

Department of Human Settlements News

July 2023

Progress
Report

Communique to all
4TH QUARTER

CONTACT DETAILS

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City of Joburg Human Settlements Department

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Executive Director:

Human Settlements - Patrick Phophi



Dear Team,

As we approach the end of the financial year, it is an opportune time to reflect on our achievements and chart a strategic course for the future. I am delighted to share with you the outline of our visionary plan for the Department of Human Settlements in the upcoming financial year, inspired by the

Budget Speech delivered by the MMC for Finance in the City of Joburg.

1. Enriching the Housing Landscape: In line with the City of Joburg’s commitment to our department, we have secured an operational expenditure budget of R1.2 billion, along with a substantial multi-year capital budget of R5.5 billion. These allocations, as announced by the MMC for Finance in the Budget Speech, will empower us to embark on key projects aimed at transforming the housing landscape across Johannesburg.

2. Mega Housing Developments: The City of Joburg has allocated R2.5 billion over the medium term towards mega housing developments, including R2 billion for the Lufhereng project. Additionally, R140 million will be directed to South Hills, R155 million to Fleurhof, R41 million to Southern Farms, and R71 million to Cosmo City (Malibongwe Ridge). These initiatives, as outlined in the Budget Speech, will pave the way for inclusive communities and provide quality housing options to our residents.

3. Enhancing Transitional Housing: Recognizing the urgency to address the challenges posed by hijacked and dilapidated buildings, the City of Joburg has set aside R71 million for transitional housing, as announced in the Budget Speech. This allocation will facilitate the provision of alternative accommodation, ensuring the safety and well-being of those affected.

4. Elevating Hostel Conditions: The MMC for Finance has allocated R154 million to upgrade several hostels, including R35 million for Dube Hostel, R20 million for Helen Joseph Hostel, and R49 million for Madala Hostel. Moreover, R30 million will be dedicated to the maintenance of various hostels across Johannesburg, as highlighted in the Budget Speech, creating safe and

comfortable environments for residents.

5. Investing in Infrastructure: The City of Joburg, as announced in the Budget Speech, has earmarked R65 million to upgrade and maintain flats and old age homes. By prioritizing infrastructure improvements, we aim to provide dignified and secure housing options for our elderly citizens.

6. Securing Land for Development: Recognizing the importance of accessible land, the City of Joburg has allocated R302 million for the acquisition of properties throughout Johannesburg, as outlined in the Budget Speech. This strategic move will enable us to secure suitable land for future housing developments and expedite our efforts to meet the growing demands of our communities.

7. Formalizing Informal Settlements: Through a grant of R1.6 billion from the National Human Settlements Department, as highlighted in the Budget Speech, the City of Joburg is committed to formalizing informal settlements. This allocation will empower us to provide essential services, uplift living conditions, and create sustainable communities for our residents.

Within our Human Settlements portfolio, JOSHCO plays a pivotal role in providing affordable social housing opportunities. With a three-year capital budget of R1.2 billion and an operating budget of R357 million for the 2023/24 financial year, JOSHCO will continue to implement turnkey social housing projects in Regions A, B, D, and F. Notable developments include Lufhereng, Marlboro, Princess Plots, Devland, Smit Street, and Selkirk. Furthermore, R48 million has been allocated for the upgrade and maintenance of various existing facilities, as mentioned in the Budget Speech.

As we enter the new financial year, let us forge ahead with determination, collaboration, and a steadfast commitment to our vision. Together, inspired by the Budget Speech delivered by the MMC for Finance in the City of Joburg, we will strive to create a future where every member of our community has access to safe, affordable, and sustainable housing.

Thank you for your unwavering dedication and contributions to the Department of Human Settlements. Our collective efforts will shape a brighter tomorrow for all.

Meet and Greet with the MMC

MMC for the Department of Human Settlements, Cllr Anthea Leitch called for all staff members based at the 222 Smit Street building to converge for a the long awaited, meet and greet.

The Department of Human Settlements' employees poured in large numbers to officially meet their new political principal. Facilitated by the Executive Director of the department, Mr Patrick Phophi, the meet and greet, while informal, served as introduction of who the MMC and her team are, their vision for the department and to reassure staff members of the role they must play to effect a functional institution focused on service delivery.

"I have an open door policy and for those who wish to speak to me. My team and I

will be heading over to the various regions across the City to also meet our other officials. We see the lovely work done by this department and I want to assure everyone that this is not the last time we will be engaging on matters concerning the Human Settlements Department," said Leitch.

She also expressed concerns about potential pitfalls facing the department and vowed to actively work with the executive management and city officials to get the Department of human Settlement back on the right service delivery track.



