



agriculture, land reform  
& rural development

Department:  
agriculture, land reform & rural development  
NORTHERN CAPE PROVINCE  
REPUBLIC OF SOUTH AFRICA

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## The MEC's Land Restitution Roadshow

"A transformed, vibrant agricultural sector for food security and sustainable rural development"

Female Entrepreneur Awards 2012: Pg 8

Sheep Scab Campaign: Pg 13

Department funds Ostrich Project in De Aar: Pg 14

# Vision

A transformed, vibrant agricultural sector  
for food security and sustainable rural development

# Mission

The Department as a lead agent in the sector,  
will champion land and agrarian transformation,  
promote and facilitate increased production  
and provide expertise for improved livelihoods,  
sustainable rural development and food security for all.

# Values

- Responsiveness • Sacrifice • Professionalism
- Accountability • Respect • Innovation



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Editors Note

# Foreword

by the Member of the Executive Council



Norman Shushu, MPL  
MEC: Agriculture, Land Reform and Rural Development

# Foreword

by the Head of Department



Viljoen Mothibi  
Head of Department



# MEC Shushu listens to community concerns during a week long Land Restitution Road Show

Text: Phemelo Manankong and Keitumetse Mathiba  
 Pictures: Benedict Balepile

The Department of Agriculture Land Reform and Rural Development MEC Mr Norman Shushu embarked on a week-long land restitution road show with various communities in the province. The MEC hit the road from 17 –to April 2012. The aim of meeting various communities was to get first hand information regarding problems their are encountering as far as land issues were concerns.

Wrenchville Town Hall was the MEC Shushu's first stop where he listened to concerns of the Gatlhose and Maremane Community. The Gatlhose and Maremane communities were forcefully removed from their ancestral land in 1979 by the apartheid regime. During the removal the community were relocated approximately 250 km to the defunct Bophutatswana homeland.

The community lodged 62 000 hectares of land restitution claim in 1992. The area is situated in the Tsantsabane Local Municipality and is currently being used by the South African Defence Force (SANDF). Various issues were raised by the communities such as mining and infighting between communities.

Just after Wrenchville meeting with the community, the MEC proceeded to Askham Community Hall were areas which includes Rietfontein, Philandersbron, Groot and Klein Mier, Welkom and, Loubos, and Andriesvale. The mission was only one for the MEC, making a conscious effort to hear the community. The community relate and echoed their problems ranging from CPA, lack of developments and water problems for their livestock amongst others. The MEC assured the communities that some of their challenges like water problems will be attended too. In attendance were the District and local mayor, various councillors and Mire municipal officials.

On the 20th the MEC met with the Koeboes community near Richtersveld in the Namakwa district. The community also raised various issues to the MEC ranging from names of people who don't appear on the list of claimants and CPA administration. The Richtersveld community were forcefully removed in their rich diamond area about 22 years ago. They lodged a complaint in 1998 for 194 600 ha of land. They were since given back their land

All these communities were very grateful of having the MEC and telling them their issues. The community felt

that the ruling government is listening to them and they do keep their promises as the MEC promised them to come back to them after the local government elections and they believe that the MEC will solve their problems and the development is coming to their communities. It is the role of the department to service the poor and bring development to the rural areas.

MEC Norman Shushu's wrapped up his last visit in Vioolsdrift on the 21st with a bang where he handed over a cheque of R 3, 825,500.00 to the delight of the community.



Members of the The Gatlhose and Maremane communities



The SABC interviews MEC Shushu in Richtersveld



MEC Shushu and community leaders holding the cheque

# South African Poultry Association Launch

Text: Phemelo Manankong  
Pictures: Benedict Balepile

In an effort to boost poultry farmers in the Northern Cape, the Department of Agriculture Land Reform and Rural Development together with the South African Poultry Association launched the Poultry Farmers Association in the Province. The launch was held in Kuruman at the John Taolo Gaetsewe District on the 07th and 8th March 2012. The purpose of the launch was to expose farmers to holistic approaches to the African Poultry Industry. The initiative also seeks to provide an opportunity to all aspects of the local sector which includes the poultry breeds, feeds, equipment, and remedies and expose them to the potential markets. Above all to give them more information regarding the poultry industry.

