

ISSUE 13 | DECEMBER 2024

Delivering  
Optimism &  
Worth

# FOR YOU

**We take  
responsibility**

**THE VALUE OF  
ACCOUNTABILITY**

**FESTIVE  
SEASON SAFETY**

**DCAS LIGHTS ON AFTER  
SCHOOL PROGRAMME  
PROVIDES A SAFE  
LANDING**

**MTEC 2024: SHAPING  
A PEOPLE-CENTERED  
FUTURE WITH STRATEGIC  
INNOVATION**





## Ed's Note

### ACTING OUT THE VALUE OF ACCOUNTABILITY

**The Western Cape Government's (WCG) value of Accountability is defined as "We take responsibility".**

This can be clearly seen, daily, in

our high level of service delivery and resident-centricity within our province. Are you living this value out loud?

In this, our 13th issue of **FOR YOU**, we showcase and highlight how our departments are living this value in all they do: from ensuring safety this festive season ([page 44](#)), to our impactful initiatives such as Department of Cultural Affairs and Sports's Lights On After School programme ([page 25](#)) – depicting Accountability by providing educational and safe spaces for school children after school, daily and much, much more.

In this December issue, we also feature 16 Days of Activism WCG ([page 13](#)) and an exciting **Reader Photo submission competition, where 20 lucky winners win branded WCG items** – the winners will be announced in our March 2025 magazine!

Read all about the Provincial 2024 Medium-Term Expenditure Committee (MTEC) and how it is shaping a people-centered future with strategic innovation on [page 6](#).

As well as The Department of the Premier's Centre for e-Innovation's first ever Gen AI Hackathon on [page 34](#).

We also feature the Department of Social Development's Mobile Office on [page 12](#) and the Department of Environmental Affairs and Development's feature on "A Vision for Gender-Responsive Governance" on [page 38](#).

As another year draws to a close, the **FOR YOU** team would like to extend a heartfelt thank you to all departments for their efforts and contributions in making the magazine the great read it is.

Over the festive season, we wish you positivity and prosperity as we ring in a new year.

Keep safe and enjoy the celebrations!

Till next year,

Mishqa Rossier  
Editor

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**TOP: Read more about the Department of Cultural Affairs and Sport's Lights On After School Programme on page 30.**

**ABOVE LEFT: The Department of Social Development and Mobility Department joined forces to create a Mobile Office to assist residents in Nelspoort, Central Karoo.**

**ABOVE RIGHT: Explore and enjoy all the province has to offer on a budget, this festive season.**





## DG's Letter

**We are striving to become a Government that People Trust. Trust is important at both institutional and personal levels. We cannot work with our colleagues if we do not trust them, and institutions that are trustworthy inspire confidence and stability among the shifting sands of budget allocations and other constraints on delivery. These include in-migration, the rising cost of living and other pressures in our work and home lives.**

We live our values every day: Caring, Competence, Accountability, Integrity, Innovation and Responsiveness. Arguably the most important of these is Accountability, which is the foundation of good governance, as well as responsiveness to residents' needs and caring about their needs and interests, while instilling optimism for the future and a sense of self-worth. We hope to create a sense of wellbeing, and a minimum requirement of dignity for individuals in the Province.

As public servants we are accountable to our Executive Authority (EAs), the Premier or Minister as the case may be. As an Accounting Officer I must do just that, I must give an account of the expenditure of public funds to the Premier, just as our EAs are accountable to the legislature of which they are also members. The locus for this accountability is the plenary and meetings of the Standing Committees of Parliament. EAs are also required to reply to oral and written Parliamentary Questions.

As an Accounting Officer I engage with the Audit Committee, an independent body which scrutinises the governance of the Department, including performance targets, financials, and risks. We must not omit the Auditor-General of South Africa (AGSA), who sends teams into our departments to evaluate our transactions, our governance, and our oversight over municipalities. AGSA writes a report that goes into our Annual Report, the main accountability instrument for government departments.

Accountability fosters transparency in decision-making, encouraging ethical behaviour and trust between management and staff. It also encourages more consistent performance and continuous improvement resulting in better outcomes and greater impact. Accountability helps identify risks early and mitigates them

### HELP IS AT HAND

- **CSC departments: 0800 611 155\*** and email [csc@icas.co.za](mailto:csc@icas.co.za)
- **WCGHW: 0800 611 093** (free from a cellphone or a landline); or [wcgwh@icas.co.za](mailto:wcgwh@icas.co.za)
- **WCED: 0800 111 011** (free from a cellphone or a landline); [wced@icas.co.za](mailto:wced@icas.co.za)
- **For further information: WCG Employee Health and Wellness Services - <https://mygov.westerncape.gov.za/services/wcg-employee-health-and-wellness-services>**

before they become critical. Our Internal Auditors analyse our operations, and make recommendations for improvement, and track their implementation in the organisation.

On an interpersonal level, we are accountable to our peers, colleagues and supervisors, engendering professionalism, including ethics, and proper decorum and deportment. We cannot forget the value of caring within components and across the organisation, as many employees are suffering in the current fiscal climate, with resultant stresses in the office and at home. Employees must be aware that help is at hand through our Employee Health and Wellness programme.

Accountability is undermined by resistance to change. This can be countered through awareness programmes, training, and collaboration. Given the regulatory environment, fear of penalisation is another significant factor. Compliance is critical, but audits should be seen as tools for improvement rather than punishment. Accountability is integral to organisational success, and we must ensure that systems and people are aligned with the organisation's objectives. ●

"We live our values every day: Caring, Competence, Accountability, Integrity, Innovation and Responsiveness."



## Premier's Letter

**When I travel the Western Cape, I make a point of conducting unannounced visits to public facilities. I must see for myself government services are being delivered to our residents, even if they fall outside of our mandate. Open, accessible and reliable government services are the bedrock of building a Western Cape economy that drives economic growth and creates more jobs.**

Part of my job as your Premier is to ensure that the best standard of services for our residents are delivered, whether at a clinic or a police station.

We must keep public servants on their toes while also taking the time to listen to them. This dynamic is essential to a well-functioning government, which lays the foundation for so much in our province. Our residents must hold us accountable. This is how we improve what we do for them.

Our core, frontline services – education, health, and social development – are under immense strain. We have been forced to cut

budgets to be able to fund the nationally negotiated public sector wage bill. We are doing everything to cushion the blow of this fiscal disaster. In the face of these challenges, we still believe strongly in accountability. This is a two-way street: as much as we expect to be held accountable, national government must also be held accountable for the impossible position it has put all provinces in.

This is why we are fighting for you, our residents, our teachers, healthcare workers and social workers – because the residents of the Western Cape deserve their fair share of the national budget.

Accountability is at the heart of the Western Cape Government. We have entrenched this value across our departments to constantly improve our services. From our WCG Contact Centre and eCentres to our First Thursday initiative and the Western Cape Police Ombud, the only one of its kind in the country, we have systems in place to enhance accountability to assist our residents and to help us improve what we do. ●

"To serve the people of our province competently with pride and satisfaction. If they are happy, then I am happy."





# Inside Info

## SEND US YOUR FAVOURITE FESTIVE PICS & STAND A CHANCE TO WIN!

It's competition time with FOR YOU magazine: we want your most brilliant, scenic, funny or interesting photos that you have taken over the upcoming festive season.

Send us your chosen photo, in the highest resolution (2MB+), and 20 lucky winners will receive a prize: 10 winners will get a WCG-branded gift set (a branded small speaker and power bank) and 10 winners will get a WCG laptop bag.

**Pick the photo you'd like to enter for this exciting competition, and send it to [For.You@westerncape.gov.za](mailto:For.You@westerncape.gov.za). Closing date for entries is 31 January 2025.**

Don't know what to send? Send us your favourite beach sunset or mountain pic; your favourite dish you cooked or restaurant you ate at; or the interesting activities you and your family enjoyed over the summer season.

Winners will be contacted in the new year and announced in our March issue in 2025, so keep an eye on the mag for more info!



## 1 EARTHSHOT WEEK & OUR AIM TO BE NET ZERO CARBON BY 2050

The Western Cape Government welcomed Earthshot Week 2024 to our province. This was the first time the illustrious event was held in South Africa and on the African continent. Earthshot Week 2024, which officially began on Monday 4 November, concluded with the fourth annual Earthshot Prize Awards ceremony held on Wednesday 6 November.

"As a government that has closely aligned its priorities around making the Western Cape more climate change resilient, it was a great honour for the Western Cape and Cape Town to host Earthshot Week 2024," said Premier Alan Winde.

The Premier continued, "This allowed us a vital opportunity to highlight how across our government, along with our partners, we are constantly planning for the future by ensuring we put the necessary measures in place to mitigate the impact of climate change. As a province that is particularly vulnerable to the effects of this growing crisis, we welcome any platform where we can learn from other countries and regions, as well as showcase what we and other African role players are doing to tackle this issue. We have learned hard lessons from multiple natural disasters that hit the Western Cape in recent years, and we look forward to engaging with individuals, among them innovators, entrepreneurs and academics, to better understand how we can improve our efforts to combat the climate crisis."

Earthshot Week was founded by His Royal Highness Prince William of Wales, in 2020 and brings together experts from across the world to enhance global climate action.

"As proud as we are that we have steadily built up a world-class disaster response system – so crucially important to manage the effects of climate change – we must also further entrench our climate change policies and actions to unlock solutions to urgently address this issue," Premier Winde concluded.

For more information on the Earthshot Prize, please visit [www.earthshotprize.org](http://www.earthshotprize.org)



## 2 BUILDING AN AI-READY GOVERNMENT

The Provincial Training Institute (PTI) recently hosted its inaugural Artificial Intelligence (AI) webinar for senior management in the Western Cape Government (WCG). Held in collaboration with Apolitical on 31 October 2024, this event was designed to provide practical strategies that government leaders, policymakers, and public sector professionals can implement immediately.

The webinar offered a candid and collaborative space for discussions guided by AI experts, framed around a comprehensive Readiness Framework to assess and enhance preparedness for integrating AI technologies.

### WEBINAR FOCUS AREAS

The session focused on three critical points:

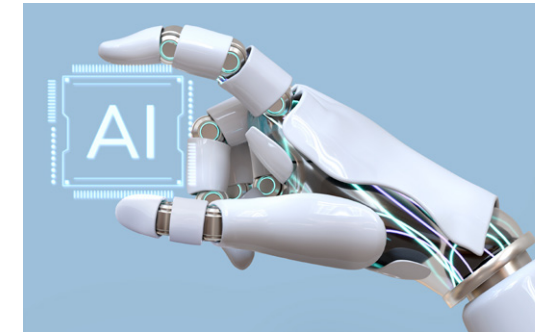
1. Understanding an AI-Confident Culture: Examining what it means to build a culture that is knowledgeable and prepared to harness AI's potential.
2. Challenges and Opportunities: Identifying potential obstacles and opportunities related to AI implementation within government operations.
3. Key Leadership Areas for Implementation: Exploring the leadership dimensions required for successful AI adoption, specifically in strategy, people and skills development, and institutional governance.

### FEATURED SPEAKERS

The webinar featured insights from four distinguished speakers:

- Alan Winde, Premier, Western Cape Government, South Africa
- Cori Zarek, Vice-president, North America, Apolitical, United States
- Aneesa Basha, Acting Chief Director for Strategic ICT Services, Department of the Premier, Centre for e-Innovation, Western Cape Provincial Government, South Africa
- Cha'Von Clarke-Joell, Former Assistant Commissioner and Head of Innovation, Office of the Privacy Commissioner for Bermuda

This gathering of experts emphasised a proactive approach, urging leaders to equip their teams and institutions for a future where AI-driven innovations will play a pivotal role in public service delivery and governance. In terms of our future plans and agreement with Apolitical, we want to extend this training to officials at practitioner level too.



## 3 DEPARTMENTS PARTNERING TO CREATE MOBILE OFFICE

The Mobility Department's GMT Fleet Services recently embarked on an innovative collaboration with the Department of Social Development (DSD) to construct a groundbreaking 4x4 mobile office truck, marking the first of its kind in the Western Cape and South Africa.

The prototype vehicle, which cost approximately R3.2 million, represents a significant investment in making government services more accessible to residents in remote and underserved areas.

This project aligns with the core objectives of October's Mobility Month, celebrating advancements that enhance mobility and public access to essential services, and emphasising the role of innovative mobility solutions in public service.

The Mobile Office is an impressive step forward in accessible public service, setting an example of innovative governance and forward-thinking resourcefulness. It reflects the Mobility Department's commitment to creating solutions that meet the unique challenges of rural and remote communities while championing the vision of a government that moves with its people.

Following the successful deployment of the first unit, GMT received a request to procure and convert two additional vehicles. Both of these units have since been handed over to the DSD, solidifying the initiative as a foundational step in modernising public sector service delivery in the Western Cape.

### KEY FEATURES OF THE MOBILE OFFICE INCLUDE:

- **Two secure rooms** for confidential consultations, providing a safe and private space for social workers to engage with clients.
- **Ample storage space** to support the logistical needs of the office on wheels.
- **Sheltered outside area** for gatherings and consultations outside the vehicle, ideal for community-focused engagements.
- **Power by inverters** to allow full operation without relying on municipal energy networks, ensuring flexibility and sustainability as the unit travels.

For more details on the Mobile Office initiative, go to page 18!