Benchmarking Sessions with KZN and Matjhabeng Human Settlements

The City of Johannesburg recently engaged in benchmarking and information sharing sessions with two municipalities, Matjhabeng Local Municipality and the KwaZulu Natal Department of Human Settlements. These collaborative efforts are aimed to foster learning, innovation, and potential joint ventures in addressing common challenges faced by municipalities across South Africa.

Benchmarking Session with Matjhabeng Local Municipality:

On June 6, 2023, the representatives of Matjhabeng Local Municipality visited the department for a benchmarking session hosted by the Executive Director, Mr Patrick Phophi. This session focused on sharing experiences and gaining insights into the City's successful rental strategies, property revenue collection, stock management, and land use management. Matjhabeng Local Municipality expressed their appreciation for the valuable perspectives gained from this exchange, emphasizing their eagerness for future engagements and potential joint ventures with Johannesburg.

Information Sharing Session with KwaZulu Natal Department of Human Settlements:

On June 9, 2023, the KwaZulu Natal Department of Human Settlements visited the City of Johannesburg's Department of Human Settlements for an information sharing session. The primary objective was to understand the implementation of the Integrated Residential Development Programme (IRDP) in housing projects across Johannesburg. Notably, the Fleurhof Mixed Housing Project and Riverside View Housing Project were identified as exemplary IRDP developments to study. Site visits provided the KwaZulu Natal Department of Human Settlements with valuable insights into these models and their practical

implementation.

Benefits of Engaging in Benchmarking and Information Sharing:

The department recognizes that the challenges it faces in managing urban development and meeting the demand for affordable housing are shared by numerous municipalities throughout the country. Engaging in benchmarking and information sharing exercises presents an opportunity for collaboration, innovation, and the exchange of best practices. By learning from one another, municipalities can work towards enhancing their human settlements programs and collectively address the housing needs of their communities.

By exploring the lessons learned and successful practices identified during these sessions, the City of Johannesburg can enhance its policies and strategies, leading to more effective and inclusive human settlements programs.



NAVIGATING SOUTH AFRICA'S NEW EMPLOYMENT EQUITY ACT:

In a continued effort to foster a more inclusive and equitable workforce, South Africa has recently introduced amendments to the Employment Equity Act 55 of 1998, further reinforcing the government's commitment to addressing imbalances in the workplace. These amendments aim to promote equal opportunities and fair treatment for all employees, and it

is essential for employers to understand and effectively implement the updated requirements. In this article, we will explore the key aspects of the amended Employment Equity Act and provide valuable insights for employers on navigating the changes successfully.

1. Understanding the Amended Employment Equity Act:

The Employment Equity Act 55 of 1998 has undergone significant amendments to strengthen the country's commitment to employment equity. The amendments emphasize the need for designated employers to actively address discrimination and achieve representativity in their workforce. Designated employers are those with 50 or more employees, or those with fewer employees but exceeding the sector-specific threshold.

3. Benefits of Compliance:

Compliance with the amended Employment Equity Act can bring several advantages to employers, including:

- a. Enhanced Reputation:** Demonstrating a genuine commitment to diversity and inclusion can significantly enhance an employer's reputation. It showcases the organization's values and creates a positive work environment that attracts top talent.
- b. Improved Productivity:** Embracing diversity fosters increased employee engagement, creativity, and innovation. Diverse perspectives and experiences contribute to new ideas and problem-solving approaches, ultimately benefiting the organization's productivity and competitiveness.
- c. Legal Compliance:** Adhering to the amended Employment Equity Act ensures that employers avoid penalties, fines, and legal disputes. Compliance demonstrates a commitment to upholding the principles of fairness and equality, reducing the risk of legal challenges.
- 4. Implementing Employment Equity Successfully:**
 - a. Leadership Commitment:** Leadership support remains vital for successful implementation. Top management should champion diversity and inclusion initiatives, ensuring they are integrated into the organization's strategic objectives and cascaded down to all levels of the workforce.
 - b. Awareness and Training:** Educate employees about the amendments to the Employment Equity Act, its objectives, and the organization's renewed commitment to achieving employment equity. Provide comprehensive diversity and inclusion training to foster a culture of respect and equal opportunity.

c. Data Collection and Analysis: Accurate data collection and analysis are critical for measuring progress and identifying areas for improvement. Regularly review workforce demographics, promotion rates, and training opportunities to assess the effectiveness of employment equity initiatives and adjust strategies accordingly.

