



the dr&pw

Department:
Roads and Public Works
NORTHERN CAPE PROVINCE
REPUBLIC OF SOUTH AFRICA

THE PLAN:

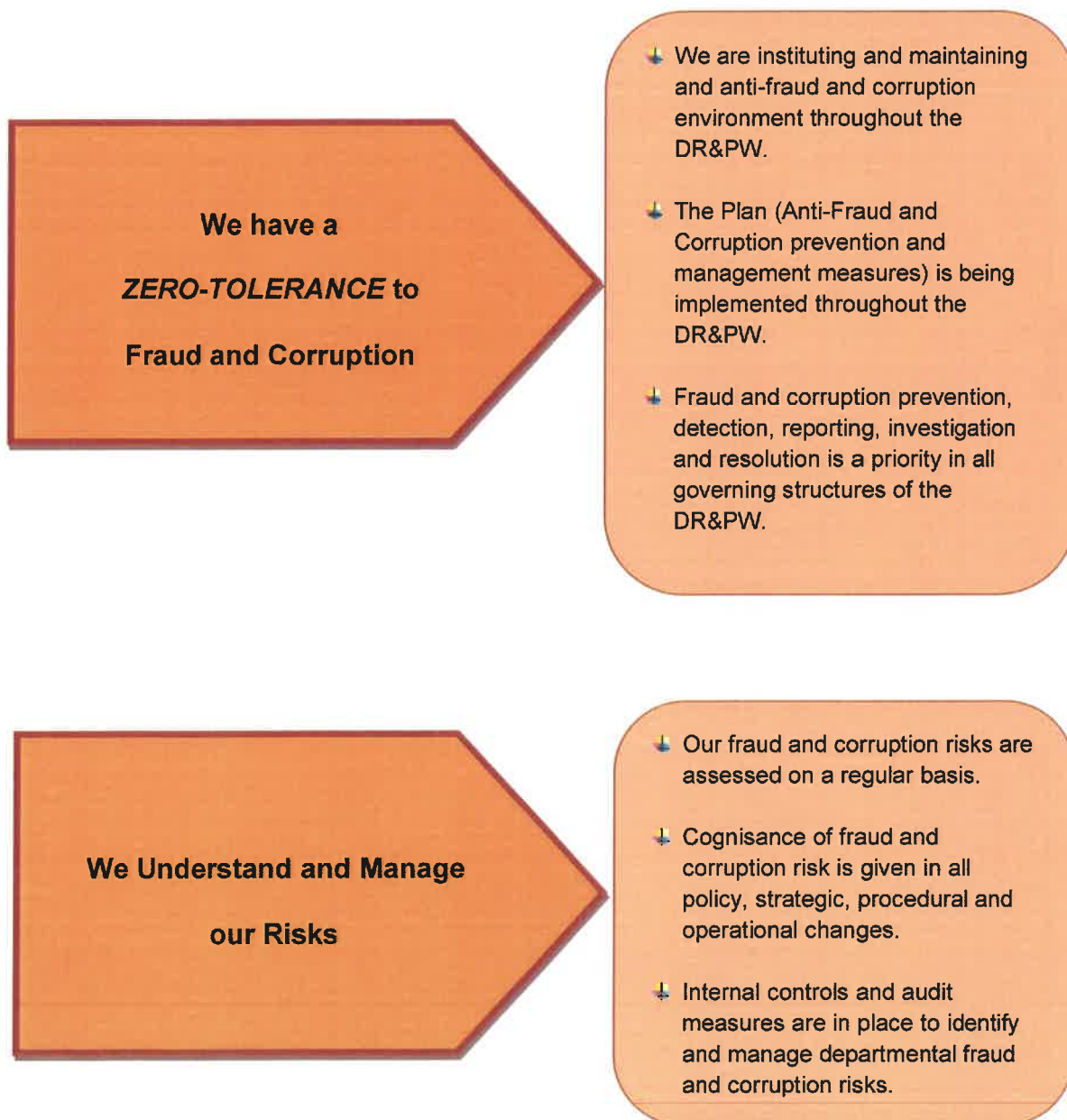
DR&PW ANTI-FRAUD AND CORRUPTION CHARTER (Annexure A)