# Shaping a People-Centred Future

THE PROVINCIAL 2024 MEDIUM-TERM EXPENDITURE COMMITTEE (MTEC) WAS HELD IN OCTOBER, FOCUSING ON ITS STRATEGY AND BUDGET FOR THE PERIOD 2025-2030. THIS IS THE PREDECESSOR TO THE MEDIUM-TERM BUDGET POLICY STATEMENT

**S**pearheaded by the Department of the Premier and the Department Provincial Treasury, the session underscored the organisation's commitment to becoming a people-centred institution dedicated to innovative and efficient resource mobilisation for enhanced service delivery.

The strategic priorities highlighted during the engagement included a strong emphasis on innovation, integration, collaboration, and evidence-informed decision-making.

The budget for 2025 was discussed in detail, revealing significant fiscal risks, such as rising costs associated with Microsoft software licences, cybersecurity funding, and potential overspending on Compensation of Employees (CoE).

View Minister for Provincial Treasury, Deidre Baartman's video on MTBPS 2024/2025 [HERE!](#)



Service delivery risks were also identified, including challenges with the State Attorney's services and procurement processes.

## 2024 ADJUSTMENTS AND FUTURE STRATEGIES

Adjustments for the 2024 fiscal year were also reviewed, with funding allocated for critical areas such as the Commissioner for Children, cybersecurity enhancements, and Broadband services.

To add to this, there was a focus on improving local government integration through better data governance and legal training for municipal officials. To enhance governance and asset management, the department plans to transition to a value-for-money procurement system and explore alternative service delivery methods.

Cost containment strategies were also discussed, emphasising effective management of procurement spending and exploring alternative software licensing options.

The engagement concluded with an acknowledgment of the challenges ahead and a commitment to optimising procurement processes to ensure sustainable service delivery.

## STRATEGIC PRIORITIES AND FISCAL RISKS

A key factor in the success of our province as a whole lies in the Western Cape Government economic action plan, 'Growth For Jobs' (G4J). This initiative sets out our map to achieve a R1 trillion, jobs-rich, inclusive, resilient, thriving, and diverse provincial economy that is growing between 4 and 6 per cent in real terms, by 2035.

We have already seen great impact and success from G4J with the release of the Quarter 3 2024 Quarterly Labour Force Survey (QLFS) showing that more people are finding a job in the Western Cape than any other province in South Africa.

The Western Cape continues to be a frontrunner in job creation, with 75 000 jobs created between Q2 and Q3 in 2024. The Western Cape is now home to South Africa's highest Absorption Rate at 54.2%, and the joint-highest Labour Force Participation Rate at 67.4% - statistics which reveal the provincial economy's enhanced ability to ensure that new jobseekers can find a job and provides employment to the majority of the Western Cape's 5 million-strong working population.

The survey, which covered the period between July and September 2024, reveals that the official unemployment rate in the



## MEDIUM-TERM BUDGET POLICY STATEMENT (MTBPS)

The Medium-term Budget Policy Statement (MTBPS) followed MTEC, at the end of November. With this budget, the WCG is focused on resilience, growth, and innovation to create a province that works for everyone. At least 75% of our additional funding is dedicated

to protecting frontline services, ensuring access to quality education, healthcare, and safety for all.

The Budget Strategy therefore similarly takes a 5-Year approach toward "Accelerated Growth and Fiscal expansion for more Effective and Impactful Service Delivery" and will be supported by the testing and implementation of various Budget Reforms.

Budget procedures can be confusing, thankfully Minister Baartman also has provided an easy-to-follow video explaining the Western Cape Government's budget process for the MTBPS in this video - check it out and get a clearer view of our priorities for the upcoming budget [here!](#)

Western Cape has dropped by 2.6% from the last quarter, and now stands at 19.6%. The province's expanded unemployment rate now stands at 25.6%, having dropped 1.7% from the last quarter.

While there is still much work to do, these numbers reinforce the promising indicators of economic growth in the Western Cape, despite a challenging environment globally, as well as in the rest of the country. The WCG's Provincial Economic Review and Outlook released in September this year revealed that the Western Cape is on track to continue outperforming the national economy, with projected provincial GDP growth of 1.3% for 2024 and 1.8% for 2025.

"The strategic priorities highlighted during the engagement included a strong emphasis on innovation, integration, collaboration, and evidence-informed decision-making"



# Driving Change and Growth Through Infrastructure

THE DEPARTMENT OF INFRASTRUCTURE TAKES A RETROSPECTIVE LOOK AT THEIR KEY ACHIEVEMENTS OVER THE PAST QUARTER



**TOP:** The Infrastructure team explore the Malmesbury By-pass project

**ABOVE:** The Van Schoorsdrift Interchange project started in March 2024 and will take 36 months to complete

**RIGHT:** Minister visits the Van Schoorsdrift Interchange project



## VAN SCHOORSDRIFT INTERCHANGE PROJECT

The Department reports that good progress has been made on the new Van Schoorsdrift Interchange, approximately 4.5 km north of the Potsdam Interchange on the N7.

This 36-month project, which started in March 2024 and comes at a cost of over R780 million, entails the construction of a single carriageway road, approximately 5 km in length, with a narrow diamond interchange on the N7, and a total of six bridges, including a bridge over the Diep River, to accommodate the safe movement of crossing traffic.

The objective of this project is to improve the safety of road users by upgrading this part of the N7 to freeway standards.

The project includes exciting features such as the Diep River bridge which has a total length equal to 156 m. It has a central span equal to 64 m making this the second longest single span in Western Cape, second only to the Ashton Bridge.

This project is set to create 280 work opportunities (65 000 person days of work), and 24 local enterprises and 10 emerging contractors are set to be involved. This large capital investment will bring long-term benefits for the development and growth of the Western Cape economy and the upliftment of its people.

## MALMESBURY BY-PASS

The Malmesbury Bypass are road infrastructure projects that underscores the Department's commitment to enhancing infrastructure to accommodate our growing population and support economic connectivity.

This project not only ensures road user safety and reduces travel time, but it also bolsters economic activity by improving accessibility in the Swartland region.

This R640 million project is well on track and will ensure that our communities and local enterprises have easier access to opportunities that will contribute to growing the local economy and create more job opportunities.



Minister Simmers hands over keys to new homeowners in Bitou Municipality

## FLISP HOUSING IN BITOU

As part of the Ebenhaezer Housing Project, a total of 179 sites are being developed, of which Phase 1 includes 154 Breaking New Ground (BNG) units, 25 First Home Finance (FHF) units, and 25 serviced sites. Phases 2 and 3 will add a further 1 333 BNG units, 25 FHF units, and 75 serviced sites.

In alignment with the Western Cape Government's efforts to promote sustainable energy, all 154 BNG units in Phase 1 have been fitted with 150-litre solar geysers.

To date, over R45 million has been spent on the construction of Phase 1, and the handover of all BNG units in this phase is expected to be completed by the end of October 2024. Phases 2 and 3 are scheduled for completion by March 2028.

Additionally, the project is contributing to local job creation through the implementation of a Small, Medium, and Micro Enterprises (SMME) development programme in Phase 1, which aims to support small businesses in upgrading their grading and further stimulating economic growth in the area.

This initiative highlights the Western Cape Government's commitment to addressing housing needs, promoting sustainability, and creating job opportunities in the Western Cape.



## CONRADIE PARK SPORTS PRECINCT

The R3 billion Conradie Park Better Living Model development in Pinelands is earmarked to create a minimum of 3 500 residential units and is a blueprint for how we unlock the economic potential of state-owned property in the future.

The Better Living Model Conradie Park provides first-rate housing opportunities located close to employment and economic opportunities in the City of Cape Town. The development has also created over 2 000 job opportunities and more than 90 economic opportunities for SMMEs. The project is also being leveraged to upskill our workforce with more than 180 learnership and graduate intakes.

On 28 November 2024, Western Cape Premier, Alan Winde, and Minister Simmers, attended the sod-turning ceremony for the Conradie Park Sports Facility that will be completed in 2025.

## INFRASTRUCTURE SKILLS DEVELOPMENT

The Professional Development Programme (PDP) enables graduates in technical infrastructure fields to get the experience and additional training they need to become registered professionals in their fields.

The Department enables professional staff to keep their registrations current

"We understand the critical role that roads play in sustaining and growing local economies and we therefore prioritise road maintenance to ensure safe usage of our roads."

**BELOW:** Premier Winde and Minister Simmers attended the sod-turning event for the Conradie Park Sports Facility





**RIGHT: The Department handed overhousing units at the Metro Grounds Housing Development in George**

**BELOW: The Citrusdal Road repairs**



"The Department has made significant strides in upgrading of the province's road networks, enhancing transportation systems, and promoting sustainability"

by enabling them to meet continuing professional development (CPD) training requirements.

The Masakh'iSizwe Bursary Programme provides tertiary-level study bursaries for young people in scarce and critical technical infrastructure skills on a work-back basis. Bursars must work for the DOI for a year for every year they received study support.

The target group of beneficiaries is people from financially disadvantaged backgrounds, youth, women, people with disabilities. In the 2023/24 financial year, 174 candidates received bursaries.

They support professional green building skills training provided by the Green Building Council of South Africa Academy. This complements work done to improve the efficiency and environmental sustainability of their immovable asset portfolio.

#### CITRUSDAL-ROAD REPAIRS

The Department has made significant strides in upgrading of the province's road networks, enhancing transportation systems,

and promoting sustainability. However, severe weather conditions over the past few years has had a massive impact on our road infrastructure and the communities they serve. To date, the province's expenditure on repairing our roads is in excess of R230 million.

Despite these setbacks, the Department has risen to these unforeseen crises – as displayed with Citrusdal Road, where they managed to open the road for traffic in record time.

The Department is finalising the design for a permanent solution to ensure the long-term resilience of the MR310. The new culvert will be constructed to handle a 20-year design flood with a flow rate of 59 m<sup>3</sup>/s.

The structure will include two in-situ concrete cells, each 3.6 m wide and 2.4 m high. Erosion protection works will also be implemented to protect the road infrastructure against future flood events.

"We understand the critical role that roads play in sustaining and growing local economies and we, therefore, prioritise road maintenance to ensure safe usage of our roads," added Melt Botes, Media Liaison Officer for the Department of Infrastructure.

#### METRO GROUNDS HOUSING DEVELOPMENT, GEORGE

At the Metro Grounds Housing Development in George, the Department was able to hand over housing units and title deeds to beneficiaries on the very same day. This is a first for our province, showcasing our commitment to accelerate the delivery of housing opportunities in the Western Cape.

This development will deliver 436 housing opportunities upon completion, and Minister Tertuis Simmers, Minister for the Department of Infrastructure, took the opportunity to announce that his department is planning to build another 196 units at this development. ●

## Premier Winde's Regional Oversight Blitz

DURING OCTOBER 2024, PREMIER ALAN WINDE CONDUCTED SURPRISE VISITS TO PUBLIC FACILITIES IN THE KLEIN KAROO AND CAPE WINELANDS

- managing the cost of employees;
- strengthening contract management;
- Reducing inefficiencies & wastage;
- maximising resources;
- revenue enhancement;
- seeking out alternative financing and donor funding; and
- leveraging technological and advancements Innovation to improve healthcare.

Premier Winde also addressed the impact of work-related stress on hospital staff, encouraging them to "talk to each other and offer support" on World Mental Health Day.

#### BACK ON THE ROAD

Further visits included the Calitzdorp Police Station, WCG e-Centres, and Social Development offices in Ladysmith and Robertson.

A recurring issue was the delay in issuing identification documents for children needing state support, which Premier Winde pledged to address with his colleagues.

In Robertson, he met an e-Centre employee who had transitioned from client to intern and finally to full-time staff, symbolising the impact of these centres in empowering young people.

Premier Winde concluded his tour by marking Mobility Month with a train ride from Bellville to Cape Town, joined by PRASA and Metrorail officials. They noted that daily train usage had risen to 104,000 passengers since March.

"Though the provincial government doesn't currently manage rail services, we must monitor all efforts to get trains back on track," he said, commending PRASA's progress while urging continued improvements to ease travel burdens and boost economic growth. ●

**"OUR RESIDENTS DESERVE THE BEST POSSIBLE SERVICES."**



**ABOVE: Premier Winde greets security staff and residents at Oudtshoorn hospital**

**RIGHT: Premier met the dedicated Provincial Traffic Officers of Robertson**

**BELOW RIGHT: Premier poses with staff at a Department of Social Development office in Robertson**

**P**remier Alan Winde always takes the time to conduct oversight visits at public facilities, to see for himself how services are being delivered to the residents of the Western Cape. Seeing as though October was Mobility Month, he hopped on his bicycle and cycled to some of the facilities.

#### ONWARDS TO OUDTSHOORN

"Our residents deserve the best possible services," Premier said, while visiting the Oudtshoorn Police Station, where he discussed service delivery improvements.

The station's new commander, Brigadier Avral Kriga, assured the Premier that the community is well-served with patrols. He also emphasised the need for faster processing of blood samples for drunk driving arrests, stricter spaza shop and liquor outlet regulation, more accredited Neighbourhood Watch groups, and better intelligence-gathering.

The Premier then got back onto his bicycle and rode to Oudtshoorn Hospital, where management expressed concerns over budget cuts affecting healthcare.

