

Hwseta Funds Higher Health's Psychosocial Policy Framework To Combat Gender-Based Violence

As we enter 16-days of activism and with World Aids Day on 1 December, according to the World Health Organisation (WHO), South Africa has one of the highest rates of gender-based violence (GBV) in the world. Studies have shown that there is a strong correlation between alcohol abuse, GBV and sexual risky behaviour among young South Africans. GBV reported cases, when resulted in the death of a female, increased by 53% from 2015/16 to 2016/17. GBV is not only a human rights issue but is also a public health issue that affects individuals, their families and communities at large.

In 2016, South African higher institutions of learning – universities and TVET colleges – reported an appalling 47 (reported) rape cases on their campuses. This growing number of GBV cases is has a debilitating effect as not only does violence inflict pain such as bruising, broken bones or death, but it also has psychological effects such as substance abuse, depression, suicide or post-traumatic stress disorders. Violence impedes on an individual's emotional capacity,

which takes away from the abused the energy to be fully present, more so if you are a student who needs to produce good grades.

Speaking at an Imbizo at the Tshwane North College in August 2018, Deputy Minister Buti Manamela of DHET said violence on campuses was continuous and that there was a dire need for psychosocial support for survivors of sexual abuse.

With the alarming number of deaths reported at higher institutions of learning, it is for this reason that DHET mandated Higher Health (formerly HEAIDS) to develop and implement a psychosocial policy and programme on campuses at 26 South African universities and 50 TVET colleges. This would help mitigate violence on campuses, as well deal with HIV, TB and other issues faced by students. Higher Health is a non-profit organisation established under the DHET to ensure students undergoing post school education and training (PSET) and studying at higher education institutions (HEI) are physically and emotionally healthy

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Making Access To Training Easier



to enable them to take their rightful places in contributing to the economic growth of our country.

Higher Health's core focus lies in providing a comprehensive combination of prevention package of services in efforts to mitigate the spread of HIV, TB, sexually transmitted infections (STIs) and other health and wellness related ailments, along with integrating other issues affecting youth such as career guidance and violence on campuses among others. Historically, most TVET colleges and some universities did not have clinics or health care facilities, which left students without access to basic health services. This intervention will introduce a peer-to-peer-led health and wellness programme on campuses, bringing a wide spectrum of services to the doorstep of young people – at no cost to them.

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A Word from the CEO

Once again we find ourselves at the end of a calendar year. The HWSETA has had a busy period with significant events such as holding National EISA examinations for the Social Auxiliary Work Qualification for the first time. These final assessment examinations were held nationally under a controlled environment. EISA is the result of a process to ensure a common standard for QCTO qualifications in South Africa. These examinations ensure that standards are maintained at a high level, resulting in greater employability amongst these qualifications.

Our AGM was held on 31 October 2019 where the Performance of the HWSETA as well as the Annual Financial Statements for 2018-2019 was presented to our stakeholders. This year it was held in Bloemfontein, where the friendly city welcomed us and supported the AGM. The HWSETA achieved 91% of its annual targets set and had another successful unqualified financial audit. The HWSETA strives for continuous improvement and has set the road for another successful year for 2019-2020 where we want to achieve 100% of our targets and have a clean audit result. We have also finalized Service Excellence Charters across the organisation to help us improve our service to you, our valued stakeholders.

The HWSETA recently welcomed two new executive managers. Ms Zandile Mafata has joined us as the new Chief Financial Officer. She comes with a wealth of knowledge in the public sector having come from the City of Johannesburg Ombudsman's office. In July, Mr Clayton Peters took up the

new positive of Executive Manager for the Provinces. He joins us from the Deputy Minister of the Department of Higher Education, Science and Innovation's office. Clayton's role is to oversee operations at our provincial and satellite offices. I would like to welcome them both and wish them everything of the best for their tenure.

Through the period the HWSETA has been focused on research, information gathering and understanding our stakeholders and sector, including what the future may hold for our sectors. In this we have also strengthened our information, data and intelligence by attending the HSPCA Conference, HASA Conference, HISA Conference, National Pharmacy Conference and SAIHO Conference. Coupled with other research and data gathering, the HWSETA uses these opportunities to ensure that our planning and strategic direction remains fresh and relevant.

The HWSETA also acknowledges the importance of marking significant events in South Africa's annual calendar. This year, staff were encouraged to dress up for Heritage Day to showcase their heritage. We spent the afternoon showcasing and telling of heritage and enjoying together the delicious eats from each culture. This allows us to understand each other better and work towards achieving impact for our sectors that rely on the HWSETA for skills development.

