



Honourable Helen Zille, newly elected Premier of the Western Cape as of the 6th of May 2009.

## New Premier outlines her vision for the

# Province

govern for all of the people of the Western Cape and this governance would be underpinned by two core values:

Firstly, the dedication to establishing and telling the truth and secondly, a commitment to defining, accepting and meeting responsibilities.

One of the other cornerstones of her administration during this period will be accountability and transparency.

Her mother, Mila, from whom she absorbed the values she spoke of during her speech, her husband Johann, her beloved siblings Carla and Paul, her sons Paul and Thomas.

We wish the new Premier Honourable Helen Zille every success in her future endeavours as she strives to leave her distinctive mark on the Provincial Government of the Western Cape.

*L*ife in the public eye for Helen Zille started with her humble beginnings as a newspaper journalist and has since seen her wear many different hats from peace activist to provincial and national legislator.

However, it is in 2009 that she faces her greatest challenge to date, being elected as Premier of the Western Cape.

During her inauguration speech recently, Zille said, "We have a mandate from the citizens of the Western Cape to work towards achieving our vision of an open opportunity society for all.

She went on to commend the work of public servants such as the nurses, doctors, teachers, policemen and others who work under extremely difficult conditions such as capacity constraints, high vacancy rates and inadequate budgets.

Zille continued by saying that during her term of office, her administration will

Zille said, "A commitment to the truth requires open, accountable, and transparent government. This is also the best way to counter corruption, which has become a cancer in our society."

Quoting Judge Louis Brandeis, a US Supreme Court justice of the early 20th Century, Zille noted: "Sunlight is the best disinfectant. And so, we will devise ways of letting the sun shine into our administration, and of making accurate information on our activities more easily accessible to citizens, not only so that we are held more accountable, but so that we can jointly address the obstacles that stifle development and retard progress."

"We are human and we will fall short on occasion -- but we will at all times defend the independence of institutions that exist to call us to account." said Zille

In closing, Zille thanked the people who shaped her.

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# The Winds of Change are Blowing



**Newly appointed MEC for Finance, Economic Development and Tourism, Alan Winde, - smiles at the occasion of the Honourable Premier Helen Zille's new Provincial Cabinet**

*M*inister Alan Winde has been a Member of the Western Cape Provincial Legislature since 1999. On the 8th of May, he was sworn in as the MEC of Finance, Economic Development and Tourism. Upon taking office, MEC Winde declared that he plans to make sure that his Ministry becomes a centre of excellence that provides a world class service to the public.

Above all, this Ministry aims to bring dignity to all the people of our Province, by empowering them with the opportunity to fulfill their goals and dreams. MEC Winde would like to urge Western Cape citizens to become entrepreneurs, who use their creativity to find ways to participate actively in our economy. He will do his best to ensure that government creates the environment for businesses to prosper and grow.

Amongst his many other short term priorities, the Minister will resolve issues around the Western Cape Liquor Act, and attempt to find an investment solution for the Southern Cape's most historic icon, the Outeniqua Choo Tjoe.

He also hopes to inspire his colleagues in Cabinet to provide responsible political leadership across the Province, so that service delivery is bettered.

Before becoming actively involved in politics, MEC Winde started ten businesses, which ranged from the manufacturing of goods to him being actively involved in the tourism industry in Knysna. It was here that he grew up, and met his wife, Tracy. They were married in 1993. He is very much a family man, who makes every effort to spend quality time with his family, which includes two children, Jason and Lauren, who are 10 and 6 years old respectively. Tracy often joins Minister for a quick cup of coffee at the Ministry between meetings. In fact, Minister's first act as MEC was to ensure that we had a good supply of quality beans, as he believes that "life is too short for bad coffee".

The Minister enjoys boating, the outdoors and reading, although these days he has little time to read anything other than newspapers and financial documents.

# It is all about “Attitude”

There is this perception out there that Provincial Treasury is constituted of old fogies who complain about having too much to do but seldom displays the nerve and the inclination to make that difference.

In Shakespearean terminology: “Much Ado about nothing.”

Are we too busy complaining about how management has dealt us a raw deal, put too much on our plates, set too high expectations and therefore we find that the “cup now runneth over”?

