

FROM THE CEO'S DESK

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Name
CEO

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NDA FESTIVE OPERATING HOURS

All NDA offices will close and open as follows:

Christmas: Close 24 December 2015 at 10 am. Open on the 28 December 2015 at 08h30.

New Year: Close 31 December 2015 at 10 am. Open 4 January 2015 at 08h30.

Drought devastating on emerging agricultural cooperatives

The agricultural sector is suffering setbacks in producing critical crops due to all-time drought and changing climate conditions. More so, for small cooperatives who rely on surrounding dams that have run dry within the province.

The Akehlulwalutho Pineapple and Vegetable Farming Cooperative is located along the heartland of South Africa's queen pineapple production belt, Hluhluwe in the poor uMkhanyakude district municipality. An estimated 90% of the country's pineapple production comes from the area. Established in 2010 to combat the high unemployment rate in Nqhindi (KwaNobela), the cooperative is now experiencing drought that is affecting crop production on the 20-hectare land and its sustainability towards job creation.

"The pineapples require little water, however, the complete absence of rain and scarcity of water have proven detrimental even for the substitute vegetables that we grow for cash flow whilst preparing the pineapple to fruit for market" says the Project Coordinator, Thobile Msezane.

The National Development Agency (NDA), a poverty eradication agency of the Department of Social Development, assists cooperatives to run community based projects and programmes that contribute towards the eradication of poverty. The NDA's intervention assisted the cooperative to commence pineapple and vegetable farming activities that created jobs for the surrounding village and selling of products targeting local stall markets as well as the tourism market frequenting the area. The farming of pineapples is a skill that most of the community members have as the area is along the pineapple production belt.

External factors

"Hluhluwe continues to harvest good produce, particularly the bigger farmers, however it is the small cooperatives that suffer the most as they do not have resources such as irrigation systems, insurance and available funds to combat the external factors. The farming of pineapples is also rather expensive as it is," explains Yolisa Ndima, Provincial Manager of the NDA.

Small cooperatives are forced to seek other ways of remaining productive and to provide services to the communities they operate in. Akehlulwalutho members

have also been trained to offer responsive awareness, preventative community and school Sukumasakhe programmes responding to teenage pregnancy, anti-substance abuse and social cohesion problems in partnership with relevant government departments. Msezane says that there has been a significant drop in incidents since the formation of the programme in the Hluhluwe region.

Ndima concludes that the NDA is looking for ways to assist this particular cooperative, and many others in the province, to ensure that they are able to get to a point where they can be fully productive. "We would like other government departments to assist us in this regard."



Did You Know

DSD GBVCC WINS GOLD!

GENDER-BASED VIOLENCE COMMAND CENTRE WINS BEST TECHNOLOGY INNOVATION WORLD AWARD

The Department of Social Development's Gender-Based Violence Command Centre (GBVCC) – has been named the Best Technology Innovation – Small Centre of the world at the Global Best Contact Centre Awards in Las Vegas on November 5.

As the Gold Medal Winner, this means the GBVCC is ranked number one in the world in its category.

CONGRATULATIONS

Toll free number: 0800 428 428 (0800 GBV GBV).

Building a Caring Society Together. www.dsd.gov.za

The bottom section of the graphic contains several logos: the South African coat of arms, the Department of Social Development logo, the NDA logo, and the sassa logo.

Early Childhood Development 1994 and 21 years on ...



By Leonard Saul, Chief Executive Officer of South African Congress for Early Childhood Development

In February 1992, former President of the Republic of South Africa, Dr Nelson Mandela and the banned political parties were unbanned and set free. It was a day of joy for the oppressed and an uncertain day for the oppressors.

Many people died fighting the apartheid regime and families were hopeful to see their children who left the country to fight the struggle and were based in the UK, USA, Sweden and neighbouring countries. The Free Mandela Campaign and the Economic Sanctions brought sanity to a situation that deteriorated and virtually isolated a prosperous country.

Within this environment, many mothers and community-based organisations tried to take care of children who faced an uncertain future. In the 1980's early childhood development (ECD) organisations were formed to give support to mothers and practitioners who organised children with the aim to provide some care and support. Training programmes and home-based care facilities were established – marking the beginning of a process to identify and provide for the needs of children. About 500 000 children were in some sort of formalised ECD, leaving about 5 000 000 other children outside of an organised and routine programme.

