

**DAM LEVELS
ARE CRITICAL!**
Reduce consumption
immediately.
Every drop counts!
Here's to the H₂O Heroes.

© Photograph by: Bruce Sutherland, City of Cape Town.
Thewaterskloof Dam April 2017

You can be an H₂O Hero.

Find out how at www.h2ohero.co.za

Changing our habits so that we can reduce our water footprint **BETTER TOGETHER.**

CONNECTING LEARNERS AND ENABLING THEM TO HELP SAVE THEIR ENVIRONMENT

DEA&DP VISITS SCHOOLS TO CELEBRATE WORLD ENVIRONMENT MONTH

World Environment Day and Month is one of the Department's most important events of the environmental calendar. It's a time not only to celebrate the beautiful world we live in, but also create awareness and action to enable citizens to protect our environment.

On 5 & 26 June, our Department teamed up with CapeNature and visited two primary schools in Grabouw, namely Pineview and Kathleen Murray Primary, presenting on the importance of World Environment Month.

CapeNature kicked off the session with a presentation on Waste and different types of waste, that pollutes our environment. They also showed examples of how waste affects all animals, species and people in our immediate and distant environments.

Our team then switched focus to Saving Water, and how to become an H₂O Hero. Water Saving has become a critical topic and therefore every opportunity needs to be used to discuss and empower learners to save water in their immediate environment.

Linking the Water Saving and Waste topics, our team demonstrated an easy way to take everyday plastic waste and turn it into something valuable – like an EcoBrick. Handing over a collection bin to each school, we challenged the learners to each make an EcoBrick that will be donated to building a crèche in Joe Slovo in September.

Each school received an EcoBrick collection bin, as well as posters about the effects of Climate Change, Saving Water and being an H₂O Hero.

'Connecting People to Nature', the theme for **World Environment Day 2017**, implores us to get outdoors and into nature, to appreciate its beauty and its importance, and to take forward the call to protect the Earth that we share.

World Environment Day is a day for everyone, everywhere. Since it began in 1972, global citizens have organized many thousands of events, from neighbourhood clean-ups, to action against wildlife crime, to replanting forests.

This year's theme invited you to think about how we are part of nature and how intimately we depend on it. It challenges us to find fun and exciting ways to experience and cherish this vital relationship.



Learners from Pineview and Kathleen Murray Primary schools in Grabouw participating in presentations given by CapeNature and DEA&DP

WATER DECLARATION SIGNED

LOCAL GOVERNMENT DECLARATION ON WATER SECURITY FOR THE WESTERN CAPE

27 JUNE 2017



[CLICK HERE](#)
to read the latest news articles and the Water Declaration signed by the Western Cape Premier, Hellen Zille.

Premier Helen Zille, Provincial Ministers as well as Mayors from across the Western Cape, signed a Municipal Declaration with regards to long term water security for the Province in Worcester on 27 June 2017.

The declaration was the result of the outcomes of the Western Cape Water Indaba that was held on 16 May 2017, with the intention of tackling the ongoing drought prevalent across the Western Cape.

Premier Zille said that the declaration will commit provincial and local government leaders towards greater water security in the medium to long term.

“The main aim of this Declaration is to accelerate action towards responsible and sustainable water use in the Western Cape,” said Zille.

Anton Bredell, the Minister of Local Government, Environmental Affairs and Development Planning in the Western Cape says the declaration subscribes to seven key points that include:

- Enhancing Water Conservation efforts including adopting Water Sensitive Urban Design planning principles to permanently reduce the per capita demand on our water resources;
- Reducing water leakages;
- Recognising the need to manage groundwater wisely;

- Diversifying water supply;
- Protecting the quality and integrity of water resources;
- Legislative overhaul in areas where needed; and
- Driving water innovation.

Minister Bredell says one of the biggest things currently happening is an in depth review of the Sustainable Water Management Plan (SWMP) for the Province.

“This Plan provides the strategic framework for water management in the Western Cape Province. It will guide and inform us as to the decisions we need to make going forward.”



CONGRATULATIONS EMPLOYEES OF THE MONTH - MAY 2017

The Chief Directorate: Development Planning’s Senior Management unanimously decided that the award for Employees of the Month for May 2017 should be awarded to the following team members within the Sub directorate: (MILS) Municipal IDP & LGMTEC Support:
ANDRÉ VANCOILLIE, ALEXIA JULIUS, ROY GARDENER AND MICHAEL DARIES.