"We understand budgetary pressures are adding strain on frontline services," the Premier acknowledged. The Western Cape Government (WCG) is, however, taking steps to alleviate the pressures on the public health system by:

- reducing costs and ensuring as much efficiency as possible;







## Taking our Services to our People

WE ARE CONTINUOUSLY SEEKING OPPORTUNITIES TO ENHANCE SERVICE DELIVERY, WITH A PARTICULAR FOCUS ON SUPPORTING OUR MOST VULNERABLE RESIDENTS.

**ABOVE:** The Department of Social Development and Department of Mobility teams banded together for this Mobile Office initiative

**RIGHT:** The DSD Mobile Office on a farm

**T**he Department of Social Development (DSD), as well as the Department of Mobility joined forces to address this with the launch of a Mobile Office in Nelspoort, in the Central Karoo in October 2024.

This is the first DSD office on wheels in the province and South Africa. The DSD Minister attended the launch, accompanied by Minister of Mobility Isaac Sileku.

### HELP ON WHEELS

The Mobile Office has all the features of a "regular" office, but it can also travel from one area to another – taking the services to the doorstep of residents. This unit will serve the people of the Central Karoo, moving from one town to the next, and will bolster DSD services in farming communities.



Residents of this region will thus have better access to DSD services such as psychosocial support and protection services offered by DSD.

Some of the features which enable for the provision of professional services include:

- Two secure rooms (for social workers to conduct confidential interviews with clients);
- Storage space;
- Sheltered outside area;
- Power by inverters, allowing DSD staff to take the office anywhere, without placing a burden on a municipality's energy network.

"This mobile office is not just a vehicle; it's a lifeline for communities that need it the most. By bringing social development services directly to communities, we are helping to remove barriers and ensuring that even the most remote areas have access to essential support," Minister Sileku said.

Minister Londt added: "This Mobile Office may be launched by the Western Cape Government, but it is the residents who should take ownership of it. From Nelspoort to Merweville to Roggeveld, as far as the Central Karoo stretches, this facility will go there."

The Department launched two additional mobile offices, at the end of November and early December, in Elands Bay for the West Coast region, and in Ceres for the Witzenberg region.

**RIGHT:** Panelists at the DSD GBV webinar (L-R), Ms Vonita Thompson from the Western Cape Health and Wellness Department, Colonel Taswell Paulse from the South African Police Service, Advocate Tarisai Mchuchu-MacMillan, executive director of MOSAIC: Support Heal Train, Karyn Maughan, journalist and author, facilitated the panel discussion, DSD HOD Dr Robert Macdonald.

**BELOW:** The Mobile Office

**BOTTOM:** Ministers and Mayor inside the Mobile Office



## 16 DAYS OF ACTIVISM: AMPLIFY YOUR VOICE

The 16 Days of Activism for No Violence Against Women and Children Campaign runs from 25 November to 10 December. This year, Minister Londt urged residents to amplify their voices.

To ramp up the campaign, DSD hosted a panel discussion featuring provincial departments, the National Prosecuting Authority (NPA), SAPS, and NPO Mosaic. Moderated by journalist Karyn Maughan, the panel addressed challenges in tackling gender-based violence (GBV) and legislative updates, including amendments to the Domestic Violence Act. These changes broaden the definition of domestic violence and mandate reporting abuse of vulnerable groups.

Premier Alan Winde, stressed, "Violence in all its forms will never be tolerated in our province! I urge all our residents to take a firm stand against violence, especially GBV and femicide. To better combat this scourge, we must speak out; we must break the silence."

To access more information about services offered by the Department for GBV victims, call our toll-free number on 0800 220 250, send an email to [SD.CustomerCare@westerncape.gov.za](mailto:SD.CustomerCare@westerncape.gov.za) or visit: [https://staprodmtgpxpzan.blob.core.windows.net/dxp/2024-11/western-cape-directory-of-services-for-victims-of-crime-and-violence-2023\\_0.pdf](https://staprodmtgpxpzan.blob.core.windows.net/dxp/2024-11/western-cape-directory-of-services-for-victims-of-crime-and-violence-2023_0.pdf)



ONCE AGAIN, THE DEPARTMENT OF THE PREMIER'S  
OCCUPATIONAL DEVELOPMENT UNIT GUIDES US FURTHER ALONG  
OUR WCG CULTURE JOURNEY

# What is happening in the WCG Culture Journey!

1

## WELLNESS MONTH AND MOVEMBER HAD US ALL OUT OF OUR CHAIRS

The 3rd Annual Mental Health Conference, organised by the Department of the Premier (DotP) with the Department of Cultural Affairs and Sport (DCAS), was held from 10-11 October 2024. Since its launch in 2022, this event has become an important platform for Western Cape Government (WCG) employees to connect with mental health experts and discuss critical wellbeing topics. This year's theme, "Movement to Thrive," highlighted the link between physical and mental wellness, encouraging a shift from survival to thriving. Minister Ricardo Mackenzie urged employees to prioritise work-life integration and embrace outdoor activity to alleviate stress. Navlika Ratangee from LyraSA discussed the impact of trauma on mental health, noting that one in three South Africans faces mental health challenges. She advocated physical activity as a means to improve mental well-being. Dr. Dale Rae from UCT emphasised sleep's crucial role in health, warning that lack of sleep can impair productivity and mental health. Employees participated in group discussions on self-care and workplace wellness, and engaged in mindfulness and physical activities, reinforcing the importance of movement for holistic wellbeing.

BELOW: Colleagues enjoy the  
panel discussion and festivities  
of our 3rd Annual Mental Health  
Conference



2

## VALUES CONVERSATIONS

The focus of the Wellness and Culture Values enablement sessions during the first half of the year was on the value of Integrity. Two webinars were hosted where the first webinar focused on the link between Emotional Intelligence and Integrity. Valuable insights were shared on how to become more self-aware, to manage yourself and to be mindful when responding to others. The second webinar focused on setting and managing healthy boundaries within your team. The webinar highlighted how to create a harmonious balance between your career and personal life by managing your time, setting and maintaining personal and group boundaries, and to prioritise self-care. In this quarter we held a third values conversation linked to Innovation. In this we unpacked personal creativity, innovation and wellness and the follow-up will look at how we will apply it in the work environment. Look out for the next webinar that will focus on Innovation.

4

## CROSS-COLLABORATION AND ENGAGEMENT

To facilitate recruitment and selection assessment scheduling for the remainder of the year, the Provincial Assessment Centre will be closed during the festive season from 24 December 2024 and will re-open on 15 January 2025. The last day for assessments will be 20 December 2024 and the last day for panel feedbacks will be 23 December 2024.

3

## UPDATE ON WCG VALUES- BASED LEADERSHIP DEVELOPMENT PROGRAMME NOMINATIONS FOR 2025

The Values-Based Leadership Development Programme (VBLDP) is getting ready to host its third cohort in 2025! These WCG leaders will embark on a bespoke journey aimed at empowering them through the maturation of character, people skills and leadership agency. These leaders were chosen after a highly competitive nomination and application process. While there are 45 seats available in this bespoke leadership journey, a total of 64 successful nominees were entered based on nomination criteria. Announcing the new cohort: Cabinet and PTM are on their own Leadership development journey. They have completed their personal assessments and received individual feedback to expand their self-awareness. PTM has had a first team workshop where they focused on getting to know each other and understanding the value that the different type of team members can bring. Next in line is the Cabinet's first group session and then a combined executive team session between Cabinet and PTM.

5

## ONLINE COURSE: MATURE CONVERSATIONS NOW OPEN

The Mature Conversations e-learning module was rolled out for the first time on 25 November and again on 17 February 2025. This module is aimed at enabling WCG employees to increase straight talk and the provisioning of feedback, leading to improved learning, innovation, transparency and productivity within WCG.

### COURSE LENGTH

- This is a short course including four short modules.
- Content should take you about 6 hours if you do it back-to-back.
- You will however have access for a few weeks to allow you to complete at your own pace.

### COURSE OUTCOMES

- Tools and skills that support positive interpersonal relationships and the resolution of conflict
- Clarity on the value of straight-talking and how to give feedback
- More confidence when needing to step into high conflict or highly stuck problems like change resistance

If you are interested in the next rollout on 17 February 2025, please note that all nominations must be communicated via CRUs/HRD offices to PTI.

6

## CELEBRATING 10 YEARS OF SERVICE EXCELLENCE AWARDS

The Western Cape Government (WCG) honours "Outstanding Achievements in the Public Sector" every year with the Service Excellence Awards. The awards promote dedication, continuous improvement, and collaboration. We are celebrating 10 years of Service Excellence! The event will be taking place during the Public Service month, September 2025, and will cover the period 1 April 2024 - 31 March 2025. All departments are encouraged to participate and start by collating evidence. Please be on the lookout for further communication. For further information please feel free to contact the SEA Team on [SEA@westerncape.gov.za](mailto:SEA@westerncape.gov.za).

THE WESTERN CAPE GOVERNMENT  
CULTURE JOURNEY CONTINUES TO BE AN  
IMPORTANT FACTOR FOR OUR GROWTH  
AND EVOLUTION AS AN ORGANISATION,  
AS WE MOVE INTO 2025





# Partnership for Preservation

THE GREATER CAPE TOWN WATER FUND IS DEDICATED TO EMPOWERING WOMEN TO REACH THEIR FULL POTENTIAL IN CONSERVATION

**T**he Greater Cape Town Water Fund (GCTWF), established by The Nature Conservancy (TNC), is a global environmental non-profit that collaborates with government and partners to address water scarcity in the Cape Town region. The GCTWF brings together private and public sector stakeholders to restore the catchments supplying the city's water, as catchment restoration is significantly more cost-effective than other water augmentation solutions, supplying water at one-tenth the unit cost of other alternatives. To promote and share the incredible work that the GCTWF is doing since its inception in 2018, the Chief Directorate: Environmental Quality (DEA&DP) arranged an online talk on 24 October, as part of their Gender Mainstreaming initiatives.

**BELOW: TNC member, Nonzame Ngame from Rainbow Alien Clearing**

## GENDER EQUITY IN THE GCTWF

In Africa, women lead toward a brighter future. Through better health, education, leadership, and livelihood opportunities, this vision empowers women and supports conservation across the continent.

The GCTWF funds and implements catchment restoration, while also generating jobs, supporting biodiversity, and building climate resilience. It aligns with and enhances existing initiatives, catalysing systemic changes in catchment management by optimising resource use, strengthening capacity, and employing robust monitoring and evaluation.

## EMPOWERING WOMEN IS ONE OF THE GREATEST IMPACTS FOR POSITIVE CHANGE

The first speaker, Kirsten Watson, Manager for GCTWF, leads efforts to restore priority catchments and secure Cape Town's water supply by removing invasive plants to replenish 55 billion litres of water.

She highlighted the importance of women in conservation, which contributes in shaping a sustainable Africa with a strong focus on livelihoods; education; health and leadership.

"Empowering women is one of the greatest impacts for positive change, thereby integrating women into conservation increases the benefits to people and nature," she said.



**RAINBOW ALIEN CLEARING  
- RUN BY NONZAME NGAME,  
WHO JOINED GCTWF EARLY ON  
AND NOW MENTORS EMERGING  
CONTRACTORS**



Kirsten highlighted the importance of integrated and diverse teams in this endeavour, as well as the inclusivity of gender, various ages, career stages, job types, and people of colour who benefit from these ecological infrastructure initiatives in the landscape.

The second speaker, Philisiwe Shange, Monitoring and Evaluation Associate, shared insights into tracking the GCTWF's impact on livelihoods and communities. She contributes to monitoring hydrology, biodiversity, management effectiveness, and socioeconomic benefits like job creation.

She shared her work and how it is tracked, e.g. the impacts in livelihoods and how women are benefitting through the GCTWF. South Africa has a large unemployment rate, which has increased from 7.9% since the start of the project, with the youth sector making up a big part.

"We have a target of improving livelihoods, whereby we conduct surveys every three years to track how the livelihoods of the direct beneficiaries are improving," Philisiwe said.

Since the start of the project, 1 085 job opportunities were created and of those 50% are women and 30% youth, between the ages of 18 and 25.

Furthermore, the impact of the livelihoods goes beyond the people that



are directly involved - 59% were single income households with 4 340 indirect beneficiaries, which means on average each employee supports four direct dependants.

## WOMEN-LED BUSINESSES

The intention of the GCTWF is also to ensure that women have the same professional growth opportunities, in a traditionally male-dominate field for technical high-angle work. The GCTWF has started to bridge the gap. Since 2018, 157 rope access technicians were trained and of those, 32% are women.

**TOP: Philisiwe Shange, Monitoring and Evaluation Associate of the Greater Cape Town Water Fund**

**ABOVE: Teams camp in field for 10 to 12 days at a time to clear alien invasives in remote mountainous areas.**



"In Africa, women lead toward a brighter future. Through better health, education, leadership, and livelihood opportunities, this vision empowers women and supports conservation across the continent."

**BELOW:**  
Neliswe Mthembu -  
the first woman in  
the GCTWF to qualify  
as a rope access high  
altitude technician.



**ABOVE:**  
One of the first  
women-led and  
women-run teams  
at the Atlantis  
Aquifer

Seventy percent of the GCTWF's partnerships are with women-led SMMEs, including:

- **Rainbow Alien Clearing** - Run by Nonzame Ngame, who joined GCTWF early on and now mentors emerging contractors.
- **Likhona Lethu Services** - Led by CEO Thandeka Mayi-Rafu, the first SMME within GCTWF to train and deploy High Altitude Teams (HAT).

