



**KWAZULU-NATAL PROVINCE**

TREASURY  
REPUBLIC OF SOUTH AFRICA

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**HON. NOMUSA DUBE - NCUBE**  
MEC: FINANCE



**KWAZULU-NATAL PROVINCE**  
TREASURY  
REPUBLIC OF SOUTH AFRICA



**HON. NOMUSA DUBE-NCUBE**  
MEC FOR FINANCE

# JULY IS MEN'S MONTH/ SAVINGS MONTH



## NELSON MANDELA DAY (18 JULY)

THE YEAR OF **CHARLOTTE MAXEKE:**  
GROWING KWAZULU-NATAL FOR AN INCLUSIVE AND TRANSFORMED SOCIETY.



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THE YEAR OF  
**CHARLOTTE  
MAXEKE**  
THE MOTHER OF THE  
NATION



**STRIVE  
SAFE**  
GROWING KWAZULU-NATAL  
TOGETHER

**GROWING  
KWAZULU-NATAL  
TOGETHER**



## MEC NOMUSA DUBE-NCUBE VISITS LADYSMITH AND ESTCOURT FOR SITUATIONAL ANALYSIS POST-VIOLENT LOOTING



MEC Dube-Ncube interacting with communities in Ladysmith and Estcourt during her visit post violent looting and damage to businesses and infrastructure

**UTHUKELA District** which covers the areas of local municipalities of Inkosi Langalibalele (Estcourt), Ukhahlamba (Bergville) and Alfred Duma (Ladysmith) is among some of the districts worst hit by recent and on-going violent looting and property destruction. KwaZulu-Natal Finance MEC Nomusa Dube-Ncube visited the area as part of a province-wide assessment and situational analysis of the incidents of violent protests and looting.

The visit is part of a call by KwaZulu-Natal Premier Sihle Zikalala that MECs visit their respective Districts to see for themselves the aftermath and to also engage the communities in these areas.

"We are calling for restraint and our message is simple; these are incidents of criminality and should be dealt with as such. The Government of KwaZulu-Natal has intensified its calls for law enforcement agencies to deal harshly with the perpetrators to deter and further damage our economy. We are saying #NotInOurName," said Dube-Ncube.

The MEC was accompanied by district and local Mayors, Amakhosi and political leaders of local structures. The MEC engaged communities in a structured approach wherein she addressed on the go via loud-hailing by delivering the message of the government, the posture of the KwaZulu-Natal Cabinet as well as the position of the KwaZulu-Natal Legislature in her capacity as Leader of Government Business.

The Premier and the Cabinet have already visited a number of areas that have been left devastated and suffered destruction and looting over the past few days. A preliminary extent of the losses established so far estimate the damage to be more than R3 billion.

Among the areas that have been hardest hit by the unrest are the Warehouses and Shopping Centres in Uthukela. These include millions rand worth of stock looted at the home appliance giant DEFY factory in Ezakheni and various malls being looted.

Other factories looted include Sumitomo/ Dunlop Warehouse. The district is also worse hit by the biggest traffic block as the N3 Highway, a major economic artery, has been close to traffic for nearly a week with thousands of trucks with essential cargo supplies stuck between Harrismith and Cedara. All of these are key in the fragile economy of the district.





MEC Nomusa Dube-Ncube and Acting HOD, Mrs Neli Shezi recently presented the 2020/21 Unaudited Close-Out Report

***KwaZulu-Natal MEC for Finance Hon Nomusa Dube-Ncube and her department officials presented the KZN Legislature with the 2020/21 Unaudited Close-Out Report which was roundly accepted by the members of the Finance Portfolio Committee who praised the department for its work despite facing a challenging 2020/21.***

Provincial Treasury submits a three year-end In-year Monitoring (IYM) reports to National Treasury at the end of the year. The first such is submitted at the end of the financial year as the books of departments close, and is termed the Preliminary Close-out Report. The next is submitted as the Annual Financial Statements (AFS) of departments and public entities are submitted to the Auditor-General (A-G) for auditing with this happening after the end of May each year.

MEC Dube-Ncube told the committee that the Unaudited Close-out Report is used to brief the Finance Portfolio Committee on the budget performance of departments and public entities. "The third year-end IYM is submitted to National Treasury after the annual audit by the A-G is completed, and this happens after the end of August every year and this then is the Audited Close-out Report. I must point out that Provincial Treasury undertakes various monitoring processes in-year with monthly IYMs submitted to National Treasury by the 22nd of each month," she said.