Lofty ideals, overzealous and presumptuous goals and objectives are yet again the gripe of day.

However, it is possible for us to step back, stop with the complaining and ‘It cannot be done syndrome’ and begin to conceive that we are in a position to make that difference. If only we could break that mould of the conventional and begin to positively tackle what has been set out one day at a time in little bite-size portions that is easier to digest.

Human habits are a tough nut to crack, but, like any tasty nut in a hard shell, it is very rewarding to break through the barrier that is holding you back. If you have ever tried to quit smoking or to change some major behavior that you have habitually done for many years, you will know how powerful our habits are.

Many of us make grand plans for the New Year... and most of us do not follow through with these goals and resolutions. Why? All too often, the best of intentions seem to turn out less wonderful than expected.



**She’s got the look : Nadia Ebrahiem, Senior Manager, Supply Chain Management, Provincial Treasury Western Cape**

There are several reasons why New Year’s Resolutions can be doomed to failure.

So then how do we don the attitude and begin to implement this positive stance? From my personal experience, being proactive is always a key ingredient.

In other words, having the ability to control one’s environment, rather than have it control you, self determination, choice, and the power to decide and be able to respond to stimulus, conditions and circumstances.

Concentrate on relevant activities and avoid distractions, whilst prioritising what needs to be done first. Achievements are largely dependent on co-operative efforts with others, so it is important to synergize the effort.

The principle that the whole is greater than the sum of its parts, implicitly lays down the challenge to see the good and potential in the other person’s contribution. The final ingredient is upping your game.

Being adept at focusing one’s initiatives to make maximum impact with little resources and without expending all of your energy in the effort is pivotal.

Austrian born management guru, writer and seminal business thinker, Peter Drucker, once wrote that “There is nothing so useless as doing efficiently that which should not be done at all.”

It’s all about value adding and the impact that you make as well as your key focus.

So how do we make it work? Set goals and resolutions you want to achieve and that you believe to be worthwhile and plan for a rewarding conclusion to your efforts. Think about what you will actually do (and do differently) to reach your goal - simply setting a goal is not enough. Plan the steps you will take to be successful. Break down your overall goal into smaller sub-goals that are more easily achievable. Make each goal and sub-goal specific and measurable. Goals and resolutions must be SMART.

In conclusion I would like to end with the words of American President Harry Truman: “It is amazing what you can accomplish if you do not care who gets the credit”.



# Repositioning Corporate Governance to deal with risk



Members of the Corporate Governance team working on Risk Management Strategy for Municipalities.

Corporate Governance is repositioning itself in order to offer more effective value added support and services to its clients i.e other Government Departments and Municipalities in the Western Cape.

The focus of the unit has shifted towards the implementation of an effective risk management process within municipalities in terms of offering them assistance and support. The prioritisation was necessitated by the fact that gaps were identified by the Auditor General's office when they compiled their reports on all the municipalities.

To ensure that nothing falls through the cracks in preparing for this initiative, the unit will be participating in a planning session workshop over the next two days to determine a roll out strategy in terms of risk management.

Bazil Vink, Senior Manager within Corporate Governance says, "We as a Directorate will, at the end of the day, find synergy amongst ourselves, looking at integration and co-ordination thereby adding value to municipalities and focusing on where the need is greatest."

"It is important that customised support be rolled out in municipalities in terms of their specific environment. Thereby enabling them to effectively implement risk management and also ensuring that we add the most value in the shortest period of time," he says.

The Manager of Enterprise Risk Management has reiterated that the implementation of proper risk management processes is important since, currently at the sphere of local government, there is no risk management in place.

At the National Treasury Road Show led by the Corporate Governance Unit within Provincial Treasury, the national risk management framework was workshopped and municipalities welcomed it.

The municipalities who were present at the workshop were of the opinion that since risk management was a new process for them, they would like Provincial Treasury to pilot the project in one of the municipalities. In this case, Beaufort West volunteered to be the pilot municipality.

The results of the outcome will inform a strategic way forward that would allow for the implementation in other municipalities, should they have the capacity.

