. It was further explained that sexual harassment may include unwelcome physical, verbal or non-verbal conduct. Sexual harassment complaints must be taken seriously and treated respectfully and in confidence as no one should be victimised for laying such a complaint.

EXTENDED PUBLIC WORKS PROGRAM INDUCTION WORKSHOP



The Expanded Public Works Programme (EPWP) was established by national Government as a means of creating jobs. The primary focus of the programme is to provide an income for the poverty stricken, low skilled and unemployed people to reduce the country's high joblessness. An induction session was conducted with all newly recruited EPWP participants to guide them on programme requirements, their responsibilities and expectations.

Integrated Employee Health and Wellness Unit gathered new recruits at Safety House in Mahikeng for induction. IEHW manager Ms Innocentia Selomane, welcomed them. "It is a great pleasure to have you in the department, we trust and believe that henceforth we will work

together," said Ms Selomane. Presenters from various units clarified employees on how the public sector operates and the role they will be playing in the department.

Employees were also informed of various types of leaves, administration thereof and their protocols. The recruits were urged to not abuse leave management, as this will result in disciplinary processes.



IEHW Assistant Director Kearabetswe Lephoi

TRANSPORT ADMINISTRATION AND LICENSING STRATEGIC PLANNING LEKGOTLA



The Transport Administration and Licensing Directorate convened its first three-day strategic planning session in the Bojanala District. All Registering Authorities employees came together to plan for the 2024/25 fiscal year. The objective was to set goals for the directorate and develop an operational plan to achieve intended objectives.

The mandate of the Department of Community Safety and Transport

Management is to administer an effective and efficient transport licensing to the citizens of the province.

Transport Administration and Licensing manages the registration and licensing of all motor vehicles and administers applications in terms of the National Road Traffic Act. This also collects the revenue for the Province.

The first day of the strategic plan began with officials engaging on day-to-day challenges and how they could be ameliorated. Director for Transport Administration and Licensing Mr Suebel Mmono set the tone for achieving the objectives of the Directorate. "Through the support of the staff in the sub-Directorate and the effort of public servants it is you who drive the Transport Administration and licensing in the province and today the Department recognizes all your

efforts", said Mr Mmono.

The Directorate reflected on matters that negatively affects its operational environment that amongst others include fraud and corruption in the licensing offices. Mr Shaamiel Adriaanse of the Road Traffic Management Corporation (RTMC) which was part of the planning, highlighted challenges experienced by On-line Services.

Some of the challenges highlighted include cloned vehicles, fraudulent transfer of vehicles, delays in changing vehicle ownership and slow process of applications.

The online service enables motorists to access the National Traffic Information System (NaTIS) website and register their profiles to renew their vehicles without visiting the licensing offices. Mr Adriaanse emphasised aspects that the Anti-Corruption Unit of the RTMC deals



TA&L Director Suebel Mmono



with daily. These include fraud, favouritism and embezzlement.

Assistant Director for Revenue Management at the Department Mr Titus Tsatsimpe presented the new banking procedure that has been implemented since the beginning of the financial year. Challenges with regards to the introduction of the new process were highlighted and universal approach to addressing such was adopted.

The Second day started differently with team building exercises to provide employees with a break from the daily grind. This culminated in a gala dinner with an employee recognition award ceremony. This provided employees with an opportunity to interact and network. Human Resource Management officials, Mr Pitso Sehoaba and Ms Lebogang Maphulane gave a brief presentation on HR administration processes. They involve the process of managing legal and administrative issues related to civil servants.

Gender Focal Point and Diversity manager was also given a platform to educate attendees about the effect of sexual harassment in the workplace. Officials were given an opportunity to reflect on the three-day exercise. Each speaker appreciated and expressed gratitude at the

Directorate for the session.

"We won't know what kind of a workplace we want unless we introspect and review our work. It's not an easy journey, but clearly, we must start", concludes Mr Mmono.