DR&PW ANTI-FRAUD AND CORRUPTION CHARTER

Contents	Page
1. INTRODUCTION	24
2. ILLUSTRATIVE LIST OF FRAUD AND CORRUPTION RISKS.....	26
3. APPROVAL OF THE DR&PW ANTI-FRAUD AND CORRUPTION CHARTER	43

1. INTRODUCTION

The Department of Roads and Public Works (DR&PW) is wholly committed to protecting its revenue, expenditure, assets and reputation from any attempt by any person to gain financial or other benefit in an unlawful, dishonest or unethical manner. In implementing this departmental Anti-Fraud and Corruption Charter as part of The Plan in the DR&PW, the following applies:



**We are Proactive in Defending
our Assets**

- ⬇ We pursue strategic alliances in combating fraud.
- ⬇ We are establishing a profile on potential fraudsters.
- ⬇ We are monitoring direct and indirect losses incurred via fraud through effective information and communication.

**We React when a Crime is
Uncovered**

- ⬇ We react swiftly and appropriately when a crime is uncovered.
- ⬇ All suspected fraud is reported immediately to the Chief Director: Corporate and Management Services.
- ⬇ The Accounting Officer (AO) will ensure that all suspected fraud is investigated and appropriate action is taken.

2. ILLUSTRATIVE LIST OF FRAUD AND CORRUPTION RISKS

The fraud and corruption risks identified below should not be relied upon as an indication of the full spectrum of fraud and corruption risks facing the DR&PW, but rather as an indication of different types of risks.

CATEGORY	FRAUD AND CORRUPTION RISKS IDENTIFIED	PROPOSED ACTION
Assets	Abuse and/or theft of assets and inventory items.	<ul style="list-style-type: none"> ⚡ Promote work ethic required from DR&PW employees and management and conduct awareness programmes. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Unapproved removal of assets from the DR&PW premises.	Continuation of regular asset verification exercises.
	Use of tools and inventory items for private purposes.	Promote work ethic required from DR&PW employees and conduct awareness programmes.
	Abuse of telephones and internet for private use.	Promote work ethic required from DR&PW employees, conduct awareness programmes and provide exception reports to managers.
Ethics	Abuse of subsistence and travel (S&T) resources.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence

Ethics		<p>management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.</p>
	<p>Nepotism, favouritism, patronage, bribery and extortion in recruitment, appointment and promotion processes.</p>	<ul style="list-style-type: none"> ⬇ Promote work ethic required from DR&PW employees and management and conduct awareness programmes. ⬇ Ensure that Conflict of Interest Declaration is signed when involved in recruitment and promotion processes. ⬇ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	<p>Conflict of Interest.</p>	<ul style="list-style-type: none"> ⬇ Promote work ethic required from DR&PW employees and conduct awareness programmes. ⬇ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.

Ethics	Misrepresentation of the Policy on Gifts for personal gain.	<ul style="list-style-type: none"> ⬇ Create awareness regarding the Policy on Gifts. ⬇ Regular updating of the Gift Register. ⬇ Monitor and Evaluate (M&E) the Gift Register. ⬇ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Potential Conflicts of Interest not declared.	<ul style="list-style-type: none"> ⬇ Reminder to Senior Management Service (SMS) members as well as all other employees (whether in management or otherwise) who are required to complete the annual Financial Disclosure as per DPSA directives, to do so by the due date. ⬇ Ensure that the Conflict of Interest Declaration is signed when involved in the procurement, recruitment and promotion processes.
	Theft of time.	<ul style="list-style-type: none"> ⬇ Promote work ethic required from DR&PW employees in relation to their contractual responsibilities towards the employer. ⬇ Promote lawful human resource management practises by DR&PW management towards employees.