The HWSETA ensures that we "put our money where our mouth is". Breast cancer screening was offered to employees. The health of people in South Africa is a priority for the country



and the HWSETA is working closely with the Department of Health and the Precedency's office in support of the NHI. Please enjoy the other articles where the HWSETA takes time to support other events depicting greater challenges in our society.

The HWSETA has implemented a changed cycle for project approval and implementation. This period has seen Expression of Interest advertising, allocation of funding and signing of thousands of MoA's. Committing millions of Rands to projects to ensure impact in our sectors. We wish all our employers and partners all the best in the implementation of these projects that will benefit all our sectors and especially learners across all types of funding and interventions.

Please enjoy our articles we have prepared.

Finally, the HWSETA takes this opportunity to wish our Employers, SDP's, Partners and Stakeholders a joyous and safe festive season. Take care.

Elaine Brass,
CEO

If you wish to be added to the HWSETA database to receive skillsTALK@HWSETA newsletter and other communication from the HWSETA, please send an e-mail to Dhesan Govender at dhesan@hwseta.org.za

HWSETA Funds Higher Health

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HWSETA partnered with Higher Health to combat this national crisis and other issues related to health and wellness, HIV/AIDS, TB and STIs. It approved funding of R3.4 million that will go towards Higher Health's rollout of a prevention, treatment, support, care, and awareness programme. Information, education and communication (IEC) materials will be distributed at universities and TVET colleges throughout the country.

One hundred and eighty peer mentors will be recruited and trained to provide psychosocial support at campuses in districts where funded partners are not available. This will be through the paid services of social workers, psychologists or nurses. Mentors will also support

and implement the awareness campaign at campus level as often, alcohol abuse among students leads to violent acts against women and unsafe sexual behaviours such as coerced sex, unprotected intercourse and multiple sex partners.

"With a high alcohol consumption rate, coupled with increased levels of GBV and the staggering HIV infections in our country, it is not surprising that young people are dying at universities and colleges," commented Sikhumbuzo Gcabashe, HWSETA's Executive Manager of Skills Development and Planning. "In an attempt to contribute to skills development, we must also take into consideration the wellbeing of our students and their campus experiences at higher institutes

of learning. We need them to be enthusiastic and full of energy to do well in their studies so that they too can one day fully participate in the economic and social development activities of the country. This project with Higher Health and HWSETA will be providing a holistic contribution to education and HWSETA's involvement is impacting the education sector beyond skills development," Gcabashe concluded.

The project will run for nine months, after starting in June 2019. The HWSETA and Higher Health believe the sustainability of this initiative is an important success factor that will produce tangible long-term benefits to the higher education sector, the youth and South African communities.



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Upskilling Disadvantaged Women With Reusable Pad Manufacturing Skills



Research by the United Nations confirms that 1 in 10 girls in Africa miss school during menstruation. In South Africa alone, 30% of young impoverished girls miss school during their menstrual cycles due to limited or no access to sanitary products. This appalling reality is known as 'period poverty', which refers to a lack of access to sanitary protection and menstrual hygiene education.

Period poverty is a debilitating concern for all developing countries because the lack of menstrual hygiene products inflicts indignity upon disadvantaged young girls, as disposable sanitary products are prohibitively unaffordable making it difficult to maintain good menstrual hygiene. This perpetuates a culture of continued girl absenteeism in schools and increased dropout rates. When girls stay in school, they are less likely to resort in unprotected sex when at home which minimizes their chances of contracting HIV/AIDS and reducing teenage pregnancy rates. Furthermore, decreasing period poverty will increase the number of women in the workplace.

To be able to do this, the Afribiz Foundation has for the past five years specialised in manufacturing the Kuhle Pads, which are



reusable sanitary products that provide sustainability for disadvantaged girls in no fee-paying schools. The foundation also raises funds to educate and provide reusable sanitary towels to girls in school not only to maintain their attendance in school but also to give them a sense of dignity by raising their self-esteem and confidence whilst on their period. This comes at a time where the country's unemployment rate is far higher for women than for men at all ages, with 54% of young women being unemployed.

To aid in reducing the unemployment rate and to empower young girls in schools, the foundation recruits young women from disadvantaged communities and trains them in manufacturing skills to produce the Kuhle Pad. These women are taught from scratch how to make the reusable sanitary towel by hand from stitching, cutting right through to the packaging of the product.