#### PROFESSIONAL GROWTH IN A MALE-DOMINATED FIELD

The GCTWF aims to offer women equal growth opportunities in technical, high-

angle roles. Since 2018, 157 rope access technicians have been trained, 32% of whom are women.

- **Neliswe Mthembu** was the first woman rope access technician in the GCTWF.
- **Khanya Bovungana** now leads one of the technical teams, serving as the sole woman in her group.

The GCTWF's efforts, alongside TNC's collaborative approach, underscore how partnerships with government, communities, and other stakeholders drive impactful, long-term solutions to water scarcity and biodiversity loss.

By supporting ecosystem restoration and women's leadership, GCTWF models sustainable resource management for Africa, fostering resilient environments and empowered communities. The Department of Environmental Affairs and Development Planning is proud to partner with the GCTWF in these vital initiatives.

The Department of Environmental Affairs and Development Planning is proud to partner with the GCTWF in these vital initiatives. Although TNC is leading this, it would not be possible without the support of several partners, including the City of Cape Town and CapeNature. These partners have been, and continue to be, integral to the success of the GCTWF. ●

## WESTERN CAPE GOVERNMENT #FORYOUTH CONNECTING YOUTH TO OPPORTUNITIES



# FROM MILESTONES TO METRICS

## Reflecting on 2024 and charting a path to shared accountability

2024 HAS BEEN AN EXCITING YEAR FOR THE WCG YOUTH FORUM, MARKING A TIME OF GROWTH, COLLABORATION, AND DEEPENING IMPACT. AS WE LOOK AHEAD TO 2025, WE'RE PLACING ACCOUNTABILITY AT THE HEART OF OUR WORK, ENSURING OUR ACTIONS AND RESULTS ALIGN CLOSELY WITH OUR SHARED VALUES AND GOALS.

**T**his past year, our forum has celebrated significant milestones, each rooted in empowering young voices and delivering real value to our communities. Together, we have:

- ✓ Engaged thousands of young people in leadership and skills-building programmes across our departments.
- ✓ Fostered and increased collaborative partnerships also opening up the space to the broader youth ecosystem through our Whole-of-Society focused forums. We recognise that our work would not be possible without our partners - local organisations, educational institutions, and funders.
- ✓ Launched the #OnThePulse multimedia collaborative aimed at amplifying youth's voices across the province and a platform for youth advocacy and shared skills building opportunities
- ✓ Hosted our first ever Youth Month Festival - a multi-departmental initiative that ran throughout June celebrating youth talent and voices.

These are just some of the milestones that have allowed us to deepen our relationship with communities, build trust among stakeholders, and establish a strong foundation for ongoing impact. As we celebrate these successes, we are equally aware of the responsibility to measure and reflect on our work effectively.





## LOOKING FORWARD:

### Accountability and working towards increased knowledge and data sharing in 2025



Launch of #OnThePulse



Skills building programmes



Youth Month Festival

Here's to an exciting 2025! Let's move forward together—stronger, more accountable, and more connected than ever.

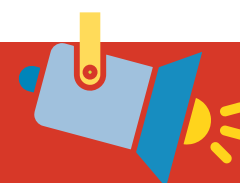
We are particularly excited that this year, there has been a renewed focus on youth at the provincial level. Youth-Focused MTEC

One of the key focus areas for 2025 and beyond is leveraging the collective expertise and lessons across programmes highlighting best practice that we can all use. By setting shared indicators, we aim to create a transparent, results-oriented framework that enables us to track our collective progress and impact, celebrate successes, and address gaps.

As we develop these shared indicators, our goal is to create measures that reflect our diverse projects and initiatives yet remain simple enough to track across the board.

A crucial part of being accountable is listening to those who are impacted by our work. In 2025, we're committed to gathering regular feedback from our youth participants, community members, and partners to ensure our initiatives continue to serve real needs. Whether through surveys, focus groups, or community meetings, we'll build feedback loops that inform and improve our actions.

Our commitment to accountability is not just a response to external expectations—it's a vital part of how we view ourselves and our role as youth leaders. As we move forward into 2025, we're excited to strengthen our work through transparency, measurable impact, and shared progress. These principles will ensure we stay true to our mission and continue to make meaningful, measurable change for youth and communities alike.



## QUARTERLY HIGHLIGHTS



### New partnership sees Northlink College Students begin MOD Programme Journey

In October, 60 students from Northlink College embarked on an exciting new chapter as they began their journey in the MOD (Mass participation; Opportunity and access; Development and growth Programme, an initiative supported by the Department of Cultural Affairs and Sport (DCAS).

The MOD Programme is an after-school programme that provides school-going youth with access to various fun-filled, play-based and modified activities in recreation and sport, as well as in arts and culture, on a daily basis

The students will be placed at various MOD centres across the Western Cape, where they will receive training in a range of fields that support the arts, culture, and sports sectors. The collaboration between the two entities extends far beyond

training; it provides the students with access to vital resources, facilities, and expert guidance and aligns with the department's broader vision of creating an active, inclusive, and creative Western Cape.



### BUILDING FUTURES: Department of Infrastructure's Hands-On Training Programmes Empower Learners in Construction

Learners in the General Residential Repairer programme are gaining valuable workplace exposure on the Raubex New-In-Bosch site in Stellenbosch. This hands-on training, part of a partnership between Tjeka, Stellemploy, Raubex and the Department of Infrastructure, equips unemployed young persons with practical skills essential for the built environment. The learners, placed on-site until March 2025, are actively contributing to real-world projects while enhancing their career prospects in the industry. This initiative highlights the power of collaboration in bridging the gap between education and employment.



Thirteen learners, including six youth and seven individuals over the age of 35, are receiving comprehensive bricklaying training through CoroBrik at the Conradie Park site. This programme combines theoretical training with hands-on workplace exposure, equipping participants with essential skills for the construction industry. Running until March 2025, the initiative, a collaboration between CoroBrik, Concor and the Department of Infrastructure, highlights the commitment to upskilling unemployed persons of all ages and bridging the gap between training and industry opportunities.





## Chrysalis Academy Strengthening Family Connections



**"I am so proud of my daughter and her achievement. I can see she is much more excited about her future. I am grateful to Chrysalis Academy and the Western Cape Government for the support."**  
Mother of participant

On 27 October 2024, the Porter Estate was alive with excitement as 937 family members and caregivers gathered to reconnect with their daughters enrolled in Chrysalis Academy's three-month residential programme. Families, some arriving as early as 06:00 for the 12:30 visitation, shared heartfelt moments with their daughters, who have spent over six weeks away from home.

These visits are crucial for fostering strong family ties, which play a vital role in community cohesion and supporting young people on a positive developmental path. Students of 24 BRAVO expressed their joy, with many noting how much they cherished the time with their loved ones.



### Reflections from Mothers and Daughters

On 15 November, Chrysalis Academy hosted its first-ever *Mothers and Daughters Day*. The event featured reflective circle work, shared meals, and meaningful dialogue. Mothers and mother figures reflected on the values and lessons they inherited from their own mothers and the legacy they wish to pass on to their daughters. This special day followed the academy's earlier *Fathers and Sons* gatherings, which were praised for strengthening familial bonds. The *Mothers and Daughters Day* added a new dimension to the academy's commitment to nurturing family relationships, leaving participants inspired and connected.

## OPPORTUNITIES UNLOCKED: YearBeyond Expos Empower Thousands of Youth



The YearBeyond Opportunities Expos kicked off in the Cape Metro, drawing nearly 1,000 young people and over 60 partner organisations in the largest event since its inception two years ago. The momentum continued in the Winelands, Eastern Cape and George, where YeBoneers connected with opportunities in health, education, retail, and more. Over 130 opportunity partners engaged across the four expos. The expos are part of YearBeyond's

pathway and progression support to help YeBoneers transition from their service placements to meaningful economic opportunities once they graduate from the programme.

Premier Alan Winde and DCAS Minister Ricardo Mackenzie attended the Cape Metro expo, encouraging YeBoneers to seize the moment and thanking partners for their support.

Aligned with YearBeyond's mission, these expos went beyond job fairs by equipping youth with the skills, networks, and confidence needed for work, study, or entrepreneurship.





# #LightsOnAfterSchool: Building Strong Foundations for Youth and Learners

On 24 October 2024, communities across the Western Cape were abuzz with activations for annual **#LightsOnAfterSchool** celebrations. This global initiative, now celebrated locally for the 5<sup>th</sup> year, underscores the critical role ASPs play in nurturing the potential of South Africa's youth.

In South Africa, ASPs have become a crucial pathway to youth development, creating spaces where young learners can discover their interests while youth gain the skills and competencies they need to succeed. For children, these programmes foster self-confidence and curiosity, while for youth, they offer opportunities to build resilience, leadership, and career readiness. ASPs have become essential, particularly in underserved communities, empowering young people to reach their potential and build pathways toward a bright future.



Learners were excited to showcase the lightbulb formation



Engaging activities took place after school hours



Proudly shining a light on after school



There was great excitement around showcasing the theme



After school programmes keep children safe and engaged

It's not just After School Programmes.  
It's cultivating change makers, Nobel Prize winners, global sport stars, Oscar winners and world leaders.

**LIGHTS ON AFTERSCHOOL**  
SOUTH AFRICA 2024  
Building Strong Foundations  
#LightsOnAfterSchool #AfterSchoolSA



## LIGHTS ON AFTERSCHOOL

SOUTH AFRICA 2024

Building Strong Foundations

#LightsOnAfterSchool #AfterSchoolSA

**BELOW:**  
These programmes are instrumental in offering learners opportunities to broaden their horizons and unlock their potential



## Shining a Light on Learning

LIGHTS ON AFTER SCHOOL IS AN ANNUAL CAMPAIGN THAT HAS BEEN ILLUMINATING THE IMPORTANCE OF ASPS SINCE ITS INCEPTION IN OCTOBER 2000



Kids show off the art they've created in the Lights On After School programme

**T**he Western Cape Department of Cultural Affairs and Sport (DCAS) once again celebrated its Lights On After School Month in October.

This initiative, inspired by the Afterschool Alliance in the United States, seeks to raise awareness about the vital role After School Programmes (ASPs) play in nurturing the potential of our youth and children and transforming communities.

These programmes are instrumental in offering learners opportunities to broaden their horizons and unlock their potential, ensuring they have access to quality extended education enrichment opportunities.

### PROVIDING ACCESS AND CARE

The Minister of Cultural Affairs and Sport, Ricardo Mackenzie, encouraged widespread support for this year's campaign, themed 'Building Strong Foundations.'

The campaign, building on the success of previous years, emphasises the power of ASPs to future-proof young people for employment by supporting their academic, social, emotional and physical wellbeing.

"After School Programmes are critical, whether they are run by government, civil society or other organisations. They address challenges of mental health,





Kids participating in programme activities

safety, and academic catch-up. These programmes allow learners to explore their passions, stay curious and active, and connect with positive peer networks, while also creating work and service opportunities for thousands of young people,” Minister Mackenzie said.

ASPs create safe spaces for learners after school hours, especially in under-resourced communities. Research shows that learners who regularly participate in ASPs have improved academic performance, increased resilience, and they develop life skills such as leadership and problem-solving.

YearBeyond, a flagship Youth in Service programme of the Western Cape Government, is helping build a brighter future for young South Africans by providing youth with opportunities to serve as mentors to learners in ASPs.

This not only benefits learners but also helps youth develop essential skills for the job market and beyond.

MOD Centres (Mass Participation; Opportunity and Access; Development and Growth), another key initiative of DCAS, provide learners across the province with daily access to sports, arts, and cultural activities.

With over 180 centres, the MOD Programme provides a strong foundation for learners, preparing them for success in school and in life. ●



These programmes can turn the aimless hours after school into productive learning time

AFTER SCHOOL PROGRAMMES ARE CRITICAL, WHETHER THEY ARE RUN BY GOVERNMENT, CIVIL SOCIETY OR OTHER ORGANISATIONS.

For more information about Lights On After School: [www.thelearningtrust.org/lights-on-after-school/](http://www.thelearningtrust.org/lights-on-after-school/)  
For more information about YearBeyond: [www.yearbeyond.org/](http://www.yearbeyond.org/)

# Transforming schools through accountability

“The SEA’s role remains to improve lives by raising standards. It is born of a vision of improving schools through strengthening school accountability.”

Bringing about equity and improving school quality is a key imperative of the educational landscape. The Schools Evaluation Authority (SEA) is a statutory body which exercises its powers under the Western Cape Provincial School Education Amendment Act, 2018 (Act 4 of 2018), read with the Regulations on the Western Cape Schools Evaluation Authority, Provincial Notice 47 dated 11 April 2019, independently of the WCED.

Its independence provides assurance both to schools and to the wider parent community. It is against this backdrop that the Schools Evaluation Authority’s (SEA) vision is to improve schools in the Western Cape through strengthening school accountability.

At the heart of the SEA’s evaluation of schools are three key questions:

- How are we doing?
- How do we know?
- What are we going to do now?

## LEARNING IS AT THE HEART OF AN OUTSTANDING SCHOOL

Pressure for increased school accountability is a distinctive hallmark of education. In a seminal research article written in 1999, Abelman & Elmore ask the key question: “When accountability knocks, who will answer?”

The SEA aims to transform lives by improving education for every learner, in every classroom, at every school in the Western Cape. The SEA is a force for improvement. The SEA acknowledges that each school is different, and that different schools need different kinds of interventions and levels of accountability.

