

AUGUST 2019

# IN TOUCH

OFFICIAL SAS NEWSLETTER



**S**OUTHERN  
**A**FRICAN  
**S**HIPYARDS

## *Featured in this edition*

CEO WOMEN'S DAY MESSAGE, SAS EMBARKS ON WASTE SEGREGATION PROGRAMME, SAS  
MANDELA DAY, WESTRIDGE HIGH SCHOOL, NAVY GOLF DAY...

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# MESSAGE FROM THE CEO



*Chief Executive Officer of Southern African Shipyards, Mr Prasheen Maharaj highlights the importance of celebrating women*

Last month was a very important month for us. We celebrated the women of Maritime and in particular we toasted to our treasured staff at SAS.

And what a celebration it was – so much so that we ended in grand style with a visit from the Deputy Minister of Transport, Ms Dikeledi Magadzi.

It must be said, her sincerity and genuineness came across plainly when she commended the women at SAS for their incredible talents and passion.

Needless to say, I am in agreement with her.

As SAS continues to forge ahead, we must remain a company with a heartbeat, with a soul and a company that ultimately truly cares.

At SAS we try to demonstrate in all our engagements, that we not only embrace women in our families and the community, but also in the workplace.

We believe that when one Empowers a Woman, they empower the Nation. The base on which the world stands is a woman.

Please accept our most heartfelt gratitude. We thank you; we appreciate you and most importantly, we have the utmost respect for you and all that you do for us and the world at large.

We believe that when one Empowers a Woman, they empower the Nation. The base on which the world stands is a woman.

Please accept our most heartfelt gratitude. We thank you; we appreciate you and most importantly, we have the utmost respect for you and all that you do.

**Prasheen Maharaj**  
**Chief Executive Officer**

# PROJECT FOCUS

## A GRAND OLD LADY OF THE SA NAVY GETS A NIP AND A TUCK AT SAS

A grand old lady of the South African navy, the SAS Durban is on the quay of Southern African Shipyards where she is being carefully restored and painted.

Under the watchful eye of Bill Paterson, the project manager for ship repair, the 62-year-old vessel which has been retired to the Port Natal Maritime Museum is undergoing repairs to make it water-tight. It will also see some woodwork replaced on the deck.

Paterson said the repairs include doing some underwater woodwork to make it sound again. He said the vessel will undergo in total, a basic refurbishment which would include a clean, a repaint and woodwork replaced above and below the waterline as per inspection.

Completion of the vessel is subject to inspection. Underwater work will be done first then any further repairs will be alongside the quay.

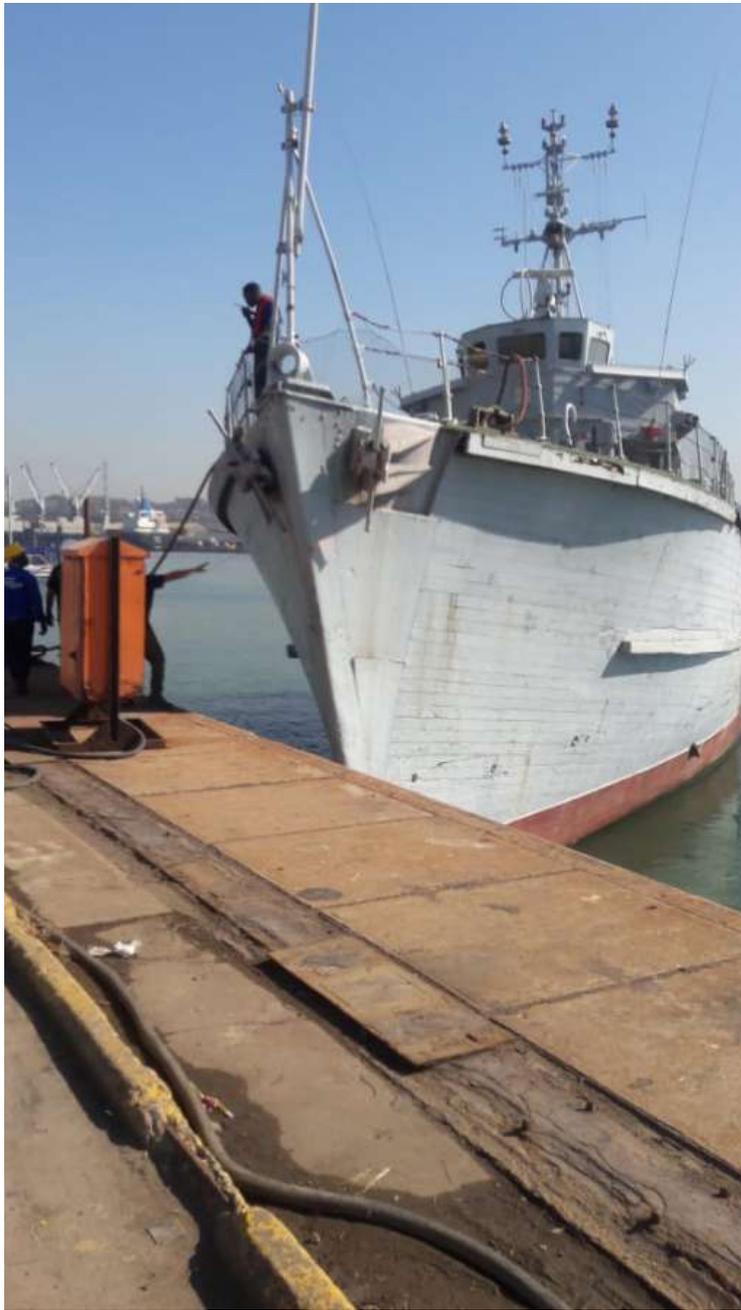
The SAS Durban is a naval warship that was built in 1957 as a minesweeper. It was originally designed to counter the threat posed by naval mines, and is only one of three known survivors of the Ton-class minesweeper first developed for the Royal Navy in the early 1950s.

