



the dr&pw

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

THE PLAN:

**DR&PW CODE OF ETHICS AND CONDUCT
(Annexure B)**

DR&PW CODE OF ETHICS AND CONDUCT

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1. INTRODUCTION

- 1.1 This policy sets out The Code of Ethics and Conduct for the Department of Roads and Public Works (hereinafter referred to as the DR&PW) and augments The Code of Conduct of the Public Service which was gazetted on the 10th of June 1997 and as well as the policies and procedures of the DR&PW.
- 1.2 The spirit of this document supports ethical conduct by all individuals covered by it.
- 1.3 The Code does not replace the existing conditions of service, but should be seen as complementary to the conditions of service and as a statement of all values that the DR&PW pursues in its dealings with the public and institutions internally as well as externally.
- 1.4 The DR&PW regard its employees as one of its most important resources and The Code will assist in preserving and developing the potential of our employees.

2. SCOPE OF THE POLICY

- 2.1 All employees of the DR&PW are required to comply with The Code.
- 2.2 The Code also applies to contract labour, consultants, temporary employees, part-time employees, casual employees, occasional employees, interns, contractors and any other person acting on behalf of or having a contractual agreement of some sort with the DR&PW.
- 2.3 Although the DR&PW does not have the legal right to enforce The Code on its service providers, the DR&PW should make service providers aware of The Code and exercise moral persuasion to get their buy-in with The Code, or choose not to enter into business relationships with the service providers that do not comply with The Code.

3. ETHICS

The term “ethics” refers to standards of conduct, which indicate how a person should behave, what her or his conduct should be, based on moral duties, honesty and values arising from the principles of right and wrong. Ethics therefore involve the following aspects:

3.1 Individual Ethical Conduct

Ethical behaviour refers to individual actions by employees which are intended to further the common good of the organisation, as determined by its policies, procedures, directives and business objectives,

with which employees are required to comply. If a person is conscious that his or her conduct is against the common good of the DR&PW or other employees, such conduct is unethical.

3.2 Collective Ethical Conduct

Ethical behaviour can also be regarded as a collective behaviour because external stakeholders such as suppliers, communities and the rest of government develop their perceptions about the DR&PW's commitment to the common good on the basis of the actions and the conduct of the DR&PW's employees they deal with. In this way, excellent ethical business conduct by employees of the DR&PW leads to the collective confirmation and realisation that the DR&PW is an ethical organisation.

3.3 Ethical Behaviour and Business Conduct

- 3.3.1 The DR&PW conducts its business fairly, impartially and ethically. Hence, the integrity of the employees acting on its behalf underlies the DR&PW's relationship, including those with external stakeholders, as well as those between employees. The highest standards of ethical business conduct are required of employees of the DR&PW in fulfilling their responsibilities.
- 3.3.2 Employees may not engage in any activity that could raise questions as to the DR&PW's integrity, respect for diversity, impartiality or reputation. Ethical business conduct includes a workplace relationship between employees in terms of the Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996) and requires respect for constitutional rights in employment, particularly with regard to human dignity, non-discrimination and respect for diversity, impartiality and reputation.
- 3.3.3 Anything prohibited by the DR&PW's policies and procedures, a law or the Constitution would still be prohibited even if it were done on a DR&PW employee's behalf by someone who was not an employee of the DR&PW.
- 3.3.4 All employees are personally responsible for ensuring that their conduct is ethical and should bring possible contraventions to the appropriate manager's attention.

4. OBLIGATIONS OF THE DR&PW

As an organisation that provides service delivery to government and communities, the DR&PW will strive to:

- 4.1 Pursue a fair recruitment, selection, promotion and placement process with due regard to its empowerment and employment equity strategies.
- 4.2 Enter into fair contracts of employment within the parameters of labour laws.
- 4.3 Offer salaries and service conditions within the parameters of the Public Service.

- 4.4 Put a performance measurement system in place that rewards achievement.
- 4.5 Promote understanding of cultural diversity between different groups.
- 4.6 Treat people with respect and empathy.
- 4.7 Create a culture of mutual trust.
- 4.8 Create an environment of empowerment and joint decision making by recognising employees' potential and providing:
 - 4.8.1 a safe and healthy environment;
 - 4.8.2 employment and promotion opportunities to formerly disadvantage groups; and
 - 4.8.3 career pathing ,training and upward mobility.
- 4.9 Empower its staff to fulfil their responsibilities and potential.
- 4.10 Ensure that discipline is seen as positive and necessary and not only as a punitive measure.
- 4.11 Establish and maintain fair disciplinary, grievances and labour relations policies.
- 4.12 Encourage transparent interaction between employer and employees, built on sound communication and trust.