2. Key Elements of the Amended Employment Equity Act:

a. Employment Equity Plan: Designated employers are now required to develop and implement a more comprehensive Employment Equity Plan, aligning it with the organization's strategic objectives. The plan should address barriers to employment equity, set numerical targets, and outline specific measures to achieve representativity in all occupational levels and categories

b. Reporting Obligations: Employers must submit more detailed annual Employment Equity reports to the Department of Employment and Labour. The reports should include data on the representation of designated groups in the workplace, the effectiveness of implemented measures, and plans to address identified gaps and challenges..

c. Prohibition of Unfair Discrimination: The amended law reinforces the prohibition of unfair discrimination in the workplace. Employers must ensure equal treatment of all employees, regardless of their race, gender, age, disability, religion, or any other designated attribute.

d. Affirmative Action Measures: Designated employers must strengthen their affirmative action measures to advance employment equity. This may include targeted recruitment and training programs for designated groups, creating career advancement opportunities, and implementing mentorship initiatives.

d. Consultation and Communication: Involve employees, unions, and employee representative bodies in the development and review of the updated Employment Equity Plan. Maintain open lines of communication to address concerns, gather feedback, and ensure a collaborative and inclusive approach to implementation.

Conclusion:

The amended Employment Equity Act in South Africa signifies the nation's ongoing commitment to building a fairer and more inclusive workforce. Employers must adapt to and embrace the amendments, implementing effective strategies to promote employment equity and eradicate unfair discrimination. By doing so, organizations can unlock the full potential of a diverse workforce, leading to enhanced productivity, a positive reputation, and legal compliance. Together, let us work towards creating a more equitable future for all employees in the Department, City and South Africa as a whole.

The Department through City's process nominated members to serve in the Committee from across all regions. The nominated members met and appointed the executive committee. The following are the Department's Employment Committee members. They will be working tirelessly to ensure the Department implements the Employment Equity Act with its amendments. The Committee is expected to have drafted and received approval on the Equity plan by end of July 2023.

EMPLOYMENT EQUITY REPS



Kefilwe Mampuru
Secretary Region G



Madube Tsiki
Chairperson



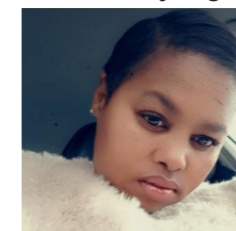
Griffiths More
Region A



Steven Makhubele
Secretary Region A



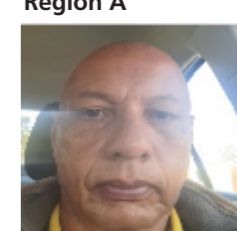
Kgotso Komato
Region F



Unathi Poswa
Region D



Phumzile Buso
Region E



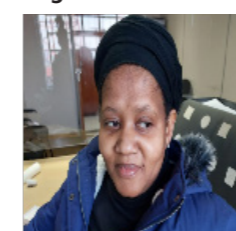
James Pailman
Region B



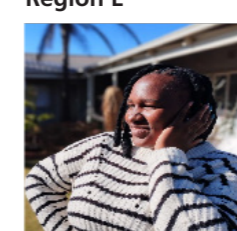
Takalani Rambau
Region D



Tshifhiwa Ndou
Human Capital



Milicent Thamae
Region E



Lindelani Tshibalanganda
R D



Lungile Mtshali
Management Rep



Sharon Van Dorsen



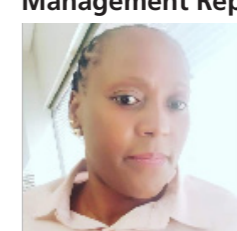
Tshidi Matlawa
Region C



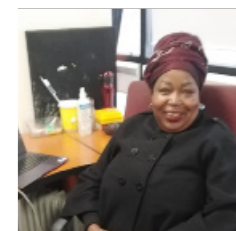
Bonhle Asseqai



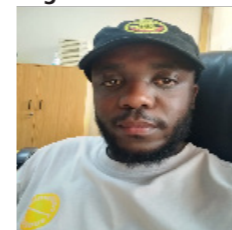
Brenda Mshali
Region D



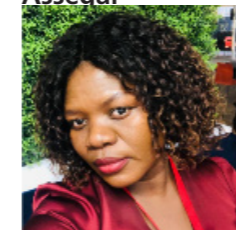
Nondumiso Mthembu
D.Chair



Dipuo Mokwena
Region C



Lufuno Mafela
Region F



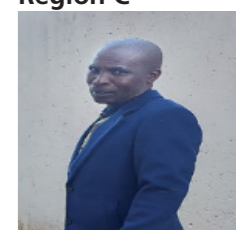
Sithembile Dlamini
Rep: IMATU



Zanele Malinga
Region E



Ronald Makhubele
Region G



Takalani Rambau
Region D

Human Settlements employee features in the City of Johannesburg Human Settlements Research

Ms Moitso Alice Mvelase's research has been featured in the Department's second issue of the Research Publication. Her research examines the contentious subject matter of the misalignment of policy in the implementation of the Upgrading of Informal Settlements Programme in the City and focuses on the Slovo Park informal settlement as a case study. The research was undertaken as part of the fulfilment of the requirements for her Masters qualification at the University of the Witwatersrand.