DEPARTMENT OF ROADS AND PUBLIC WORKS | 29

THE PLAN: COMPILATION OF POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT – VERSION 3

Ethics		<ul style="list-style-type: none"> ⚡ Conduct awareness programmes.
	Abuse of sick leave and/or family responsibility leave.	<ul style="list-style-type: none"> ⚡ Promote work ethic required from DR&PW employees in relation to their contractual responsibilities towards the employer. ⚡ Promote lawful human resource management practises by DR&PW management towards employees. ⚡ Conduct awareness programmes.
	Remunerative Work Outside the Public Service (RWOPS) which is unauthorised or impacts on normal duties.	Review of impact of RWOPS on a six (6) monthly basis.
Financial	Paying more than necessary for goods/services.	<ul style="list-style-type: none"> ⚡ Ensure segregation of duties.
	Irregular expenditure (authorisation of monitoring of expenditure payments).	<ul style="list-style-type: none"> ⚡ Ensure that controls to prevent/avoid or detect and correct unnecessary expenditure are adhered to / enforced.
	Staff applying inconsistent procedures resulting in financial losses.	<ul style="list-style-type: none"> ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Fraudulent non-registering of a staff debt (bursary, vehicle accidents, etc.).	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of

Financial		individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Deliberate by-passing of delegations.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Incorrect/inaccurate Financial Reporting and non-compliance with Financial Reporting regulations and lack of proper Accounting Controls for unusual items such as donations.	<ul style="list-style-type: none"> ⚡ Internal controls in place to prevent avoid, or detect and correct unnecessary expenditure. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Invoice paid before the service is rendered.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or

Financial		corruption took place.
	Litigation against DR&PW and the settlement of claims.	Regular review and monitoring of claims.
	Monies not banked when required.	<ul style="list-style-type: none"> ⚠ Ensure that controls are adhered to / enforced. ⚠ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Deliberate by-passing of financial policies and procedures.	<ul style="list-style-type: none"> ⚠ Ensure that controls are adhered to / enforced. ⚠ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Payment of fraudulent claim.	<ul style="list-style-type: none"> ⚠ Ensure that controls are adhered to /enforced. ⚠ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.

Financial	Receipts not issued for monies received.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Recovery of personal staff expenses allocated to projects.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Transfer payments and earmarked funds might not be used for the intended purpose.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Unauthorised credit notes issued to reverse debt.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced.

Financial		<ul style="list-style-type: none"> 🚩 Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Duplicate payments to suppliers or incorrect supplier paid.	<ul style="list-style-type: none"> 🚩 Ensure that controls are adhered to / enforced. 🚩 Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Fraudulent payments of suppliers into incorrect bank accounts via Electronic Financial Transfer (EFT).	<ul style="list-style-type: none"> 🚩 Ensure that controls are adhered to / enforced. 🚩 Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Loss of financial resources through insufficient verification.	<ul style="list-style-type: none"> 🚩 Communicate compliance requirement with regard to financial policies and procedures to staff.

Financial		<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Possible theft or misuse of petty cash.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
Human Resources (HR)	Non-attendance at courses/ workshops/conferences or no benefit emanating from courses paid for by the DR&PW.	<ul style="list-style-type: none"> ⚡ Ensure that all courses are accredited. ⚡ Require of employees to complete a Portfolio of Evidence (PoE) and/or a report on courses/workshops/conferences registered for.
	Inadequate screening procedures are applied during the recruitment and promotion processes (internal).	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been

Human Resources (HR)		resolved beyond reasonable doubt that fraud and/or corruption took place.
	Applicants for employment using false information (external).	<ul style="list-style-type: none"> 🚩 Ensure that controls are adhered to / enforced. 🚩 Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals or networks of individuals (e.g. employees colluding with external parties/individuals) where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Low staff morale/lack of motivation leading to unethical behaviour.	<ul style="list-style-type: none"> 🚩 Ensure that vacant funded posts are filled within the prescribed time frame. 🚩 Regular reports on progress with the filling of posts. 🚩 Regular reports on the need for review of the departmental organisational structure and approval of same by the Department of Public Service and Administration (DPSA).
	Overtime overstated.	<ul style="list-style-type: none"> 🚩 Promote work ethic required from DR&PW employees and conduct awareness programmes. 🚩 Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been