The Department's Agricultural Development Services Chief Director Ms Jacque Maisela articulated the purpose of the launch "The launch is a product of a process that started in 2011 to develop poultry producers to be organized and also to influence the policy made in the country". The South African Poultry Association Coordinator Mr. Moses Modise gave an overview of SAPA's role in the whole process. "We want to make partnership with different stakeholders and yes there are some challenges where you find having more people with little chicken support. It's not only money that is important in making the poultry project a success, but skills also plays a critical role in making projects successful." He stressed.

Meanwhile The MEC for Agriculture Land Reform and Rural Development, Mr. Norman Shushu highlighted that relations between the Department and the poultry association must improve "We want to work with you to improve the life of our people, as there are people who are living in an abject poverty. Farmers must be trained for sustainable livelihoods, and it must be done continuously." MEC Shushu said the approach should also assist the objectives of government's quest in achieving the Millennium Development Goal of halving poverty by 2015 and create decent jobs.

The two day launch was also used as a platform to elect the new Provincial Executive Committee for the Developing Poultry Association. They are; Chairperson- Aziz Suleyman, Deputy Chairperson- Obakeng Kolberg, Secretary- Thabo Thobeli, Treasurer- Zandisile Mbezi. The additional members are Bernie Philander and Margaret Kgotodithate. With this launch, the Department's objective is to assist



*Community members in Kuruman who attended the launch*



*MEC Norman Shushu addressing the SAPA Launch*



*SAPA Co-ordinator, Mr M Modise explaining to members at the launch*

emerging farmers to graduate and become commercial farmers of which poultry is not exceptional. It will also assist to strengthen support to small and medium scale farmers in improving agricultural production. The launch was attended by approximately 50 poultry farmers. Some of the farmers welcomed the initiative with open hands. The MEC further stated: "We must not step back, as in poultry there is money, anyway you look at it we must be a link between developing farmers and the sector." If we can work together, we will be able to assist government in its effort to fight poverty by creating jobs."

# Female Entrepreneur of the Year 2012

## Free State Province scoops the overall winner



The 2012 Female Entrepreneur of the Year Awards was held at the newly opened Mittah Seperepere Convention Centre in Kimberley on the 23 March 2012. All the provincial winners converged under one roof at the gala event with one common goal in mind "winning". The Competition is an instrument through which women's contribution to the fight against poverty is being recognized and encouraged.

It acknowledges women as the lifeline of society and custodians of food security whose role is critical in improving the quality and quantity of agricultural products through improved delivery, innovation and excellence. It also acknowledges and increases the participation of women, youth and people with disabilities in the sector. In her key note address the Minister of Agriculture, Forestry and Fisheries Ms Tina Joemat-Pettersson said more emphasis must be to support the participation of women in the awards by increasing awareness about the competition. *"Our aim is to create female entrepreneurs who have access to markets and we need more women to plant food for the nation"*.

Meanwhile Total South Africa's Sales and Marketing Manager, Ms Qetello Zeka encouraged and applauded all the women who entered the competition. Ms Zeka was optimistic that her company's participation in the awards will contribute immensely to the economic growth of the country especially women. Ms Pamela Fuvie from the Free State could not believe it when her name was called as the overall winner of the competition. She highlighted that it was through hard work and determination. *"I could not believe that I am the winner, but it is through dedication that I have won. Indeed hard work pays off at the end"*. She concluded.

The Northern Cape and North West Province managed to get a consolation prize as they were awarded a Ministerial Award by Minister Joemat-Pettersson. Ms Annatjie van Huysteen from Pixley Ka Seme who breeds with large stock farmer (Angus Cows) received the award. The glittering event was attended by amongst others the Deputy Minister, Dr Peter Muller, First lady Makhumalo, MEC Norman

Shushu, North West MEC for Agriculture and Rural Development, Mr Desbo Mohono, MEC for Safety and Liaison Mr Patrick Mabilo, Francis Baard District Municipality Executive Mayor, Ms Khadi Moloi and Sol Plaatje Mayor, Ms Agnes Ntlangula. The Female Entrepreneur Awards for 2012 was held in line with government's programme of action, which is to contribute in the following priorities: Mainstreaming of Women, Youth and People with Disabilities in the sector through food security, job creation, economic growth and poverty. The event was made possible in partnership with Total SA.