South Africa had the largest number of these ships outside of Britain, ten in total, with eight being transferred from the Royal Navy in 1955 in terms of the Simonstown Agreement.

The SAS Durban is now a floating exhibit in our Durban Maritime museum.



*The SAS Durban arrives at the quay of Southern African Shipyards where she is being carefully restored and painted under the watchful eye of Bill Paterson, the project manager for ship repair.*



## RED, YELLOW, GREEN, ORANGE... KNOW YOUR WASTE!



*SAS staff ready to do away with pollution in a re-usable/recyclable manner.*

Southern African Shipyards CEO, Prasheen Maharaj led from the front in July when the company embarked on its Waste Segregation Programme.

The programme, which is part of a broader initiative of going green will ensure that the company is able to manage waste from the source. The programme was undertaken in the week of July 15 which also happened to coincide with the Mandela Day activities going on at the Yard.

The initiative saw the introduction of colour-coded waste containments bins for various waste streams. Red Bins will be used for hazardous waste, Green Bins for general waste, Blue Bins for tins and cans, Grey Bins for glass, Orange Bins for paper and Yellow Bins for plastic. Leading from the front, Prasheen who showed that he was not afraid to get his hands dirty.

While the waste and litter were collected for a good cause it also served as a platform where the bonds of friendship were cemented among staff.

Waste management consists all of the activities that handle waste materials, from the time it is made to its disposal.

This includes how a business collects, transports, processes, recycles or disposes of its waste.

The most important reason for proper waste management is to protect the environment and for the health and safety of the population.

Certain types of waste can be hazardous and can pollute the environment. Bad waste management practices can also cause land and air pollution which can result in serious medical conditions in humans and animals.

Implementing good waste management practices not only helps to protect the environment but can be beneficial to a business.



*The mandate is clear as staff members embark on the Waste Segregation Programme*



*The colour-coded containment bins which were introduced on this day.*

# CORPORATE SOCIAL INVESTMENT

## 67 MINUTES FOR MANDELA DAY

It was all hands on deck for Mandela Day on July 18 when staff and management at Southern African Shipyards gave 67 minutes of their time to make a difference in honour of one of the world's greatest statesmen.

This year, as part of their commitment to honouring Mandela's legacy, the management of SAS took under its wing two worthy institutions that were in desperate need of help.

The first was the Umgeni Community Empowerment Centre in the Durban CBD and the other the Wonder Care Pre-School.

The Umgeni Community Empowerment Centre provides assistance, care, counselling and rehabilitation for victims of abuse, human trafficking, sex workers, orphans, abused and neglected children and people infected with HIV and AIDS.

The centre also helps underprivileged families and unemployed individuals; Indigent persons over the age of 60, the sick, suicidal, imprisoned and the destitute.

Their services are for all in need regardless of age, gender, race or religion.

The management of SAS refurbished the centre and provided the facility with toiletries for the victims.

The other institution was the nearby Wonder Care Pre-School. The toddlers and children at the school were given gifts much to their and the teacher's delight. SAS has committed to continue to support the pre-school as part of the company's SAS Care initiative.

Around the SAS yard, teams from various department got stuck in to clean the environment. Nelson Mandela International Day - commonly known as Mandela Day in South Africa - is an annual international day in honour of Nelson Mandela, celebrated each year on 18 July - Mandela's birthday.

The day was officially declared by the United Nations in November 2009 with the first UN Mandela Day held on 18 July 2010.

The Mandela Day campaign message is simple: Mandela fought for social justice for 67years, the individual is asked to spare 67 minutes of their time on that day in an effort to bring together people around the world to fight poverty and promote peace, reconciliation and cultural diversity.



*Teamwork amongst SAS staff to fulfill the dream.*



*The SAS team arrived with all their suppliers ready for a day of giving back*

# WESTRIDGE HIGH SCHOOL TOURS SAS



*Learners attentively listening as SAS technician takes them through the Yard tour.*



*Westridge High School learners sitting patiently for the tour to begin*

Bright-eyed and bushy-tailed. That's how 29 pupils from the Westridge High School walked into Southern African shipyard on July 30 as part of a school excursion.

The pupils, accompanied by two teachers, Ms Gumede and Mr David were awestruck by the operations at SAS and beamed with excitement as they made their way into the main Ship Repair and Build area.

The school, west of Durban is one of the few that caters to learners that are not academically inclined. They are taught subjects such as mechanics at their school. The school is made up of both boys and girls which are drawn from across Durban.

According to their teachers, these pupils have the technical ability and skill but lack academically.

The pupils and educators were very excited about their experience in the SAS Yard and raised many questions as they went along.

They got insight from the SAS Shipbuilding and Ship Repair divisions and were fascinated by the magnitude of it all. Their interest and eagerness showed on their face and they were very excited.

Genevieve Houghton from Human Resources said that a vast number of the students come from disadvantaged backgrounds. Many of them had no idea that ships were built and repaired right here in Durban.

"They were blown away," Genevieve said. Genevieve said giving such school tours were important for SAS and the schools who benefit tremendously from it.

" These tours give them an insight into the Maritime Engineering sector and allows them to see the capabilities of South Africans and how we can create world-class products," she said.

## NAVY PRESTIGE GOLF DAY PUTS ANOTHER ROARING SUCCESS WITH SOUTHERN AFRICAN SHIPYARDS



*A successful day of golf for the Durban Navy Base.*

The annual Chief of the Navy Prestige Golf Day assisted by Southern African Shipyards was yet another roaring success as South African navy stakeholders and dignitaries teed off at the world-renowned Durban Country Club on Friday the 5<sup>th</sup> of July 2019.

The occasion represented the Chief of the Navy, Vice Admiral S.M. Hlongwane an opportunity to provide the Navy's clients and other important role-players an platform to interact on a social and informal basis at the golf course.