Human Resources (HR)		resolved beyond reasonable doubt that fraud and/or corruption took place.
	Creating ghost workers.	<ul style="list-style-type: none"> ⬇ Ensure that controls are adhered to / enforced. ⬇ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Manipulation of performance evaluation process to advantage an employee / group (network) of employees.	<ul style="list-style-type: none"> ⬇ Review and maintain an effective Employee Performance Management and Development System (EPMDS). ⬇ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Leave is not recorded or captured.	<ul style="list-style-type: none"> ⬇ Circular to staff to remind them of leave credits. ⬇ Leave registers kept by managers.
Information Technology (IT)	IT access and authorisations not properly restricted, resulting in unauthorised access to information and processing transactions.	<ul style="list-style-type: none"> ⬇ Ensure that controls are adhered to / enforced. ⬇ Conduct regular physical and IT systems security checks relating to IT.

Information Technology (IT)		<ul style="list-style-type: none"> ✚ Where unauthorised access is detected, implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Inadequate application (Software) controls, resulting in unauthorised staff accessing systems.	<ul style="list-style-type: none"> ✚ Ensure that controls are adhered to / enforced. ✚ Conduct regular physical and IT systems security checks relating to IT. ✚ Where unauthorised access is detected, implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Unauthorised release of username and/or password.	<ul style="list-style-type: none"> ✚ Ensure that controls are adhered to / enforced. ✚ Conduct regular physical and IT systems security checks relating to IT. ✚ Where unauthorised access is detected, implement consequence management (e.g. disciplinary action/criminal prosecution) against

		<p>individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.</p>
Operational	<p>No formal processes to ensure assets are returned on resigning or leaving service.</p>	<ul style="list-style-type: none"> ✚ Ensure that controls are adhered to / enforced. ✚ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	<p>Validating of trip authorisation.</p>	<p>Ensure that controls are adhered to / enforced.</p>
	<p>Accident reporting procedures.</p>	<p>Ensure that controls are adhered to / enforced.</p>
	<p>Mismanagement of information/documents.</p>	<ul style="list-style-type: none"> ✚ Clearly communicate policies around the safekeeping of information, as well as communication with stakeholders. ✚ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	<p>Inappropriate use of projects funds.</p>	<ul style="list-style-type: none"> ✚ Ensure implementation of approved project milestones. ✚ Implement consequence

Operational		management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Unauthorised disclosure of restricted/confidential information.	<ul style="list-style-type: none"> ⬇ Clearly communicate policies around the safekeeping of information to all employees. ⬇ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
Risk	Overall risk management strategy.	Review and update the Risk Management Policy and Strategy as the need arises to reflect the current stance on risk management in the DR&PW.
Supply Chain Management (SCM)	Tendering and procurement processes may not be in terms of regulations and policies and may not be in the best interest of the DR&PW.	<ul style="list-style-type: none"> ⬇ Ensure that controls are adhered to / enforced. ⬇ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.

Supply Chain Management (SCM)	Allocating contracts to non-deserving service providers.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Collusion between service provider and SCM employee to provide inflated quotation.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Repeated use of service provider for employee benefit.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Deliberate non-enforcement of physical controls e.g. offices intentionally not locked or unauthorised access overlooked.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary

Supply Chain Management (SCM)		<p>action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.</p>
	Manipulation of centralised list of suppliers.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Overriding of internal controls.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. ⚡ Update list of suppliers.
	Kickbacks and / or bribery.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been

Supply Chain Management (SCM)		resolved beyond reasonable doubt that fraud and/or corruption took place.
	Leaking of Bid information.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Unauthorised goods purchasing.	<ul style="list-style-type: none"> ⚡ Inadequate supporting documents in terms of bids awarded (tenders, date of appointment, estimated amount and duration. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Purchasing of unnecessary assets resulting in fruitless and wasteful expenditure.	<ul style="list-style-type: none"> ⚡ Ensure that controls are adhered to / enforced. ⚡ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption

Supply Chain Management (SCM)		took place.
	Lack of adequate quotations (at least three (3)) before submission for approval.	<ul style="list-style-type: none"> ⬇ Ensure that controls are adhered to / enforced. ⬇ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.