***The MEC also said that various detailed reports are prepared based on these IYMs and detailed analysis of departments' and public entities' is undertaken. This is used as an early warning system where spending pressures are detected. As a result of this robust analysis, the province has not deviated by more than 2% from the provincial budget for the past 10 years, which is a notable achievement.***

MEC Dube-Ncube further said that in 2020/21, all departments except for one showed some level of under-spending with one department showing full spending. This means that no department over-spent in 2020/21. As at the end of March 2021, the aggregated unaudited actual expenditure for the year for KwaZulu-Natal amounts to R134 billion. When compared to the Final Appropriation of R136.4 billion, the province recorded under-expenditure of R2.4 billion at year-end. The province spent 98.2% of its Final Appropriation, which is within the 2% deviation from budget norm the province has been recording over the past few years. "I must also call attention to that the

highest under-spending is shown by the Department of Health, largely because of lower demand in the first and second waves of the Covid-19 pandemic and the presentation the Team will make will provide further detail in this regard," said MEC.

***The Provincial Own Revenue showed a significant under-collection, largely because of the impact of the national lockdown. The aggregated unaudited revenue collected by departments in 2020/21 amounted to R3.4 billion. When compared to the Final Appropriation of R3.6 billion, there was an under-collection of R279.1 million, or 7.6% below budget. In this regard, 8 departments under-collected, while 7 over-collected.***

***As anticipated, the national lockdown had a significant impact on the revenue collection from Casino taxes. There was also lower revenue collection from health patient fees due to the Road Accident Fund not honouring all commitments due to financial difficulties in this fund, as well as the late implementation by the National Department of Health in terms of the Uniform Patient Fee Structure as this was not implemented from 1 April 2020 as expected. This increase was only promulgated by the National Department of Health late in June for effect from 1 July 2020. Also, Provincial Treasury reflects an under-collection of R99.6 million and this relates to interest earned on the provincial bank account being lower than anticipated. This lower rate of collection was impacted by lower interest rates and the fact that the provincial equitable share was cut by in excess of R5 billion in-year meaning there were lower than anticipated cash balances on which to earn interest.***

The conditional grant budget of the province was under-spent by R400.9 million having spent 98.2% of the conditional grant budget in aggregate. The bulk of this relates to the National School Nutrition Programme grant with under-spending of R153.7 million and this relates largely to March feeding invoices. National Treasury has given provisional approval for R357.1 million of these unspent funds to be rolled over, but this approval was based on the preliminary outcome and approval based on the unaudited outcome is awaited.

***MEC concluded her remarks by stating that: "The net monthly bank balance of the province remains positive as it has since May 2010."***

## REBUILDING OUR COUNTRY!



We have just emerged from a very difficult week for all of us when our country's democracy received one of the toughest tests of its time due to riots, destruction and pillaging of public and private infrastructure. We have been unequivocal and unambiguous, as a government, in stating that these have been elements of criminality.

Our Premier, Honourable Sihle Zikalala briefed the Legislature on the measures taken by our government to quell further discontents. His address followed soon after His Majesty King Misuzulu had also addressed the nation calling for some calm and restraint.

As the MEC for Finance and also wearing the hat of the Leader of Government Business, as the Executive Council all hands are on deck and we are working hard on the ground to find both a social and political solution to the crisis at hand. We believe underlying circumstances were a disaster waiting to happen. These include escalating triple challenges which are unemployment, poverty and inequality. Having said that, the recent events whose impact will be immediate on our provincial purse will certainly alter some of the plans we have presented. Such results are likely to crop up in our next financial year Close-out report as we quantify the damage this would have had on the public purse and potential investment to our economy.

One cannot help but be crushed by the fact that such unfortunate events in our young democracy coincided with a time when we would have been consumed with celebrating all that is positive about our icon, Nelson Mandela. One shudders to think how he would have viewed such reversal of gains and fortunes of the past 27 years of democracy. As a people of this province and this country, who believe in Madiba's ideals of a democratic and free society we cannot afford to confront this very moment with hate, violence, anger and fear. We can rise above these social upheavals and challenges.