Minister Tina Joemat-Pettersson and other dignitaries at the Female Entrepreneur gala event



Ms Annatjie van Huysteen receiving the Ministerial Award



# Female Entrepreneur of the Year 2012

## Free State Province scoops the overall winner

### The 2012 winners in various categories

Categories	Name & Surname	Province
Best Female Worker	Sithembile Buthelezi	Kwa Zulu- Natal
Best Subsistence Producer	Margareth Mabasa	Limpopo
Top Entrepreneur : Smallholder	Magdalena Smith	Mpumalanga
Top Entrepreneur : Processing	Zuleika Karoda	Gauteng
Top Entrepreneur: Commercial	Jacky Goliath	Western Cape
Top Entrepreneur :Export Markets	Pamela Margaret Fyvie	Free State



Ms Sithembile Buthelezi awarded for Best Female Worker



Ms Margareth Mabasa awarded for Best Subsistence Producer



Ms Magdalena Smit awarded for Top Entrepreneur: Smallholder



Ms Jacky Goliath awarded for Top Entrepreneur: Commercial



Overall Winner, Ms Pamela Fyvie awarded for Top Entrepreneur: Export Markets

# Budget Allocations and Outlook 2012/13



The Department has a total budget allocation of R730,345 million for the 2012/13 financial year. This is an increase of almost 105 percent when compared to the original budget estimate of R357.084 million of the 2011/12 financial year. This significant increase is primarily due to both improved and new conditional grants allocation particularly the Flood Relief Scheme.

Funding from conditional grants constitutes 69 percent of the fiscal resource envelope of the department. In the 2012/13 financial year, the department will manage four conditional grants with an allocation amounting to R504.723 million. An important development in this respect is the Flood Assistance Scheme which seeks to repair/replace infrastructure that was destroyed by the floods in 2011. The Northern Cape Province was allocated an amount of R 1,009 billion over the Medium Term Expenditure Framework (MTEF) period, of which an amount of R 353 million was allocated for the 2012/13 financial year.

The CASP conditional grant has a total budget of R424.999 million of which R353.948 million is earmarked for the repair of flood damaged infrastructure. The remaining amount of R71,051 million will be utilised for projects and the implementation of the Extension Recovery Plan (ERP). The first phase of the Flood Relief Scheme entails a baseline study to be conducted in order to determine critical areas in terms of the current flood protection infrastructure, as well as alternative protection infrastructure as a risk reduction strategy. Structural damage suffered in the Eksteenskuil- and Onseepkans irrigation areas will also be addressed as a matter of urgency.

The LandCare Programme Grant has an allocation of R12,724 million of which R6 million has been set aside for the roll-out of the National Fencing Scheme. An estimated 150km of fences will be constructed in the

John Taolo Gaetsewe District in the Joe Morolong Local Municipality to the value of R6 million. Funding for the Ilima/Letsema Projects Grant amounts to R63 million while the EPWP Incentive Grant has an allocation of R4 million. This funding has mainly come about as a result of the exceptional ability with which we have been able to run our EPWP job creation initiatives as a Department and we shall only strive to do better in as far as this scheme is concerned.

## Programme 1: Administration

Administration will receive R77,363 million, which is an increase of 4.6% from the previous year allocation to cover mainly only inflation. Included in this budget is R0,448 million for ICT to cover the improvement of the Departmental IT infrastructure. Even though the Department is experiencing budgetary constraints, the department through reprioritisation process has been able to increase the allocation for Bursaries from R1, million to R2,5 million to cater for needy students within the province, 69 bursaries were given to needy learners from outside of the Department and 37 bursaries for officials of the Department. Our newly established Planning Performance Monitoring and Evaluation (PPME) Directorate has been capacitated and its work has focused on conducting verification exercises, developing M&E framework for the department and providing support and reporting to all programmes.

## Programme 2: Sustainable Resource Management

The main deliverables for the Sustainable Resource Management programme are to provide technical support to the Comprehensive Rural Development Programme as it expands; the implementation of the Flood Relief Scheme; and the Vaalharts Revitalization Programme which includes the construction of three

# Budget Allocations and Outlook 2012/13

irrigation reservoirs and the installation of 20 km sub-surface drainage piping. The programme is allocated an amount of R 383, 207 million which includes R353, 948 million for the Flood Relief Scheme. We have also developed a software program that will assist with floods damage assessment reporting.