The HWSETA has funded more than R1,6 million to the foundation to train 50 young women from Msinga in Kwazulu Natal and 50 from various townships in Johannesburg, Gauteng. The training will run for 5 months and will thus provide skills to disadvantaged women who are unable to further their education. "We hope to achieve a life cycle of trained females where we are able to employ and provide women with the means to better themselves within their communities, for their communities", commented Kacha Stepanovic, Afribiz' Managing Director. "Our pads are 100% safe and sustainable, not only for girls but for our environment too, HWSETA's support in this project helps not only to keep young girls in school but also to empower women to upskill themselves through this worthy project and our country as a whole. We are proud to say

that this project is inspired by the girl child, run by women and will benefit our future female leaders of tomorrow", concludes Stepanovic.

The Kuhle Pads are reusable and biodegradable into the earth as opposed to sanitary pads that are disposable yet have a life span of 100 years on land.

The project beneficiaries will also receive training in entrepreneurship, health and safety processes, machinery and material knowledge, customer service and further funded to obtain their learners and driving licences. "Our contribution in this project is two-fold, skilling these women empowers them socially and financially as they'll be able to generate income for themselves to sustain their families while concurrently enabling positive change amongst disadvantaged girls in rural communities to continue going to school - allowing them to fully participate in society," commented Luyanda Lokwe, HWSETA's Project Manager in the Skills Development and Planning division. "Moreover, once they have completed the training they would have acquired skills that they can use to create employment for themselves," concluded Lokwe.

With skills development being a core mandate for the HWSETA, we continuously place at the forefront of all projects considerable emphasis on bettering the lives of all South Africans through people development.



Raising Awareness For Breast Cancer



Breast cancer will strike 1 out of 29 women in their lifetime and due to this breast cancer education, screening and awareness is of the utmost importance. The incidence of breast cancer among South African women is increasing, as it is one of the most common cancers among women in South Africa.

To commemorate Breast Cancer Awareness Month during the month of October, HWSETA employees participated once again at the Avon Justine iThemba Walkathon and had the opportunity to be screened for breast cancer by professional nurses.

Spreading 'Ithemba' For Those Affected By Breast Cancer

The Avon Justine iThemba Walkathon took place on Sunday, 22 October 2019 at Marks Park, Emmarentia in Johannesburg. As one of the world's biggest breast cancer awareness and education walks, the annual Avon Justine iThemba Walkathon event aims to relay a message of themba (hope) to those diagnosed with breast cancer and those who have lost their loved ones to the disease. Moreover, HWSETA's participation at this event further raises funds for breast cancer education to equip women with adequate knowledge as "early detection saves lives".

This is the fifth year that the HWSETA has participated in this fun filled event and staff were in high spirits dressed in their white and pink iThemba Walkathon t-shirts to show their support for those affected directly or indirectly by breast cancer.

Early Detection is the most important aspect of breast cancer awareness

Whilst breast cancer is treatable, and curable in most cases, it is still a potentially life-threatening disease and early detection is



imperative. HWSETA staff were pleased to be provided with a breast cancer screening at the HWSETA head office. Both HWSETA men and women partook in this potentially life-changing check-up, as staff were eager to learn more about the disease and to get their questions answered by the clinicians. The nurses performed the test using a breastlight device, which is an early breast cancer and breast abnormality detection device. This device assists in the early detection of breast abnormalities that may or may not be cancerous. Breastlight affords the user an inside view of their breast, and in so doing, assisting in detecting abnormalities at an early stage, and as a result, the opportunity to seek out suitable diagnosis and treatment, and thus maximizing their chances of not becoming a breast cancer statistic.

"This year we ensured that we not only support the biggest breast cancer walk in the country but also wanted to place emphasis amongst HWSETA staff to get themselves screened by bringing in professional nurses to test each one. The aim was to ensure employees themselves are aware of breast cancer risk factors, how to do monthly breast self-exams, and getting regular mammograms to detect breast cancer in its earliest and most treatable stages," states Rulleska Singh, HWSETA's Marketing Manager. "Employers should place more focus on prevention and early detection for breast cancer because together we can all help do our part in reducing the incidence of breast cancer," concluded Singh.

With numerous studies being conducted on the disease itself and to find a cure, substantial progress is being made all the time and the risk of dying from breast cancer has declined considerably since the 1980s. For detailed information on Breast Cancer, as well as other types of cancer, visit the Cancer Association of South Africa at www.cansa.org.za.



Girls Have The Potential To Change The World

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By pledging to print a journal at R130 per copy, we can help girls realise that no matter where they come from with the little that they have, they can make it in life regardless.”