3. APPROVAL OF THE DR&PW ANTI-FRAUD AND CORRUPTION CHARTER

This Anti-Fraud and Corruption Charter is Approved / Not Approved

Comments:

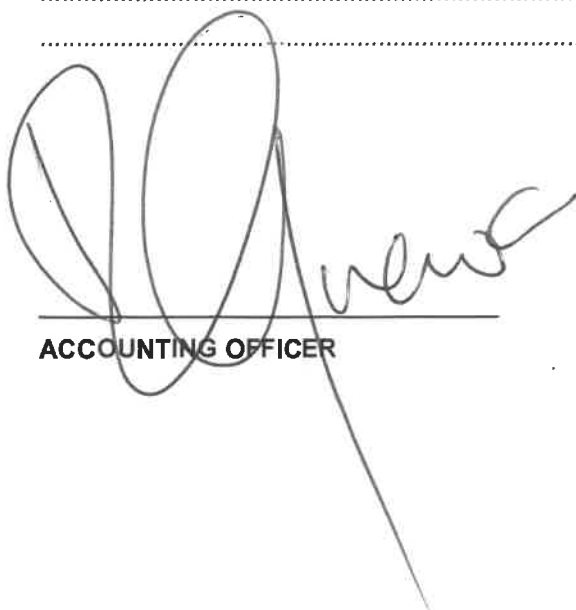
.....

.....

.....

.....

.....



ACCOUNTING OFFICER

02/11/20
 DATE



the dr&pw

Department:
Roads and Public Works
NORTHERN CAPE PROVINCE
REPUBLIC OF SOUTH AFRICA

INTERNAL MEMO

DATE:	27 OCTOBER 2020	REF. NO.	
TO:	THE DIRECTOR: STRATEGIC PLANNING		
FROM:	THE DEPUTY DIRECTOR: POLICY AND RESEARCH MANAGEMENT SERVICES		
SUBJECT:	SUBMISSION FOR APPROVAL OF THE PLAN: REVIEWED COMPILATION OF DEPARTMENTAL POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT, VERSION 3		

Dear Ms. Bekebeke

Please find attached the draft policies and submission documents that the Compilation of Policies on Fraud, Corruption and Ethics Management, called The Plan consist of, for your perusal and consideration, and which are hereby submitted for approval and / or adoption by the Acting Head of Department (HOD).

Regards

Mr. T. Ferreira
Manager, Policy and Research Management Services



the dr&pw

Department:
Roads and Public Works
NORTHERN CAPE PROVINCE
REPUBLIC OF SOUTH AFRICA

INTERNAL MEMO

DATE:	27 OCTOBER 2020	REF. NO.	
TO:	THE HEAD OF DEPARTMENT (HOD)		
FROM:	THE DIRECTOR: STRATEGIC PLANNING MANAGEMENT		
COPY:	THE CHIEF DIRECTOR: CORPORATE AND MANAGEMENT SERVICES		
SUBJECT:	SUBMISSION FOR APPROVAL OF THE PLAN: REVIEWED COMPILATION OF DEPARTMENTAL POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT, VERSION 3		

Purpose

1. The purpose of this submission is to obtain approval from the Acting Head of Department (HOD) for the operationalization within the Department of the draft policies that the Compilation of Policies on Fraud, Corruption and Ethics Management, called The Plan, consist of, which have been reviewed.

Recommendations

1. The final drafts of the above mentioned policies have been circulated departmentally by the Communication and Marketing Unit.
2. It is therefore recommended that the Acting HOD approve these reviewed policies as Departmental policy.
3. Please see e-mail attached of the Evidence of Departmental Consultation.