## Programme 3: Farmer Support and Development

The Farmer Support and Development Program provides support to, in the main, smallholder farmers in order to enable them to adopt modern farming techniques and thereby increase their productivity. Accordingly, the Programme has been allocated an amount of R169 082 which includes R63 million for Ilima/Letsema and R71, 051 for Comprehensive Agricultural Support Programme (CASP). 16 CASP and 12 Ilima/Letsema projects will be implemented throughout the province, focusing on the provision of infrastructure, production inputs, agricultural implements and training of farmers that will lead to optimal production.

Comprehensive Rural Development remains a critical focus area for this government with R35, 310 million of the total conditional grant budget allocated for development in the CRDP sites. In the Joe Morolong Local Municipality, the focus will be on the second phase development and revitalization, as well as the extension of the Heuningvlei Bulk Water Supply Scheme; construction of animal housing facilities to establish a piggery at Philipstown as part of the Renosterberg Municipality initiative as well as further development of Schmidtsdrift in terms of the construction of fences and stock water reticulation development.

## Programme 4: Veterinary Services

This Programme will receive R34, 035 million. The key focus areas include the rolling out of Primary Animal

Health Care in the province through the deployment of newly graduated veterinarians to render compulsory community services and a sheep scab campaign in the Namakwa district through aggressive farm inspections.

The Department is in the process of addressing the skewed distribution of veterinarians in rural areas through the community service program and to expose newly qualified veterinary practitioners to the challenges facing our province in primary animal health care. Discussions have begun between the Department, the National Department of Agriculture, Forestry and Fisheries and the Cuban Embassy with a view to getting veterinary practitioners to work in the rural areas of our Province.

## Programme 5: Technology Research and Development

An amount of R44.663 million has been allocated for Technology Research and Development of which R9.1 million will be allocated to the Commercialization of Goats Programme and R1.67 million for the Nguni Initiative. Continuous support will be rendered to the agricultural sector in the Province through research and development on the seven Research Stations of the Department. These research stations house biological assets which are not only of provincial importance but rather of national importance and a key factor in the support to food security in the Province.

## Programme 6: Agricultural Economics

The programme will be allocated R8, 956 million, which will be used for providing support for agro-processing, co-operatives development and to disseminate market information and provide financial

# Budget Allocations and Outlook 2012/13

training to emerging and small holder farmers.

## Programme 7: Rural Development

Rural Development will receive R13, 039 million. Included in this allocation is R4 million of the EPWP incentive, which will be used to create 121 full-time equivalent jobs in rural areas, particularly CRDP sites. In terms of the work related to the second phase of rural development in Riemvasmaak, implementation of the Tourism Masterplan will commence this year. The National Development Agency has provided an amount of R2.3 million which will be used for the upgrading of the tourism infrastructure. An additional R3.3 million will be provided by the Department of Rural Development and Land Reform. The Department of Economic Development and Tourism will pay for the appointment of a tourism expert who will act as a project manager during the upgrading phase.

In addition, agricultural development in Riemvasmaak will commence. The Trust will be signing an agreement with Afrifresh to develop 180 ha of export grapes in Vredesvallei. This is pending a community resolution in support of this initiative. The estimated development costs will be R200 million. Furthermore, discussions are underway with South African Fruit Exporters (SAFE) to develop 100 ha of grapes for the export market.

This agreement between the Trust and SAFE will be signed upon resolution by the community. In conclusion, our government remains committed to resolve the challenges of land and agrarian reform, rural development, transformation of the agricultural sector and other ancillary challenges related to our work.



*HOD Mr Viljoen Mothibi and Senior Managers listening attentively to the Budget Vote Speech*



*Pictured above and below are Senior Managers at the MEC's Budget Vote Speech*



*MEC Pauline Williams (left) and MEC Sylvia Lucas (right)*



*Delegates at Budget Speech Luncheon*

# Department's Veterinary Services embark on a Sheep Scab Campaign

Text: Phemelo Manankong  
Pictures: Veterinary Services

The Northern Cape Department of Agriculture, Land Reform and Rural Development's Veterinary Services has launched a Sheep Scab Campaign in some parts of the province. The aim of the campaign was to educate farmers about control measures of the disease and their duties as stipulated in the Animal Diseases Act. The theme for the Campaign was "War against Sheep Scab".

Sheep scab is a highly infectious disease that causes farmers to lose hundreds of thousands of rands yearly due to loss of production, as well as to treat the disease.