The proceeds of the golf day will be utilised for Chief of the Navy Social Responsibility Programmes.

The annual Chief of the Navy Prestige Golf Day assisted by Southern African Shipyards was yet another roaring success as South African navy stakeholders and dignitaries teed off at the world-renowned Durban Country Club on Friday the 5<sup>th</sup> of July 2019.

Among those that attended the event was the Navy Executive Council, Flag Officers and Commanding Officers.

As in previous years, the golf day was a great way for a bit of fun and relaxation while contributing to a worthy cause.

Later in the day, all those invited met for a Gala Dinner where they interacted over a meal and shared a few laughs of the day's events.

Phiwe Ngcobo, the Legal and Compliance Officer at SAS represented the company at the dinner.

She said that SAS was honoured and proud to have been given the opportunity to sponsor the Chief of Navy's Prestige Golf Day.

Speaking at the dinner she said: "It goes without saying that everything today, with the exception of the wind, went without a hitch.



*When it comes to golf, the secret is in the posture.*

“A golf day of this nature provides a platform for government and the SA Navy to interact and network with the private sector. This promotes learning and sharing of lessons and experiences on a range of developmental issues facing both the private and public sectors. We hope that the informal networks will grow and provide further opportunities for cooperation and partnerships and ultimately building mutual trust. So let us break bread together, drink together and build strong bonds and friendships so that together as Team South Africa we can build a bright and prosperous future for ourselves, our children and their children”.

However, standing in a room with such seasoned golf players, I doubt the wind was an issue for any of you. We wish to congratulate the SA Navy Golf committee for a sterling job or to use the more appropriate military terms, for a mission successfully executed. We at SA Shipyards are very proud to be associated with the SA Navy in its social endeavours and we can be rest assured of our unwavering commitment to ‘The Peoples Navy’,” Ngcobo said.

Ngcobo added that SAS was thrilled that the SA Navy Golf Day was supported in such an amazing way. “This is a humbling experience to have seen such a great response from private sector companies and individuals who play golf. We wish to thank every sponsor and golfer that came today to participate in this Golf Day. We are pleased and encouraged by your superb response. We would also like to thank and acknowledge all of the co-sponsors for this event. The SA Navy Golf Day is not only about playing golf, but it is also about human interaction and social networks that we need in order to build social cohesion as a developing nation,” she said.



**AMANDA BRITS**

Material Controller

"Absorb as much information as possible and never be afraid to stand your ground. You are just as strong and important as any other person. Speak with confidence and take on leadership. Just because one wears a helmet and overalls, does not mean losing one's femininity."

**THUMELA MKHIZE**

HSE Manager

"Stand up for what you believe in, take courage and have faith, do your best and never ever give up on your dreams. Your future is a summation of your actions today, not what you did or did not do yesterday."



**ANNA FOURIE**

Integration and Interface Manager

"The greatest gift that any women can give herself is to be independent, be original and believe in yourself. There is this saying 'don't compare your life to others', there is no comparison between the sun and the moon, they shine when it's their time."

**Phiwe Ngcobo**

Legal and Compliance Officer

"It's important to build a career on the inspirations and goals that you want, and not necessarily what other people want for you. If you have a clear understanding of what it is that you want, you on the right path. Also, always remember that you have a voice, so use it!"



**TRISHNA MISRA**

Chief Financial Officer

"Pursue your dreams. They are more in reach than you think"



**NATASHIA RAMDHANEE**

Ship Repair Project Manager

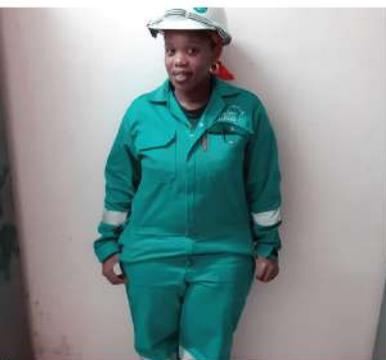
"Find what you love doing and never let anyone stop you"



**LUNGILE SINDANE**

Boilermaker Apprentice

"Young women, do not be afraid to chase your dreams. Anything a man can do a women can do too. Be confident, believe in yourself and you will accomplish your dreams. There is no such things as a man's job anymore."



**NOMVUYO MNGADI**

Boilermaker Apprentice

"There are so many opportunities for young women out there if they just put their mind to achieving their goals. Go into industries that were male dominated as that is where you will find room to grow gender parity in the workplace."



**GENEVIEVE HOUGHTON**

HR Manager

"Remember that you are powerful, strong and amazing. No matter what life throws at you daily, dust yourself and carry on your path. Always remember to celebrate your successes, dream big and be open minded. Be passionate in everything you do."

**PRECIOUS NKABINDE**

Quality Controller

"Never give up on your dreams. Work hard everyday at achieving them. Yes life is not easy but if you keep trying you will succeed."



**LUNGILE MKHIZE**

Electrician

"As women we must stand together to break the barriers that divide us. We must believe in ourselves and market ourselves in industries that were once male dominated. Nothing is impossible if we work hard."



# 'LOVE YOUR JOB. MONEY WILL COME AFTER'. A Q&A WITH SAS HR MANAGER, GENEVIEVE HOUGHTON

Genevieve Houghton has been with the Southern African Shipyard family since June 2018 and during that time she has made great strides in improving the Training Centre at SAS. She has also delivered on SAS' Employee Assistance Programme (EAP). We sat down recently with the mother of two and a die-hard Liverpool supporter to find out more about her.