5. OBLIGATIONS OF EMPLOYEES

In terms of The Code, all employees have the following rights and obligations:

- 5.1 To be well informed regarding ethical conduct and sensitized to the DR&PW's standards of ethical conduct.
- 5.2 To be provided with information (suitable to their job grade) about the details of the procedures and policies affecting their work, including ethical conduct, environmental policy and occupational safety rules, and to understand and follow them.
- 5.3 To request information and guidance on ethical conduct, when in doubt.
- 5.4 To give effect to policies of the elected government, regardless of its political complexion.
- 5.5 To be aware of, and alert to situations that could encourage or allow participation in illegal, improper or unethical actions and to seek guidance to avoid potential problems.
- 5.6 Not to implement or act on any unlawful instruction(s) and to report same (blow the whistle) to the proper authorities in the DR&PW or externally, as the case may require.
- 5.7 To consider whether the actions of others may be unethical, and to report conduct which is, or appears to be in conflict with The Code. Failure to report such action may result in the employer being held accountable.
- 5.8 Not to accept or offer substantial business courtesies or gifts in cash or in kind, in connection with their employment.
- 5.9 To manage their personal affairs in a manner which does not impair, or appear to impair, the objectivity of any decisions that they make on behalf of the DR&PW.

- 5.10 To discourage and resist nepotism, favouritism, bribery, extortion and patronage in the workplace.
- 5.11 To refrain from any official action or participation in any decision making process which may result in personal gain.
- 5.12 Not to tolerate or accept any form of improper influence, conflict of interest, kick-back or any other unethical conduct by suppliers or any other stakeholder and to immediately report such conduct.
- 5.13 To refrain from undertaking Remunerative Work Outside the Public Service (RWOPS) without permission, or using office equipment for such work.
- 5.14 To recognise and treat assets of the DR&PW, e.g. materials, equipment and information, with the same respect as if it were her/his personal property and to be solely for the benefit of the DR&PW and not for personal benefit or use, even after working hours.
- 5.15 To perform duties with honesty and integrity and to the best of his or her ability.
- 5.16 To take responsibility and accept accountability for actions and decisions taken (appropriate to their grade).
- 5.17 To address any misconceptions or misunderstanding in the workplace, however they arise.
- 5.18 To treat people with fairness, dignity, respect for their rights, courtesy and consideration for their well-being.
- 5.19 To actively discourage any form of victimisation, discrimination or retribution against those who report or have reported breaches of The Code.
- 5.20 To communicate openly and honestly, and act with commitment to achieve a prudent, fair, transparent and responsible result.
- 5.21 To preserve the assets, resources and reputation of the DR&PW and to report any event that may prejudice the DR&PW.
- 5.22 To honour the confidentiality of all matters, documents and discussions regarding the DR&PW and not use or disclose any official information to any person except in the normal course of his/her duties or in a court of law.
- 5.23 To comply with rules, policies, codes and guidelines that applies to the DR&PW.
- 5.24 To ensure that the standards of all professional institutions are held at all times.
- 5.25 To keep abreast of technical and functional developments and to avail themselves for, and engage in, on-going training and self-development.
- 5.26 To participate fully and contribute to the improvement of team spirit.
- 5.27 To comply with the contractual and inherent obligations of her/his contract of employment.
- 5.28 To ensure that at all times he/she does not engage in conduct which may be regarded as prejudicial to the interest of her/his employer.
- 5.29 To treat complaints from the clients and the public seriously and respond to constructive feedback as an opportunity to improve service delivery.

- 5.30 Employees should adhere to the dress code of the DR&PW, in terms of wearing neat, decent and respectable apparel in the workplace.