The disease is caused by mites, a very small parasite that is not visible to the naked eye, which feeds on the skin of the sheep. It also causes severe irritation and itching, and affected animals can develop severe skin lesions. The quality of wool is affected and animals become emaciated and may even die in extreme cases.

To further raise the awareness the department has roped in a well known Vet, Dr Faffa Malan who gave four presentations to farmers in the province. One of the topics he presented was "One sheep too many". The topic covered various infectious diseases, amongst others ulcerative balanoposthitis and brucella ovis infections. Areas targeted were; Loeriesfontein Skousaal, Calvinia NG Moederkerk, Wiliston Landbouskousaal and Britstown Buiteklub.

The second part of the campaign focused on control and law enforcement. Sheep farms in the Hantam, Namaqua and Karoo Highland was inspected by Veterinary Services officials between 25 June and 06 July 2012. Roadblocks were also set up in collaboration with South African Police Services, Nature Conservation and the Western Cape's Veterinary Services to monitor animal movements in and out of those areas. Communal farmer's animals in selected areas also received free preventative treatment.



*Dr Faffa Malan giving a presentation to the farmers*

Sheep scab caused the largest number of disease outbreaks this year and it presented a major challenge to the Calvinia State Vet office that had to deal with 23 outbreaks in the area. Out of the 23 positive farms only six were reported to the office, which shows that there is a total lack of compliance amongst the majority of farmers.

The Springbok office also had to deal with sheep scab outbreaks, but the biggest problem in that area was the false accusations from the commercial farmers about Veterinary Services' inability to deal with it. One farmer complained that the department was not doing enough and this accusation almost led to a breakdown in the otherwise good relationship that Veterinary Services normally has with the organized agricultural sector.



*Road Blocks for Sheep Scab Control*



*Officials treating animals against Sheep Scab*

# Department injects more than three million to boost Ostrich Project in De Aar

Text: Phemelo Manankong  
Pictures: Xola Robiyana

*Four months ostriches are looking very good*

Four women bid all odds by putting their differences aside to form Waterdal Ostrich Project in De Aar in the Pixley ka Seme District. The project was established in 2011 at the Waterdal plots South of De Aar near the N10 road.

Ostriches are member of a group of birds known as ratites that is they are flightless birds without a keel to their breast bone. They have long curving predominantly white neck, and the humped body of the male is covered in black patches and the wings and tails are tipped with white. These birds which sometimes reach a height of 2.6 m and a weight of 135 kg cannot fly but are very fast runners. (Source: Kruger National Park)

In 2011 the department of Agriculture, Land Reform and Rural Development funded the project by injecting a cash amount of R 3 800 000.00 from Comprehensive Agricultural Support (CASP). The Extension and Advisory Officer, Mr. Xola Robiyana explained how the cash injection from CASP was utilized at the project.

*"The funding was used to buy amongst others fencing materials for the construction of ostrich camps, ostrich houses, water tanks, 2400 day old ostrich chicks, ostrich feeds, medicine, one handling facility for all women and the protective clothing."* Mr. Robiyana added that as part of the Extended Public Works Programme (EPWP) workers received wages for six months.

One of the project owners Mrs. Lean Botha highlighted how the cash injection from the department boosted their project. *"Ostriches are very sensitive especially when they are young, it is our responsibility to make sure that good infrastructure, water and medications are in place to avoid the high mortality rate really we are thankful for what the department has done"*. She however admitted though that there are challenges that the project is experiencing.



*Ms Ngombane checking the two weeks old ostriches as part of her daily work.*



*Proper housing structure for raising day old ostrich chicks constructed by the department*

The project have thus far employed eight permanent workers who assist with feeding them, cleaning ostrich houses and do other jobs related to project chores. One of the workers Mr. Norman Afrika thanked the opportunity that the project has given him as life was

# Department injects more than three million to boost Ostrich Project in De Aar



*Animal health technician, Mr Jan Marais and Ms Ngombane, one of the farmers, taking blood samples from the ostriches.*

difficult without a job. *"To be without a job really is difficult as I am married with two children, you can just imagine but I thank God that I am one of the eight workers who managed to get a job here at the project. The project is really helping and I am really thankful"*

As part of insuring that the project is successful, the Department of Agriculture took all the ostrich farmers around the Pixley to a basic ostrich training farming in Grootfontein Agricultural College which capacitated them with ostrich rearing skills.