## **Where were you born and where did you grow up?**

*I was born in Durban and live in Durban – Wentworth area, however, I did spend about 6 years up in Johannesburg.*

## **How did you get into Human Resources?**

*My career kicked off in Payroll when I began working for a Payroll Software Company name Paywise Software in 1997/1998, so I feel that the HR element was always there as Payroll and HR are linked in so many ways. In about 2007/2008 I was offered to study HR Management through a company called Hollywood bets of which I worked for and soon progressed to be the company Group HR and Payroll Manager.*

## **How long have you worked in Human Resources?**

*For me, I have been involved in the HR, IR, Payroll and Training field for about 18 years.*

## **For someone who does not know, what does a Human Resource practitioner do?**

*An HR Practitioner focuses on various functions such as Strategic Management, Recruitment and Selection, Training and Development, Policy Formulation and Implementation, Employee and Labour Relations, Compensation & Benefits Administration, Risk Management, Performance Management, Employment Equity, Company Communication and Organisational Development, Building and maintaining Employee relations. HR Practitioners are the key roles between Senior/Executive Management and employees within any organisation. As an HR Practitioner, one must be versatile, able to multi-task and be flexible, adaptable to change specifically with Employment laws constantly changing. You must enjoy and love the human element. Commitment, dedication, passion, proactive, deadline-driven are all aspects required by the job. Don't take anything personally, operate in an industry and make the business yours. The constant question I ask and*



*Southern African Shipyards Human Resources Manager, Genevieve*

would pose to anyone is: If this was your business would you accept or operate in this manner? Love the job, money comes afterwards.

## **When did you start as the HR manager for SAS?**

*I commenced with SAS on 18 June 2018 and have been at SAS since then within the HR, Payroll, IR and Training field.*

## **What has been your experience so far at SAS and what are some of the things that you have found to be different from your previous job?**

*The commitment from the management team, it is a family/togetherness of the team, the leadership style, the commitment to training and upskilling of staff, our artisan training program. Our team listens. Engaging with students and presenting yard tours to young adults (matric and FET college students) has really been a highlight for me – the excitement in these kid's eyes when exposed to the Shipyard (shipbuilding and ship repair) is amazing. I have made myself accessible to assist young kids and directing them in the opportunities that are out there, directing them to relevant stakeholders who can assist them.*

**Can you explain how you developed or improved EAP and kept the training centre open?**

*The Training Centre existed, but we needed an improved Facility to train our Apprentices and also to accommodate more Apprentices within the Training Centre. Our young people are the core, future of our country/company and alleviating the short of skills.*

*EAP – Our employees are our greatest asset and this program was looked at to support the employee in four different dimensions such as physical wellbeing, emotional, financial and legal assistance that one requires from time to time, however often doesn't have the required funds in order to see various skilled, clinically trained staff in assisting them in dealing with everyday life matters. Our key focus was our employees and the benefit that they would receive. In that, we went through our necessary processes. In 2019 our employees went through certain medical screening and the EAP system was implemented to them. Communication of our EAP system is placed throughout the workforce. As HR we engage with employees on a regular basis in sending communication to them notifying and reminding them about our EAP system. Our employees even approach HR to assist them in contacting them. I have an open-door policy with all employees and always here/ready to assist them in any way possible.*

**Why are those two areas [EAP and training centre] important for the company?**

*EAP – professionals, clinically help is given to our employees who experiences/deals with the heavy pressures of everyday life. For me this is important because through my own life and experiences I have been through (which you can see from my above story) - it's difficult, hard and we need to help our employees, it helps one understand a person better and we show empathy. Sometimes it just takes a person to listen to you/give an ear. Training – We must consistently and continuously grow our knowledge. Our youth, upskilling and training them as they are South Africa's future.*

**What are some of your goals for HR in the company?**

*My main goal is to retain trained staff. Provide a learning platform for our team and ensure that the ball never drops no matter what life throws at you. Balance the needs of the employees and the needs of the company. Creating a well-trained, educated and developed workforce, transferring of skill.*

**What are some of your hobbies?**

*I enjoy watching soccer, proudly a Liverpool supporter. I enjoy organising functions and events, in fact when we have a family function – anything my family look to me. I played soccer and netball during my school days.*

**What philosophy do you live your life by?**

*Life has thrown many obstacles/curve balls at me be it on the home front or work, but its life it happens, and everything happens for a reason. However, do not stay stuck in that era, get up, dust yourself off and continue your life/career journey. Pick a career because you truly enjoy it and not for the money, but love the job first, money comes afterwards. Always be available and accessible to your management team and employees on the shop floor.*

**What is your advice to someone who may be looking at HR as a career?**

*It is a fantastic field to be in with so many areas, don't confine yourself to one speciality - deepen your knowledge of the business, expand your social network, grow your thinking, skills and your leadership. Continuously develop yourself and be adaptable to change and be always available.*

## ENCOURAGING WOMEN TO LIVE LIMITLESS



Southern African Shipyards celebrated its amazing female employees in various ways in August - Women's Month - through showcasing some of its very own inspiring women on social media or other ways.

SAS women also had a presence at the FNB Women's Breakfast in conjunction with East Coast Radio. Genevieve Houston, SAS HR Manager attended the events where she rubbed shoulders with Mzamo Masito, Chief Marketing Officer at Google Africa, Aviation veteran and Executive in charge of Comair's airlines' division, Wrenelle Stander and media personality, Minnie Dlamini.

The breakfast was held under the theme #Limitless.

Houston said that Minnie Dlamini shared an inspiring speech on growing up, the pressures and her life events from beginning to where she currently is now.

Wrenelle Stander also discussed the growing up, university experiences and being in a male dominant industry.

A panel discussion was headed up by Nicola Tyler Facilitator with the Founder of Motseng Investment Holdings, Ipileng Mkhari, Minnie Dlamini, Mzamo Masito and Wrenelle Stander.

"They all shared insights on how to be successful in a male dominant environment. Women were encouraged not to downgrade themselves in the sense that you in a boardroom with male colleagues and assist with offering team tea. Females must stand their ground. Some of the key highlights were for females to take their place and the fact that we need more females in the boardroom," Houston said.

Speaking at the event, Boni Mchunu, ECR station manager said it was "both humbling and inspiring to bring together so many business-minded individuals from across this beautiful province and to celebrate Women's Month in a way that empowers women and boasts the innate limitlessness of OUR potential".

