

JUSTICE VOICE

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Public Service Month kicks off

September month marks the celebration of Public Service Month (PSM) in the national events calendar of the Department of Public Service and Administration (DPSA). This month forms part of government's efforts of monitoring, evaluating and improving service delivery in general.

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Women managers encouraged to support one another

To support the development of female leaders as part of celebrating and acknowledging Women's Month, the Department of Justice and Constitutional Development hosted an event for women in senior management which provided them an opportunity to discuss issues and challenges that directly affect women in the work place.

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An author who is rising above all odds

In rounding off this year's Women's Month and its activities, *Justice Voice* spoke to Ms Nomusa Mazubane, an outspoken and assertive author who refuses to keep quiet and fold her arms in the midst of women and child abuse. She fights for women's rights through her books where she motivates women to believe in themselves.

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Limpopo women urged to take part in economic emancipation

"Women economic empowerment is a prerequisite for sustainable economic development," said Ms Nditsheni Mandaa, Legal Admin Officer from the Gender Directorate during the Women's Day celebration in Limpopo recently. More than 500 women officials from the department gathered at Bolivia Lodge to celebrate Women's Month in style.

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Ms Roodt renders sheriff services to Bloemfontein citizens

The sheriff's profession is one of those that the Minister of Justice and Constitutional Development, Mr Jeff Radebe was the first to admit that it needs to be transformed. As this profession has always been male dominated, the department is continuing with its effort of encouraging women to join the profession.

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JHB women employees learn more of their role in society

Acknowledging women's remarkable contributions in the fight for democracy, the Johannesburg Family Court recently joined the rest of the nation in celebrating Women's Month at their offices where more than 70 women graced the event.

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JUSTICE VOICE is the online staff newsletter of the Department of Justice and Constitutional Development. It aims to help staff to network, get motivated and stay informed about issues in the department.

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PUBLIC SERVICE MONTH KICKS OFF

Benson Ntlatleng



September month marks the celebration of Public Service Month (PSM) for all public servants. This month forms part of government’s efforts of monitoring, evaluating and improving service delivery in general.

This initiative is an integral part of the Batho Pele Principles aimed at instilling and rebuilding good ethics, morale and pride in public servants as well as encouraging a culture of service excellence. According to Ms Emily Mlangeni, Service Delivery Director, the 2013 PSM theme; “Planning for Service Delivery Improvement” seeks to facilitate discussions and ways for improving maintenance and master’s services whilst reducing turnaround times. These are some of the major priority projects within the department in the current financial year.

She further explained; “Public Service Month aims to instil a sense of pride and a culture of excellence among public servants.” It primarily seeks to achieve key objectives of assessing the impact of service delivery by identifying good practices, determining service delivery challenges and also identifying possible solutions to those

challenges. During this month, civil servants seek interventions for service delivery improvement and implementation of Batho Pele Principles at service delivery points.

Ms Mlangeni said this programme provides a platform for participation and engagement for the delivery of quality public services and to celebrate public servant’s contributions to the daily operations of government. She added that the platform affords the ministers, directors-general, heads of departments and senior managers an opportunity to engage with frontline staff and citizens to get a first-hand understanding of what happens at different service delivery points.

According to Ms Mlangeni, PSM reflects the achievements made thus far, the challenges of Batho Pele implementation, the impact on service delivery as well as coming up with future mechanism to strengthen and ensure continuous improvement programmes. The 2013 PSM will be characterised by celebrations at both national office and across all regions. Programmes and activities planned for the month are expected to be in keeping with the national programme.

WOMEN MANAGERS ENCOURAGED TO SUPPORT ONE ANOTHER

Glory Msungwa



Women in management enjoying melodic sounds of the Justice Choir during the event.



PEC's Chief Director Ms Nina Bhaktawar handing a token of appreciation to Director-General Ms Nonkululeko Sindane during the Women in Senior Management event.

Women are known for their ability to multi-task, but the corporate environment sometimes makes balancing work and domestic roles difficult as they tend to carry more care-giving responsibilities.

To support the development of female leaders as part of celebrating and acknowledging Women's Month, the Department of Justice and Constitutional Development hosted an event for women in senior management which provided an opportunity to discuss issues and challenges that directly affect women in the work place.

The celebration, held recently at the national office in Pretoria forms part of the Department of Public Service and Administration's Head of Department's eight (8) principles for promoting Women Empowerment and Gender Equality which was initially launched in 2007. Its primary goal is to accelerate progress towards the advancement of women and achievement of gender transformation in the public service.