Currently all members are chasing and striving to one common goal to produce and grow ostriches up to the last growing stage and to supply them to export market. They also want to create more job opportunities by empowering other women with ostrich farming and to produce the best quality product and be the breeders.



*Day old ostrich chicks are kept and raised in the warm room.*

Before the project, the four women were farming individually with ostrich, thus it shows "united we stand and divided we fall" by forming a cooperative. One of the farmers Mrs. L Botha raises ostriches for Klein Karoo International from Oudsthoorn where they market their project.

The project is currently keeping ostriches for up to 10 months ready for slaughter and has entered the Northern Cape Premier's Excellence Awards. The project has the capacity to create more jobs for the community and plays a significant role as through the arrangement of the department, schools are visiting the project as part of LandCare projects.



*Mrs Botha informing learners about the ostrich project*



*Two months old ostriches drinking clean water from the water trough*

# Department, FAO and ADRA join hands to fight poverty as part of Mandela Month Celebration.

Text and Pictures: Phemelo Manankong

Tears of joy, ululation and happiness was the order of the day at the Carrington Local church in the John Taolo Gaetsewe District municipality, where more than 15 projects received chickens, starter packs and water tanks for their projects. This after the department of Agriculture, Land Reform and Rural Development together with Food and Agriculture Organization (FAO) and Adventist Development and Relief Agency (ADRA) distributed chickens, starter packs during the Mandela month.

The distribution of chickens and starter packs was to honour the birthday of one of South African's icon Mr. Nelson Mandela for his tireless efforts. Outlining the purpose of the day, Department's Food Security Deputy Director, Ms Naomi Mashishi said the day was to change lives of ordinary people. "If we work together our lives will be changed, the Department knocked at various organizations requesting assistance with the aim of fighting poverty.

In promoting community food security through partnership, the Department's Chief Director for Agricultural Development Services, Ms Jacquie Maisela reminded the community that the role of National, Provincial and Local Government is to encourage everyone to have his/her own back-yard garden. "We must plough to fight poverty, but it is only when we work together that poverty can be won". Ms Maisela added that the community must, take ownership, as they are the ones that will be working on the projects to produce food and must take responsibility as these will benefit them.

More than 15 projects and 900 households benefitted from the distribution by government, FAO and ADRA. The distribution was part of government's efforts in the fight against poverty. It also seeks to encourage various communities to participate in their own household food production.

The Food and Agriculture Organizations Coordinator, Mr. Lesiba Khonou highlighted that his organizations is helping all over the country. Mr. Khonou expressed that through the contribution lives of ordinary people will be changed for the better "Through this we contribute to the fight against poverty, and it is befitting to support such good course because through this distributions lives will be changed".

Meanwhile the Adventist Development and Relief Agency Director, Mr. Randall Gelderbloem said much still needs to be done to emulate the good deeds that Mr. Mandela has done " If we can get more Mandelas,



*Ms J. Maisela: Chief Director for Agricultural Development Services handing over starter packs to project members.*