"While we each tackle challenges in our respective business sectors and lives, I believe that this year's theme will motivate and equip us to be #Limitless in all that we endeavour to put our efforts toward. I am hoping that after today the knowledge imparted will broaden our spectrum and widen our horizons and leave us with new hope to grow our province on an exponential level in the business sector. Thanks must also go to each of you... they say that the future is female, we say, welcome to the future".



*Genevieve Houston, SAS HR Manager attended the FNB Women's Breakfast in conjunction with East Coast Radio where she rubbed shoulders with Mzamo Masito, Chief Marketing Officer at Google Africa, Aviation veteran and Executive in charge of Comair's airlines' division, Wrenelle Stander and media personality, Minnie Dlamini.*

# WATCH: Minister praises Durban shipbuilding company for empowering women in maritime



KWAZULU-NATAL / 29 AUGUST 2019, 12:50PM / BUKEKA SILEKWA



Marcina Majid, Southern African Shipyards shareholder the Deputy Minister of Transport Dikeledi Magadzi and CEO Prasheen Maharaj at a "Women in Maritime" dialogue at SAS' yard on Thursday. Picture: Supplied

Durban - The Deputy Minister of Transport, Dikeledi Magadzi has praised the Durban based Southern African Shipyards (SAS) for making giant strides in empowering women in maritime.

Speaking at a dialogue to celebrate "Women in Maritime" at SAS' yard on Thursday, Magadzi said that maritime was no longer the domain for males.

## The Palazzo at Montecasino



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She pointed out that SAS as a company was 67% owned by women and 12% its employees which was a true example of empowerment.

"We are here to see what we are doing as government in relation to Operation Phakisa. With the manufacturing and maintenance of ships, we are looking at what can be done to create jobs. As a department we appreciate what you are doing. This is about growing the economy as much as it is promoting equality. You are not just building ships but building the nation," said Magadzi.

Magadzi, accompanied by MEC for Transport in KwaZulu-Natal, Mxolisi Kaunda was taken on a tour of SAS by its CEO, Prasheen Maharaj.

Organisations invited to participate in Thursday's dialogue included Women in Maritime Eastern and Southern Africa (WOMESA), Women in Maritime-Africa (WIMA-Africa), Women's International Shipping and Trading Association (WISTA) and the South African Network for Women in Transport (SANWIT).

The dialogue comes against the backdrop of the ship building and repair company's own commitment to empowering women in maritime with a substantial portion of its workforce comprising females in engineering, boiler making, welding, shipbuilding, marketing, finance and human resources.

SAS is a 67% Black Women Owned Company, with the Women Shareholders being Gabisile Nxumalo and Marcina Majid, along with the Female Employees of SAS.

In a major milestone for women in the industry, SAS's own Chief Financial Operator, Trishna Misra was recently appointed to the Ethekwini Maritime Cluster board.

Maharaj commended the Government for identifying the Maritime Economy as key driver in alleviating the ills South Africa is experiencing as a result of the global recession.

"While these are trying times, it is comforting to know that the development and upliftment of women in the industry has not fallen by the wayside," he said.

Placed high on the agenda on Thursday are Operation Phakisa, and Maritime in the context of the Fourth Industrial Revolution.

Through Operation Phakisa, the South African government aims to unlock the economic potential of South Africa's oceans to create between 800 000 and 1 million direct jobs by 2033.

This bold government initiative is looking to access the Blue Economy which has the potential to contribute up to R177 billion to the gross domestic product (GDP).

SAS was recently awarded a multi-billion Rand contract to build a Hydrographic Survey Vessel (HSV) for the South African Navy which represents one of the most complex projects to be undertaken in the African continent in recent years.

The ship building programme also signals one of the largest jobs creation projects in the country.

"The hydrographic survey project will create employment for more than 500 people, including apprentices, artisans, technicians, engineering interns and engineers in different disciplines, directly in the shipyard and more than 1500 jobs in the supplier and subcontract value chain.

"With the experience of having built such technically-advanced ships, and with the aim of becoming a global force to be reckoned with, SAS is looking to become the Marine Technology partner of choice to the rest of Africa," said Maharaj.

## Daily News



# SOUTHERN AFRICAN SHIPYARDS HAD THE HONOUR OF ATTENDING THE DUT WORLD OF WORKS CAREER EXHIBITION



*Congratulations to the Southern African Shipyards team for an amazing showcase at the DUT WOW Exhibition.*

Southern African Shipyards had the honour of attending the DUT World of Works Career Exhibition (WOW) on the 13th to the 15th of August where the Minister of Employment and Labour, Mr Thubelani Nxesi was in attendance. This was an exciting opportunity for Southern African Shipyards; it was an even greater experience for our Apprentice Mlu Sibiya and Lydia Mbhele who now look at SAS in a positive light. The students were so happy and amazed at our Ship Building/Ship Repair Division and all what we do.

Mr Nxesi (Minister of Employment and Labour) was one of the speakers at this prestigious event where he highlighted the Employment/Labour matters that South Africa is faced with. He presented his keynote speech at a dinner hosted for the exhibitors and DUT personnel. There were over 171 stands at this event and various companies with a wide range of opportunities were present.

Southern African Shipyards received over 20 CV's from electrical and mechanical studying students or students obtaining a diploma/degree in the said field. This was a successful event that gave learners and graduates the opportunity to engage with various organisations of their liking.



*Maritime students and graduates were excited to meet the SAS team at the DUT WOW Exhibition*

## THE SHIP REPAIR DEPARTMENT INTRODUCES A NEW MECHANICAL FOREMAN IN JULY

As a Trade Tested Mechanical Fitter; Robson has over ten years' experience in the Ship Repair industry. He has worked for various companies within the maritime sector and his expertise stem from a mechanical, technical and structural background. In his free time, Robson enjoys playing soccer and listening to music. Southern African Shipyards has full confidence that Robson's skillset and capabilities will do well in his portfolio.

