



Celebrating Heritage Month

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Staff celebrate Heritage Month



Did you know?

Government believes that if its employees are physically active and mentally healthy its core mandate can be achieved.....

IDS Stakeholders Engagement and Planning



Institutional Development Support DDG Buti Chuma, coordinator of the engagement session



Acting Chief Director for GITO, Cyril Gabriel, making his presentation

Picture by Thato Vincent Kepu

By Thato Vincent Kepu

The Office of the Premier's Institutional Development Support (IDS) Branch recently held a Stakeholders Engagement and Planning session comprising senior managers of different provincial departments and officials in Rustenburg, Bojanala District.

The three-day event held on 25th to 27th September 2019, saw officials presenting and engaged in robust discussions about problems and challenges different provincial departments were facing, hindrances to service delivery and in the process share good practices and advice each other on how to deal with their challenges.

Facilitator of the engagements session was the IDS Deputy Dire-

ctor General, Buti Chuma and his team, who ensured there was orderly discussions amongst colleagues and gave everyone the opportunity to speak on any issue that concerned them.

In the second day, officials break into commissions which dealt with areas of Communications, Anti-corruption/Legal Services & Labour Relations, Human Resource Management, Information and Communications Technologies (ICT) and Security. After intense deliberations, different commissions gave feedback on identified provincial interventions as well as operational challenges they face.

Following presentations of various commissions and discussions, resolutions were proposed by the colle-

ctive including positive criticism where all grounds were covered for the advancement and progress on issues deliberated on.

"As IDS, we always look for new ways to advance transversal functions co-ordinated by Programme 2 in all departments.

"This specific engagement was one way of moving a major step forward in finding out critical elements hindering progress in the affected departmental components and ultimately coming up with proposed interventions in order to achieve set targets as the North West Provincial Government," explained Katlego Molantoa, Personal Assistant to the IDS DDG.

EHW enlists services of Occupational Health and Safety practitioners



Modisaotsile Gopolang Matebesi, Occupational Health and Safety practitioner in the Office of the Premier



Pictures by Nonofa Lobelo

By Nonofa Lobelo

e-Update caught up with the newly appointed Occupational Health and Safety practitioners, Modisaotsile Gopolang Matebesi and his Intern, Lebogang Mogokonyane, attached to the Office of the Premier: Employee Health and Wellness Directorate, to share with us their views about their responsibilities.

Nonofa: Briefly tell us about your work and areas of responsibility.

Matebesi & Mogokonyane: We have both been in the employ of the Office of the Premier as Occupational Health and Safety Practitioners from April 2018 to date.

We are charged with the responsibility of making sure that issues of Occupational Health and Safety are taken care of in the workplace.

Occupational Health and Safety issues include:

- Risk Assessment;
- Injury on duty investigations;
- Coordination of Occupational Health and Safety Committee quarterly meetings;
- Identify hazards and incident in the workplace;
- Examining the cause of incidents in the workplace together with the employer;
- Investigates complaints from employees regarding their safety in the workplace;
- Review the effectiveness of Health and safety measures;
- Make presentation to the employer regarding health and safety of the employees after having inspected the workplace;

- Accompany the inspector on inspecting the workplace;
- Advice on any matter arising from occupational health and safety; and
- Oversee the appointment of legal safety personnel such as First Aiders and fire fighters.

Nonofa: How would you advise someone who does not know much about the subject?

Matebesi & Mogokonyane: We urge everyone to take matters into their own hands, and always be mindful that health and safety is cross cutting in nature, applicable in all areas of one's life, they concluded.

Provincial Batho Pele Call Centre
0800 111 700

SMS Premium Service **43883**

Facebook Page: **North West Office of the Premier**

Provincial Website: **www.nwpg.gov.za**

Elimination and prevention of violence and harassment in workplaces



By Makhosonke Buthelezi

The Commission for Employment Equity (CEE) recognises the right of every person to a world free from violence and harassment. The CEE condemns acts of violence and harassment in homes, communities, workplaces and in society.

The Commission adds its voice in condemning all forms of violence that prevail in communities across the country in the recent past.

“We note that each member of our society has an important responsibility to promote a safe society free of violence and harassment.

The CEE promotes a zero-tolerance approach and urges everyone to facilitate the elimination and prevention of such behaviour and practices,” said the CEE Chairperson, Tabea Kabinde,

The apparent scourge of violence and harassment does not only manifest in communities, but in the world of work – an alarming emerging phenomenon worldwide, which requires immediate intervention.

The CEE recognises the fact that violence and harassment in the world of work constitutes a human rights violation or abuse, and that violence and harassment are a threat

to equal opportunities, are unacceptable and incompatible with dignified, decent work.

The Commission submits that the effects of violence and harassment affect a person’s psychological, emotional, physical, dignity, family and social environment.

Notably, violence and harassment are incompatible with the promotion of sustainable enterprises and impact negatively on the organisation of work, workplace relations, worker engagements, enterprise reputation and on productivity.

Employers have a duty to ensure a safe working environment free of discrimination for all employees.

The costs associated with discrimination and workplace violence include reduced efficiency and productivity, the deterioration of product quality and affecting the brand reputation of a company. The CEE believes that all employers should institute proactive action and ensure all employees are aware of its policies and procedures in understanding and managing harassment in the world of work.