Vink concluded by saying, "We need to analyse the environment first to establish how best to roll out the project; whether we will implement with all 28 municipalities at once or roll out the plan via the districts."

This will be the first time all of the sub sections within Corporate Governance will be joining forces to work together on a particular project, and the opportunity to do so is approached with great anticipation.

# We are the Champions



**Members of the Supply Chain Management who are driving the cause of effective service delivery to Western Cape Provincial Departments.**

Champions Moveable Assets Management:

- Department of the Premier - Mncedisi Mpengesi
- Provincial Treasury - Juliet Rudolph
- Department of Community Safety - Mncedisi Mpengesi
- Department of Education - Victor Hughes
- Department of Health - Juliet Rudolph
- Department of Social Development - Juliet Rudolph
- Department of Local Government & Housing - Mncedisi Mpengesi
- Department of Environmental Affairs & Development Planning - Victor Hughes
- Department of Transport & Public Works - Victor Hughes
- Department of Agriculture - Victor Hughes
- Department of Economic Development - Mncedisi Mpengesi
- Department of Cultural Affairs and Sport - Mncedisi Mpengesi

The Departmental champions for 2009/2010 are:

Champions for Supply Chain Management:

- Department of the Premier - Pumeza Cakata
- Department of Community Safety - Samantha Mars (interim)
- Department of Education - Rayno Alberts
- Department of Health - Laverne Josias
- Department of Social Development - Juliet Rudolph
- Department of Local Government & Housing - Sindile Mxunyelwa
- Department of Environmental Affairs & Development Planning - Zukiswa Nocanda
- Department of Transport & Public Works - Peter Lloyd
- Department of Agriculture - Pumeza Cakata
- Department of Economic Development - Samantha Mars
- Department of Cultural Affairs and Sport - Sindiswa Ngaka

*F*or the second year running, the Supply Chain Management Unit has embarked on the Departmental Champions initiative.

The initiative aims to build on and improve communications structures in terms of Supply Chain Management and Moveable Assets Management processes between the Department of Provincial Treasury and other Provincial Government Departments.

They have endeavoured to do this by providing each provincial department with an individual from the Moveable Asset Management Unit who will champion their cause in terms of the above.

This will not only allow for the free flow of information but also allow respective departments access to a dedicated person who could assist them, eg. in the event of problems with Transversal Contracts.

# Let the games begin

The serious thinkers of internal audit go egg shaped for a day



Apple anyone?, Nokubonga Lengisi and James Radebe trying to keep their personal space in tact.



All smiles as Masea Maluleka, Nokubonga Lengisi, James Radebe, Brumilda Beukes and Vishnu Ramchand figure out their clue with ease.



Nqabayami Ngobese, Veronica Fitzpatrick, Angelique Lewis and Ngaka Rasekgala try to decipher a riddle as others look on.

On 9 April 2009, the Internal Audit Unit parked their laptop bags, closed their spreadsheets and let their hair down as they kicked off the Easter weekend celebrations with a pre-Easter games challenge.

The event was co-ordinated by the component's Social Committee consisting of Ayesha Behardien, Brent Elliot, Boniswa Lurwayi, Bukelwa Lufutha, Isgaak Bull, Nkululeko Tyelela, Sakina Abdussamad and Tsepo Mashego.

It was arranged with the sole purpose of fostering bonds amongst the Internal Audit staff. The staff establishment of the component has grown considerably over the past year and a half, and this event was used as a tool to assist the staff in getting to know their fellow colleagues in an informal and relaxed setting.

The games commenced with the team allocations and then it was all systems GO!!!

The unit was divided into teams who competed against each other in games involving some artistic skill, a bit of wit and loads of fun!

First up, pen to pen at action Pictionary, where teams not only had to exhibit their artistic prowess, but those capable of reading Egyptian hieroglyphics could have proven to be quite useful, as most of the drawings looked as though they belonged within the pyramids of Gaza.

Next, teams then went on to tackle the world of general knowledge, 30 seconds – the extended version. Fast thinking and talking is something Internal Audit is quite skilled at, but when you are faced with 60 fast thinkers and talkers screaming out answers simultaneously whilst intently watching the sand flow through the hour glass.