### Government Position on Protests:

- **Government allows people to exercise their right to protest – as long as proper channels are followed and the protest is peaceful.**
- **Looting, Vandalism and Burning Down of Property: Government condemns the looting, vandalism and torching of property. This is criminality that cannot be justified. Government will never allow this because it is a recipe for anarchy.**
- **Armament of communities: Government has noted that some people were wielding dangerous weapons in the streets during the unrest. We know how dangerous it is to have heavily armed people running the streets. Government will not allow this situation to persist and we call upon people to desist from carrying dangerous weapons in public.**
- **Prevention of people from accessing public areas and their homes: We have seen streets barricaded by some residents, preventing people (particularly Africans) from accessing shops, garages and even their homes. We cannot allow it to continue.**
- **As the unrest unfolded throughout the country (mainly in KZN and Gauteng), over 200 people died.**
- **Police Minister has sent a team of investigators to investigate the killings and we want the perpetrators to be brought to book.**

Consequently, we had President Cyril Ramaphosa visiting this province to see the devastation caused by the unrest.



## HON. PREMIER SIHLE ZIKALALA AND THE PROVINCIAL EXECUTIVE INSPECTION OF THE DESTRUCTION CAUSED BY RECENT LOOTING IN KZN



The members of the Provincial Executive, visited a number of areas that had been left devastated and suffered destruction and looting over the past week.

The visit started in the Cato Ridge/Hammarsdale area, where the delegation witnessed the massive damage to property and the extent of the looting. Some of these incidents were happening in the presence of the Executive and interventions happened on the spot.

The Provincial Executive proceeded to Westmead, outside the Pinetown area, where they dealt with serious challenges of looting, destruction of property and unfortunately, witnessed the burning of the warehouse of the Clicks Pharmacy. The delegation led by Premier Zikalala proceeded to the Springfield/Umngeni Riverhorse Valley area, where similar incidents of looting were occurring the police were making arrests.

The damage that we have witnessed is massive, and it amounts to several billions in damage to property and looted stock.

This destruction is going to lead to massive loss of jobs. This destruction is going to increase unemployment in the province of KwaZulu-Natal and the country. This destruction is going to deter investors from investing in capital and infrastructure.

"We have established the preliminary extent of the losses so far. This is not a final figure as we are still in the process of collating the final figures. We estimate the damage to be more than R3 billion.

Among the areas that have been hardest hit by the unrest are the Warehouses and Shopping Centres. The hardest hit areas are the Districts of Msunduzi and EThekweni which are part of our economic hubs as they constitute the nucleus of the economy of KwaZulu-Natal. We have many of other affected businesses per district and we attach these as addendums," said Premier, Sihle Zikalala



# THE ECONOMIC RECOVERY EFFORTS IN THE PROVINCE FOLLOWING RECENT CIVIL UNREST: STATEMENT BY PREMIER SIHLE ZIKALALA



*South Africans from all walks of life have rolled up their sleeves and are assisting in the clean-up and recovery across the province.*

The people of KwaZulu-Natal are indeed re-engineering and re-opening our province for business and investment again. We must use our recent trials and tribulations to build a province that is even more united and ready to rise again. We are pleased that all major transport routes are now operating normally, and traffic is flowing. The movement on our roads points to an economy that is fast returning to normality with transport being allowed to play its role as a major economic enabler. KwaZulu-Natal has resumed its strategic role as a corridor that links the economic hubs of Gauteng and other provinces.

It must be remembered that the bulk of South African trade is seaborne, and therefore moves through our commercial ports. It is estimated that seaborne trade accounts for between 80 and 90 % of the South African economy. As a coastal province we therefore have a major responsibility to ensure the free flow of goods and services throughout our economic system. We also have a responsibility to provide our landlocked neighbouring countries access for their goods to the sea and to facilitate their trade with the rest of the world.

## IMPACT ON THE ECONOMY

As government continues to visit the scenes of devastation, it is now evident that it will take time for the province to recover. The impact has been worst in rural towns, SMMEs and on individual business owners, but the destruction has been felt across our economy.