The Director-General, Ms Nonkululeko Sindane pointed out that women must make themselves available for advertised managerial positions. "Currently, we are sitting at 47% of women in management positions from 39% in the 2011/12 financial year," alluded Ms Sindane.

She urged all women managers to delegate and mentor young women under their supervision so that they are eligible for positions in senior management. In addition, she acknowledged challenges of women such as their safety when working longer hours as most of them do not have safe parking and are forced to walk to their cars. "We are trying hard on how we can structure our security contract to ensure safety for women," she said.

Women managers were also motivated to take care of themselves and avoid multi-tasking as it is sometimes not good for their health. Author and motivational speaker, Ms Mmatshilo Motsei, encouraged all women not to feel inferior for being called public servants. "Being a servant is noble, as it goes with delivering services," she encouraged.

Challenging women in management to assess their behaviour in the work place was Ms Thandi Chaane, Gauteng Leading Female Consultant who has been in managerial positions in government for many years. She gave an inspiring talk saying that there is a need for support systems in departments so that women's productivity levels are not affected by domestic issues. "Women leaders need to know their subordinates better, know where they come from and the challenges they face," she said.

Ms Chaane raised the bar on the topic of women empowerment saying; "The focus should no longer be on a number of women employed in higher positions, but women must be evaluated on whether they are making an impact in the positions they occupy." She urged that young women be given opportunities and exposure. "While grooming these youngsters, you must keep in mind that you are mentoring them to take your job, in fact you are working yourself out of your position therefore you must not set them up to fail in top positions," she concluded.



Director-General, Ms Nonkululeko Sindane (right) with Justice Portfolio Committee Member, Ms Pilane Majake during the event.



AN AUTHOR WHO IS RISING ABOVE ALL ODDS

Benson Ntlatleng



In rounding off this year's Women's Month and its activities, Justice Voice spoke to Ms Nomusa Mazubane, an outspoken and assertive author who refuses to keep quiet and fold her arms in the midst of women and child abuse. She fights for women's rights through her books where she motivates women to believe in themselves.

This staunch Christian and a devoted mother of three (3), is an epitome of a strong woman, an inspiration to all and a living testimony, that through hard work and determination, every dream is possible. Ms Mazubane works for the Kwa-Zulu Natal (KZN) Regional Office as a Senior Administration Clerk in the finance section.

There are many factors contributing to women keeping quiet about their daily challenges at home, Ms Mazubane believes that this should not be a deterrent in building a much needed confidence in women.

"I write motivational books to encourage women and there are many people *abasizakalayo* (who are helped) by reading my books," she said. In her books she focuses on women issues in general.

So far, Ms Mazubane has published two books titled; *"Insika Yabesimame"* and *"Woman, A Survivor"*. Her book, *Insika Yabesimame* deals with real issues faced by women on a daily basis. She explained: "Insika" means a 'pillar'. Women are being challenged because as pillars, they have to be strong for everyone and yet they also have their own issues."

She mostly tackles issues from a Christian perspective. In her second book titled: *"Woman, A Survivor"*, she emphasises the strength of women. Her biggest ambition in writing books "is to bring back that courage and strength, mercifully given by God. It is to tell women in these challenging times not to give up. It is to tell you, my sister that you were made out of Daddy's (God) image and he loves you."

Despite her passion for writing about women's issues and worshipping God, she also conducts seminars during weekends where she encourages women to stand up and do things for themselves.

She is not only an inspiration to women in the department, Ms Mazubane said she has received support from KZN's print and broadcast media in spreading her message to a broader audience and promoting her work. "All I'm trying to do is to plant a seed and break the silence because women are intelligent and have power and the will to make the world a better place," concluded Ms Mazubane.

In spite of her work and family responsibilities, she is currently enrolled with the University of South Africa (UNISA) studying towards a law degree and working on her third book which, she says, will encourage the youth to take a step in achieving their goals.

JHB WOMEN EMPLOYEES LEARN MORE OF THEIR ROLE IN SOCIETY

Glory Msungwa

Acknowledging women's remarkable contributions in the fight for democracy, the Johannesburg Family Court recently joined the rest of the nation in celebrating Women's Month at their offices where more than 70 women graced the event.

The purpose of the event was to motivate and acknowledge women employees for their hard work and dedication in assisting members of the public with passion.

"We are aware that not only women are responsible for rendering a service to the public, but men too, and we felt

that we should use the Women's Month celebrations to thank both men and women for their contribution," explained one of the event organisers, Ms Ella Motshepe.