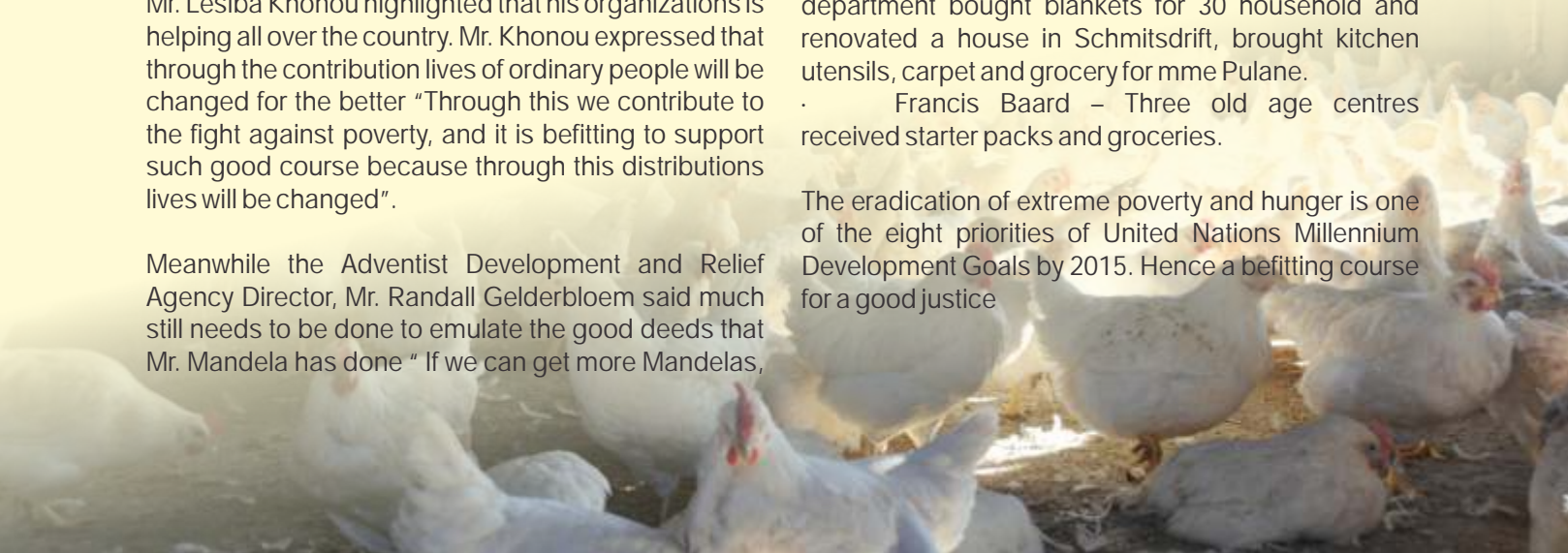
Mandelas who are not only looking for their own stomach, Mandelas who don't steal from the poor our country can be a better place. He concluded

Projects Representative Mrs. Shirley Matlholanyane assured everyone that they are going to roll up their sleeves and ensure that all projects are successful. Ms Matlholanyane thanked the Department and all role players for their kind generosity. "Bagaetsho re rata go tshepisa gore re tllile go tsenya tiro ya diatla go bona gore diprojeke tsa rona di a atlega. Re motlotlo mo sedikeng sa John Taolo gore puso le rona e be e bone go le bothloka gore re ema ka dinao ra thusa mo ntweng kgatlanong le tlala".

Ms Matlholanyane's words were echoed by the Carrington Local Chief Kgosi Matlhole who could not hide his happiness and could not stop to thank all role players and those who contributed in make the day a success. Furthermore the department stretched out its hand to other districts as well;

- Namakwa – Established home gardens, at Steinkopf and brought groceries for the old aged
- Pixley Ka Seme District – Established home gardens at Petrusville, Phillipstown and also the department bought blankets for 30 household and renovated a house in Schmitsdrift, brought kitchen utensils, carpet and grocery for mme Pulane.
- Francis Baard – Three old age centres received starter packs and groceries.

The eradication of extreme poverty and hunger is one of the eight priorities of United Nations Millennium Development Goals by 2015. Hence a befitting course for a good justice





# Employee Performance Management and Development System Guidelines

## The aim of EPMDS

For the purpose of this EPMDS, performance management is aimed at planning, managing and improving employee performance. The aim of performance management is to optimise every employee's output in terms of quality and quantity, thereby improving the Department's overall performance and service delivery

## The Objectives of EPMDS

- Establish a performance and learning culture in the Public Service;
- Improve service delivery;
- Ensure that all jobholders know and understand what is expected of them;
- Promote interaction on performance between jobholders and their supervisors;
- Identify, manage and promote jobholders' development needs;
- Evaluate performance fairly and objectively;
- Recognise categories of performance that are fully effective and better; and
- Manage categories of performance that are not fully effective and lower.

## Pay Progression

The awarding of pay progression implies the awarding of one additional salary notch with effect from 1 July of a year, provided the employee has been rated as satisfactory (rating of average mark of 3) and is not already on the top notch of his/her salary level. To qualify for pay progression, an employee should have completed twelve months' service on his/her current salary level as at 31 March of a year. The employees who have been evaluated as unsatisfactory (marks of 2 and less) does not qualify for pay progression and must be informed by immediate supervisor and an Performance Improvement Plan (PIP) must be developed and send to the PMDS Office for intervention. Interventions by the supervisor to overcome performance shortcomings can include any or all of the following:

- Personal counselling
- On-the-job mentoring and coaching
- Formal training/re-training
- Restating the work plan performance requirements
- Work environment audits to establish other factors affecting performance.