Part of the objectives of the Research Publication is to ensure that we are also able to showcase student research work undertaken on the Department. The recommendations which emanate from such research provide a relevant lens for the Department to re-examine implementation and assist in advocating for policy review. We would like to congratulate Alice on completing her studies, we wish her well for her future endeavours.

Through our student support programme, students undertaking research on the Department are required to get permission from the Head of Department and sign an agreement which allows the Department to have rights to use the final research report as it deems fit.

Any other employee who is currently undertaking research on the Department and would like to be featured in future issues of the Research Publication is welcome to do so through the Human Settlement Policy, Planning and Research Directorate. Contact Londeka Thanjekwayo_londekat@joburg.org.za



SARS Tax Season: Essential Information for you

It's that time of the year again - the SARS filing season is here! Make sure you file your taxes on time to avoid fines and penalties. The individual tax filing season for 2023 is now open, starting from July 7th and running until October 23rd, 2023. It's important for taxpayers to submit their tax returns to the South African Revenue Service (SARS) so that their tax liability can be calculated based on their declared income and deductible expenses for the assessment year, which spans from March 1st, 2021 to February 28th, 2022.

To avoid unnecessary fines and penalties, employees are urged to comply with the country's tax laws and file their tax returns within the stipulated timeframe. Remember, there's no guarantee that SARS will grant an extension once the filing window period is over.

To submit your income tax return, you have several options:

- eFiling: Visit www.sarsefiling.co.za and file online.
- SARS MobiApp: Use the SARS mobile application for electronic filing.
- Electronic filing at a SARS branch.
- Manual submission: Request a physical return to be posted to you, complete it manually, and submit it at a SARS branch.



Community Outreach Campaigns

In their unwavering commitment to connect with the residents of Johannesburg, the Communications Unit of the Department of Human Settlements has embarked on a proactive drive to educate citizens about the department's offerings. These engagements have covered a wide range of topics, including the vital anti-corruption campaign, the innovative Home First Finance program, departmental name changes, and, most notably, the highly anticipated allocation of houses.

The department's outreach efforts have successfully empowered citizens with knowledge about their rights and the services available to them. By actively engaging with the community, the department aims to foster a culture of transparency and build trust with the residents of Johannesburg.

One key focus of these engagements has been the anti-corruption drive, a crucial aspect of ensuring that resources are utilized efficiently and fairly. By openly addressing this issue, the department demonstrates its commitment to upholding ethical standards and safeguarding the interests of the public.

Additionally, the introduction of the Home First Finance offering has garnered significant attention and interest.

Regions may experience an influx of empowered citizens seeking services. In response, the department remains confident in that the citizens will be engaged and assisted with a smile as they embody the Batho Pele principles.



Resources Centre Coming Soon!!

We are delighted to share the exciting progress made by the Policy, Research, and Intergovernmental Relations Directorate. Our dedicated team is diligently working on establishing a Resource Centre that will provide our staff with access to a wide range of publications for their utilization. We are pleased to announce that the first batch of publications has already been received, with the remaining batch scheduled for delivery by the end of July. This significant development marks a crucial step towards transforming our organization into a knowledge-based entity, enriching both our own knowledge base and the communities we serve. We commend the directorate's efforts in making this initiative a reality.



HR MATTERS ESS-NOTICE



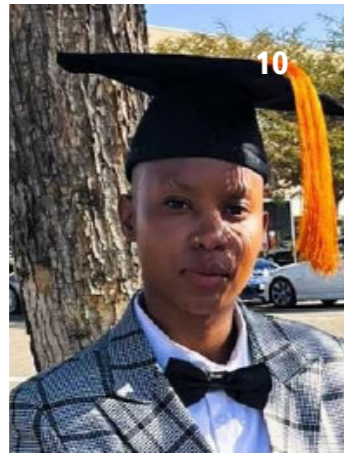
LeaveManagement
WorkLifeBalance
Teamwork

Attention Team! Let's ensure smooth operations and work-life balance. Line managers, please approve leave requests on ESS promptly. Need assistance? Reach out to HR. Together, we create a supportive work environment!

HR Has New faces on Board



↑
HR Intern -
Mfundo Khwela



↑
HR Intern -
Onkarabile Montsho



↑
HR Officer -
Nonjabulo Sibiya

The HR unit in the Human Settlements team has undergone a reshuffle. As we welcome new staff members on the 16th floor, we anticipate engaging with them as they bring their skills and expertise to our department.



CONGRATS! to Maria Puletsi



Congratulations on your well-deserved graduation Maria! Your hard work and dedication have paid off. We wish you continued success and exciting opportunities in your future endeavours. Ms Puletsi recently graduated with a Diploma in Marketing Management.

Out and about Social Media