Although the SEA is functionally linked to the WCED, it is independent of it. As a result, the SEA aims to raise standards in schools through accountability: it supports better education metrics, evaluation and quality assurance systems and helps policymakers and practitioners use its reports, and data, for decision-making and accountability at all levels.

The SEA evaluates public and subsidised independent schools in the province. The SEA is in the unique position to see what is happening in classrooms, and at schools, and must use the evidence gathered to identify trends and highlight issues that must be



Schools Evaluation Authority’s (SEA) places great emphasis on the quality of teaching and learning

A MAMMOTH TASK, BUT THE WESTERN CAPE EDUCATION DEPARTMENT (WCED) HAS MADE THEIR AIM CLEAR: TO TRANSFORM LIVES THROUGH IMPROVING EDUCATION IN THE PROVINCE



addressed. In essence, SEA evaluations are schools in a mirror. Evaluations must identify the right patch to fit the right hole. It also stands to reason that evaluations can ventilate good practice that other schools can learn from.

The SEA is a values-based, transparent and accountable authority where children and learners come first and where standards are judged (and findings reported to the public) without fear or favour.

In addition, the SEA's policies, judgements and insights will be evidenced. SEA staff must act with integrity and impartiality. The SEA must be accessible and engaged to our different audiences in different contexts so that we can better understand their needs and always act in the best interests of our learners.

The SEA's role remains to improve lives by raising standards. It is borne of a vision of improving schools through strengthening school accountability. It is incumbent on all schools to be the hope that delivers a world class education to our children. The SEA's role involves making credible and professional judgements to rate the quality of Western Cape schools.

The SEA places great emphasis on the quality of teaching and learning i.e., the curriculum – because learner outcomes are the last step in a long journey of 2400 days at school (12 years).

Schools are given two days' notice of an evaluation. Using the SEA Evaluation Instrument, evaluation teams consider 5 Key Areas, 13 Standards and 75 Performance Indicators to determine the closest match to agree the Overall Performance Rating for the school.

The evaluation framework which has been developed, and implemented, focuses on five key areas:

1. Learner achievement
2. Teaching and learning
3. Behaviour and safety
4. Governance, parents and community
5. Leadership and Management

**MORE ABOUT THIS PROCESS**

Teams of evaluators, led by a Lead Evaluator, gather and review evidence over two days to determine the school's alignment with the standards and indicators for each area of evaluation. For each Key Area schools are rated on a 4-point rating scale, i.e., Inadequate =1; Requires Improvement =

2; Good = 3; Outstanding = 4. The SEA Evaluation concludes with an overall rating of school performance.

A draft report is generated for the Chief Evaluator, school and District Director of the relevant education district office. The school is given a maximum of 21 days to comment on the draft report after which it is finalised, sent to the provincial Minister of Education and Superintendent-General (Western Cape Education Department). All final reports are published on the SEA's official website <https://sea.westerncape.gov.za/reports/> and are available to the public to read.

A post-evaluation intervention process is then activated, with the support of the relevant education district office's Circuit Manager and directorates. Although the South African model of education delivery is based on a Head-Office/District Office/School modality, where a reciprocity of accountability should prevail, the school remains the basic unit for the delivery of quality education and as a result, must be the primary place where leaders and teachers are held to account.

However, the SEA acknowledges that reciprocity of accountability in education in the province is vital for school improvement. When SEA evaluations recommend improvement, however incremental, there exists a responsibility, from the education ecosystem, to provide additional capacity to produce the improvement required.

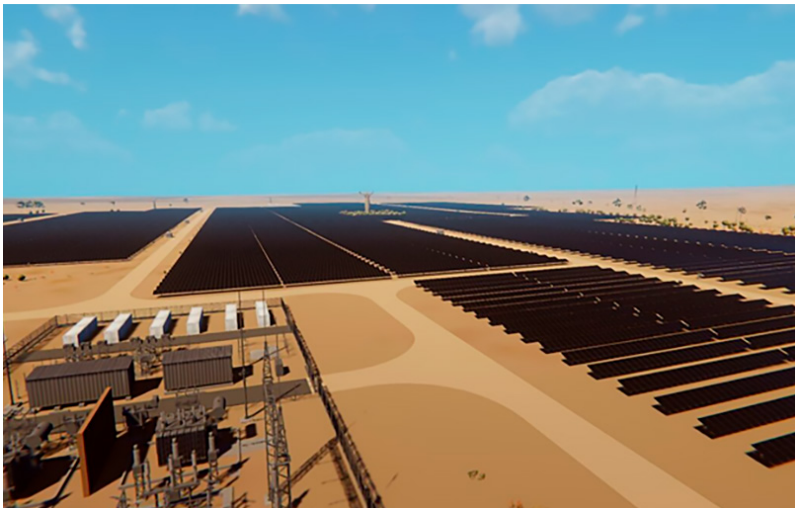
The evaluation process is essential for school development and ongoing sustainability. The evaluation framework emphasises the process of engagement and outcomes and seeks to describe, through reporting, the realities of schooling in the province so that our province's schools become places of high-quality teaching and learning. ■

**ABOVE: Front row left to right – Ms L. Lawrence, Ms Z. van der Berg (Lead Evaluator), Ms R. Raubenheimer (Lead Evaluator), Ms Y. Miller (Lead Evaluator), Dr A. Siyengo (Lead Evaluator), Ms F. Hassiem (Lead Evaluator), Ms H. van Zyl (Lead Evaluator), Ms S. Buhlungu Back row left to right – Mr T. Marshall, Mr N Miti, Ms N. Majodina, Mr H. Harris, Ms D. Grobler, David J. Millar (Chief Evaluator), Ms L. Trussell, Ms N. Ameeroedien, Mr G. Hamman, Mr M. du Preez**



# Energy-resilient Future at Local Level

THE ENERGY RESILIENCE TEAMS OF THE DEPARTMENT OF LOCAL GOVERNMENT (DLG) AND THE DEPARTMENT OF THE PREMIER (DOTP) SHARE THEIR PLANS TOWARDS AN ENERGY-RESILIENT FUTURE



"The Hessequa initiative is more than just a local achievement; it is a blueprint for municipalities nationwide."

The DLG in the Western Cape is proud to announce significant progress in the journey to achieve the first load shedding-free (up to stage 4) town in Riversdale, which will also enable the move toward net zero carbon.

The Hessequa Local Municipality and its residents will be beneficiaries of this groundbreaking initiative. The project is poised to serve as a best practice study for municipalities in the Western Cape and across the country that are aiming to improve energy independence and sustainability.

This development is based on a 10 MWp solar photovoltaic (PV) system and a 10 MWh battery energy storage system (BESS) to integrate into existing distribution infrastructure.

A comprehensive process was undertaken to identify suitable land for the development of a solar PV plant.

The criteria for selection included:

- Land ownership
- Suitability for development
- Land rezoning
- Environmental issues
- The proximity of the selected site to the existing electrical grid infrastructure

Closer proximity to existing electrical grid infrastructure helps to minimise electricity losses and allows for more cost-effective and easier construction. The selection of



the strategic location not only enhances the feasibility of the project but also provides a methodology for other regions to follow to identify such land pockets.

Ensuring the highest standards in the tender and procurement process was paramount, and detailed specifications were meticulously outlined to mitigate associated risks and ensure project success.

This approach underscores the importance of clear, precise requirements and demonstrates the value of collaboration through planning together with technical and supply chain specialists.

The Hessequa initiative is more than just a local achievement; it is a blueprint for municipalities nationwide. By documenting each step of the process—from land identification, land rezoning, the swift environmental authorisation and procurement to obtaining approvals.

In addition to DLG working closely with Hessequa Municipality, the various additional departments consulted for contribution includes DoTP, PT, and DEA&DP. This speaks to the intrinsic value of inter and intra-governmental collaboration in the delivery of long-term sustainable infrastructure. Thus, Hessequa provides a valuable guide for other regions aiming to reduce their dependence on the national grid, achieve energy security and focus on the goals of decarbonisation.

The tender was awarded to a joint venture company, VE Reticulation and CVW Consulting Engineers on 25 September 2024. The joint venture company will undertake to engineer, procure, and construct the project.

The DLG technical team is working together with the EPC contractor and the municipality on the project delivery phase. The project is expected to break ground during quarter 4 of the 2024/2025 financial year. ■

Image source: EPC contractor



# Prestige Agri Awards & World Food Day 2024

THE WESTERN CAPE DEPARTMENT OF AGRICULTURE (WCDOA) CELEBRATED THE WESTERN CAPE PRESTIGE AGRI AWARDS AS WELL AS WORLD FOOD DAY

## AND THE WINNER IS...

The Western Cape Prestige Agri Awards was established to give recognition to the valuable and important contribution of the agri-worker to the sustainability and growth of agriculture in the Western Cape.

The competition has seen a significant increase in participation, from 36 entries in 2002, to an impressive 1233 in 2024.

This year, Lindie-Alet van Staden from L'Ormarins Wine Estate in Franschhoek, in the Cape Winelands, was named the Western Cape Prestige Agri-Worker of the Year 2024.

On accepting her award as the overall winner, Lindie-Alet, who works as a Garden and Olive Orchard Manager at L'Ormarins Estate in Franschhoek, expressed her gratitude and commitment to her job.

"Every day, I am motivated by my incredible team and the opportunity to make a difference in my colleagues' lives. Winning this award reaffirms my commitment to pursuing excellence and helping to drive agriculture's future in our community.

Together, we are achieving our goals and building a sustainable future."

Minister of Agriculture, Economic Development and Tourism, Dr Ivan Meyer, described Lindie-Alet as a worthy winner:

"I look forward to her inauguration as a Western Cape Prestige Agri-Workers Forum member. Given her leadership

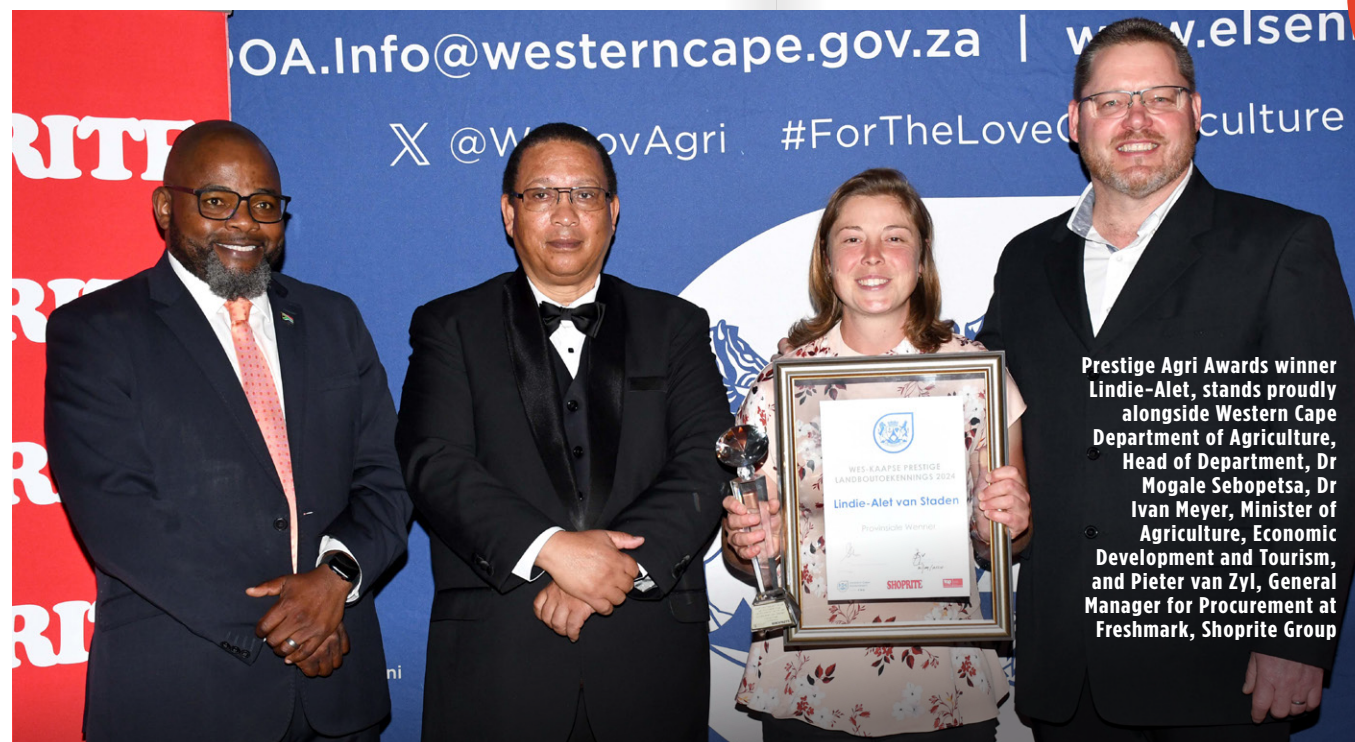
abilities and skill set, she will make a valuable contribution to raising the concerns of agri-workers in the province. She will serve as a valued member of the forum, a body that advises the Western Cape Ministry of Agriculture on matters that impact the lives of agri-workers," he said.

Participants from diverse backgrounds and 15 regions across the Western Cape competed in 11 categories, showcasing the competition's inclusivity.