The world has changed, the girl child is deserving of equal education. Gone are the days where the female duty is solely as caregiver or mother, these concepts do not fit into our current society anymore. This old-fashioned thinking affects a girls' right to control over her own life and robs them of the power to control their own destinies and fulfil their dreams. These ideas are also central to the girl child growing up feeling less of a valued human being and thus living her life fulfilling and prioritizing others needs. Lest it be her choice.

There is a dire need to address these challenges and to support girls' empowerment and the fulfilment of their right to choose. When girls and young women are recognised for their potential and given the freedom and support to choose, there is no limit to their achievements; creating tomorrow's entrepreneurs, employees, political leaders and mothers.

The 'Dear African Girl' journal is a motivational diary aimed at empowering the previously disadvantaged girl to help bring positive change amongst young girls in school and to those who are starting out in their careers as young professionals. An initiative by the Footprints Foundation, a South African not-for-profit organization, the journal is donated to marginalized girls in our society and contains a series of personal letters from some of Africa's most powerful

and inspirational women such as Professor Lulama Makhubela, Claire Mawisa, Nozipho Langa, Shoki Mmola and Advocate Rashida Ntotele to name a few. These stories are written specifically for the African girl and each story talks through the writer's life challenges as a girl child, perseverance, resilience and hard work, and how these are central to their achievements and success. "We hope that through this journal African girls will be encouraged to stay in school and those going through a rough patch and still figuring it out will get up and dust themselves up and try again", states Mr Eric Mlambo, Footprints Foundations' Chief Executive Officer. "By pledging to print a journal at R130 per copy we can help girls realise that no matter where they come from with the little that they have, they can make it in life regardless", concludes Mlambo.

The journal was inspired by a lack of mentoring platforms for girls and the need for role modelling amongst girls in rural or previously disadvantaged communities. Footprints Foundation has a network of 120 schools based in the Free State, Mpumalanga, Kwa-Zulu Natal and Limpopo provinces.

The Foundation has managed to reach over 4500 girls since 2017 and this year the HWSETA pledged to help print and donate 200 'Dear African Girl' journals to empower and equip these young girls with

the necessary life skills needed to make them strong and independent South African women leaders of tomorrow. "It is the bold steps taken by African women in the iconic 1956 Women's March to the Union Buildings in Pretoria that laid a robust foundation for women leaders today to see the value and importance of grooming women from a young age," states Elaine Brass, HWSETA's Chief Executive Officer. "This journal provides the girl child with hope that tomorrow will be different from today through hard work, perseverance, resilience and enduring faith that your dreams will come true no matter what obstacles are put in your way," concludes Brass.

For the year 2020, the foundation aims to reach 10 000 girls. The HWSETA commends the foundation for the positive change to our local communities and country in working towards producing a generation of visionary and empowered African girl leaders.

For more information on the foundations' work, visit www.footprintssa.org.



Mandela Day

HWSETA Champions Mandela Day at Khiphulwazi Primary School



After 10 years of global support and solidarity since its official launch by the United Nations in 2009, Nelson Mandela Day not only celebrates Nelson Mandela's life but also aims to mobilize South Africans and the rest of the world to positively contribute to the lives of the less fortunate. The day encourages people to contribute 67 minutes of their time to give back to their communities in efforts to bring about positive change in the world.

This year's theme titled Mandela Day: The Next Chapter, focuses on five key areas in which citizens can offer services to improve our world. The five areas are sanitation, education and literacy, food and nutrition, shelter, and active citizenship.

As a developing country, education and literacy remains the basic building block that can eradicate the high poverty rate in the country and this year the HWSETA actively championed the area of education and literacy by visiting Khiphulwazi Primary School situated in Umbumbulu, Kwa-Zulu Natal. On the day, the school's Grade R's to three's received the isiZulu version of HWSETA's first foundation phase career guidance booklet titled 'Ufuna ukwenza msebenzi muni uma usukhulile?' which translates to 'What do you want to be when you grow up?'. This informative and entertaining booklet aims to introduce foundation phase learners to the various career paths in the health and welfare sectors. This special event also comprised of a reading session where the book was read to the pupils in an effort to encourage and promote good literacy habits outside of the classroom.

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As a Zulu medium school, they will be comfortable reading the book as it is written in their home language which will further aid in better understanding the various career paths in our sector compelling them to make informed decisions later in their lives.

Lungile Ncikazi

HWSETA's KZN Provincial Manager.

The learners faces lit up as each one received a copy of the colourful and simple to read book that was paired with a colouring book version and crayons for learners to actively engage with the images that represent each career. "Reading is something so simple yet profound that anyone can do. We read to the children in their mother tongue today because they feel at home with the language – it is the language that they've grown comfortable to use. We want to instil in them at this tender age that they can read in their home language and that it can be fun. When this habit becomes familiar they will easily maintain it as they grow older", concluded Ncikazi.