Teams then went head to head in trying to decipher riddles, conundrums, brainteasers and a makeshift obstacle course, aptly named the Easter Derby where team mates had to get a bit up close and personal with each other in the 'apple chin pass' during the first leg of the derby.

A big congratulations to the winning team: Saleh Martin, Doreen Matthews, Ntsapokazi Hlwele, Neliswa Nzimane, Vuyokazi Goduka and Babalwa Dyani. Well done!

The old adage "All work and no play..." springs to mind as I reflect upon the proceedings of our first function. This will definitely be the first of many social events to be held in the future.



# New Releases in the Library

## Human Resources

- Human Resource Management in SA - Grobler P, 2008
- Intro to Labour Relations in SA – Finnemore, 2005
- Managing Employee Performance: Design and Implementation in Org – Williams R, 2002
- Managing Human Resource Development: an outcomes-based approach – Meyer, 2007
- Employee Training Development - Noe R, 2005
- Strategic Human Resource Management: Contemporary issues – Millmore M, 2006
- Managing Human Resources (ISE)- Bohlander, 2006
- Human Performance Improvement: Building Practitioner Competence - Rothwell W, 2006
- Managing Human Resources through Strategic Partnerships - Jackson S, 2005
- Organizational Behaviour - Van Glinow M, 2007
- “Who Are Your Best People? How to Find, Measure and Manage them” - Stuart Kotze, 2008
- Human Resource Development Review 2008 - Kraak A, 2008

## Personal Development

- Be Prepared! Pass that job interview – Anon, 2003
- The Truth about Stress - Patmore A, 2007
- 80/20 Principle: The Secret of Achieving More with Less - Koch R, 2007
- Having It All: A Woman's Guide to Health & Happiness - Friedland L, 2008
- Slight Edge- Secret to a Successful Life - Olsen J, 2004
- Relax : You May Only Have a Few Minutes Left - Laroche L, 2008
- Truth about Confidence Presenting - Oroucke J, 2008
- Truth about Getting Things Done - Fritz M, 2008
- Brilliant Presentations: What: The Best Presenters - Hall S, 2007
- Career Management (H/C)-Greenhaus J, 2000
- How to Answer Hard Interview Questions - Gibbs C, 2006
- The Key: The missing secret for attracting anything you want - Vitale J, 2008
- Real Life: Preparing for the 7 Most Challenging days of your life - McGraw P, 2007
- Winning Presentation in a Day: Get it Done Right- Abrams R, 2006

## Business Management and Leadership

- Project Management for Success- Knipe A, 2008
- Leading by Example – Various, 2005
- Perfect Phrases for Meetings – Anon, 2004
- Lead To Succeed: What it takes to be the best - Lewis C, 2006

- Truth about Hiring the Best -Fayock C, 2008
- Truth about Managing People - Robbins S, 2008
- Brilliant Leader: What Brilliant Leaders Know - Cooper S, 2005
- Project Management Step by Step: how to plan & manage a successful project - Newton R, 2008
- Essential Drucker- Drucker P, 2007
- Management Challenges : For the 21st Century - Drucker P 2007
- Ready to Lead: prepare to think & act like a successful leader- Larkin E, 2007
- Becoming an Extraordinary Manager: 5 essentials for success - Sandler L, 2008
- Effective Business Writing - Fielding M, 2005
- Introduction to Business Management -Du Toit J, 2007
- “Procurement, Principles & Management”- Bailey P, 2006
- Strategic Planning for Dummies – Olsen,2007
- World Class Supply Chain Management: Key to supply chain management - Burt D, 2007
- Business Management: A Contemporary Approach – Niewenhuizen, 2005
- 4 Pillars of Leadership - Maxwell A, 2007
- Managers Guide to Coaching - Emerson B, 2008
- Giant Steps In Management: Innovations that change the way you work - Mol M, 2008
- People and Performance: The best of Peter Drucker on Management- Drucker P, 2007
- Handbook: A Student Guide to Effective Communication - Cleary S, 2003
- Big Book of Presentation Games- Newstrom, 2007
- Everything Project Management Book - Morris R, 2007