200kg  = 1 

WE VALUE YOUR CONTINUED SUPPORT

Please drop off your bread tags with:

UTILITAS

Lilitha Ntanga: 11th floor x2773

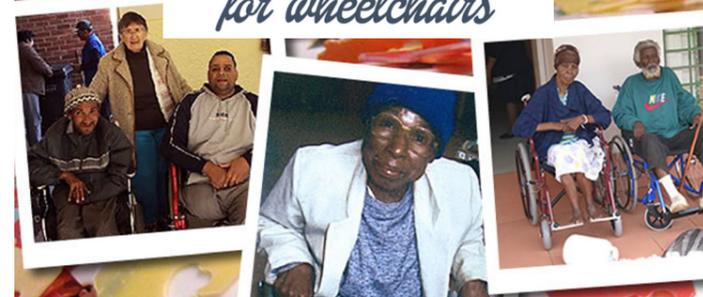
LEEUSIG

Jared Johnson: 1st floor x9843

ATTERBURY

Alicia le Roux: 5th floor X2969

BREADTAGS
for wheelchairs



OUR WATER HABITS AT THE OFFICE: PERMISSION CUBICLES

As you are aware, we have implemented the “**Permission Cubicles**” three weeks ago in Utilitas, Leeusig and Atterbury buildings.

This was introduced due to Level 4 water restrictions that came into effect on 1 June as the Western Cape continues to suffer from one of the worst droughts in a century, with dam levels at an all-time low and winter rains sporadic and uncertain.

Since then, stricter water restrictions, Level 4b, have been introduced on 1 July in an effort by the City of Cape Town to drive daily collective water usage to 500 million litres or less.

This means that **all water users are required to immediately use less than 87 litres of water per person per day in TOTAL**, irrespective of whether you are at home, work or elsewhere.

WHAT DOES THIS MEAN FOR YOUR DAILY WATER USAGE AT THE OFFICE?

Since **toilet flushing is by far the biggest use of potable water in the office**, we have to reduce the number of flushes in order to stick to the 87 litres of water usage allowed per person per day.

In all multi-stall facilities across the Department, there is signage indicating one of the stalls is a “permission cubicle”. This means that users have permission to not flush, if it’s not necessary.

This follows the “if its **yellow** let it mellow, if its **brown** wash it down” philosophy often adopted in drought areas. It allows people to feel that this, normally socially unacceptable behaviour, has special sanction under our critical water shortage situation. We do need to ensure that we use discretion and not cause clogged pipes, but there is a lot of scope for us to save water by

our behaviour and shared responsibility without any infrastructural impact.

It is completely understandable that this will feel unacceptable to some and therefore some stalls will remain “Business as Usual” for those who do not wish to participate in these efforts. We look forward to some radical water user transformation.

This principle was approved by Top Management, to implement a radical and perhaps an uncomfortable behaviour change campaign in our bathrooms at work.

We encourage you to engage with your Directors if you wish to give us feedback on this initiative and we welcome any further innovative ideas for office water saving.

HOW FAR CAN 87ℓ A DAY GO?

DRINKING 2 LITRES	COOKING 4 LITRES	DAILY HYGIENE 4 LITRES	2 MINUTE SHOWER 20 LITRES	DISHES & LAUNDRY 23 LITRES	3 FLUSHES 27 LITRES	SAVING 7 LITRES

THINK WATER
THINK LESS THAN 87ℓ A DAY

CITY OF CAPE TOWN
ISIXEKO SASEKAPA
STAD KAAPSTAD

Making progress possible. **Together.**

CLICK HERE for Level 4b Water Restrictions.

LOOK OUT FOR THESE SIGNS IN THE BATHROOMS.

CAUTION: DANGER ZONE 2WISE 2WASTE

HIGH POTENTIAL FOR POTABLE WATER WASTAGE!

WE ARE IN A SEVERE DROUGHT PLEASE BE WATER WISE...

If its **yellow** let it mellow, if it's **brown** wash it down...

Western Cape Government
BETTER TOGETHER.

Changing our habits so that we can reduce our water footprint **BETTER TOGETHER.**

2WISE 2WASTE

THIS IS A PERMISSION CUBICLE

If you realise that our water crisis is dire and we have to save drinking water now then you have **permission to not flush in this cubicle.**

If you can't get your head around this tool for saving water, then feel free to use the other cubicles which are operating with the Business as Usual model.

If its **yellow** let it mellow, if it's **brown** wash it down...

Western Cape Government
BETTER TOGETHER.

Changing our habits so that we can reduce our water footprint **BETTER TOGETHER.**

2WISE 2WASTE

Please note this **“PERMISSION CUBICLE”** is not an excuse to leave everything messy.