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## PHIWE NGCOBO SHOWS WORK EXPERIENCE STUDENT THE LEGAL SIDE OF MARITIME



*Phiwe Ngcobo, the Legal and Compliance Officer at Southern African Shipyards takes Kayliegh Rabie, a Grade 11 student at St Marys DSG through the intricacies of maritime law.*

When one thinks of Southern African Shipyards, it is easy to assume that the workforce consists only of artisans and engineers - but never lawyers.

This is what young Kayliegh Rabie (CORR), a Grade 11 student at St Marys DSG school discovered in July after spending two days with the SAS Legal and Compliance Officer, Phiwe Ngcobo.

Kayliegh visited SAS as part of a career programme her school runs where students are encouraged to participate in the career fields which they are interested in.

For two days, she had the opportunity to shadow Ngcobo in the Commercial Department at SAS.

Ngcobo, who has been with SAS since March this year, took Kayliegh under her wing and explained that her job required someone who has been admitted as an attorney with an LLB or BA Law degree.

"You will also need to have a few years experience in commercial, construction and maritime law" explained Ngcobo.

In addition to graduating from the University of Kwa-Zulu Natal with an LLB and LLM, Ngcobo who is just 29-years-old also graduated from the World Maritime University with an MSc in Maritime Law and Policy.

Ngcobo said that whilst studying law, maritime had piqued her interest.

"I decided to take maritime law as an elective and enjoyed how it was a niche area of law. It also gave me insight into the practicalities of the port and how, as much as having local standards and regulations that need to be adhered to, there are also many international standards, regulations and codes that we need to be aware of," she says.

Ngcobo said that during her two days together with Kayliegh she gave her overview of all the various career options in the legal field.

"I also advised her to try and ascertain what her weaknesses, strengths and interests are, as this will help guide a student in selecting studies that will be well suited to them," she said.

For Ngcobo however, her time at SAS since she started with the company earlier this year has been a welcome change to law practice.

"It has been more challenging, as one does not only deal with issues or queries that fall within only one field of law. As much as Southern African Shipyards is a local company, I am also exposed to international commercial contracts. I am continuously on the go and thinking on my feet, which is exciting for a young attorney," she says.

And whilst, being in the legal department at SAS may seem like a 9 to 5 job, Ngcobo says that one has to be adaptable. "The job does sometimes continue beyond those hours. However, in most cases this depends on the urgency of the matter. Therefore, you have to be prepared to be a hard worker and understand that there will be times where you have to make sacrifices," she explains.

Ngcobo says the maritime industry is continuously evolving, therefore as a professional it is no longer sufficient to only be an expert in one area of law.

"You need to be able to apply your mind and at times think out of the box and have an innovative way of thinking. As a young, black female, it is not always easy to be in a male-dominated industry, however, the mindset needs to be that being a female should not be viewed as a challenge, but rather you have a contribution to make towards the company that you are with.

Ultimately, if we want to see further development in South Africa, then the skills and knowledge of all the talents in South Africa must be utilised," she says.

While her job is challenging and comes with many pressures, Ngcobo says she takes comfort in one of her favourite quotes by former US First Lady, Michelle Obama who said: "Don't ever make decisions based on fear. Make decisions based on hope and possibility. Make decisions based on what should happen, not what shouldn't."

# Young women need real, successful role models

RESEARCH shows that for more women to make successful inroads in the business world and in male-dominated professions, young women need relevant information when selecting the qualifications they need for their chosen career as well as access to reliable mentors and role models.

In this regard, schools can go a long way to meeting these needs through well-planned career guidance activities and programmes that give learners direct experience of the career paths they are considering, and put them in contact with successful women.

This was the case for St Mary's DSG Grade 11 student, Kayliegh Rabie, who spent two days with leading maritime lawyer, Phiwé Ngcobo in July.

Ngcobo is the Legal and Compliance Officer at Southern African Shipyards (SAS) and has been with the company since March this year.

She took Rabie under her wing and explained that her job required someone who has been admitted as an attorney with an LLB or BA Law degree.

"You will also need to have a few years' experience in commercial, construction and maritime law," explained Phiwé.

In addition to graduating from the University of KwaZulu-Natal with an LLB and LLM,

Ngcobo, who is just 29-years-old, also graduated from the World Maritime University with an MSc in Maritime Law and Policy.

Ngcobo said that while studying law, maritime had piqued her interest.

"I decided to take maritime law as an elective and enjoyed how it was a niche area of law. It also gave me insight into the practicalities of the port and how, as much as having local standards and regulations that need to be adhered to, there are also many international standards, regulations and codes that we need to be aware of."

Ngcobo said that during her two days together with Rabie, she gave her an overview of all the various career options in the legal field. "I also advised her to try and ascertain what her weaknesses, strengths and interests are, as this will help guide a student in selecting studies that will be well suited to them," she said.

For Ngcobo, her time at SAS has been a welcome change to law practice.

"It has been more challenging, as one does not only deal with issues or queries that fall within only one field of law. As much as SAS is a local company, I am also exposed to international commercial contracts. I am continuously on the go and

thinking on my feet, which is exciting for a young attorney," she said.

And while being in the legal department at SAS may seem like a nine-to-five job, Ngcobo said that one has to be adaptable.

"The job does sometimes continue beyond those hours. However, in most cases, this depends on the urgency of the matter. Therefore, you have to be prepared to be a hard worker and understand that there will be times where you have to make sacrifices," she explains.

Ngcobo said the maritime industry is continuously evolving, therefore as a professional, it is no longer sufficient to only be an expert in one area of law. "You need to be able to apply your mind and at times think out of the box and have an innovative way of thinking."

As a young, black female, it is not always easy to be in a male-dominated industry, however, the mindset needs to be that being a female should not be viewed as a challenge, but rather you have a contribution to make towards the company that you are with.