The road to full recovery will be long and hard and will require all stakeholders to work together to reverse the negative impact. In our latest assessments eThekweni Metro and UMsunduzi municipalities remain the hardest hit. We estimate that the unrest will affect eThekweni in the following manner:

- **Loss of stock of more than R1.5 billion;**
- **Damage to property and equipment of more than R15 billion;**
- **Over 50 000 Informal Traders affected;**
- **Over 40 000 businesses affected;**
- **More than 150 000 jobs are now at risk.**
- **Preliminary estimates suggest that the impact on the eThekweni GDP will be about R20 billion.**
- **Towns such as far apart as Pietermaritzburg, Nongoma, eShowe, Boston and Umzimkhulu were also hard hit by the wave of looting and the destruction of property. We are very mindful of the impact of the unrest on our rural towns. Other small towns affected by the unrest include Richmond, Greytown, Umzinto and many others.**

**OUR CURRENT INFORMATION INDICATES THAT KEY CENTRES OF OUR ECONOMY WERE NEGATIVELY IMPACTED AS FOLLOWS:**

- **Malls and Shopping Centres - 89**
- **Hospitals - 1**
- **Warehouses - 45**
- **Factories - 22**
- **Banks - 8**
- **ATMs - 88**
- **Liquor outlets - 89**
- **Liquor distributors - 8**
- **Delivery trucks burnt - 37**
- **Schools - 139**



## THE ECONOMIC RECOVERY EFFORTS IN THE PROVINCE FOLLOWING RECENT CIVIL UNREST: STATEMENT BY PREMIER SIHLE ZIKALALA



Apart from the physical destruction of property the shutdown of economic activity has badly affected the overall economic output. Conservative estimates indicate that for every hour that the N3 highway between KZN and Gauteng is closed, millions of rand are lost to the economy. We expect that once the assessment is complete, the figures may be much higher. The social cost has also been very high. Apart from placing thousands of jobs at risk, the unrest has also threatened social cohesion and food security in the province.

A survey by the KZN Agricultural Union (KWANALU) estimates that the unrest demolished 55% of economic activities in our rural towns.

### **The survey shows that:**

- 64% of rural towns are already experiencing severe food shortages;
- 32% moderate food shortages; and,
- only 4% report a relatively secure food supply.

While we are still taking full stock of the damage caused, we are also preparing for the possibility that we may be required to call for the declaration of a state of disaster in KwaZulu-Natal.

## PROVINCIAL GOVERNMENT'S RESPONSE – IMMEDIATE TASKS (3 MONTHS PLAN)

Provincial government has consulted with social partners, including political parties, business, traditional leaders, religious leaders and transport operators in order to respond collectively to the crisis. Given the genesis and manifestation of this challenge, it is our view that only a whole society approach will yield a sustainable response.

### **In this regard, our build back better response is based on some of the following pillars:**

- Security: ensuring the security of persons, property, essential services and business;
- Coordination: establishing a coordinated effort in recovering the economy with all organs of state;
- Township and Rural Economy: focusing on the re-ignition of township and rural economies. This is with clear and concise actions to ensure not only food security, but also employment creation. Flagship projects like Bulk Buying will be accelerated to ensure access of products to Spaza Shops in the townships;
- Addressing Generalised Anxiety induced by the unrest, by rolling out Social Cohesion and Moral Regeneration Programmes.
- In the immediate, we have had to focus our attention on the security of corridors like the N3 and the N2. This is to facilitate the smooth and secure transit of fuel and food supplies.
- In the coming days, our focus will be on stabilizing the situation and easing supply chain logistics and production. We are also focusing attention on ensuring the commercial viability of our ports, road and rail networks and the continued functioning of Dube Tradeport.
- Stability in the fuel supply is critical because long queues indicate that economic activity is being suffocated. You will agree that the fuel supply has now been stabilised.



## THE ECONOMIC RECOVERY EFFORTS IN THE PROVINCE FOLLOWING RECENT CIVIL UNREST: STATEMENT BY PREMIER SIHLE ZIKALALA



Even though some items may still be missing from your preferred retailer, as a province we have greatly improved the supply and availability of food. Consequently, the queues at supermarkets have sharply decreased. Working with law enforcement agencies we are ensuring the safety of businesses. Besides restoring law and order, we are focusing our energies on putting in place strategies and mechanisms to detect and deter future unrests.

### In this regard:

- The provincial joint operations committee (JOC) has been activated to monitor, coordinate and fast track integrated response and recovery in the province. This includes planning and implementing medium- to long-term interventions by various sectors;
- The quantification of damages (in terms of the infrastructure) continues, and is being coordinated at municipality level by all organs of state and stakeholders as coordinated and facilitated by the relevant clusters. These are anchored on the OSS/DDM model which is coordinated through the Wards, Local Municipalities and Districts.