Please maintain basic courtesies.

Simply don't flush if it is not needed and close the lid.

Thank you for saving 7-9 litres of drinking water for not flushing.

If its **yellow** let it mellow, if it's **brown** wash it down...

Western Cape Government
BETTER TOGETHER.

Changing our habits so that we can reduce our water footprint **BETTER TOGETHER.**

1ST CONVICTION OF THE ILLEGAL CLEARING OF INDIGENOUS VEGETATION



Construction of a concrete bridge within the Breede River without environmental authorisation from the competent authority. The purpose of the bridge is to access to the other side of the farm.



An area where Breede Alluvium Fynbos was cleared after recuperation of vegetation (area was previously cleared without environmental authorisation).



Clearing of indigenous vegetation confirmed to be Breede Alluvium Fynbos without environmental authorisation

Our Department's Criminal Investigations unit, investigated a case of illegal clearing of indigenous vegetation and construction within a watercourse in Worcester, which is an offence in terms of the National Environmental Management Act, 1998 (NEMA). A compliance notice was issued to the offender, in terms of the section 31L of the NEMA, shortly after the offence was reported to the Department.

On 4 September 2014, a joint investigation was conducted by Environmental Management Inspectors (EMIs) from the Department of Environmental Affairs and Development Planning, CapeNature and the provincial Department of Agriculture.

During the investigation, the EMIs observed that the offender constructed a concrete bridge within the Breede River, cleared indigenous vegetation, constructed three dams and in addition, constructed a channel within a small tributary which emanates from the mountain slope on the farm. Due to the severity of the degradation caused to the environment, the Departments criminal unit immediately consulted with the Worcester regional court prosecutor, Mr A. Theron, of the National Prosecution Authority, who guided the EMI's with their investigation.

Upon further investigation, it was established that the offender did not possess the necessary environmental authorisation for the clearing and construction activities from the Department. Although an application was made for the clearing activities to the Department of Agriculture, but authorisation was never granted. It was further established that the dams constructed was below the threshold, in terms of the NEMA Environmental Impact Assessment Regulations, and therefore did not constitute an offence in terms of section 49A 1(a) of the NEMA.

On 22 June 2017 the NPA, after consultation with the Department, entered into a plea and sentence agreement in terms of section 105A of the Criminal Procedure Act, 1977 with the accused.

This plea and sentence agreement was the culmination of months-long tough negotiations. The accused pleaded guilty and received a compound sentence of R400 000 fine suspended for 5 years, on condition that the accused is not again convicted in this 5 year period, of a similar offence. The accused must also submit a section 24G application to the Department, which will entail a further fine (there is no provision to suspend such fine and it must be paid by the accused) of up to R5 million and rehabilitation of the harm to the environment.

As this was the first conviction of such an offence for the Department and the Province, hence the Directorate: Environmental Law Enforcement thought it best to settle in this manner. Dr Eshaam Palmer, Director: Environmental Law Enforcement said: "This plea and sentence agreement (the equivalent of a conviction without having the uncertainty of the outcome of a criminal trial) will go a long way in preventing such offences in the future and is hoped that it will deter other farmers from clearing indigenous vegetation illegally and committing other illegal farming practices."

"The illegal destruction of critically endangered and other lowland vegetation in the Western Cape creates further fragmentation of natural, healthy habitats for a series of plants and animals, and erodes the environment's capacity to sustain the livelihoods of people and the economy. If the current rate of habitat destruction continues, we will soon have no natural and functioning ecosystems outside of protected areas." Says Dr. Ernst Baard, CapeNature Executive Director: Biodiversity Support. It is hoped that the sentence

will deter other farmers from clearing indigenous vegetation illegally and committing other illegal farming practices.

Congratulations to Jason Liebenberg (Senior Criminal Investigator who conducted the investigation) and Achmad Bassier (Head of Criminal Investigations) for their sterling work in this matter.

Well done to our Environmental Law Enforcement team.

WHY IS THIS AREA SO SIGNIFICANT?

More than 45 hectares of Endangered Breede Alluvium fynbos was cleared. This vegetation type is well known for high numbers of endemic and threatened species. The Upper Breede Valley supports a number of threatened habitats that are high priority areas necessary for ecological support and processes, and therefore the long term sustainability of the agricultural sector that underpins the economic sustainability of the region. Additionally, being directly in the floodplain of the Breede River, natural areas in this position in the landscape contribute towards improvement of water quality and regulation of the flow in the river. Conversely, conversion of these areas will have consequence for river health and function. As the Upper Breede valley is an area of high agricultural potential and development, in the past and presently, this means that the increasingly few natural areas remaining in the floodplain start having a disproportionate importance for the health of the river and need to be protected. It is hoped that this case will contribute towards better future management of the landscape supporting the Breede River, especially in the light of the current and future water scarce future of the Western Cape.