HWSETA Sponsors Public Sector Pharmacists To Attend The 3rd National Pharmacy Conference

Conferences are often seen as luxuries only accessible to the private sector. In order to encourage access to all and ensure that the share of information was throughout the entire sector, the HWSETA sponsored the registration fee for public sector pharmacists for the 3rd National Pharmacy Conference. This prestigious event was held in Sun City, North West from 3 – 5 October 2019 and was attended by over 1200 delegates.

Inspired by the Vision 2030 as outlined in the National Development Plan, the 3rd National Pharmacy Conference theme was: "Plugged-in, Engaged, Become a catalyst for change". This is a clarion call for all in pharmacy to be involved in shaping the future of pharmacy and how it continues to contribute to responding the healthcare needs of a society that is rapidly adapting to technological advancements.

The conference not only addressed the role of pharmacy in an information society,

but also attended to topical issues such as the transformation of the pharmacy industry, increasing access to pharmaceutical services and ensuring universal access by 2030 in line with the NDP.

The pharmacy industry and pharmacists, as protagonists in the provision of pharmaceutical care, find themselves facing a changing operating environment, brought about by changes in patient needs and preferences as well as technological innovations that seek to disrupt the status quo. To ensure that the profession continues to be at the forefront of delivering meaningful quality pharmaceutical care for all, a concerted effort through dialogue, collective advocacy, professional development, and skills transfer among pharmacy professionals nationwide is necessary.

"The conference enabled us to do a lot of networking and also broadened our knowledge about the newest technologies available or in

development. We also got to meet the Minister of Health, Dr Mkhize and also the MEC of Health North West. I just want to take the time to thank HWSETA for the opportunity," Salomé Viljoen, Tlokwe sub-district Responsible Pharmacist and recipient of HWSETA sponsorship.

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It is the bold steps taken by African women that laid a robust foundation for women leaders today.



Road Safety Tips For The Festive Season



01 Obey the rules of the road and carry your driver's license with you.



02 Plan the route to your holiday destination and allow yourself enough time to reach the destination.



03 Make sure that your vehicle is in a roadworthy condition before departure. All lights and indicators, windscreens, windscreen wipers, brakes, steering, shock absorbers, exhaust system and tyres should be carefully examined for faults.



04 Do not overload.



05 Try to avoid driving after dark if possible.



06 Have a good rest before you embark on your journey



07 Take safety breaks every 2 hours or 200km. Rest, have an energy drink and continue once well rested.



08 Do not drink and drive



09 Try to recognise potentially dangerous drivers on and pedestrians alongside the road and keep well clear of them



10 Be visible - drive with your lights on



11 Headlights should be dipped well before an approaching vehicle is within the range of the main beam.



12 Always wear your seat belt and see that everyone in the car is wearing theirs.



13 Drive defensively



14 Stay within the speed limit at all times



15 Only overtake when it is absolutely safe to do so.



16 Maintain at least a 2-second following distance - this distance should be increased at night, in foggy or rainy conditions and when the road is wet.



17 Expect others to not be as obedient to the law as yourself



18 Avoid distractions on the road such as texting, conversations on cellular phones etc



19 Be courteous towards fellow road users - keep your temper and resist the temptation to retaliate



20 Know your emergency numbers

When you need assistance, kindly call the following:

Police - 10111 | Fire - 10177 | Ambulance - 10177 | Arrive Alive Call Centre - 0861 400 800
Emer-G-Med - 0861 007 911 | Accident & Breakdown Towing - 0860 911 326
Netcare 911 - 082 911 | ER24 - 084 124



Annual General Meeting 2019

The HWSETA's Annual General Meeting (AGM) took place in Bloemfontein, in the Free State, on 31 October 2019. The event was well attended by a variety of stakeholders from all provinces representing the different sectors in which the HWSETA operates.

Mrs Elaine Brass, CEO, shared with stakeholders the HWSETA Performance Information which detailed an achievement of 91%. "Our success during the 2017/18 financial year is a testament to the hard work by our Board, Executive Management, staff at the HWSETA and our stakeholders," comments Mrs Brass, "and we look forward to working together in the future to maintain and further exceed this level of achievement."

HWSETA Board Chairperson, Ms Refilwe Matenche welcomed stakeholders to the meeting and shared a short message of encouragement, "While we need to navigate the headwinds in

the near term with prudence and determination, I look at the HWSETA with great optimism. The organisations credentials, competencies and capabilities, agility, supported by its committed teams and exemplary leadership, place it in a unique position to contribute to turning the tide for South Africa. Our mandate is clear and achievable and I am privileged to be leading the exciting journey ahead."