Encouraging women to realise the importance of their respective roles in society, motivational speaker, Dr Angie Mojakwana Mashabela, who is a renowned author applauded all women for working diligently in their various areas of service delivery. "Working with sensitive and vulnerable groups is not an easy task to tackle and it always has an impact on women as some of them end up suffering from stress," remarked Dr Mashabela.

Women were also encouraged to get used to healthy living by exercising and building it into their busy schedules as it assists to release stress which gets accumulated whilst working.

Ms Vuyokazi Njeje, a Senior Admin Clerk at the Johannesburg Family Court expressed appreciation to management for such an event which gave them an opportunity to be reminded about the important roles women play in society, "It was the first time to have this kind of celebration and it was motivational for women in our court," commented Ms Njeje.

LIMPOPO WOMEN URGED TO TAKE PART IN ECONOMIC EMANCIPATION

Mokgethwa Ngoepe



Director-General Ms Nonkululeko Sindane (third from right) watching Tsonga dancers during Women's Day celebration in Limpopo recently.



Speaking during the celebration, Director-General, Ms Nonkululeko Sindane said the issue of sexual offences against women and children has always been a great concern for the department.

“**W**omen economic empowerment is a prerequisite for sustainable economic development,” said Ms Nditsheni Maanda, Legal Admin Officer from the Gender Directorate during the Women’s Day celebration in Limpopo recently. More than 500 women officials from the department gathered at Bolivia Lodge to celebrate Women’s Month in style.

Celebrating this year’s Women’s Month under the theme: “A centenary of working together towards sustainable women empowerment and gender equality,” the main purpose of the event was to empower women and motivate them to take part in economic development. Women shared views on gender empowerment and how the country’s economy can be improved as well as maintaining the legacy of the 20 000 women who marched to the Union Buildings in 1956 protesting against pass laws.

In pursuit of economic freedom, some women in Limpopo, especially in rural areas still rely on farming to support their families and their work is recognised world-wide as some export tomatoes abroad.

The 9th of August was declared a public holiday to pay homage to South African women and to honour women like Lillian Ngoyi, Helen Joseph, Albertina Sisulu and

Sophie Williams-De Bruyn who led the historic march against the marginalisation of women in this country. August month also serves to remind South African citizens that the struggle for women’s freedom, justice and equality continues all over the world.

Speaking during the celebration, Director-General, Ms Nonkululeko Sindane said the issue of sexual offences against women and children has always been a great concern for the department. “Our legal system must protect children so that they feel safe at all times,” she said.

“It is not the responsibility of women in leadership to change the situation in the work place, but all women must play a pivotal role in changing the history. As justice family, we are here to recognise the work of women in the department,” remarked Ms Sindane.

She further explained that women need education as this is an international struggle. “We must teach our girl children so that they do not fall into the hands of wrong people or become victims of teenage pregnancy. They must go to school, play sports and focus on their education to become future women judges,” the director general said.

Ms Sindane concluded by saying that the South African women face a new struggle

of ensuring the realisation of their Constitutional rights such as protection against gender based violence as well as the realisation of substantive equality access to economic rights and economic freedom.

The event also gave the director-general an opportunity to thank everyone especially women who participated in ensuring that the department attained a clean audit. “Within the department, we have wonderful women who do their work without expecting any promotion or money, but doing the work just for the love of it,” said Ms Sindane in closing.



Melody: Justice Choir in Limpopo entertained everyone who attended the event



MS ROODT RENDERS PROPER SHERIFF SERVICES TO BLOEMFONTEIN CITIZENS



The sheriff's profession is one of those that the Minister of Justice and Constitutional Development, Mr Jeff Radebe was the first to admit that it needs to be transformed. As this profession has always been male dominated, the department is continuing with its effort of encouraging women to join the profession.

Justice Voice caught up with Sheriff Petro Roodt (42), a wife and mother of two (2), who has served as a sheriff for the past 14 years and has contributed significantly in the legal fraternity. Talking about the benefits and challenges in the workplace, Ms Roodt said she feels proud and satisfied when justice is served for the right reasons.

Her career in the public service started at the Department of Minerals and Energy where she worked as a clerk in the office of the Registrar of Mining Deeds, after which, she landed a position as a sheriff in Sasolburg, in 2005, and later appointed in Bloemfontein where she continued serving in the same profession. However, it was in Vereeniging where Ms Roodt's capability and understanding of the sheriff's profession were

nurtured resulting in her spending 14 years pursuing justice as a sheriff.