Around this period of time, the idea of organising and mobilising the ECD sector took full effect. Stalwarts such as Roy Padayachie, Daniel Plaatjies, Eric Atmore, Pravina Naidu and others took to the streets of the country to mobilise ECD practitioners and communities. On Thursday, 24 March 1994, the South African Congress for ECD (SACECD) was formed and launched at the Feathermarket Hall in Port Elizabeth. The formation was the pinnacle of negotiations between the South African Association for Early Childhood Educare (SAAECE) and the National Interim Working Committee (NIWC), with 400 delegates in

attendance at the 3-day launch.

21 years later, SACECD has formed and created an environment wherein ECD has been recognised by government as a public good, an ECD policy has been developed. Other instrumental milestones include: SACECD hosted the inaugural OMEP International Conference at the International Convention Centre in Durban in 2002, a South African ECD Awards Recognition programme was launched in 2003, the Amended Children's Act was launched on 1 April 2010, a National Curriculum Framework has been drafted, government departments have directorates and units for ECD at national, provincial and municipal level, qualifications are formalised and registered on the South African Qualifications Framework, a Provident Fund was launched for ECD Practitioners on 1 April 2012, ECD Centres are registered as Partial Care institutions and are eligible for subsidies of R15 per child per day and soon ECD Practitioners will be recognised as professionals by the Department of Social Development.

SA ECD Provident Fund

SACECD established an ECD provident fund for ECD practitioners (date?). The Fund was established due to a resolution adopted at the Seventh General meeting that was held in Polokwane (date?). The Fund is governed by trustees who are registered with the Financial Services Board, which regulates all financial institutions and programmes in South Africa. The Administrators of the Fund are NBC Holdings with offices located in Johannesburg.

A provident fund offers lump sum retirement and withdrawal benefits for employees. A provident fund is similar to a pension fund but the main differences are:

- Under a pension fund at least two-thirds of the final benefit must be paid as a pension for the rest of the pensioner's life. A maximum of

one-third of the final benefit may be taken as cash.

- Under a provident fund, the full amount of the benefit available at retirement may be taken as a lump sum cash payment, irrespective of whether the benefit is calculated on a defined benefit or a defined contribution basis.

Contributions to the provident fund are as follows:

The employer pays 7,5% of the monthly salary of each employee into the provident fund and 7,5% of the monthly salary deducted from each employee's salary is paid by the employer into the provident fund. The full contribution will be 7,5% (employer) and 7,5% (employee) = 15%.

Example: If an employee receives a salary of R1000,00 the following amounts will be contributed:

R75 (employer), plus R75 (employee) = R150 paid into the provident fund monthly.

The contributions will be deducted from the bank account of the ECD Centre which is the employer.

Membership

SACECD is a membership organisation that represents the interest of children, birth to six years, and coordinates adults who are responsible for the care and education of these children. SACECD therefore has individual and organisation membership. The following fees apply:

Individual membership	R80.00
ECD Centres and Training Organisations	R300.00

The membership for ECD centres and organisations will be valid for a three year period.

Membership for individuals and ECD Centres are coordinated through the provincial Executive Committees.

Training organisations take membership directly through the SACECD National Office.

Membership forms are available from the provincial Executive Committees as well as on the following website: www.sacecd.co.za. More information can be availed at the national office on 012 321 5154.

Veterans Forum

The KZN Congress for ECD launched a provincial Veterans Forum on 6 November 2015 (name of venue and area?) for members and individuals who have retired from active service and who wish to plough back to the ECD community. There were jubilant voices raised as members who have retired from active service were celebrated and encouraged to dedicate some time to the service of children.



Nokuthula Zulu, President of the Congress (far right with head band), with Veterans at the launch.

Grant funding unlocks potential for added support to cooperatives

Batlaphela Bokone Service Centre is located at Ga-Dikgale in Maganyane village, outside Polokwane. It was revamped and funded by the National Development Agency (NDA) after a visit in 2012 by the Department of Social Development Minister, Ms Bathabile Dlamini, when she found little economic activity and no place of safe-keeping for the vulnerable elderly persons within the community. In response, members of the cooperative set out to create an environment that caters for the elderly who come in daily to partake in recreational activities, socialise, get provided with a nutritious

meal and kept safe until there are people in the home stead. This initiative links and responded to previous attacks and abuse on the elderly in their homes in the community a few years back.