6. OBLIGATIONS OF MANAGEMENT

In addition to their rights and responsibilities as employees of the DR&PW, managers (and where appropriate, supervisors) have additional responsibilities arising from their seniority and the nature of their managerial and / or supervisory duties, which include:

- 6.1 To strive to reduce inefficiencies in the DR&PW and establish standards of efficiency in consultation with other employees of the organisation.
- 6.2 To introduce and maintain in the DR&PW an awareness by all employees that the resources of the organization, are in limited supply and should not be abused.
- 6.3 To market the services of the DR&PW accurately and timely.
- 6.4 To determine minimum quality standards for the services of the DR&PW and ensure that the services conform to those standards.
- 6.5 To provide stakeholders with the ready means of lodging complaints, making suggestions and providing accolades about the quality of the DR&PW's services.
- 6.6 To furnish to authorised auditors (both internal and external) of the DR&PW all information and explanations which the auditors require for the performance of their functions.
- 6.7 To make a personal commitment to act in accordance with our standards of ethical conduct, communicating this to subordinates and leading by example.
- 6.8 To establish a working environment which is conducive to, and in line with, our standards of ethical business conduct and service delivery, in which ethics issues and concerns can be raised and addressed.
- 6.9 To discuss ethics issues periodically and review standards of conduct during working hours, e.g. at team briefings and forums.
- 6.10 To ensure that appropriate ethics sensitisation and training is provided.
- 6.11 To become familiar with resources and processes available to assist in the resolution of questions and concerns about ethics.
- 6.12 To be alert to areas of business risk and establish ways to address potential contraventions of The Code.
- 6.13 To take responsibility for conduct of staff to ensure that any serious misconduct is dealt with speedily and appropriately.
- 6.14 To ensure that employees support a safe and healthy environment and avoid harming the environment/communities in which the DR&PW operates.

- 6.15 To ensure that The Code, and its contents, is communicated clearly and distributed to all staff members.
- 6.16 To acknowledge employees who make a contribution in achieving the values, mission and objectives of the DR&PW and who does so in an ethically commendable manner.
- 6.17 To consider whether subordinates are aware of or have demonstrated insensitivity to the requirements of The Code when delegating discretionary authority.

7. OFFERING OF BUSINESS COURTESIES

7.1 Rules for Offering Business Courtesies

Employees of the DR&PW may offer business courtesies, provided the following conditions are met:

- 7.1.1 The business courtesy does not violate any law or regulation, the culture or the known policy of the recipient.
- 7.1.2 The business courtesy is customary and consistent with the reasonable and ethical business practices of the market place in which it is offered.
- 7.1.3 Acceptance will not constitute and/or create the appearance of a Conflict of Interest.
- 7.1.4 Management approval has been obtained.

7.2 Rules for Promotional Items

Advertising items may be accepted when they have no appreciable value e.g. calendars, pens and other promotional items carrying the distributing company's name or logo.

8. CONFLICTS OF INTEREST

- 8.1 A conflict of interest involves a conflict between our duty as public service employees, to serve the public interest and our personal interests.
- 8.2 The conflict may arise from a range of factors, including our personal relationships, our past employment outside the public service, our membership of special interest groups, or our ownership of shares, companies, or property.
- 8.3 Rules regarding potential conflicts of interest are the following:
 - 8.3.1 Holding a passive investment interest (either directly or indirectly) in any supplier or customer.
 - 8.3.2 Acting as an officer, director, partner, consultant, representative, agent, advisor or employee of the DR&PW.

- 8.3.3 Accepting nomination to public office (this may only be done upon securing written consent from the Head of Department (HOD)) of the DR&PW.
- 8.3.4 Being involved in any capacity in the conduct of any business that is involved in technical areas or services that are similar to those of or in conflict with the interests of the DR&PW.
- 8.3.5 Being involved in any capacity in the conduct of any business whose customers include the DR&PW, its customers or its suppliers.
- 8.3.6 Accepting employment for gain outside of the normal working hours, which in any way interferes with work performance, could be a breach of their contract of employment.
- 8.4 The DR&PW encourages employees to participate in non-profit industrial, professional, civic or charitable activities, and these are generally not viewed as constituting a conflict of interest.
- 8.5 All employees are responsible for declaring all actual or potential conflicts of interest.