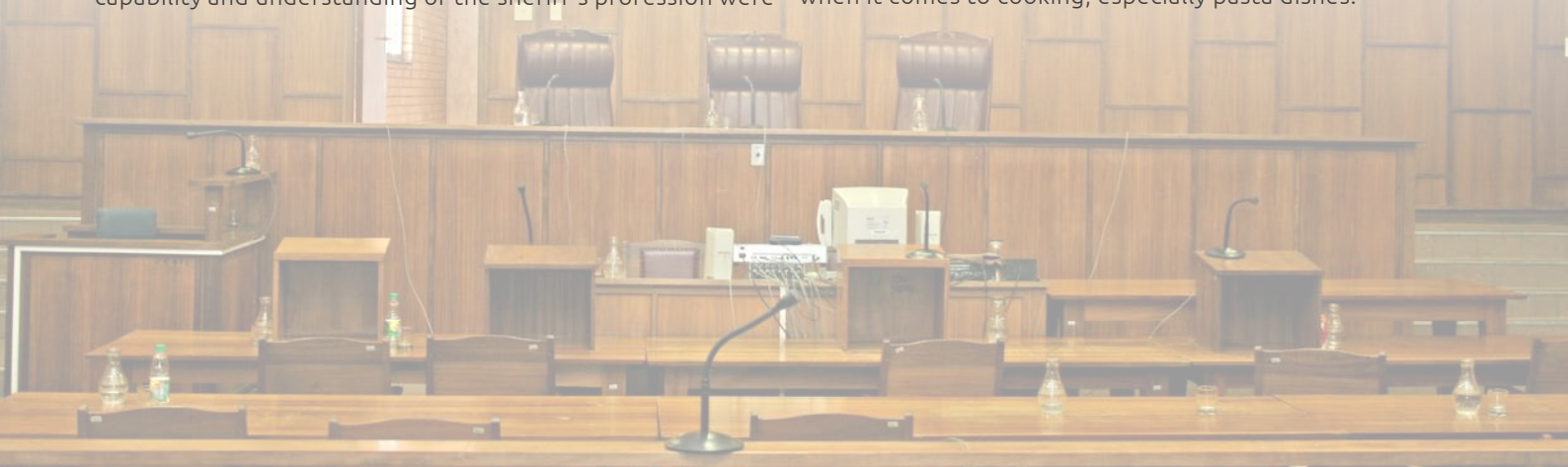
Ms Roodt's commitment and dedication elevated her appointment to the South African Board for Sheriffs in 2008 where she is still serving. She says serving in this position creates great opportunities to improve and enhance the sheriff's profession and gives her a better perspective on issues. "I served on management of the South African Institute for Sheriffs and I am currently the secretary for the South African Sheriff Society (A voluntary sheriff's organisation representing sheriffs)," she said.

Her day-to-day responsibilities involve attending to the daily management of the office and ensuring that proper processes are in place, rendering services to her community and attorneys. It is her duty to ensure that all matters are attended to promptly and efficiently.

As sheriff's work with diverse groups of clients from courts, attorneys, advocates, the public to buyers on auctions, it requires that Ms Roodt be acquainted with all aspect of the business. She enjoys her working environment as she does not encounter any challenges from colleagues, employees or clients in the normal course of business.

Although she enjoys serving as a sheriff, Ms Roodt emphasised that there should be a balance between rural and urban sheriffs. She believes Women's Month acknowledges and celebrates women in different spheres of society, including those who feel they have not achieved enough in their lives. "If every woman in the country feels special during this period, then Women's Month is worth it," said Sheriff Roodt. Her advice to women who have given up on their dreams is that they should focus on their destination and have perseverance.

Although her commitment to the industry is unquestionable, Ms Roodt also enjoys spending time with her family and friends. She loves entertainment, travelling and the outdoors. Not only is she good at her work, she also has a golden hand when it comes to cooking, especially pasta dishes.



FIRST SEXUAL OFFENCES COURT LAUNCHED IN BUTTERWORTH

Benson Ntlatleng



Explaining the process: Mr Frans Dlamini, a Senior Prosecutor at the Butterworth Regional Court explains to delegates on how the new system works.



Information sharing: Justice official, Mr Sbonelo Nhlangulela, assists the Toleni residents on services rendered by the department.

In an effort to speed up the roll out of the re-establishment of sexual offences courts and to respond to the horrendous cases of violence against vulnerable groups countrywide, the Minister of Justice and Constitutional Development, Mr Jeff Radebe officially opened the Butterworth Sexual Offences Court on 23 August 2013.