The cooperative manages a few activities: an old age care facility, vegetable and broiler poultry farming. The NDA, an agency of the Department of Social Development, assisted the members with the establishment of food security projects with the intent to promote the creation of jobs within the community through broiler production. Crops such as onions, mint, carrots, spinach, beetroot and cabbages have already been

harvested and sold. "We rely on the surrounding community everyday sales and SASSA pay points to keep the cooperative running. The poultry products are more popular and are our main source of income," explains Abednigo Mathebula, Project Coordinator.

Batlaphela Bokone Service Centre business model is one that shows that further support by other government departments is crucial to the sustainability of small cooperatives. The Department of Agriculture came on board to assist with the water requirements and provided a water tank, irrigation drip system and increased broiler production. The



Department of Social Development provides daily subsidies for the elderly people's meals. The Independent Development Trust (IDT) built a second chicken house for chicken egg laying production. The National Lottery continues to assist the centre with the day to day operations.

"Our funding enabled the cooperative to reach a point of compliance and credibility that allowed them to seek further support from other organisations. We are happy that additional partners have since come on board and bought into the idea by pledging their support. The collaboration with other organisations is necessary for the sustainability of these cooperatives. Often funding institutions are also limited to their offering, it is nearly impossible for one organisation to provide for the overall needs" explains NDA Provincial Manager, Zach Chuenyane.

The cooperative continues to face challenges in the form of high electricity costs due to fencing and lighting of the poultry houses. The area is characterised by high temperature levels and this often impacts on the mortality rate of the chicks and this affects productivity levels and total income. Chuenyane says that more partners that can support this initiative are invited as they can assist with further expansion of the cooperative. "The amount that was allocated from the NDA for Batlaphela Bokone Service Centre has been depleted with recommendation that this model can be replicated in other communities" concludes Chuenyane.



CHIEF EXECUTIVE OFFICER

(Three-year contract - renewable) • Johannesburg (Ref. 2015/33)

Requirements: • As this is a role of ultimate accountability and stature, a postgraduate degree in a related field (such as Social Development, Public Policy Studies, Business Management or Business Administration) is essential, whilst a Master's degree or MBA would be an added advantage • Ten years' experience in an executive/senior leadership role in a Government/NGO is also imperative • Extensive experience in strategic planning and execution, operating at board level and organisation transformation (culture/financial/service) • Extensive knowledge of the Public Finance Management Act and its regulatory requirements.

Competencies needed: • High-level communication (external media) • Marketing/fundraising/revenue sourcing locally and internationally • Exceptional relationship building at all levels • Political understanding • Strategic capability and leadership • Programme and project management • Financial management • Change management • Knowledge management • Service delivery innovation • Problem-solving and analysis • People management and empowerment • Client orientation and customer focus • Honesty and integrity.

Attributes: • Ability to initiate and support organisational transformation and change • Ability to explore and implement new ways of delivering services that will contribute to the improvement of organisational processes and to build the highest standard of ethical and moral conduct • Ability to provide vision, set organisational direction and inspire others to deliver on the organisational mandate • Ability to work together with civil society, business, academia and the international community.

Key responsibilities: • Reporting to the Board of Directors, the incumbent will be responsible for the successful leadership and management of the NDA, according to the requirements set out by the NDA Act • This position is the final accountability point in relation to the executive management responsibilities of the organisation, which include leadership and governance, community relations/advocacy as well as operational, human resources and financial planning and management.

Enquiries: Mr D Chinappan, tel. (012) 312-7504

It is our intention to promote representivity (race, gender and disability) in the Public Service through the filling of this post and candidates whose transfer/promotion/appointment will promote representivity will receive preference.

Note: • A Curriculum Vitae with a detailed description of duties and the names of two referees must accompany your application for employment • It will be required of the successful candidate to undergo an appropriate security clearance • Applicants must please note that they will be required to show proof of original qualifications during the selection process • Correspondence will be limited to successful candidates only • If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful • It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) • All short-listed candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated • Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools • Personnel suitability checks will be conducted on short-listed candidates and the appointment is subject to positive outcomes of such checks • Applications received after the closing date will not be taken into consideration • No faxed or e-mailed applications will be considered.

Forward your application, quoting the relevant reference number, to: The Director General, Department of Social Development, Private Bag X901, Pretoria 0001 or deliver by hand at the HSRC Building, 134 Pretorius Street, for attention: Mr D Chinappan.

Closing date: 4 December 2015



Contact Us

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National Development Agency_NDA



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social development

Department:
Social Development
REPUBLIC OF SOUTH AFRICA

National Development Agency is an agency of the Department of Social Development