Transport Admin and Licensing Cashiers

FAST TRACKING FAIRNESS PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM WORKSHOP



The Performance Management and Development System intends to develop the confidence and skills to conduct effective performance reviews, to be aware of the support structures and development opportunities available within the Department. Performance Development Management System (PMDS) unit embarked on workshops to engage officials in all four districts of the Province.

The objective was to clarify how the PMDS functions and how it accelerates service delivery processes in the department. They emphasised the importance of PMDS in identifying gaps and how they can be closed in developing employees.

Human Resource Management Practitioner, Ms Julia Cashibe, took the staff onboard on the importance of PMDS and its contribution towards alignment of the department's vision and objectives. "All employees are

expected to adhere to the rules and submit their annexures on time to enable them to qualify for performance standards," said Ms Julia Cashibe.

Continuous workshops enable the Department to enhance performance against the strategic plan, individual performance in line with agreed objectives by identifying gaps. PMDS

is a method for managing and developing performance of public sector personnel with the goal of achieving both individual and institutional excellence. It is a process of ongoing evaluation. The performance requirements are explicit, measurable, realistic, and acceptable, ensuring that an employees understand exactly what is expected of them.



Senior Personnel Practitioner Ms. Julia Cashibe

SPIRITUAL UPLIFTMENT IN THE WORKPLACE



The Human Resources Management, Integrated Employee Health and Wellness (IEHW) unit arranged a spiritual uplifting service at Tirelo Building on Thursday, 23rd of May 2024. The purpose of the service led by Chaplain Cynthia Reetseng was to spiritually revive officials.

Acting HRM Director, Mr Bore Motshabi explained the purpose. "This is a special prayer; we pray for free and fair elections but let's not just pray for that, let's extend our prayers to good leadership," said Mr Motshabi.

Ms Jennifer Mpunzi who is retiring from the Department gave a moving speech. She thanked God for fortitude. "It is only by grace to be where I am today and the journey was not easy but by the strength of God, I managed. I appreciate the opportunity I had here to grow in my career and be a part of the team. I'll never forget the experiences I had

working here", said Ms Mpunzi.

Also leaving the Department is Ms. Ontlametse Tlape from Supply Chain Management. "I'm glad that today's service has given us the opportunity to share our testimonies, I'll be joining

national department and all this is by the grace of God. Leaving this department is not that easy. I'm ready to start the next stage of my career, but I thank you all for giving me the skills and the courage to excel in my responsibilities. Farewell!" said Ms Tlape.



PI MOLETE REMEMBERED FOR HIS DEDICATION AND PASSION



Officials of Community Safety and Transport Management paid tribute the late traffic officer, Provincial Inspector (PI) Puso Donald Molete in Mahikeng. PI Molete passed on due to natural causes. His closest friend Thuto Moletsane was inconsolable. "He was older than me but we were very close, I enjoyed every second being around him. We took trips together and he was very humble and a loving person. I have lost a friend and a brother but I'm grateful of memories we created together," said Thuto.

Provincial Inspector Lerato Hanto worked closely with him and was equally distraught. "Puso was a God sent. To me he was a colleague, a friend and a family. The connection we had left a spark in my heart, I'll forever miss him," said PI Hanto. He was described as a dedicated traffic officer who did his work with enthusiasm. Chief Provincial Inspector Mr Justice Tshabile under whom he worked as a member of the specialized traffic unit says he was a passionate officer. "The

Department has lost a dedicated and passionate individual," CPI Tshabile said.

"Being a traffic officer is a calling", said Director for Road Traffic Management, Mr Paul Stone. "Puso was amongst the chosen one to serve the people of this country," Director Stone concluded.

District Development Model Director for

Ngaka Modiri Molema, Ms Pelotshweu Kotu thanked other law enforcement stakeholders who came to bid a sad farewell to the late PI Molete. "We appreciate the presence of the Correctional Services and South African Police Services. It clearly shows that Puso was indeed an individual that one would love to work with," said Ms Kotu.



IEHW Deputy Director Innocentia Selomane



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North West Provincial Government
REPUBLIC OF SOUTH AFRICA



Pictorial





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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