Dr Mogale Sebopetsa, Head of the WCDoA, added: "The Western Cape Prestige Agri-Worker Awards is not only about individual recognition, it is also aimed at enhancing the image and socio-economic conditions of agri-workers and their families. This competition offers agri-workers new skills, knowledge, and opportunities for career growth, broadening their understanding of the agricultural sector and inspiring them to reach new heights."

Premier Alan Winde also attended the ceremony. He praised Lindie-Alet and all the Western Cape's agri-workers, "Your contribution and dedication to our economy are invaluable, and we are deeply grateful for all you do in assuring and enhancing our province's food security while also working very hard to boost our economic growth."

"Agri-workers play a crucial role in our Growth for Jobs Strategy (G4J), which aims to build a R1 trillion economy in the Western Cape by 2035. Their expertise and unwavering commitment to producing enough food to meet our food security needs are instrumental in achieving this goal," concluded Minister Meyer.



Prestige Agri Awards winner Lindie-Alet, stands proudly alongside Western Cape Department of Agriculture, Head of Department, Dr Mogale Sebopetsa, Dr Ivan Meyer, Minister of Agriculture, Economic Development and Tourism, and Pieter van Zyl, General Manager for Procurement at Freshmark, Shoprite Group

Founded by the United Nations Food and Agriculture Organisation in October 1945, World Food Day has become one of the most celebrated events



Julian Williams, Minister Meyer and Dr Keith Du Plessis

## COMMEMORATING WORLD FOOD DAY IN UNIONDALE

In October, the Uniondale community gathered at their local sports field to mark the United Nations (UN) World Food Day (WFD).

Founded by the UN Food and Agriculture Organisation in October 1945, WFD has become one of the most celebrated events on the UN calendar. This year's theme is "Right to food for a better life and a better future."

The day, hosted in partnership with the WCDoA, the Garden Route District Municipality, the George Municipality and Casidra, reminded people of the need to ensure food security and access to nutritious food.

Speaking at the event, the Executive Mayor of the George Municipality, Jackie von Brandis, said that data indicated that 30% of residents within the George municipal area experienced hunger. "While there are 117 Nutritional Centres in George and six in Uniondale, they are still insufficient. To bridge the gap and support those in need, we have begun a pilot project with the WCDoA to convert all illegal dumping sites in George into vegetable gardens."

The Executive Mayor of the Garden Route, Andrew Stroebel, highlighted that food security is also about dignity, economic development, and empowerment. "The Garden Route District Municipality is committed to creating a model of resilience where all residents have access to healthy food."

"One of the most promising initiatives is establishing a honeybush tea processing plant. This initiative will stimulate job creation, giving smallholder farmers greater access to the honeybush value chain. The Mayor added



that "agriculture could be the cornerstone of sustainable development in the Garden Route District."

Minister Meyer added, "Our farmers produce enough food to feed the South African population, but hunger is still an issue for many. We must all support efforts to end hunger and promote food security. WFD is an opportunity to come together as a community and work towards a world where no one goes to bed hungry."

In the lead-up to WFD 2024, the WCDoA and its partners have successfully initiated several food security initiatives in Uniondale and Haarlem, a testament to our collective efforts and a source of encouragement for the future. ●

ABOVE: Minister Meyer, Moira Antonie (Haarlem), Julian Williams, Executive Mayors Struebel and von Brandis

## THIS YEAR'S CATEGORY WINNERS ARE:

- **Driver:** Ernest Vilander
- **Irrigation Specialist:** Johannes Engelbrecht
- **Animal Production:** Edward Saaiman
- **Technical Operator:** Magdalena Smit
- **Social Development:** Sophia de Bruin
- **Agri-Processing:** Christopher Dreyer
- **Administrative Personnel:** Gertruida Lourens
- **Foreman / -woman:** Lungelo Ntamone
- **Junior Management:** Rozé Tailor
- **Middle Management:** Annita Maqashalala
- **Best Potential:** Wilfred Fortuin





## Our Updated Provincial Strategic Planning Process

THE DEVELOPMENT OF THE PROVINCIAL STRATEGIC PLAN (PSP) FOR THE NEXT FIVE YEARS (2025- 2030) IS CURRENTLY UNDERWAY

**T**he Western Cape Government PSP serves as a guiding framework for the province's development and governance. It outlines clear priorities and objectives to address key challenges while promoting inclusive growth, sustainability, and social cohesion.

Drawing on the lessons from previous PSPs, this process has been designed to produce a plan that is:

- **Strategic:** The PSP outlines high-level priorities and goals for the province to enhance residents' quality of life. It focuses on shared people-centred outcomes which inform and integrate department strategic plans and portfolio change strategies.
- **People-centred:** The PSP focuses on achieving meaningful changes for residents, applying the life course approach and systems theory to define impact, and theories of change to track progress.
- **Transversal:** The PSP promotes integration and collaboration across provincial departments, and a whole-of-society approach, to address complex challenges through integrated, transversal responses.
- **System-based:** The PSP is built on a system model and framework which aim to strengthen transversality, monitoring, and evidence-based prioritisation of programmes and interventions.

"The Western Cape Government PSP serves as a guiding framework for the province's development and governance"

### THE PSP DEVELOPMENT PROCESS THUS FAR

The process of determining the key features that structure the PSP has been iterative and collaborative and involved multiple workshops and engagements with a range of stakeholders. Key steps have included:

- Workshops to develop the PSP framework (May-June)
- PSP Workshop with the provincial Cabinet and PTM (July)
- PSP Framework circulated in DG circular (August)
- PSP input into departmental strategic planning processes (August-October)
- PSP Framework and approach presented to the Premier's Coordinating Forum (August) and Municipal Managers and Provincial Top Management Forums (October, December)
- The themed Policy, Planning and Budgeting Engagements (PPBE) have been aligned with the PSP Framework's 'integration areas' (October)
- Update on the PSP circulated in DG circular (November)
- Preparation and analysis of the first and second drafts of departmental strategic plans (August-December)

These robust and diverse engagements have provided a great deal of input and feedback into the PSP process so that the key strategic elements can be further refined, and the more detailed elements of the plan can be completed.

### AN OVERVIEW OF THE REVISED PROVINCIAL STRATEGIC PLAN FRAMEWORK

The 2025-2030 PSP will have a focus on accelerating the creation of jobs and economic growth in the Western Cape. In order to achieve that, the WCG will organise itself around four portfolios of work: Growth for Jobs, Wellbeing, Safety, and Innovation, Culture & Governance.

In order to understand the overall impact on the lives of residents, it also identifies specific areas of integration where the portfolios intend to collaborate and achieve collective impact.

### THE PROCESS FOR FINALISING THE PROVINCIAL STRATEGIC PLAN

There are several important steps that will be taken over the next months to ensure that the PSP is finalised and that its key strategic direction is embedded in the budget process and departmental plans.

From this process, the WCG intends to once again produce a PSP that reflects the province's commitment to addressing socio-economic inequalities, empowering its residents, and creating a thriving, inclusive future for all. ●



## Showcasing Accountability

PROVINCIAL TREASURY SHOWS FOR YOU THE IMPACT OF CELEBRATING ETHICS IN THE WESTERN CAPE GOVERNMENT

standards, providing dedicated support for addressing ethical dilemmas faced by staff.

Among the significant highlights of the forum was the receipt of the Recognition Award for Significant Contribution to the Celebration of Ethics Officers (CEOC) project. This accolade, which represents not just Naadia's personal achievement but also the collective efforts of the team at the Provincial Treasury, emphasises their commitment to fostering an ethical culture within the Western Cape Government.

The project acknowledges the crucial role Ethics Officers play in promoting accountability and ethical conduct across the organisation.

Additionally, the forum introduced measures to enhance transparency and accountability within government operations. The implementation of an electronic gift register and the online application process for Remunerative Work Outside Public Service (RWOPS) are steps forward in ensuring that all actions align with ethical standards, ultimately building public confidence in governmental operations.

Moreover, the launch of the Moodle platform for Ethics Officers is set to facilitate ongoing collaboration, training, and capacity building.

This platform is vital for fostering a culture of continuous learning and sharing best practices among EOs throughout the Western Cape Government, reinforcing the commitment to embedding accountability in everyday actions.

As the Western Cape Government continues its journey toward a more accountable and ethical public service, Naadia's participation in the National Ethics Forum serves as a reminder of the collective responsibility shared by all employees.

Each staff member plays a crucial role in upholding the organisation's values, and through unwavering commitment to accountability, the Western Cape Government can build a more transparent and trusted public service. ●

**I**n an era where public trust is essential, the theme of accountability resonates profoundly within the Western Cape Government (WCG).

This edition of *FOR YOU* magazine highlights the significant strides made by staff in promoting accountability and integrity, particularly through the lens of recent initiatives at the National Ethics Forum and the recognition received by Naadia Ismail: Director representing the Provincial Treasury and the Western Cape Government.

Naadia had the honour of participating in the National Ethics Forum 2024, organised by the UN Office for Drugs and Crime (UNODC). This pivotal forum served as a platform to discuss the vital importance of ethics in public service, focusing on key initiatives designed to enhance accountability within government institutions.

The discussions highlighted the necessity of robust ethics management frameworks that empower employees to uphold the highest standards of integrity.

A key moment during the forum was the introduction of the Ethics Management Self-Assessment (EMS) Tool, an innovative resource that allows departments to evaluate their progress in ethics management.

This tool is essential for ensuring continuous improvement and accountability.

### ETHICS OFFICERS (EOS)

Furthermore, the institutionalisation of full-time Ethics Officers (EOs) within government entities will bolster efforts to uphold ethical

"This pivotal forum served as a platform to discuss the vital importance of ethics in public service"





## CEI's first ever Gen AI Hackathon

HOW DO YOU STAY RELEVANT IN A RAPIDLY EVOLVING WORLD AND DEMANDING DIGITAL LANDSCAPE?

**D**epartment of the Premier's Centre for e-Innovation (CEI) held their inaugural Gen AI Hackathon, which provided a bold answer to this question, as Western Cape Government employees joined forces with renowned experts to push the boundaries of innovation.

Imagine racing against the clock, where every second counts and creativity is the only way forward. Bringing together diverse skills and bridging generational divides, the Gen AI Hackathon allowed staff to explore new approaches in a highly competitive environment.

### WHAT IS A HACKATHON?

For those unfamiliar with the term, a hackathon is a sandbox environment in which teams explore workable solutions to specific problems within a limited timeframe. In this case, they had just 30 hours to build solutions that addressed four real-world challenges across public safety, climate resilience, research, and development, as well as procurement and contract management, all of which align with the provincial strategic focus and national priorities.

**ABOVE: Participants and guests on the first day of the Gen AI Hackathon**

**ABOVE RIGHT: The judges - Pierre Schoonraad (CPSI), Henriette Robson (WCG) and Dr Hope Mogale (University of Pretoria)**



The challenge was on! Nine teams took up the task. If you think they were all developers, think again. Teams consisted of interns, administrators, seasoned staff, and newcomers—all collaborating to win the prize.

They were not left to their own devices though. All teams were supported by mentors, coaches, and departmental experts, who helped them unlock their inner genius.

Prior to the hackathon, all participants were also equipped with 60 hours of training on low-code, Azure AI, and the Design Thinking Methodology.

### THE WINNING SOLUTION: TEAM AI RISING

After hours of intense brainstorming, coding, and collaboration, the teams were ready to present their solutions. It was the AI Rising team that ultimately won over the judges with their AI-enabled community safety solution.

The team consisted of five members who did not let the challenges get them down.

Ashraf Alexander, Devlin Sooful, René Hay, Zahraa Moosa, and Balachandar Santhanam



(Team AI Rising) had tough competition. Their runner up teams, The Creators – in second place – and Tech Titans – in third, made their victory a narrow escape. Despite getting very little sleep, AI Rising impressed the judges with their seamless delivery. Their solution stood out not only for its functionality and effectiveness but also for its strong potential to scale.

Their secret to success? A combination of teamwork, mentorship, and an unrelenting focus on solving the problem at hand.

### A GATHERING OF EXPERTS AND LEADERS

The hackathon attracted significant attention from high-profile figures in the public and private sectors. Present at the event were Director-General Harry Malila, Lawrence Matemba and Siyabonga Maseko and from the Office of the Presidency, as well as key figures from CEI, Microsoft, Centre for Public Sector Innovation (CPSI) and the Provincial Training Institute. Their support underlined the importance of fostering a culture of collaboration within government structures.