## Finance

- Economics for SA Students - Mohr R, 2008
- Introduction to Financial Accounting- Dempsey, 2008
- Fundamentals of Cost & Management Accounting -Niemand A, 2007
- Principles & Practice of Auditing - Puttick G, 2007
- Business Management for Entrepreneurs – Niewenhuizen, 2007
- Financial Management in SA - Marx J, 2006
- Accounting: an introduction - Kew J, 2007
- About Financial Accounting Vol. 1 - Berry P, 2008
- About Financial Accounting Vol. 2- Berry P, 2008
- Economics for S.A. Students - Mohr P, 2008
- Accounting at Your Fingertips - Murray G, 2006

# Staff page

Birthdays for June 2009

- Mr S Daniels – 1 June
- Ms D Govender – Naicker – 6 June
- Mr M Kanzi – 6 June
- Ms CK Slabbert – 6 June
- Ms LK Gilbert – 8 June
- Ms AE Lewis – 9 June
- Ms SN de Visser – 12 June
- Mr PC Lloyd – 14 June
- Ms CO Smith – 15 June
- Mr HC Malila – 15 June
- Ms E Smit – 17 June
- Ms JJ Hendricks – 17 June
- Ms NF Tantana – 17 June
- Ms CM Stephens – 18 June
- Mr I Bull – 18 June
- Mr SP Manuel – 20 June
- Mr AA Philips – 20 June
- Ms B Beukes – 20 June
- Ms SC Ntshinka – 22 June
- Mr EG Gibbs – 23 June
- Ms TD Cook – 23 June
- Ms NS Mashiqana – 23 June
- Mr ML Gqesha – 23 June
- Ms N Chandley – 25 June
- Mr T Jacobs – 26 June
- Mr T Mahlaba – 26 June
- Mr I Mckenzie – 27 June
- Ms KK Dinga – 27 June
- Mr AV Bester – 28 June
- Mr N Van Niekerk – 29 June

## Announcements: Congratulations to

### *Paddler of the Month*

Congratulations goes to Melanie van Niekerk, daughter of Nic van Niekerk, for the STRINGS of medals she brought home from the recent SA Sprint Champs and SA Schools Sprints.

Also for winning the VICTRIX LUDORUM trophies in the extremely competitive Junior Girls category at both these events.

Melanie has been selected to represent South Africa at the Junior Sprint Regatta at Bochum in Germany in June.

She will also wear the GREEN & GOLD at the Junior World Sprint Championships in Moscow in August. And the scary thing is...SHE IS STILL UNDER 16!!



## Name your Newsletter

We are looking for a name for the Provincial Treasury Newsletter. Something that makes it instinctively ours.

Please email your suggestions to [eagagu@pgwc.gov.za](mailto:eagagu@pgwc.gov.za) by no later than 1 August 2009.

Winners will be announced during the course of August as we would like to use the winning name for the September edition of the PT Newsletter.

## Winners of the March Newsletter Competition

The Office of the Head of Department would like to congratulate Sydney Daniels, Marina Cox, Boniswa Lurwayi and Thobelani Madondile, our winners



Cheryl Downing proudly displays the medal she received after completing this year's Ladies Spar 10 KM walk

## These Boots are made for Walking

Having competed in events such as the Truworths Ladies 10 km walk, Bonita's 10 km walk, the Community Chest walk and Blisters for Bread, it is evident that for Cheryl Downing this is just not a past time activity, but a passion.

Heeding the advice of her doctor, Cheryl started competing in events of this nature five years ago. In an attempt to stay healthy and happy, she believes that walking is the best medicine.

Recently Cheryl completed the Ladies Spar 10 km Walk in a time of 1h45 mins.

When asked how she felt on completion of this endeavour, she said, "The last 2 kms are always the toughest part of any walk, but on every occasion when I have crossed the finishing line, I felt healthy, exhilarated and so proud of myself because I had accomplished what I had set out to do."

So when next will her walking shoes hit the tarmac?

According to Cheryl, the next walk is the Outsurance Gun Run scheduled to take place in October, an event that she is looking forward to with great enthusiasm.