In 2012, Minister Radebe set up a Ministerial Advisory Task Team on Sexual Offences (MATTSO) to look into the possibility of re-establishing sexual offences court. The task team conducted a thorough investigation which subsequently led to the minister's announcement of the re-establishment of these courts at a media briefing recently.

Accompanying Minister Radebe at the launch of the court was his deputy, Mr John Jeffery, Deputy Minister of the South African Police Services, Ms Maggie Soty, Former Acting National Director of Public Prosecution Advocate Nomgcobo Jiba, Eastern Cape Premier Noxolo Kiviet, members of the judiciary, officials within the department and other stakeholders.

At the event, Ms Praise Kambula who heads the Chief Directorate: Promotion of the Rights of Vulnerable Groups presented a brief report on the re-establishment of sexual offences courts.

After the presentation, Minister Radebe was taken for a walkabout showcasing

the facility and delegates were invited to sit for a mock trial demonstrating how the system and installed facilities work. Delegates proceeded to Toleni Village just outside Butterworth for an Imbizo where about 800 community members attended.

The minister informed the community on the services of the sexual offences court in Butterworth and urged them to utilise those services. Speaking to the media, Minister Radebe acknowledged that it was an exciting day to launch the Butterworth Sexual Offences Court. "The mock trial clearly demonstrates that the system works. But I want to warn all those perpetrators who commit these heinous crimes that the law will catch you," the minister warned.

He added that the department wants to ensure that the justice system operates optimally. "With the opening of sexual offences courts, we are sending a clear message to perpetrators out there that we are going to catch them so that the scourge of violence against women and children comes to an end in South Africa," emphasised Minister Radebe.

According to the minister, the fact that the alleged Toleni Village serial killer and rapist had his trial at the Butterworth Magistrate's Court, "undoubtedly proves that the need for sexual offences courts is much more prevalent in such areas." The serial killer, 39-year-old Bulelani Mabhayi has been given 25 life sentences. He has

been terrorising the community of Toleni since 2008. Mabhayi faced 37 charges, 23 are murder related.

The department intends opening 57 sexual offences courts throughout the country. Minister Radebe indicated that it will take time to upgrade these courts to be in line with the model recommended by the task team.

Ms Kambula, who is also the chairperson of the MATTSO, said some of the reasons that led to the demise of sexual offences courts were the lack of a dedicated budget set for these courts, regarded as 'cost intensive operations'. "We also discovered a lack of buy-in from other stakeholders as a result of inadequate consultation," she said.

Meanwhile, Ms Veliswa Mangena, a resident of Toleni said she welcomes the establishment of the sexual offences court in the area. "This will encourage people to talk openly about their experiences and to report these cases as most incidents take place in our homes."

The event afforded the residents an opportunity to interact with officials and raise their concerns. It also provided stakeholders a chance to showcase their services and distribute promotional materials. Some of the departments that exhibited their work included the Departments of Social Development and Home Affairs, South African Social Security Agency (SASSA) and others.

CELEBRATING CASUAL DAY



Every year, the first Friday of the September month is set aside for the commemoration of Casual

Day. This year, employees at the national office and offices around Pretoria are requested to celebrate Casual Day through fun activities under the theme; "Go Big". Going big means one can dress in baggy clothes, wear a huge hat, big sunglasses or do anything 'BIG' to support people living with disabilities.

The commemoration is in support of Casual Day Fundraising Project, acknowledging the potential of People With Disabilities (PWD) in the arts and recreation and addressing disability issues in general.

As part of the awareness and showcasing the potential and the talent by People With Disabilities in the arts, a beading organisation named Vukuzenzele will be selling and exhibiting beaded accessories such as ear rings, necklaces and bracelets on Casual Day, 6 September 2013.

Vukuzenzele was established by a visually impaired employee, Ms Elizabeth Kuki Mahlangu, with the purpose of job creation for alleviating poverty among the disability sector in Mamelodi communities. Although she passed-on in December 2011, she left a legacy for the blind and partially sighted.

FUN FOR THE DAY

Officials are encouraged to register to participate in a comedy and idols completion. Only 20 officials can register, 10 for each category (imitating artists with disabilities) such as Steve Kekana, Babsy Mlangeni, Stevie Wonder, Teddy Pendergrass (TP) Quincy Moyo, Thembi Nkosi and others.