The CEE strongly recommends that governments, employers and workers, including worker and

employer organisations be equally and legally obligated to take steps to eliminate any form of discrimination. They must implement measures such as strategies, policies, practices, procedures and programmes to prevent violence and harassment from taking place in the workplace and society as whole.

The current labour laws which directly and indirectly address harassment include: the Occupational Health and Safety Act; the Employment Equity Act supplemented by Codes of Good Practice on the Handling of Sexual Harassment Cases in the workplace (2005); and the Harassment provision in the Code of Good Practice on the Integration of EE into Human Resources policies and practices (2005). These laws and codes are very clear on legal obligations on employers and employees in creating safe working environments free from violence and harassment.

Noteworthy is that the CEE will be advising the Minister of Employment and Labour to recommend to NEDLAC and Parliament the ratification of this ILO Convention as a matter of urgency.

As part of the preparations for readiness, the CEE is currently reviewing the current EE policy instruments aimed at developing a comprehensive Code of Good Practice on the elimination of violence and harassment in the world of work, in order to ensure full alignment with the ILO Convention. It is envisaged that this new Code will be published for implementation by June 2020.

Staff celebrate Heritage Month



Picture by Tiro Kgosh

Staff members enjoying traditional food

By Tiro Kgosh

e-Update was recently invited to be part of the Heritage Month celebration with Office of the Premier staff, organized by Corporate Service Chief Director, Dianne Michael.

It was a colourful event with participating staff members wearing their different cultural attires.

Activities of the day included cultural songs; tasty food of diffe-

rent cultures such as chicken foot, cultural curry soap, chicken neck put together with bread to enjoy and put them down with cultural drinks such as Khadi.

Ms Michael was pleased with the proceedings and encouraged members to enjoy Heritage celebration and take care of themselves.

Cultural dance moves were demonstrated by colleagues, adding spice to the day's activities. A lot of

"Selfies" were captured reflecting diversity of cultures on display.

One of the organisers, Poppy Seletedi also thanked staff members for their corporation and celebrating the day as one.

Heritage Day is celebrated to remind us of diverse cultural back-grounds and beliefs, behavior, demonstrating that "collectively, as workers, we can achieve our goals in our diversity".



Find other **e-Update** publications on OoP website link:
<http://premier.nwpg.gov.za>

Public servants encouraged to participate in sports



Picture by Rodney Lerato Majobe

Officials participating in Provincial Sports aerobics

By Rodney Lerato Majobe

The North West Provincial Government encourages and affords public servants the opportunity to be active through sports.

“Public servants are at the forefront of implementation management, meaning the success of government's programmes and policies depend on the public service.”

Government believes that if its employees are physically active and mentally healthy, its core mandate can be achieved, that is to deliver services to the people.

In celebrating the Public Service Day, and implementing some of the objectives of the National Development Plan (NDP), where physical activeness has been adopted as one of the strategies to address non-communicable diseases.

The North West provincial government, led by the Office of the Premier, has recently hosted the annual Public Service Day games at the North West University Sports Ground.

Through this programme, government afforded employees the opportunity to stay away from their daily duties and work on their health by participating in various sports activities including soccer, volleyball, tennis, fun-walk and running so that they could be physically active and stay healthy at all times to be able to work and ensure people get services.

Employee Health and Wellness Deputy Director in the Office of the Premier, Mpho Modipane, who coordinated the sports programme, said they were delighted about the positive feedback they received

from public servants.

“We are very happy that public servants from various departments are taking part in this programme,” he said.

He said they were encouraging public servants to work on their health at all times,

“We encourage them that they must not only do this on public service day, even after this they must continue keeping themselves healthy as we have our sports Wednesdays,” Modipane said.

Maletsatsi Mothibi, who has been participating in this programme for years, said it has ignited her love for sports and that made her active.

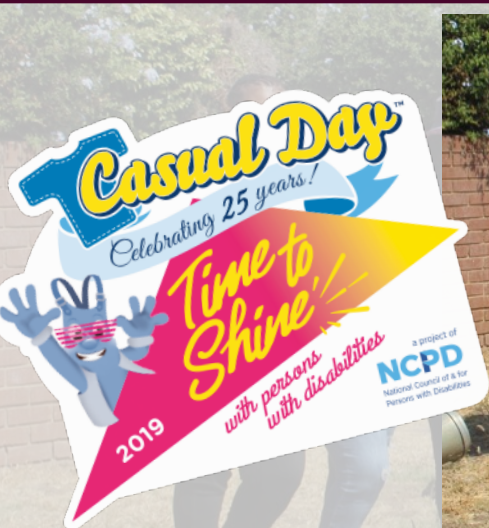
“Since I started participating in this programme, I started enjoying sports, and I am always active,” she said.

Heritage Month Celebration through the Lens





Women and men in the Office of the Premier joined forces to take a stand against gender based violence





District winners which represented Dr RSM Commemoration of Provincial Annual Public Service Month Sports and Recreation Day in Potchefstroom:



Department of Education (Male Soccer & Netball), Department of Public Works
and Roads (Female Soccer) and Department of Health (Volley Ball),