Dr Freddy Kabambi from the Nelson Mandela Central Hospital in Mithatha, Eastern Cape delivered an address on behalf of HWSETA grant recipients. He highlighted the importance of investment in education and shared testimony as to how transformative the HWSETA grant was to his hospital.

This comes after the HWSETA tabled its latest Annual Report, which was received and approved by parliament.

"The HWSETA is proud of its 12 unqualified audits and strives to deliver the best service to our stakeholders and improve the health and welfare sector in South Africa."

Elaine Brass



HWSETA Sits For The 6TH EISA

The HWSETA has conducted its sixth External Integrated Summative Assessment (EISA) on 18 October 2019. Nationally, 444 candidates wrote the examination for the Health Promotion Officer. Since 2016, 2347 learners have successfully completed the Health Promotion Officer external assessment.

In May 2019, 84 learners sat for the first Social Auxillary worker EISA. The EISA is a single national assessment leading to the awarding of an Occupational Certificate. EISA ensures that the assessment of occupational qualifications, part qualifications and trades is standardised, consistent and credible. The HWSETA is the only SETA to have

completed the sitting of six EISAs and has been asked to assist other SETAs with the roll of the assessment.

"The HWSETA has been charting new territory, and we have excelled beyond our expectations. These achievements to date would not have been possible without the senior, head office and provincial management and staff support, most importantly the commitment from Nomsa Mduhana and Kanyisa Wopula has ensured us of our successes thus far. This achievement can definitely be added to HWSETA's string of accomplishments to date," said Champa Gopal, Qualification Development and Maintenance manager.



HASA 2019

The Hospital Association of South Africa (HASA) is the representative body for the majority of private hospitals in South Africa. HASA members include Netcare, Life Healthcare, Mediclinic and the National Hospital Network.

HASA held their annual conference themed "Advancing Healthcare" at the Cape Town International Convention Centre this past August. The conference featured a number of international and local speakers with policy, regulatory and clinical expertise considering the current times of urgent and accelerated change in the healthcare environment.

Together these specialists explored, through forward thinking and thinking forward, how

the healthcare community can holistically collaborate to enhance the industry and evolve new systems and approaches guiding a novel way into the future.

Most major members of HASA also make up an integral part of the HWSETA's diverse stakeholder base. The HWSETA hosted an exhibition stand and engaged conference delegates on a one to one basis over a three day period sharing strategic insights, key points and vital information about the organisation, further growing its support within the industry.

Those who have benefitted from the conference have been policymakers and regulators at national and regional level,

academics, hospital and nursing services managers in the public and private sector, non-governmental organisations, clinical and quality control managers, medical staff, medical device and service suppliers, consumer champions, and healthcare media.

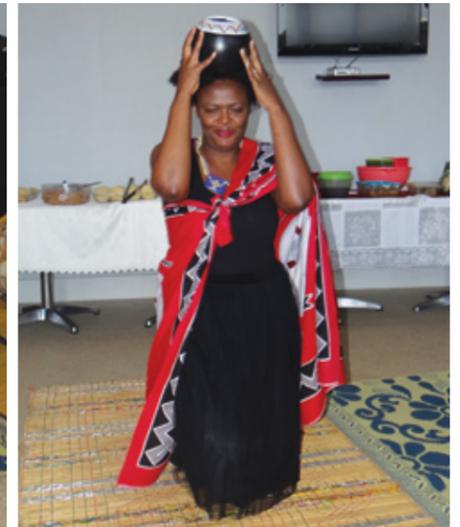


Heritage Day

Heritage Day on 24 September recognises and celebrates the cultural wealth of our nation. South Africans celebrate the day by remembering the cultural heritage of the many cultures that make up the population of South Africa. Heritage Day was once known as Shaka Day. Shaka Day was originally named in honour of the legendary Zulu king, Shaka Zulu, who convinced multiple Zulu clans to stand together, united against the Boers and the British.

This day of commemoration was in danger of being lost after 1995 as it had not yet been included in the Public Holidays Bill. It was subsequently included in the Bill in 1996 but with a name change – Heritage Day. This was to be an all-inclusive day on which to celebrate the heritage of all South Africans – for all of the diverse cultures to come together, unified, to celebrate their particular unique heritage and contribution to South Africa.

At the HWSETA, staff came together to share their heritage through traditional food and dress. At Head Office we even had a "Best Dressed" competition with the winners being Rebecca Khapathe from our cleaning staff and Phineas Nkoana from the IT division.