THE DEA&DP EMPLOYMENT EQUITY CONSULTATIVE FORUM

The Employment Equity Act, 55 of 1998 was assented to on 19 October 1998. The purpose of the Act is to achieve equity in the workplace, by:

- promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination; and
- implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, to ensure their equitable representation in all occupational categories and levels in the workforce.

The Employment Equity Act, 1998 (hereinafter referred to as the "EEA") is binding on the State and is applicable to all provincial departments as all provincial departments are designated employers in terms of section 62 of the EEA. In terms section 17 of the EEA, an Employment Equity Consultative Forum (hereafter called EECF) must be established within our department for the purpose of consulting on employment equity matters.

What is the goal of EECF?

The goal of the EECF is to monitor the implementation of the Employment Equity Plan and advise on adequate interventions to remove/eliminate employment barriers in our department.

The EECF serves to:

- assist with the development and implementation of the Departmental Employment Equity (EE) Plan;

- assist with the annual reporting to Department of Labour (EEA2 and EEA4 Reports);
- monitor the promotion of representivity through recruitment and skills development;
- create a platform to address fears and concerns of the staff and increase commitment to equity.
- increase awareness among staff and create a common understanding of what equity is and how to achieve it.

Who is the EECF?

The EEA requires the department to consult comprises of employee-nominated representatives with whom the employer can consult who reflect the interests of:

- employees from across all occupational groups and levels of the employer's workforce;
- employees from designated groups; and
- employees who are not from designated groups.

The departments' EECF comprises of the following representatives:

How does the EECF monitor equity matters?

The EECF assists with the development and implementation of the EE Plan referred to in section 20 of the EEA. The purpose of this consultation is to reach agreement on affirmative action strategies/ programmes/ plans covered in the EE Plan.

The EECF, inter alia:

- Monitors the EE numerical statistics on the workforce profile to determine the imbalances on occupational levels and the degree of under-representation of the grouping of employees represented.
- Monitoring and submitting inputs towards required (proposed) amendments to the EE Plan in order to promote representivity and eliminated discrimination through policies and practices;

What is expected of EECF members?

EECF members should report concerns regarding employment equity matters, perceptions and attitudes to the EECF on behalf of the employees that are represented and discuss possible strategies to address said matters.

EECF members must provide regular feedback to the group of employees that they represent in order to promote effective communication and understanding of the principles of employment equity / affirmative action and the implementation of the Employment Equity Plan.

EECF members should inform and assist the EECF of compliance issues to be addressed in the various premises of the workplace.

Conclusion

The EECF therefore ensures that our Department meets our statutory duty as a designated employer, as prescribed in the EEA.



ANWAAR AHMAD GAFFOOR
Representation: Employment Equity Manager



AYUB MOHAMED
Representation: Chairperson of the EECF



PEARL CLOETE
Representation: CRU



FARAH ABRAHAMS
Representation: Women



GUNTHER FRANTZ
Representation: Coloured Male



BEVERLEY BARRY
Representation: Coloured Female



ANDRE LOMBAARD
Representation: PSA



AMY-LEIGH UYS
Representation: CRU



RUDOLF VAN JAARSVELDT
Representation: Communication & White Male



LANCE MCBAIN-CHARLES
Representation: Person with Disabilities



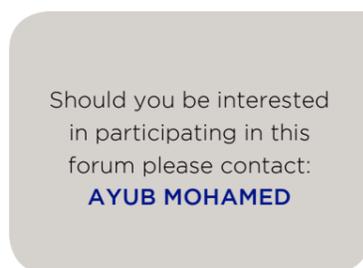
JAMEELAH KASPER
Representation: NEHAWU



LINDELWA PRISCILLA BOVANA
Representation: CSC



MZIYANDA MPIYANE
Representation: Secretariat



VACANT
Representation: African/Indian

Contact details:

Any of the EECF members can be contacted for EECF related matters. **To email them directly, click on their photograph.**

Should you be interested in participating in this forum please contact:
AYUB MOHAMED

NELSON MANDELA DAY 2017

Thank you to all those who participated in this year's Ecobrick drive.