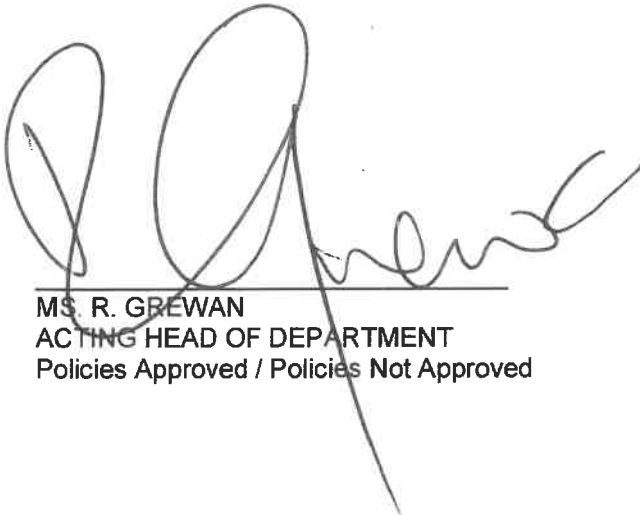
MS. B. BEKEBEKE
DIRECTOR: STRATEGIC PLANNING MANAGEMENT
Recommended / Not Recommended

27/10/2020
DATE

**SUBMISSION FOR APPROVAL OF THE PLAN REVIEWED COMPILATION OF
DEPARTMENTAL POLICIES ON FRAUD, CORRUPTION
AND ETHICS MANAGEMENT, VERSION 3**

MS. A. MPOTSANG
CHIEF DIRECTOR: CORPORATE AND MANAGEMENT SERVICES
Recommended / Not Recommended

DATE



MS. R. GREWAN
ACTING HEAD OF DEPARTMENT
Policies Approved / Policies Not Approved

02/11/20

DATE



the dr&pw

Department:
Roads and Public Works
NORTHERN CAPE PROVINCE
REPUBLIC OF SOUTH AFRICA

**THE PLAN: REVIEWED COMPILATION
OF DEPARTMENTAL POLICIES ON
FRAUD, CORRUPTION AND ETHICS
MANAGEMENT**

**SUBMISSION FOR APPROVAL
OCTOBER 2020**

**EVIDENCE OF CONSULTATION WITH
DEPARTMENTAL STAKEHOLDERS**

From: DRPW-Info
To: ABavasah; ABrand; AFembers; AKula; ALesotho; ALSishi; amaina@vodam...
Date: 8/20/2020 8:18 AM
Subject: ANTI-CORRUPTION, FRAUD & ETHICS - REVIEW OF THE PLAN POLICY
COMPILATION
Attachments: DR&PW DEPARTMENTAL POLICY - THE PLAN - 2020.docx

Good day Colleagues,

Kindly find attached the latest version of the DR&PW Policy Document, The Plan, which is a compilation of Policy Documents on Anti-Corruption, Fraud and Ethics measures, which is also under review.

The due date for inputs/feedback from staff members is Friday, 11 September 2020. Inputs can be sent to tferreira@ncpg.gov.za

Thank you

From: DRPW-Info
To: A AMokwadi; A Maina; A van Staden; ABavasah; ABrand; AFembers; AKu...
Date: 10/5/2020 9:24 AM
Subject: POLICY CONSULTATION: DR&PW ANTI-FRAUD, ANTI-CORRUPTION, ETHICS STRATEGY
Attachments: DR&PW ANTI-FRAUD, ANTI-CORRUPTION AND ETHICS STRATEGY - .docx

Good day Colleagues,

Kindly find attached Version of the Draft DR&PW Anti-Fraud, Anti-Corruption and Ethics Strategy.

Please note that the due date for feedback is Monday, 12 October 2020 and inputs can be sent to tferreira@ncpg.gov.za