Ultimately, if we want to see further development in South Africa, then the skills and knowledge of all the talents in South Africa must be utilised," she said.



Phiwé Ngcobo, the Legal and Compliance Officer at SAS takes Kayliegh Rabie through the intricacies of maritime law.

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AFRICA MUST EMBRACE THE NEW AGE

PRASHEEN MAHARAJ

IN A RECENT radio interview, Chief Justice Ngwenze Mogoeng said: "We don't have to pursue trying to create millionaires, we have to pursue creating jobs so that everybody has got something to eat."

A very simple but loaded statement that highlights the socio-economic and moral challenges that face our country, including inequality, poverty, unemployment, greed and corruption.

As a result we have forgotten our African philosophy of ubuntu. I am because you are. My suffering is your suffering.

Operation Phakisa is a presidential initiative aimed at unlocking the economic potential of South Africa's oceans, which could contribute up to R177 billion to the GDP by 2033 and between 800 000 and one million direct jobs.

Marine manufacturers that build and repair ships, boats, oil rigs and other such water-borne assets and equipment play an integral part in the Oceans Economy.

But in order to enjoy the fruits of our labour, the industry needs to transition from the old world model concentrating on manual/mechanical tasks to a new world industry driven by the Fourth Industrial Revolution and ensuring that BBBEE is embedded in all transformation initiatives.

The first three industrial revolutions contributed to gross inequality.

This was done by ensuring that monopoly economic power rested in the hands of a tiny minority.

The advent of the Fourth Industrial Revolution can either exacerbate the status quo or, more likely, reverse the cycle.

Technology is advancing far more rapidly than the government can make decisions and people are already talking about the Fifth Industrial Revolution or Society 5.0.

The reality is that, globally, conventional marine manufacturing is a declining business suffering from severe overcapacity.

And, we persist in using capitalist and neo-liberal models to solve social problems.

By adopting a culture of co-operation and collaboration between all stakeholders, we can create a sharing economy within the marine manufacturing industry resulting in shared prosperity and shared economic growth.

Shipyards facilities could be shared with sub-contractors, ensuring maximum space utilisation, or blocks for ships could be fabricated outside the shipyard and then brought to the shipyard for assembly.

A new type of business/economic model calls for a new approach to education.

South Africans have this unhealthy obsession with government-owned and funded universities.

People choose university education that costs hundreds of thousands of Rand instead of going to a Further Education and Training College (FET) to get an artisan qualification that costs a fraction of that.

It is well known that artisans are in far higher demand. It is recommended that young people should start off with artisan training and then study further in order to get a Higher National Diploma and eventually a degree. Degrees are important, but is not the ideal starting point when there are not enough funds, and when alternatives like FETs exist.

The time for Africa to embrace the new age has arrived, and to begin capitalising on the opportunities presented by the Ocean Economy.

However, it must be done differently from the rest of the world by embracing the new economic models that talk to a sharing and collaborative economy, versus creating capitalistic giant conglomerates.

It is through this model that we can have the shared prosperity that is so desperately needed in our country, region and continent.

Most importantly, it needs to be underpinned by a paradigm shift in our approach to education that fosters a sense of entrepreneurship (as opposed to job seeking) and lifelong learning.

Maharaj is the chief executive officer of Southern African Shipyards



A CYCLIST wearing a costume of a cartoon character rides during the Moscow Spring Cycling Festival, yesterday. | Reuters

# Can a new advisory unit improve policy development?

The president is establishing one to help him address the major challenges ahead

ALAN HIRSCH



THE UNION Buildings in Pretoria, the seat of government. Strengthening the government's policy capacity is a priority for President Cyril Ramaphosa. | The Conversation

PRESIDENT Cyril Ramaphosa is establishing a unit in the Presidency which he hopes will improve policy development and co-ordination. This is an important initiative designed to help him address the huge challenges facing his incoming government.

There is no question that strengthening the government's policy capacity is a priority. South African Cabinet ministries are often individualistic and departments tend to operate as silos. There tends to be poor alignment, let alone co-ordination, of policies and programmes within national government and between the spheres of government. The president has some power to impose discipline. But this power depends on being very well-informed and well-briefed by his team.

The unit – called the Policy Analysis and Research Services – will be headed by Busani Ngcaweni, a seasoned mandarin in the Presidency. Ngcaweni was chief of staff when Ramaphosa was deputy president. He had, remarkably, occupied this senior and sensitive post for four consecutive deputy presidents over a 10-year period.

Over the decade he also managed to publish around eight books of essays by himself and other writers on serious South African topics such as Aids. Before becoming chief of staff, he also served as a policy researcher in the presidency during the Thabo Mbeki era. There is no doubt that he is a committed and able intellectual, and a skilled political manager.

The unit's priority areas will be "the economy, infrastructure planning and development, agricultural development and government service delivery". It will also lead on the National Health Insurance (NHI) initiative, which is designed to provide health care to all South Africans. Ngcaweni is quoted as saying the unit's mandate will be policy analysis and co-ordination

across government and working with the forum of directors-general and the Cabinet; the co-ordination of presidential advisory councils and working groups; the provision of research support to the president's advisory councils and working groups; and provision of research support to the president's advisers and co-ordination of strategic programmes like the NHI.

The unit's role is expected to evolve over time as capacity is developed. This is all reminiscent of the role played by a unit set up by Mbeki called the Policy Co-ordination and Advisory Services. I served as its chief economist and deputy head between 2002 and 2009. But there are some differences. The earlier unit had additional responsibilities. These included preparing advisory memoranda for the president for Cabinet meetings, developing a five-year strategy at the beginning of each term of government and monitoring its implementation.

It also published reports on development indicators, on policy outcomes and on political scenarios. The

unit worked in close co-operation with the Cabinet office which manages processes of the Cabinet. Top officials attended Cabinet or Cabinet committee meetings.