9. RELATIONSHIP WITH COLLEAGUES

- 9.1 As employees we have a responsibility to always conduct and present ourselves in a professional manner, and demonstrate respect for all persons, ensure our fitness for duty, and the health, safety and welfare of ourselves.
- 9.2 The following rules are to be observed by all employees:
 - 9.2.1 Not to make false accusations against a fellow employee.
 - 9.2.2 Recognise fellow employees' rights to freedom of association.
 - 9.2.3 Employees are required to show respect for the dignity of all their colleagues.
 - 9.2.4 Employees are prohibited from discriminating against fellow employees in word or in deed on the basis of race, gender, language, religion, sexual orientation or account of disability.
 - 9.2.5 Employees may not hinder the DR&PW's employment equity initiatives and efforts to readdress the imbalances of the past.
 - 9.2.6 Employees may not attempt to intimidate or irregularly influence fellow employees in any way, nor be so influenced by others.

10. RELATIONSHIP WITH SUPPLIERS

- 10.1 The following rules apply particularly to employees who have direct contact with outside suppliers or who are directly involved in source selection, evaluation, procurement, purchasing or bid evaluation/bid adjudication.
 - 10.1.1 Inform a supplier of any bribe or attempted bribe by the supplier's personnel.
 - 10.1.2 Terminate dealings with any supplier which bribes, engages in attempted or actual extortion or offers "kick-backs" or attempts to do so regarding employees of the DR&PW.

- 10.1.2 Ensure that no bribe is paid by the DR&PW's staff to the personnel of a supplier of the DR&PW.
- 10.1.4 Have regard for the interests of the DR&PW's creditors when requesting an extension of time to pay.
- 10.1.5 Purchase contracting must be made on the basis of quality, service, price and availability.
- 10.1.6 Business and personal activities must be kept separate.
- 10.1.7 The proprietary data of a supplier or potential supplier must be protected.
- 10.1.8 Employees are responsible for complying with supplier-imposed limitations governing the use of supplier information, including documents and computer software.
- 10.1.9 The DR&PW's purchasing power should not be misused for personal benefit to buy goods, material or services at terms not available to all employees.
- 10.1.10 Information about the DR&PW that is restricted, proprietary or sensitive must not be revealed to a supplier or potential supplier unless authorized.
- 10.1.11 All employees, contract labour, consultants and others acting for the DR&PW are prohibited from providing, attempting to provide, or offering to provide a kickback, and for soliciting, accepting, or attempting to accept a kickback.
- 10.1.12 No form of improper influence, bribery or unethical conduct by a supplier or customer is to be tolerated and such conduct should be reported.

11. HEALTH, SAFETY AND ENVIRONMENTAL PROTECTION

- 11.1 The DR&PW is committed to achieving environmental, health and occupational safety excellence. The DR&PW strives to provide a safe and healthy working environment and to avoid harming the environment and communities in which it operates.
- 11.2 All employees can contribute to the DR&PW's efforts in this regard by:
 - 11.2.1 complying with environmental, health and occupational safety laws and regulations;
 - 11.2.2 taking measures to prevent workplace injuries and illnesses, and providing a safe and healthy working environment; and
 - 11.2.3 co-operating with the public, the government, and other interested parties to develop regulatory and public policies to protect public health and the environment.

12. USE OF THE DR&PW'S STAKEHOLDER, SUPPLIER AND OTHER RESOURCES (INCLUDING INFORMATION, INTELLECTUAL PROPERTY AND COMPUTER EQUIPMENT)

The DR&PWs resources are to be used for the benefit of the DR&PW, and ultimately all of its stakeholders. They include time, materials, equipment and information and they should not be used for personal benefit or no-company (developmental) purposes even after working hours. Employees must not attempt to gain benefits or discounts, through the DR&PW's standing or bargaining power, that would not normally be available.

12.1 Physical Assets of the DR&PW

- 12.1 The assets and property of the DR&PW, its customers and its suppliers should be treated with the same respect as personal assets and property.
- 12.2 Materials and equipment of the DR&PW must remain on the DR&PW's controlled property, unless a manager authorises their use in another location in the DR&PW's interests.
- 12.3 Proper measures should be taken for the storage and safeguarding of DR&PW's information to prevent unauthorised access, use or removal by any means and in any form (e.g. electronic, optical, magnetic or making a copy).

12.2 Confidentiality of Information

- 12.2.1 No internal information regarding the DR&PW's activities, strategic and business plans may be provided to outside parties without the prior consent of the Head of Department (HOD).
- 12.2.2 The DR&PW is responsible for properly recording and reporting financial information, and for maintaining effective systems of internal control. All accounting, reporting and control procedures established by the DR&PW must be followed. It is important to be accurate, timely and complete in preparing and maintaining records and reports.