Thanking you

TFerreira - POLICY CONSULTATION: DR&PW Committee Terms of Reference

From: DRPW-Info

To: A AMokwadi; A Maina; A van Staden; ABavasah; ABrand; AFembers; AKula; ALesotho; ALSishi; AMasisi; AMiller; AMkhize; AMoeti; AMofokeng; AMPotsang; Andre Jooste; Andrew Pulen; APulen; ARudman; ASwanepoel; AvanHeerden; B BDamon; BaatileItumeleng; Babalwa Bekebeke; BBarends; BBoebeje; BChotelo; BCloete; BGAonakala; BGoba; BKapanda; BMazwi; BMeruti; BMontshiwa; BonoloMakoko; BosmanP; BPitso; Bradley Slingers; BSedisho; BSemau; BSlingsers; BValentine; C CvanRooi; C Robertson; CAbrahams; CAdams; CBailey; CChakela; CDenysschen; CFourie; ChanelFourie; ChantelleCloete; ChristinaF; CKakora; Clive Bailey; CMrwebi; CNdebele; CRabaji; CRobertson; CValentine; D DMokoena; D DMwembo; DBingwa; DBingwane; Denice Bingwane; DGaehete; DKowa; DMAqutyana; DMAqutyana; DMokgatlhe; DMonyamane; DPheisi; DRPW-Info; DRPW-Switchboard; DSolo; DSwartz; DTsoai; DvdMerwe; EbenSwartbooi; EBeukes; EBlauw; EBreytenbach; Ed Simon; EduPlessis; Edward Simon; EJobe; EJonkers; EKhatwane; ELecwedi; Ella Modise; EMichaels; ENodoba; EPino; EricksenA; ESimon; FDooring; FMogoje; FPetoro; fufemakatong@gmail.com; FvanVuuren; GAppels; Garnett Keyser; GJacobs; Gladwyn Stuurman; GMoabi; GMolale; GNakana; GPIetersen; GPino; GRiet; GSalimana; GSefotlho; GSwanepoel; GThupe; GTopkin; Harold Roberts; Henry De Wee; HvanderMerwe; I Bulane; I ICarolus; IIThopile; I Michaels; IFredericks; I Lottering; IMolore; IOliphant; IRammutla; Isaac Prins; J Esterhuyse; J JHanekom; JillianWilliams; JMarx; JMhlongo; JMhlongo; JMolale; JMoncho; JMphole; JSehume; JSeptember; JSibiya; JSpetember; JTawine; June Erasmus; K KMaarman; K KMatonkonyane; K MalgasK; KAaron; KagishoModise; KatzS; KBeuzana; KBopape; KChomi; KDennis; Kenneth Markman; KERicksen; KHenyekane; KKgomo; KKross; KLawrence; KLeboko; KLeserwane; KMarkman; KMatthews; KNdaba; KPike; KPMogorosi; KRifles; KrugerS; KSegwai(...)

Date: 10/13/2020 2:55 PM

Subject: POLICY CONSULTATION: DR&PW Committee Terms of Reference

Attachments: ToR of the DR&PW FPERC - Ver 1 - 2020.docx

Good Day colleagues

Please find attached the Terms of Reference of the Departmental Fraud Prevention, Ethics and Risk management Committee (FPERC).

The due date for inputs is Wednesday, 21 October 2020 and feedback can be sent to Mr. Tom Ferreira, email address: tferreira@ncpg.gov.za

Thank You



DRPW-info@ncpg.gov.za
COMMUNICATION AND MARKETING SERVICES

Stay informed by logging on to the following links



ncrpw.ncpg.gov.za



<https://www.facebook.com/NCdrpw>



@NC_drpw

Department of Roads and Public Works

Tebogo Leon Tume Complex
 9-11 Stokroos Street
 Squarehillpark
 Kimberley
 8301

Tel: 053 839 2100
 Fax: 053 8392290

Trendsetters in infrastructure delivery to change the economic landscape of the province'