President Jacob Zuma dismantled the unit in 2009. This was for two reasons. The first was that the unit was a Mbeki creation. The second was that he wanted to rid himself of Joel Ntshintzhe, its powerful head and a brilliant communicator for the ANC in exile. The unit's responsibilities devolved to other parts of government – for example, the Department of Performance, Monitoring and Evaluation was given research advisory tasks.

There were several reasons why the earlier unit was relatively successful during the Mbeki and Moflanthe presidencies. First, it was led by one of the most influential and prominent of all ANC activist intellectuals.

Ntshintzhe had developed relationships of trust with top ANC leaders such as Oliver Tambo and Thabo Mbeki. He had become a leader in the ANC's national executive committee. The enormous confidence which

Ntshintzhe had earned was a huge asset for the policy unit; it allowed access to ministers, directors-general, and political principals in the presidency. Secondly, Ntshintzhe and Frank Chikane, the director-general in the Mbeki presidency and secretary of the Cabinet, sought out capable and respected activist researchers who could themselves win respect among directors-general and even ministers.

Two examples that stand out are Professor Vusi Gumede, who went on to become a senior professor at the University of South Africa, and Dr Brendan Vickers, now head of International Trade Policy at the Commonwealth Office in London.

Ntshintzhe's reputation allowed him to recruit top talent. Ngcaweni will have to do the same.

Another consideration is that the Department of Planning, Monitoring and Evaluation still exists as a large policy research centre within the presidency.

Will the new unit be able to assert its role in the department's shadow? One test will be drafting of the medium-term strategic framework. This will guide the incoming government's programme, and is due in a few weeks.

There is no doubt that the unit has important work to do. There are super high expectations of the new Ramaphosa government. It has to root out corruption and provide a coherent growth and employment framework.

It also has to improve the performance of national and provincial governments and their agencies by several orders of magnitude.

Whether the unit will be one of the key instruments for achieving these objectives remains to be seen. Ramaphosa and Ngcaweni have a steep hill to climb. | The Conversation

Hirsch is a professor and director of the Nelson Mandela School of Public Governance at UCT

EDITORIAL

## Judge the president on his selection

FOR YEARS, government's promises of austerity measures have been implemented at a snail's pace, much to the frustration of millions of South Africans who bear the brunt of a stagnating economy.

It was not a surprise when President Cyril Ramaphosa was praised for reducing the cost of the presidential inauguration this week by R100 million.

If this is a sign of the leaner, more efficient government to come, where belt-tightening measures are taken seriously, then possibly it is also a sign of the seriousness with which corruption and malfeasance will be tackled.

All eyes will be on Ramaphosa and what he does with his Cabinet. Speaking to investors last week he said he will choose women and men who will grow the economy.

"And we'll be seeking to get people, men and women, who have great competence, the great capability to serve the needs of the people of South Africa." There are tough choices for the president to make and he will be judged on his selections and whether he prioritises the growth of the country's economy ahead of other considerations.

If indeed the country has turned the corner on wasteful expenditure and graft, then the real focus on creating a climate for employment and strengthening the economy can begin.

## TheQuote

Every moment is an organising opportunity, every person a potential activist, every minute a chance to change the world.

DOLORES HUERTA

US labour leader and civil rights activist

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LETTERS

Email cletters@inl.co.za (no attachments). All letters must contain the writer's full name, physical address and telephone number. No pen names.

### Ramaphosa has tough work ahead of him

THE elections are over, the smaller parties have been decimated, the ANC returns with a reduced majority. Where to from here for our President Ramaphosa?

It's Ramaphosa's last and only chance to stamp his authority on issues using "indelible ink". By now the weight of expectations has increased tenfold on his shoulders. He has shouldered most of the pain for the ANC malfeasance. Most of the corruption was committed by ANC members while in government.

Take Secretary-General Ace Magashule... widespread allegations of malfeasance have been levelled against him which he allegedly committed while he was Free State premier.

The others in a similar position were Lynne Brown Brown, Malusi Gigaba and Nomvula Mokonyane, to name a few.

Ramaphosa has now to rely on an independent NPA to do his work. If the evidence is there the persons who aided, abetted and committed corruption must be charged.

Ramaphosa has to rely on all law agencies to do their work, including the NPA and Hawks. The Zuma era of manipulating the police and justice system is over.

The chief justice has become a judicial champion – the judiciary is in good hands with his leadership. What are Ramaphosa's direct interventions where he calls the shots?

Ramaphosa has to show his hand by reducing the size of his Cabinet and by removing all the dubious people in his midst.

Strong leadership is required in important portfolios which need to be led by persons of strong character. PAKS PAKIRY | Durban North

### DA must reinvent itself as a people's party

THERE is something about the DA which never ceases to amaze me. When you ask DA public reps what their role is in the party, they reply that they are DA councillors or DA MPs.

I think in the DA there is a fine line between the party and government. If they don't win seats in government, the DA will cease to exist. Now let's argue that the DA loses its parliamentary or municipal seats, will these people remain members of the DA?

So the DA exists because of municipal and general elections. This, surely, is not a sustainable arrangement. The DA must have a branch in every ward and these must not be paper branches.

If the DA hopes to increase its support it needs to focus on building the party in communities. It has to reinvent itself as a people's

movement – not a vehicle to be used by aspirant members to become councillors and MPs. The party must be able to grow and develop its leadership through its own structures, or it runs the risk of being relegated to a minority party losing its status as the official opposition.

This concept of "official opposition" in South Africa cannot be celebrated. To be a respected and credible opposition party, you need more than 40% of the vote. It's concerning that a party with less than 25% electoral support celebrates its opposition status.

Our democracy will be strengthened if the party in government enjoys 50% to 60% of the vote. But we do not have an alternate political party with sufficient voting support that can be a threat to the ruling party.

VIVIN REDDY | Durban