ATTIRE FOR THE DAY

The attire for the event is Casual Day T-shirt, cap and stickers. For stickers please contact Employee Health and Wellness Directorate, Office: E602 on extensions. 8716, 8689 and 8689. Salu Building reception: Tel: 012 406 4699 or 012 406 4696 Predmed Building: Office no 311, Ext. 8919 :

Officials can contact Gezani Chabalala's for comedy and idols registrations on: 012 357 8716 or 012 357 8689.

The activities will take place on

Date: 06 September 2013,

Time: 08h30-12h00

Venue: National Office Auditorium 1



NEWLY APPOINTED SHERIFFS UNDERGO INDUCTION

Benson Ntlatleng



Above: Embracing the challenge: Newly appointed sheriffs with Deputy Minister John Jeffery.

Above right: Welcome: Deputy Minister of Justice and Constitutional Development, Mr John Jeffery addressing newly appointed sheriffs at a workshop in Pretoria.



Deputy Minister Jeffery reminded the delegates of the Code of Conduct that governs the sheriff's profession. "It seeks to explain how sheriffs should perform their duties. Sheriffs must act in an impartial, unbiased and fair manner to all parties. Furthermore, they should not act in any way that brings the good name of the office of the sheriff, in particular, the administration of justice into disrepute," he cautioned.

Following the appointment of 71 Sheriffs in July this year by the Minister of Justice and Constitutional Development, Mr Jeff Radebe, the South African Board of Sheriffs commenced with the induction programme to enhance the operations of the newly appointed sheriffs.

The three-week training programme began on 19 August 2013, at the Protea Premier Hotel in Pretoria. Similar workshops are being conducted in other regions as well to ensure that when these appointments come into effect on 01 October 2013 the new sheriffs are fully conversant with task at hand.

The objective of the induction is to ensure that newly appointed sheriffs are exposed to all relevant tools of the trade. Explaining the process, Mr Thaka Seboka, who chaired the proceeding said: "The Department of Justice and Constitutional Development has partnered with the South African Board of Sheriffs to make sure that whenever the minister appoints new sheriffs, they go through training to understand what the profession is about."

A sheriff is an independent officer of the court who acts as a third party to serve a court process and to execute warrants and orders of the court issued in terms of the Sheriffs Act, Act No. 90 of 1986 and regulations of different courts. They are appointed as independent service providers to the courts in terms of the Act. This profession plays a pivotal role in the

administration of civil justice through the interaction with lawyers, court officials, police, judgement creditors and debtors as they provide an important interface between the public and justice system.

Delivering a keynote address at the gathering, Deputy Minister of Justice and Constitutional Development, Mr John Jeffery acknowledged the profound change that the profession has undergone since the dawn of democracy in 1994. He emphasised the significance of the conduct of sheriffs in the profession.

"The conduct of the sheriff or deputy sheriff plays a big part in how people perceive the law and the legal system. If people view the law and the justice system as hostile, they will have no respect for the law," the deputy minister explained.

In attendance was the, Pretoria Chief Magistrate, Mr Desmond Nair, Gauteng Regional Head, Ms Emily Dhlamini, officials in the sheriffs' profession and other stakeholders.

While the deputy minister lauded the sheriffs in the execution of their duties, he acknowledged the difficult conditions in which the sheriffs sometimes find themselves. "Your duties and responsibilities are not always easy and there will be times when you will be faced with difficult situations. This training here will help you deal with those challenges, we are all human and sometimes unexpected things do happen," he said.

The deputy minister acknowledged that great strides have been made in transforming the profession since 1994, but a lot more remains to be done. He encouraged women to join the sheriff's profession. The number of female sheriffs in the country currently stands at 80, out of a total of 365.

Deputy Minister Jeffery reflected on recent appointments saying, "There is still a long way to go, particularly in certain provinces where the representation of women sheriffs is not yet an adequate reflection of our society," he mentioned.

Pretoria Chief Magistrate, Mr Desmond Nair had an opportunity to welcome the newly appointed sheriffs into the profession. He put emphasis on the monetary aspect of the profession, saying that sheriffs should not always think about money. "The moment you do that, you will lose sight of what you are here to do," he said, adding that sheriffs should do everything in their power to dispel the myth and the unfortunate legacy that the profession has inherited over the years.

Ms Samukelisiwe Mthiyane, who's one of the women sheriffs appointed in Kwa-Zulu Natal's Port Shepstone office said: "I am very excited in that we, as women, have been given a chance. KZN has very few women sheriffs and that is a reflection of transformation within the profession. We really appreciate what the minister has done".