HWSETA Funds Public Sector Doctors To Attend HPCSA 2019

The Health Professions Council of South Africa (HPCSA) hosted their inaugural national conference this past August at the Emperors Palace Convention Centre in Johannesburg, Gauteng. The HPCSA is a regulatory body which is committed to serving and protecting the public and providing guidance to registered healthcare practitioners in the industry.

The conference was attended by representatives of medical regulatory authorities in South Africa and abroad, healthcare practitioners, students and interns in the health environment, the Department of Health, various associations and societies, educational and training institutions, representatives of medical schemes, government agencies who are involved in health workforce and regulation and opinion leaders and health commentators in the health fraternity.

The conference provided an opportunity for delegates across all health sectors to engage on regulatory matters pertaining to the healthcare environment most notably on the shifting global and local healthcare trends including those such as innovation, technological advancement, the shortage of resources and financial viability of healthcare solutions. In general, the HPCSA national conference provided a platform and networking environment for healthcare practitioners across the globe to address industry challenges and develop viable solutions to these.

The HWSETA demonstrated its commitment to developing the healthcare industry by sponsoring the delegate registration fees of public sector health care practitioners to attend the conference. The HWSETA also hosted an exhibition stand and engaged conference delegates on a one to one basis over a three

day period sharing strategic insights, key points and vital information about the HWSETA, further growing its support within the industry.



Women's Day



On Thursday 8 August 2019, the HWSETA joined the rest of the county to celebrate National Women's Month. The significance of Women's month in the country is dedicated to the commemoration of the iconic 1956 Women's March which saw 20 000 women march to the Union Buildings to protest against unfair pass laws. Today the march has been celebrated on 9 August each year since 1995 to recognize the important role played by women during the struggle for liberation against colonisation and apartheid.

The HWSETA celebrated this day with a raffle competition where female staff were bought chocolates that were pinned with a raffle number that automatically entered them into the draw. There were three prizes up

for grabs where the two runner-ups won an HWSETA goodie bag and the grand prize-winner a Sorbet voucher worth R500. The HWSETA's Chief Executive Officer, Elaine Brass oversaw the draw and randomly drew the three winning numbers. Reena Takoopersadh, PA to the CEO took home the grand prize and Sanelisiwe Nyathi, Financial Administrator, and Vuyelwa Mpumza, Projects Officer, were the two runner-ups.

The HWSETA thanks all HWSETA women for their massive contribution and dedication to the organisation. They work tirelessly to impress at work and still give themselves at home.

We honour and salute you!



Profile of Bursary Recipient: Nakita Govender - B.Tech in Environmental Health at D.U.T

Q Where you from?

A North Beach, Durban

Q Where did you grow up?

A Durban, KwaZulu Natal

Q What's your age?

A 23 years old

Q What are your hobbies/interests?

A Spending time with family and a few close friends.

Q What are you passionate about?

A Learning and Knowledge. Knowledge is power. This is a mantra my mother had us uttering. "Knowledge is something that nobody can take away from you" she said. I wouldn't say it is a gift, as this implies that it is something that is given to you. This is not the case. It is not given to anyone and everyone, it is something that you work diligently and consistently to attain. In order to learn and therefore gain knowledge on anything, you need that driving force. A passion! Once you have that passion to expand yourself, you can grow mentally, emotionally and professionally.

Q What HWSETA bursary programme are you on?

A HWSETA sponsored B.Tech in Environmental Health

Q What were you doing before this opportunity?

A Completing a National Diploma in Environmental Health

Q What value you see in this opportunity?

A I saw great value to further my studies in the field as there were no jobs available after completion of my diploma.

As a recipient of the bursary I was able to attend an orientation course with was facilitated by Professor Jerome Lavoue from the University of Montréal Department of Environmental and Occupational Health.

The opportunity also allowed me to gain industry exposure. By attending conferences like SAIOH, I was able to interact with various professors in the discipline of occupational health. This also enabled me to network with like-minded individuals across the field and peak into the different avenues and pathways the discipline has to offer.

Q What does the bursary process entail, was it difficult?

A The application for the B.Tech bursary programme was not tedious or difficult with the help of Ivan Nirranjan, the DUT mentor.

Q Where do you see yourself 5 years?

A I see myself progressing from Occupational Hygienist Assistant to Occupational Hygienist who has earned a master's degree in Environmental Health.

Q Where do you see yourself in 10 years?

A I see myself contributing to the industry with the skills I have garnered over the years as well as my PHD in Environmental Health.

Q Who is your role model/inspiration?