## What the Employee should know

- When evaluation reports are being completed by supervisors, members should ensure that such reports are being completed in pen and not in pencil before they are being requested to sign the reports.
- During this period, any weaknesses in performance should be brought to his/her attention in writing.
- A supervisor may not award a mark of unsatisfactory (less than 3) to an employee if his/her shortcomings have not been brought to his/her attention in writing beforehand.
- It is furthermore the obligation of the supervisor to timeously identify and to take constructive remedial action, where objectives have not been met and to counsel such employee in overcoming his/her shortcomings.
- Should an employee not be satisfied with the marks being awarded to him/her, he/she should sign the evaluation report and at comments they can state that they are not in agreement with the supervisors score and must then register a formal grievance, indicating the reasons for non agreement and send to the Labour relation office.

## Challenges of EPMDS

One of the challenges that the department continues to experience, is ensuring that Performance Agreements are concluded timeously, and that they are used optimally on a day to day basis to guide the management of performance throughout a financial year. However, they may become user-friendly and not open to different interpretations.

Poor performance is a problem in the Public Service. The causes are multiple, but a lack of skills and shortcomings associated with the management of performance itself, in particular the management of poor performance, are specifically evident. Performance management has objectives beyond the measurement of performance alone. A key outcome of performance management is to facilitate the development of human resource capacity through the identification of developmental needs. Apart from performance rewards, performance management if correctly applied therefore has significant benefits for public servants in terms of personal development.

# One on One with Rachel Matlhaba

Text: Keitumetse Mathiba  
Picture: Rachel Matlhaba

As I was sitting with Rachel in her office, colleagues were coming in and out wanting to spend time with her. Her office is full of love and everyone cannot just pass her office without greeting her. Let us hear what she has to tell us about herself.

Keitumetse: Who is Rachel Matlhaba?

Rachel: Rachel Kedisaletse Matlhaba fondly known as 'Nono' by her friends was born at Nooitgedacht, a farm between Kimberley and Barkly-West. I am the seventh child of thirteen children, a single parent, a mother of two boys and also a grandmother to one grandson. I am an African woman with a disability employed by the Department of Agriculture, Land Reform and Rural Development since April 2002.

Keitumetse: What are your responsibilities at the Department?

Rachel: To mainstream issues of target groups which are the youth, children and persons with disabilities.

Keitumetse: What do you love most about your job?

Rachel: Interacting with people from different backgrounds and experiencing the difference I contribute in their lives. My job allows me to contribute positive results to life principles such as perseverance and patience.

Keitumetse: What are your challenges?

Rachel: I take challenges as a mist in a winter season, for which I know it won't last. The biggest challenge is to work with people, as everyone is unique in their own way. Disability sectors have been trying for a while now to address accessibility regarding this challenge. I can adopt a political slogan that says, 'Aluta Continua'. I do not entertain the attitude of some colleagues towards me, as it is a waste of time.

Keitumetse: What have you learned from the department since the time you have been its employee?

Rachel: From 2002, I have learned a lot from this department. The biggest lesson is to make something positive from a hopeless situation. I have learned to practice professionalism in my sphere of work. I have acquired many skills from the Department and all I can say is "wow!" and I have the best colleagues who understand me, accept me and regard me as part of their lives.

Keitumetse: What message can you give to young people out there?

Rachel: The message I would like to give to our young people considering my experience and being born on a farm, is give them assurance that Agriculture is also part



Ms Rachel Matlhaba

of the vertebrae that make up the spinal cord of the economy of our country. Encourage them to be part of our country or to contribute in it in a most constructive way. To children, they need to receive the message as we all know in Setswana, "Leojwa le sa le metsi" meaning, you teach a child whilst they are still young. For those with disabilities, the biggest motivation for them is their own slogan, 'Nothing about us, without us'.

Keitumetse: What motivates you?

Rachel: The love that I have for my children, even if the going gets tough, when I just think about them, I can carry on and appreciate life.

Above all, life is a gift from the Almighty Jehovah God and His love for me, even if I am physically different, but I am created in His image. For all who reads this, physically you do not choose what you want to be, but you can choose what you want to be emotionally, spiritually, socially and psychologically. Thus embrace life with love and living will be a good experience.

# New appointments

Name and Surname	Post	Directorate

# Transfers


# Resignations


# Retirements

Initials & Surname	Center

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## Upcoming Events

Public Service Week  
World Food Day  
16 Days of Activism  
World AIDS Day