**ABOVE LEFT: Director-General Harry Malila addresses the crowd**

**ABOVE: Winning team AI Rising with Acting CIO Egsaan Samaai and Shameemah Begg are Zahraa Moosa, Devlin Sooful, Balachandar Santhanam and Rene Hay**

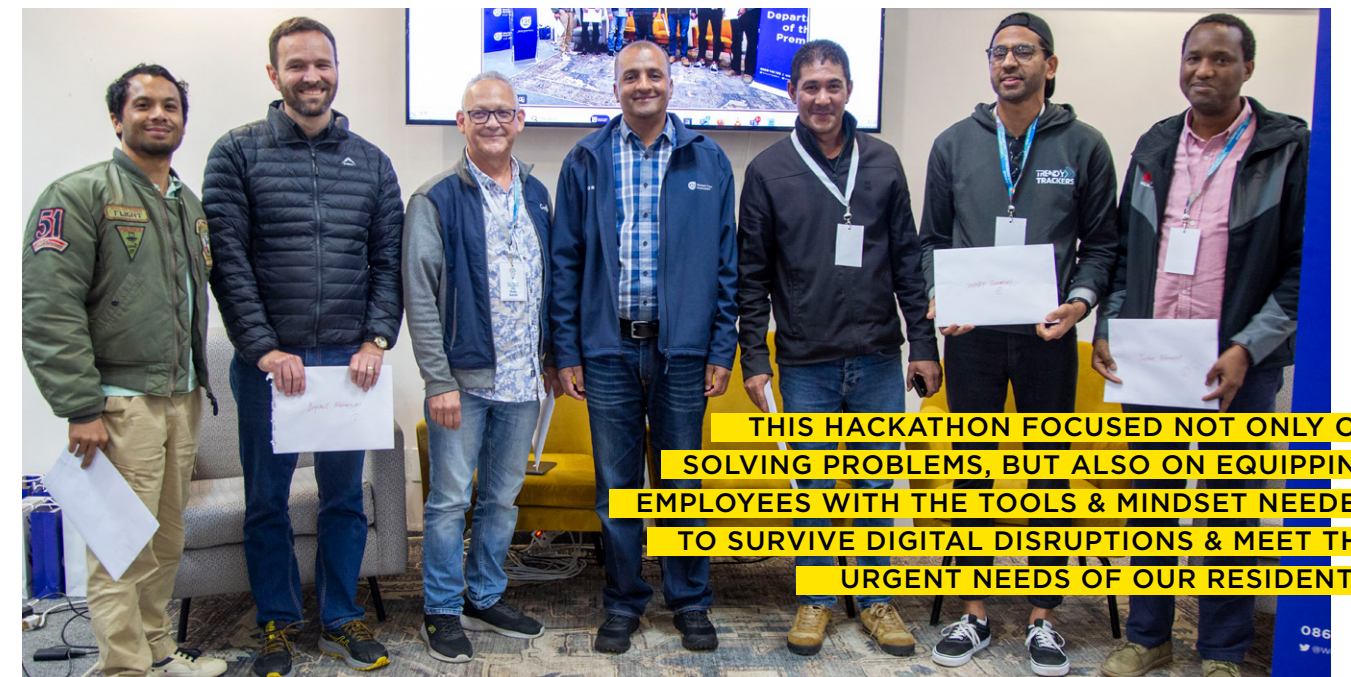
### BEYOND THE EVENT: WHAT'S NEXT?

This hackathon wasn't just about solving problems in a day—it was about equipping employees with the tools and mindset needed to survive digital disruptions and meet the needs of our residents, with urgency. Representatives from the presidency affirmed that the Western Cape Government has set the bar for the nation, and that the level of innovation at this event will be the catalyst for the same across other provinces.

### WE AIM TO SERVE.

The broader impact of this event extends beyond the teams that participated. It demonstrated that anyone, regardless of their prior experience, can contribute to meaningful solutions to improve the lives of residents. ●

**BELOW: Representing their teams are, left to right, Aslam Levy, Jacques van Wyngaardt, Rudy Sands, Egsaan Samaai, Jody Southgate, Walied Soudy and Vuyo Pana**



**THIS HACKATHON FOCUSED NOT ONLY ON SOLVING PROBLEMS, BUT ALSO ON EQUIPPING EMPLOYEES WITH THE TOOLS & MINDSET NEEDED TO SURVIVE DIGITAL DISRUPTIONS & MEET THE URGENT NEEDS OF OUR RESIDENTS.**



# Public Service Women Management Week

THE DEPARTMENT OF ENVIRONMENTAL AFFAIRS & DEVELOPMENT PLANNING (DEA&DP) HOSTED THEIR WOMEN IN MANAGEMENT 2024 EVENT WHICH TOOK PLACE IN SEPTEMBER

**W**IM Events are held every year by the Department to inspire leadership, boost morale and allow for networking. These events illustrate the Department's commitment to empower women. The theme of this year was "She Leads: Celebrate Enabled Women Inspiring Confidence".

The day kicked off with a welcome from DEA&DP Chief Director, Fezeka Mabusela, followed by a presentation by Head of Department, Gerhard Gerber, on the Eight-Principle Action Plan for Promoting Women's Empowerment and Gender Equality in the Public Service Workplace.

**RIGHT: Head of Department - Environmental Affairs and Development Planning, Mr Gerhard Gerber**

**BELOW: Danielle Manuel, Dr Raynita Robertson and Henriette Robson**

## EIGHT PRINCIPLES OF THE DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION (DPSA) ACTION PLAN

1. Transformation for non-sexism: Promoting and protecting human dignity and human rights of women
2. Establishing a policy environment: Implementing National policies/ implementation guidelines on women's empowerment and gender equality



3. Meeting equity targets: Ensuring women's full participation in decision-making through 50% women in SMS
4. Creating an enabling environment: Putting in place Departmental Gender Management Systems/Institutional Mechanisms/Gender Units
5. Gender mainstreaming: Incorporating gender perspectives into all work of the Department
6. Empowerment: Capacity development for women's advancement and gender equality
7. Providing adequate resources: Availing adequate human/physical/financial resources to advance gender equality
8. Accountability, monitoring and evaluation: Ensuring responsibility/ownership/ reporting on advancing gender equality

This was followed by presentations on the following topics:

- Obligations in terms of the SDG5 Targets (the South African National Policy Framework for Women's Empowerment; and Gender Equality Strategic Framework for Public Service and DPSA Reporting)
- DEA&DP Gender and Human Rights Mainstreaming Theory of Change.
- DEA&DP Gender Status Profile (Comparison between 2020 and 2023)
- \*Current Status Report on DEA&DP Implementation of Women in Management

For those in attendance, the event highlight was definitely the diverse line-up of speakers whose talks ranged from practical leadership strategies and effective-decision-making to the art of work-life balance.

They shared their personal journeys which added an inspiring layer, with many participants feeling motivated to apply new techniques and advice shared, in their lives.



## MORE ABOUT THE SPEAKERS

### JO-ANNE SEPTEMBER

She is currently the Chief Director of Policy and Strategy Integration at the Department of Infrastructure. In this role, she leads strategy development initiatives and long-term planning, policy development, and research, helping to shape the region's infrastructure landscape through high-level strategy and program implementation.

Before her current role, Jo-Anne served as Senior Manager of the Enterprise Portfolio Management Office at Transnet National Ports Authority, where she was responsible for translating organisational strategies into executable projects.

### ADV HANLIE LINDE

Adv Hanlie Linde is the Municipal Manager of Bergrivier Municipality in the West Coast of the Western Cape

2012. Previously she has been the Executive Director: Social Development Services at Stellenbosch Municipality since 2005. Under her leadership Bergrivier Municipality transformed to a Municipality ranking in the top-10 Municipalities in SA for the past 9 years with an unqualified audit opinion for the past 10 consecutive years and a clean audit for the past 8 consecutive years.

Hanlie is deeply involved in the community and serves on different committees for churches, schools, non-profit organisations and environmental groups. She loves outdoor activities and has summited both Mt. Kilimanjaro and Mt. Everest Basecamp.

### DANIELLE MANUEL

Danielle is the Director at Department of Cultural Affairs and Sports. She holds an MPhil in Development Finance from Stellenbosch Business School. She is a dynamic, authentic and innovative stakeholder manager and project management executive with extensive experience in "connecting the dots" in order to strategically unlock potential and drive effective solutions. Adept at articulating and driving business strategy through identifying opportunities, managing corporate/

government affairs and pulling together a balanced view of the bigger picture for all parties. Passionate about navigating and aligning people, policy and processes while building genuine relationships to deliver on and exceed expectations.

### HENRIETTE ROBSON

Henriette Robson is currently DDG: Corporate Assurance in the Department of the Premier, responsible for Risk Management, Internal Audit and Forensic Services in the WCG. Prior to joining the WCG she was an Associate Director in Ernst & Young and a Senior Manager in PricewaterhouseCoopers where she was responsible for consulting services to the public sector. Her passion for the public service and aspiration to improve the lives of our residents prompted the move from the private sector.

"The theme of this year's event was "She Leads: Celebrate Enabled Women Inspiring Confidence."



### DR. RAYNITA N ROBERTSON

Raynita was born in the year 1974, and is the eldest of 3 children. She finished high school at Ravensmead Secondary School, a township of Cape Town in the year 1993. Raynita was one of the fortunate first Apartheid matriculants, to enter the University of Stellenbosch, in the year 1994.

In the year 2006, she got employed at the Western Cape Department of Human Settlements, as the Deputy Director: Planning. Her initial portfolio of assisting the 25 local municipalities with their strategic and sectoral planning, has evolved to also include project packaging and planning at regional scale to bring spatial transformation. ■

**ABOVE: Advocate Hanlie Linde – Municipal Manager Bergrivier Municipality**



Participants learning about the importance of inclusive policies that prioritise gender equality in financial planning



IN A POWERFUL STRIDE TOWARD GENDER EQUALITY IN PUBLIC FINANCE, THE DEPARTMENT FOR ENVIRONMENTAL AFFAIRS AND DEVELOPMENT PLANNING (DEADP) CLIMATE CHANGE DIRECTORATE, PARTNERED WITH UK-BASED WOMEN'S BUDGET GROUP, TO HOST AN INTERACTIVE WORKSHOP ON GENDER RESPONSIVE BUDGETING (GRB)

## The Vision for Gender-Responsive Governance

The event, hosted at Kirstenbosch National Botanical Garden in September 2024 brought together representatives from various Western Cape Government departments with the aim to equip participants with the tools and knowledge necessary to implement GRB effectively and thereby support climate change resilience.

### BUILDING CAPACITY AND TOOLS FOR CHANGE

The day commenced with a presentation from the Directorate: Climate Change, who emphasised the gender link to Climate Change and the importance of integrating gender considerations into budgeting processes.

It was made clear that budgeting is not just a financial issue, but a fundamental step towards building climate change resilience and ensuring that all residents, regardless of gender, have equal access to resources and opportunities.

The workshop also broadened participants' understanding of what GRB is and its relevance in the Western Cape Government's strategic planning. Participants engaged in discussions about how traditional budgeting processes often overlook the unique needs and contributions of different genders and who are impacted by these budgeting decisions.

The concept of GRB emerged as a solution that involves analysing government budgets through a gender lens to ensure equitable allocation of resources. GRB is not merely about adding a "gender line" to budgets but involves a comprehensive approach.

A crucial element of the workshop was its focus on capacity building. The Women's Budget Group led sessions on data collection methodologies and gender analysis tools,

empowering participants to incorporate these practices into their budget planning processes. The importance of evidence-based decision-making was highlighted, as participants learned how to utilise gender-disaggregated data to inform their budgeting strategies.

### UNDERSTANDING GENDER-RESPONSIVE BUDGETING

Participants engaged in open discussions, which allowed them to apply these theoretical concepts to practical scenarios. The diversity of backgrounds and experiences among the participants enriched the discussions, as representatives from various departments brought unique perspectives to the table. This workshop not only encouraged innovative ideas, but also highlighted the challenges many departments face in adopting GRB practices.

However, rather than focusing solely on obstacles, participants were encouraged to share stories of social and gender impact from their respective departments' work programmes.

The workshop concluded with a reflective presentation where Karen Shippey, Chief Director: Environmental Sustainability, shared the direction of the Western Cape Government in achieving a climate-resilient Province through gender responsive policies.

There was a palpable sense of motivation in the room, as participants recognised the potential impact of implementing GRB in their work. The Gender Budget Group reiterated its commitment in supporting these efforts through ongoing training, resources and advocacy where needed.

### NEXT STEPS: INTEGRATING GENDER IN EVERY BUDGET

This workshop marked a crucial step toward gender equality in public finance, using GRB to drive transformative change within the WCG. Through collaboration, representatives gained insights to champion gender equality in budgeting, aiming for equitable benefits across all residents. ●

"The concept of GRB emerged as a solution that involves analysing government budgets through a gender lens to ensure equitable allocation of resources."

## The Value of Accountability: Access & Quality Care

IN NOVEMBER 2024, THE DEPARTMENT OF HEALTH AND WELLNESS HOSTED THEIR ANNUAL ICON24 AWARDS

Positioned as a celebration of healthcare innovation, the event featured groundbreaking projects across the province, focusing on improving healthcare access and quality. Once again, a highlight of the event was the competition where six finalists presented their innovations.

This year's Innovation Convention Award went to Dr. Masudah Paleker, a Public Health Medicine Specialist, for her team's Multisectoral Approach to Reducing Adolescent Pregnancies. This approach addresses the pressing issue of nearly 120 000 South African teens aged 15 -19 who became mothers between April 2023 and March 2024.

"Winning this award affirms the power of innovation in tackling public health challenges like adolescent pregnancy," said Dr. Paleker. "By uniting government, educators, healthcare providers, and communities, we can create meaningful change and invest in a healthier, equitable future."

**ABOVE RIGHT: This year's Innovation Convention Award winner Dr. Masudah Paleker, a Public Health Medicine Specialist**

**BELOW: The finalists on stage, along with management and the planning team.**



Other showcased projects included:

- Ancillary Health Care Worker Project: Integrating healthcare services into farm communities.
- Clinician Facing Administrative Support: Reducing administrative burdens for clinical staff.
- CHW TB Tag App: Revolutionising TB treatment adherence through mobile technology.
- Tygerberg FPS Positive Identification Initiative: Streamlining identification of unknown deceased individuals.
- Online Asset Verification Tool: Enhancing asset management and service delivery.