A My role model or inspiration would have to be my mother. She has overcome many difficulties in her life. But those challenges built her character and as a result she is exceptional. I am in awe of the profound qualities she possesses, and I would like to believe such qualities are instilled in myself. Kindness, perseverance, empathy, determination and most importantly, ambition.

Q What is your favourite quote?

A I do not have a "favourite quote" per say, but two quotes that really speak out to me are "Tell me and I forget. Teach me and I remember. Involve me and I learn." -Benjamin Franklin

Our goals can only be reached through a vehicle of a plan, in which we must fervently believe, and upon which we must vigorously act. There is no other route to success." —Pablo Picasso

Q What advice do you have for potential students coming from previously disadvantaged backgrounds?

A Don't use your situation as an excuse, set goals, and use your situation as motivation and a driving force to further yourself and grow as an individual.

SAIOH 2019

The field of occupational hygiene has become a hot topic in South Africa over the last twenty five years. The establishment of the Occupational Health and Safety Act (OHSA) in 1993 set forth strict standards for workplace ergonomics. Thus far these standards have become a basic expectation for all employees in the South African workforce whether employed in small administrative office or a large distribution warehouse.

So what is all the fuss concerning occupational hygiene? Occupational hygiene programmes attempt to prevent illnesses and injuries arising from workplace hazards.

Since the OHSA was passed, workplace illnesses have been

recognised as equally important as injuries that arise from occupational accidents. These illnesses or conditions can mean many days or weeks out of work for an employee, or even permanent disability, causing serious economic hardship to the worker and his or her family.

In other words occupational hygiene is the discipline of anticipating, recognising, evaluating and controlling health hazards in the workplace. Occupational hygiene is a science but it also involves professional judgment, innovative problem solving and people skills.

The HWSETA demonstrated its support to the occupational hygiene industry by exhibiting its portfolio at the Southern African Institute for Occupational Hygiene's (SAIOH)

annual conference which took place in Magaliesburg, Gauteng last October.

The HWSETA engaged conference delegates on a one to one basis over a four day period.

The conference programme consisted of key note addresses from role players and industry experts. Speakers included Prof. Babusina Paul from the University of Johannesburg, Dr. Emmanuele Cauda from the National Institute for Occupational Safety and Health (NIOSH) and Prof. Johan du Plessis from the North-West University to name a few. They unpacked specific topics, insights, knowledge, challenges and developments relating to the Occupational Hygiene sphere.



HWSETA Makes Access To Training Easier For Levy-Exempt Organisations

The HWSETA recently made available access to formalised accredited training for staff of smaller levy-exempt organisations. Smaller NGOs generally struggle to source and fund training for their staff that can be directly applicable to their core mandate. The HWSETA recognised that these NGOs would benefit from computer skills training as well as leadership capacitation. R7.4 million has been made available which covers the cost of training, venue, stationery, assessment, certification and a transport subsidy. "As the HWSETA we determined that access to quality, accredited training is a luxury for our levy-exempt organisations and we had to intervene to ensure that training takes place", said Mlulamisi Mhlangu, WSP Manager.

Testimony from mothers2mothers, a beneficiary of this funding:

Two years ago - m2m's Human Resource Department received Performance Development Contracts (PDCs) from the organisation's three Facilities Assistants - Sindiswa Untu, Bongeka Matikane and Zoeria Johnson. PDCs are generally a tool that m2m uses to monitor the performance of its human resources and essentially identify developmental and learning challenges. They highlighted a willingness for them to be trained in Microsoft Office Suite. This happened during a time when m2m had just submitted a Workplace Skills Plan and was successful. We subsequently received a Levy Exempt Grant from the HWSETA for the period 2017-2018 for non-accredited training. These funds were so useful in that our Skills Development Facilitator believes in what m2m stands for which is to "Empower Women", saw the potential in these three staff members and approached them regarding the opportunity to go on a one-day "Computers Made Easy" and "Introduction of Microsoft Office Suite" Course. On the 26th of March 2019 they attended the Course.

Needless to say, when they returned to the office, they were so excited and overjoyed about this opportunity that they were afforded. To crown it all, the SDF then went even further and reached out to their IT Department to see if there were spare laptops that they could use in order for them to practice on. The IT Department then set up laptops for them, as well as created email addresses for them in order to feel part of all communication that are circulated on a regular basis at their Head Office. Bongeka, Sindiswa and Zoeria were ecstatic when they received the laptops and are now checking their emails.

The outcome is that this wonderful opportunity made possible by the HWSETA allowed for them to feel part of something greater than just Facilities Staff.

Charmaine Doyle,
Mothers2Mothers



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