TFerreira - REMINDER: POLICY CONSULTATION: DR&PW Committee Terms of Reference

From: DRPW-Info

To: A AMokwadi; A Maina; A van Staden; ABavasah; ABrand; AFembers; AKula; ALesotho; ALSishi; AMasisi; AMiller; AMkhize; AMoeti; AMofokeng; AMPotsang; Andre Jooste; Andrew Pulen; APulen; ARudman; ASwanepoel; AvanHeerden; B BDamon; BaatileItumeleng; Babalwa Bekebeke; BBarends; BBoebeje; BChotelo; BCloete; BGAonakala; BGoba; BKapanda; BMazwi; BMeruti; BMontshiwa; BonoloMakoko; BosmanP; BPitso; Bradley Slingers; BSedisho; BSemau; BSlingers; BValentine; C CvanRooi; C Robertson; CAbrahams; CAdams; CBAiley; CChakela; CDenysschen; CFourie; ChanelFourie; ChantelleCloete; ChristinaF; CKakora; Clive Bailey; CMrwebi; CNdebele; CRabaji; CRobertson; CValentine; D DMokoena; D DMwembo; DBingwa; DBingwane; Denice Bingwane; DGaehete; DKowa; DMAqutyana; DMAqutyana; DMokgathe; DMonyamane; DPheisi; DRPW-Info; DRPW-Switchboard; DSolo; DSwartz; DTsoai; DvdMerwe; EbenSwartboo; EBeukes; EBlaauw; EBreytenbach; Ed Simon; EduPlessis; Edward Simon; EJobe; EJonkers; EKhatwane; ELecwedi; Ella Modise; EMichaels; ENodoba; EPino; EricksenA; ESimon; FDooring; FMogoje; FPetoro; fufemakatong@gmail.com; FvanVuuren; GAppels; Garnett Keyser; GJacobs; Gladwyn Stuurman; GMoabi; GMolale; GNakana; GPIetersen; GPino; GRiet; GSalimana; GSefotlho; GSwanepoel; GThupe; GTopkin; Harold Roberts; Henry De Wee; HvanderMerwe; I Bulane; I ICarolus; I ITIhopile; I MichaelsI; IFredericks; I Lottering; IMolore; IOliphant; IRammutla; Isaac Prins; J Esterhuyse; J JHanekom; JillianWilliams; JMarx; JMhlongo; JMhlongo; JMolale; JMoncho; JMphole; JSehume; JSeptember; JSibiya; JSpetember; JTawine; June Erasmus; K KMaarman; K KMatonkonyane; K Malgask; KAaron; KagishoModise; KatzS; KBeuzana; KBopape; KChomi; KDennis; Kenneth Markman; KEricksen; KHenyekane; KKgomo; KKross; KLawrence; KLeboko; KLeserwane; KMarkman; KMatthews; KNdaba; KPike; KPMogorosi; KRifles; KrugerS; KSegwai(...)

Date: 10/15/2020 8:00 AM

Subject: REMINDER: POLICY CONSULTATION: DR&PW Committee Terms of Reference

Good day Colleagues

Kindly be reminded that the due date for inputs regarding the Policy Consultation below is **21 October 2020**.

For clarity, kindly consult Mr. tom Ferreira, Manager for Policy and Research Management Services

Thank you



DRPW-info@ncpg.gov.za
COMMUNICATION AND MARKETING SERVICES

Stay informed by logging on to the following links



ncrpw.ncpg.gov.za



<https://www.facebook.com/NCdrpw>



[@NC_drpw](https://twitter.com/NC_drpw)

Department of Roads and Public Works

Tebogo Leon Tume Complex
9-11 Stokroos Street
Squarehillpark
Kimberley
8301

Tel: 053 839 2100
Fax: 053 8392290

Trendsetters in infrastructure delivery to change the economic landscape of the province'

>>> DRPW-Info 10/13/2020 3:01 PM >>>

Good Day colleagues

Please find attached the Terms of Reference of the Departmental Fraud Prevention, Ethics and Risk management Committee (FPERC).

The due date for inputs is Wednesday, 21 October 2020 and feedback can be sent to Mr. Tom Ferreira, email address: tferreira@ncpg.gov.za

Thank You



DRPW-info@ncpg.gov.za
COMMUNICATION AND MARKETING SERVICES

Stay informed by logging on to the following links



ncpw.ncpg.gov.za



<https://www.facebook.com/NCdrpw>



@NC_drpw

Department of Roads and Public Works

Tebogo Leon Tume Complex
9-11 Stokroos Street
Squarehillpark
Kimberley
8301

Tel: 053 839 2100

Fax: 053 8392290

Trendsetters in Infrastructure delivery to change the economic landscape of the province'