Minister for Health and Wellness, Mireille Wenger, emphasised, "Innovation enables us to do more with less, meet growing demands, and continually improve lives. Events like iCon24 foster a culture of innovation essential to delivering high-quality care."

Dr. Keith Cloete, Head of Department, added, "Innovation is about reimagining care through creativity, empathy, and science. It challenges the status quo, inspiring collaboration toward healing, hope, and humanity."

The event also featured flash talks, poster displays, and exhibitions, creating a dynamic space for healthcare stakeholders to share ideas and solutions.

Leilah Najaar, Director of Clinical Service Improvement, highlighted iCon24's collaborative spirit: "The event drives improvements in patient care and fosters cost-effective solutions aligned with our strategic goals."

Partnerships were celebrated, with USAID Southern Africa's Heather Smith-Taylor praising the event for addressing critical health challenges and promoting sustainable solutions.

iCon24 continues to inspire innovation, serving as a launchpad for fresh perspectives that enhance access and quality in healthcare. ●





# Mobility Month

OCTOBER WAS MOBILITY MONTH. THE IMPORTANT AWARENESS MONTH WAS CAPTAINED BY THE MOBILITY DEPARTMENT AND CHAMPIONED BY VARIOUS DEPARTMENTS INCLUDING INFRASTRUCTURE AND DEPARTMENT OF THE PREMIER. *FOR YOU* HIGHLIGHTS A FEW OF THE ACTIVITIES BELOW:

## MOBILITY DEPARTMENT

### FREE VEHICLE SAFETY CHECKS FOR SCHOLAR TRANSPORT OPERATORS

**The department provided free safety checks for scholar transport operators in the Cape Town and Swartland areas on 15 October 2024. The free inspections were done at the Gene Louw Traffic College and Malmesbury Testing Centre.**

This initiative was part of ongoing efforts to ensure the roadworthiness of all vehicles transporting learners and to uphold the highest safety standards. The inspections covered critical components essential for safe and reliable transportation, including tyres, brakes, lights, suspension, CV joints, electrical systems, exhausts, wipers, and licence discs.

Regular maintenance of vehicles is essential in preventing accidents and breakdowns on the road. While this inspection is not a full roadworthiness test, it served as a valuable opportunity for operators to assess the fitness of their vehicles. By participating in these inspections, operators contributed to safer roads and safer journeys for all learners.



Minister Simmers at MR191 road upgrades near Franschhoek

## DEPARTMENT OF INFRASTRUCTURE

### MINISTER SIMMERS KICKED OFF OCTOBER MOBILITY MONTH WITH A VISIT TO THE MR191 ROAD UPGRADES

**Minister Simmers kicked off October Mobility Month on Infrastructure's side with a visit to the MR191 road upgrades, located south of the N1, near Paarl, continuing through the Franschhoek Pass to the Theewaterskloof dam.**

This R598 million project involves significant infrastructure improvements to enhancing safety and transport connectivity. The scope of work includes a 30-month upgrade, along with periodic maintenance of other segments, highlighting the government's commitment to long-term development of regional road infrastructure.

The project commenced in April this year and is anticipated to be completed by 27 October 2026. Additionally, this project aims also to benefit local communities, from the surrounding areas of Simondium, Pierkamp and Groendal, by creating 384 job opportunities and 40 contracts for local enterprises, supporting local economic development.



**"AS SOMEONE WHO IS DEEPLY PASSIONATE ABOUT PUBLIC TRANSPORT, I KNOW THAT OUR COMMUNITIES DESERVE RELIABLE AND SAFE TRAVEL OPTIONS."**

**Around 104 000 passengers are currently making use of trains on a daily basis. This is up from around 50 000 commuters recorded in March 2024**

## PREMIER ALAN WINDE AND THE DEPARTMENT OF THE PREMIER

### PREMIER ENGAGES IN VARIOUS MOBILITY MONTH EVENTS

#### PRASA EVENT

Premier Alan Winde kicked off Mobility Month by commuting on a train from Bellville to the Cape Town city centre.

"The backbone of a good railway network is making it safe, accessible, reliable, and affordable. I joined commuters on a train ride from Bellville to Cape Town this morning. I urge Metrorail WC and Prasa Group to keep working to get our trains back on track and moving *FOR YOU* and to make it easier for all of us to get to work, home, and play safely," exclaimed Premier Winde.

#### PEDAL POWER

Premier also joined the young cyclists from Bridgton Cycling Club on a ride to Bridgton Secondary School in Oudtshoorn, where they handed over bicycles in partnership with Pedal Power Association. These bikes will empower learners with better access to education, promoting healthier and safer commutes. To see more on this, check out the Premier's Instagram page [here](#).



PRASA and Metrorail Western Cape management joined the Premier on a train ride from Bellville to Cape Town to mark Mobility Month.





## Budget-Friendly Festive Ideas

WITH THE FESTIVE SEASON UPON US, *FOR YOU* HAS COMPILED A LIST OF A FEW FUN AND AFFORDABLE ACTIVITIES FOR ALL

### ST JAMES BEACH

St. James Beach is a charming seaside destination, celebrated for its vibrant, Victorian-style bathing boxes that line the shoreline and create a picturesque backdrop. The beach features a tidal pool, ideal for safe swimming, and numerous rock pools, which are a favorite for families and children to explore. Its relatively sheltered waters make it perfect for a relaxed day at the coast. COST: Free to enter

### SIMONS TOWN

Visit an array of family-friendly beaches, as well as the the Warrior Toy Museum and South African Naval Museum. You can also indulge in delicious fresh fish and chips, or grab a coffee and pastry at the various bakeries in the area. COST: South African Naval Museum - free to enter; The Warrior Toy Museum: R10\* p/p Contact South African Naval Museum 021 787 4686; The Warrior Toy Museum 021 786 1395

### BOULDERS BEACH

Located in the Simon's Town area as well, Boulders Beach is home to a thriving African penguin colony and offers fun for visitors of all ages. As part of South African National Parks, Boulders features a scenic viewing path where you can observe these charming creatures in their natural habitat. For a truly unique experience, head to nearby Foxy Beach, where you can even swim alongside the penguins! COST: R45 (SA adults); R25 (SA children, age 2 - 11); R95 (SADC adults); R50 (SADC children) R190 (international adults); R95 (international children). Contact 021 786 2329 or [tablemountain@sanparks.org](mailto:tablemountain@sanparks.org)

### GREEN POINT URBAN PARK AND RATANGA PARK IN CENTURY CITY

Both of these urban parks, located in different parts of the city, offer tranquility and sprawling green lawns perfect for family picnics or enjoying some ball games. There are also playground areas to keep the kids entertained, as well as water features for extra relaxation. COST: Free to enter for both Contact: Green Point Urban Park on 021 444 4258; Ratanga Park in Century City on 021 552 6889 or [info@centurycity.co.za](mailto:info@centurycity.co.za).

### ARTSCAPE

The Artscape Theatre is a premier cultural hub and performing arts venue. It hosts a diverse range of productions, including drama, opera, ballet, musicals, and concerts. Originally opened in 1971 as the Nico Malan Theatre, it was renamed Artscape in 2001, reflecting its commitment to inclusivity and showcasing South Africa's rich artistic heritage. With its state-of-the-art facilities and multiple performance spaces, Artscape plays a vital role in promoting local talent and fostering cultural dialogue. COST: Prices vary depending on the show but average ticket price is p/p. Contact: 021 410 9800 or [www.artscape.co.za](http://www.artscape.co.za).

### CAPE TOWN RED BUS

The iconic Red Bus offers a convenient and flexible way to explore the city and its top attractions. With a single ticket, you gain access to all the tour stops along multiple routes, allowing you to hop on and hop off at your own pace. Whether you choose to spend the day enjoying the scenic ride or exploring key landmarks, the Red Bus makes it easy to customise your adventure. Each ticket provides access to clearly marked pick-up and drop-off points, with buses running regularly to ensure a seamless journey. Contact <https://citysightseeing.co.za/en/cape-town>





### PERSONAL SAFETY

- Stay alert in crowded areas like malls and public events; pickpockets often target these locations.
- Secure your valuables, such as wallets and phones, in hidden or hard-to-reach places.**
- Avoid walking alone at night, especially in unfamiliar areas. If you must, ensure you have a personal safety plan.
- Keep your car keys ready when approaching or leaving parking areas to minimise delays.

### FIRE SAFETY

- Never leave food unattended while cooking, particularly when frying or grilling.
- Use timers or reminders to check on cooking food regularly.
- Place candles away from flammable materials and extinguish them before leaving the room.
- Unplug holiday lights and other electrical decorations when not in use to prevent electrical hazards.**

## Festive Season Safety Tips brought to you by POCS

### TRAVEL SAFELY

- Plan trips in advance and ensure your vehicle is road-ready by checking tyre pressure, oil levels, and brakes.
- Stay focused while driving—avoid distractions, and never drink and drive.**
- Plan for a designated driver if you're consuming alcohol.
- Monitor road and weather conditions, taking breaks every two hours to stay fresh and alert.

THE DEPARTMENT OF POLICE OVERSIGHT AND COMMUNITY SAFETY (POCS), HAVE GIVEN FOR YOU READERS A FEW VALUABLE TIPS OVER THIS FESTIVE PERIOD

### HEALTH AND WELL-BEING

- Stay hydrated and get adequate rest, especially if attending multiple gatherings.**
- Practice food safety by storing leftovers properly and preventing cross-contamination during meal prep.

**The Western Cape Mobility Department confirmed its readiness for the festive season with an extensive plan that includes daily 24/7 traffic operations across the province.**

Key focus areas for enforcement include targeting:

- Driving under the influence
- Speeding
- Seatbelt compliance
- Overloading
- Fatigue management
- Visibility and distracted driving
- Jaywalking and pedestrian safety

### PROTECT YOUR HOME

- Lock all doors and windows, even for short trips out of the house.**
- Inform a trusted neighbour, family member, or friend about your holiday plans and provide contact information and a spare key if possible.

### ONLINE SHOPPING SAFETY

- Shop only on secure websites identified by "https" in the URL.**
- Limit sharing personal information to reputable sources and monitor your bank accounts for suspicious transactions.



OUR EMPLOYEE HEALTH AND WELLNESS PROGRAMME OFFERS ACCESS TO PROFESSIONAL COUNSELLING AND ADVISORY SERVICES — FREE OF CHARGE TO ALL WCG EMPLOYEES

### WHAT WILL HAPPEN WHEN YOU CONTACT THE CALL CENTRE?

- When you phone the toll-free number, an automated voice message will welcome you to the Employee Health and Wellness Programme.
- You will be asked to select the type of service you require by pressing the relevant number on your phone.
- You will then be asked to choose your language preference by pressing the relevant number on your phone.
- Your call will be answered by a professional counsellor who will assist you with your concern.

If you have a problem that feels too big to handle, be it personal, family, health, or work-related, or if you need information on a legal, financial, or family care matter, phone toll free using the number below, send an email, or send a "call me back" using the USSD code. All departments, excluding Health and Education, fall under the Corporate Services Centre (CSC).

### WHAT TYPES OF SERVICES ARE OFFERED?

- Counselling — employees and immediate family/household members
- Trauma counselling — individuals and teams
- Family counselling
- Relationship counselling
- Substance abuse management
- Managerial support — issues relating to employee engagement
- Tailored work/life support
- Mental health support
- Financial advice
- Legal advice
- Hello Doctor — online access to medical advice on any device

### WHY ARE THESE SERVICES A GOOD SOURCE OF SUPPORT?

- Services can be accessed by employees and their immediate family members telephonically and digitally 24 hours a day, seven days a week, including public holidays.
- A multi-disciplinary team is available to offer a multi-lingual and confidential service.
- Services are provided by a professional external service provider, representing your interests.
- Direct access to services is provided at no cost.

- WCG (CSC): 0800 611 155, [wgcsc@mhg.co.za](mailto:wgcsc@mhg.co.za)**
- WCG (Health): 0800 611 093, [wghg@mhg.co.za](mailto:wghg@mhg.co.za)**
- WCG (Education): 0800 111 011, [wced@mhg.co.za](mailto:wced@mhg.co.za)**

### USSD CODE FOR A CALL BACK FROM A CELL PHONE:

- \*134\*664\*40# (CSC)**
- \*134\*664\*39# (HEALTH)**
- \*134\*664\*38# (EDUCATION)**





# Values



## CARING

To care for those we serve and work with.



## INTEGRITY

To be honest and do the right thing.



## COMPETENCE

The ability and capacity to do the job we were employed to do.



## INNOVATION

To be open to new ideas and develop creative solutions to problems in a resourceful way.



## ACCOUNTABILITY

We take responsibility.



## RESPONSIVENESS

To serve the needs of our residents and employees.

# Vision-Inspired Priorities



## SAFETY

A province in which we all **feel safe.**



## GROWTH & JOBS

A province in which our **hard work** and dedication **brings us success.**



## EMPOWERING PEOPLE

A province in which our **children grow up healthy and are prepared for tomorrow's economy.**



## TRANSPORT & SPATIAL TRANSFORMATION

A province in which people can **live with dignity.**



## INNOVATION & CULTURE

A province in which we **embrace** new ideas, and **always do** the right thing.



Western Cape  
Government

Committed to making a better province  
**FOR YOU.**