12.3 Privacy of Employee Information

The DR&PW is obliged to record and maintain legally required personal data for payroll, pension, union membership and medical benefit. Such information must be treated as confidential and used only for legitimate DR&PW purposes. An employee has the right to correct errors on his or her files.

12.4 Intellectual Property and Proprietary Information

The DR&PW requires the protection of intellectual property and propriety information. This includes trademarks, copyrights, research and trade secrets. It also applies to any other information over which the DR&PW has control. The obligation not to disclose proprietary information still applies after an employee has left the employment of the DR&PW.

12.5 Computer Information Security

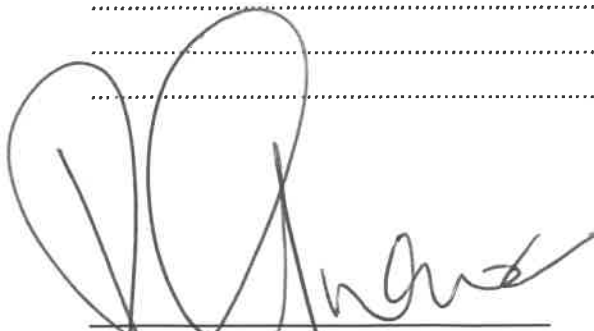
- 12.5.1 Hardware and data processed by computers and shared electronically or otherwise must be adequately safeguarded against damage, loss, alteration, theft, fraudulent manipulation and unauthorised access to disclose information illegally. Strict adherence to all policies and standards addressing the protection of the DR&PW's data resources and data network is required of all employees.
- 12.5.2 Each employee is responsible for the protection and confidentiality of passwords, user ID's and any other access information of systems and networks. All security measures and internal controls that have been established for safeguarding the integrity and validity of computer systems, data and software must be complied with.
- 12.5.3 Unauthorised duplication of copyrighted computer information violates the law. Strict compliance with all license or purchase items regulating the use of any software acquired or used must be maintained.

13. APPROVAL OF THE DR&PW CODE OF ETHICS AND CONDUCT

This Code of Ethics and Conduct is Approved / Not Approved

Comments:

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.....



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.



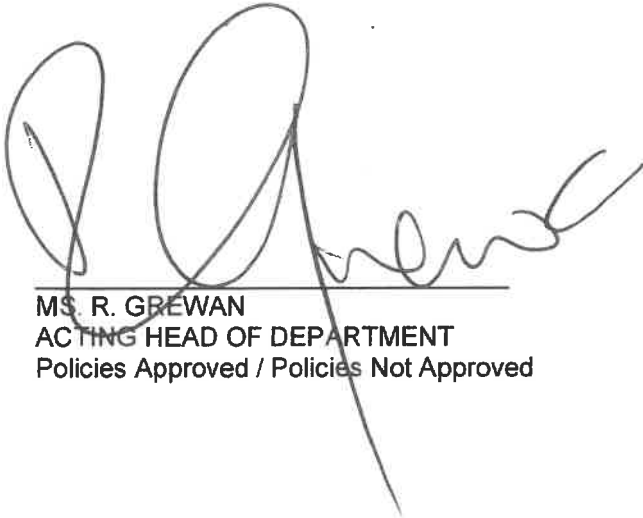
MS. B. BEKEBEKE
DIRECTOR: STRATEGIC PLANNING MANAGEMENT
Recommended / Not Recommended

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

T Ferreira - 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; BBobeje; BChotelo; BCloete; B Gaonakala; 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; F Dooling; FMogoje; FPetoro; fufemakatong@gmail.com; FvanVuuren; GAppels; Garnett Keyser; GJacobs; Gladwyn Stuurman; G Moabi; GMolale; GNakana; GPietersen; GPino; GRiet; GSalimana; GSeftotho; GSwanepoel; GThupe; GTopkin; Harold Roberts; Henry De Wee; HvanderMerwe; I Bulane; I ICarolus; IITlhophile; I Michaels; IFredericks; I Lottering; IMolore; IOliphant; IRammutla; Isaac Prins; J Esterhuyse; J JHaneekom; 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

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Department of Roads and Public Works

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 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; Denise Bingwane; DGaehete; DKowa; DMAqutyana; DMAqutyana; DMokgatlhe; DMonyamane; DPhirisi; 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; FDOoling; 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 Esterhuysen; 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
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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



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