**Tuesday
18 July**

Together with students from CPUT and our colleagues from Provincial Treasury, this Mandela Day we spent our 67-minutes creating a safe place of learning out of waste **BETTER TOGETHER.**

INTERNAL RECYCLABLE WASTE COLLECTION PROGRAMME 2016

1 & 3 Dorp Street, Cape Town

**2WISE
2WASTE**



WHITE PAPER
2 741kg



MIXED PAPER
677kg



METALS
10kg



PLASTICS
41kg

**TOTAL
RECYCLED
IN 2016
3 469kg**

DID YOU KNOW

Recycling 1 ton of newspaper saves about 1 ton of wood

Recycling 1 ton of printing or copier paper saves more than 2 tons of wood.

Every kg of white paper is additional income that can be earned by the Department

FOR 2016/2017 FINANCIAL YEAR:

DEA&DP spent **R181 484** on white paper. • DEA&DP had a financial return of **R2 100** on recycling of white paper. A significant amount of paper is not recycled but may be used for one or more of the following reasons: Hardcopy filing. • Correspondence sent to stakeholders. • Disposal in general waste bin.

Diverting our waste by recycling **BETTER TOGETHER.**

10 YEARS TO 30 YEARS LONG SERVICE AWARDS EVENT

BY TRISTAN THOMAS

The Long Service Awards acknowledges the loyalty and longevity of service of staff members and their achievements over the years. For me as an Intern, it has been a joyful and enlightening experience for me. I was amazed and shocked at the vast levels of educated individuals present on the day. I have never heard of so many different types of Masters and Honors in my young life! Accumulatively **540 years of experience** and this only the people that received awards.

The venue was at the Strand Hotel in Cape Town and décor was stunning. As interns and “event crew”, we wore Black and Burgundy attire

and welcomed the staff who looked absolutely stunning. I must commend the staff members that made an extra effort to look phenomenal. The mood in the room started slightly strained as there was a heist just outside the venue. Soon it changed to that of a joyful and relaxed atmosphere. The HOD delivered a very good speech and Minister Bredell thanked all the staff members for their commitment.

The catering was absolutely phenomenal with a wide spread of variety that looked like a Christmas Feast and was devoured by all.

I had the honor of meeting and being in the presence a Provincial Ministers, whom I only read of in newspapers or seeing on television. Being present there that day made me feel honored because I was witnessing all level of staff being awarded for their commitment and dedication. Some started just like me as an Intern and it almost felt like a peep into the future. If I was dedicated enough, that could be me in years to come.

I end this report with a thank you for the experience I have gained and the insight of how dedication and commitment will take you so far in life.



CONGRATULATIONS
20 years of service

Congratulations to Belinda Langenhoven, Anthony Barnes, Wilna Kloppers, Zain Jumat (not pictured) and Gottlieb Arendse (not pictured) on 20 Years of Service

CONGRATULATIONS
30 years of service



Congratulations to Paul Harscastle, Clifford Harding, Gerhard van Lille, Shameemah Abrahams and Gameeda Buggas (not pictured) on 30 Years of Service



CONGRATULATIONS
10 years of service



Gregg Adams



Achmad Bassier



Jeremy Benjamin



Hermien Booysen



Shehaam Brinkhuis



Avela Bulana



Melanie Davids



Mervin Fredericks



Roy Gardener



Goosain Isaacs



Jessica Katz



Sharon Kleynhans



Yolisa Mabentsela



Mellisa Naiker



Bernard Niemand



Samela Kwetana



André Oosthuizen



Eshaam Palmer



Azaad Sayed



Lyndale Southgate



Laurin Wilson



Cheryl Wylie-Adams



Fundiswa Zingitwa-Lwana

NOT PICTURED:
Rondine Isaacs • Luxolo Kula
Stanley Dika • Liza Petersen • Neo Rhapale



2017

JULY-OCTOBER

Click on the highlighted dates to find out more about each event

JULY

- 11 July World Population Day
- 18 July Nelson Mandela Day

AUGUST

- 9 August Women's Day
- 12 August World Elephant Day

SEPTEMBER

- 1 September Arbor Day
- 1-7 September Arbor Week
- 16 September World Ozone Day
- 16 September Coastal Cleanup Day
- 22 September World Rhino Day

OCTOBER

- 2 October World Habitat Day
- 4 October World Animal Day

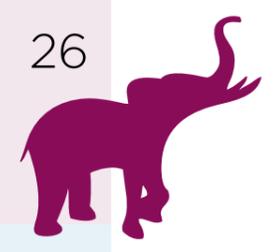


JULY

S	M	T	W	T	F	S
30	31					1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		



SEPTEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