We are encouraged by companies like Toyota and Massmart which have publicly made a commitment to continue operating in the province, despite the fake reports to the contrary. Massmart, which owns Game, Makro, Cambridge Food and many other retail outlets was one of the hardest hit businesses. The company's 39 facilities including its distribution centre at Riverhorse valley were affected by the unrest. Despite this, Massmart has announced its intention to continue operating in the province and to retain all its employees.

We are confident that many more companies will follow this example. We are however mindful of the fear and overall anxiety that exists especially in the retail sector. We will do everything to assure the sector of our continuous support.



# THE ECONOMIC RECOVERY EFFORTS IN THE PROVINCE FOLLOWING RECENT CIVIL UNREST: STATEMENT BY PREMIER SIHLE ZIKALALA



## SUPPORT PACKAGES FOR AFFECTED BUSINESSES

As announced recently by His Excellency President Cyril Ramaphosa, national government is working on “extensive social and economic relief package” for affected sectors. The Province is working closely with national government on this. As KZN we are calling for both relief and stimulus packages.

We will also be exploring ways to augment the national support packages to affected companies, workers and communities. All our efforts will however be guided by the final assessment report at the end of the verification process. We are ready to support companies that want to rebuild premises which were destroyed. Some of the initiatives we are investigating include having a rates rebate for those companies.

At the same time, we will expedite building plan approvals, occupational certificate approvals and EIA requirements. This will ensure that the rebuilding process is quick and that most companies are back on their feet as soon as possible.

Municipalities are also coming to the party with support packages for business. This week the Mayor of eThekweni Cllr. Mxolisi Kaunda announced that the Metro will consider proposals to:

- Provide rates relief to businesses that can no longer operate due to the damage to their property;
- Provide a rental holiday to businesses that are using municipal buildings until they are repaired or rebuilt;
- Allow businesses currently not operating to request disconnection of services to avoid charges being raised on their accounts;
- Set up a single support service at the Durban Exhibition Centre and a hotline that will provide information to businesses to help them to restart;
- Engage with SEDA, IDC and Ithala to provide funding support to businesses for re-stocking and rebuilding.



# THE ECONOMIC RECOVERY EFFORTS IN THE PROVINCE FOLLOWING RECENT CIVIL UNREST: STATEMENT BY PREMIER SIHLE ZIKALALA



## RESPONSE BEYOND THREE MONTHS

Beyond the initial period of three months we must agree on the need to work together to reset our economy. Resetting means that our economy must over time, begin to reflect the demographics of our province guided by the principles of inclusivity and co-ownership. To achieve this requires that we build a solid skills base and more employment creating ventures in the province.

So, the medium to long-term response will focus on Reassuring, Rebuilding and ensuring that KZN is Rising and Uniting. We will focus on promoting the KZN brand in domestic, continental and international markets. Ensuring the success of the Intra-Africa Trade Fair scheduled for November this year in Durban, will be key to this. We will continue to position KZN as Gateway to Africa and African Continental Free Trade Area (AfCFTA). We are also working with Transnet to implement the moving of more cargo from road to rail. This initiative will increase efficiencies and drive down the cost of business in the overall economy.

## KZN AFRICA EXPORT STRATEGY ADOPTED

Still on matters related to the economy, we are happy to announce that we have adopted the KwaZulu-Natal Africa Export Strategy and Implementation Plan. Having the two main ports in the country gives us a competitive advantage which we must build on. The strategy, developed by Trade and Investment KZN, aims to determine the viability of products produced in KwaZulu-Natal.

We anticipate that businesses already exporting to the rest of the continent, and those still planning to do so, will find this KwaZulu-Natal Africa Export Strategy useful. The strategy will help them in their quest to grow continental sales and to remain sustainable, with positive implications on jobs and economic growth. This strategy will be launched soon as part of the build up to the Intra-African Trade Fair 2021 to be held later this year. The Intra-African Trade Fair 2021 will be used as platform to market KZN and restore investor confidence and thus will play a critical role in our economic recovery efforts.



## JULY IS NATIONAL SAVINGS MONTH: SAVINGS TIPS

*Saving is defined as income not spent, but instead put away for a rainy day!*

July is National Savings Month and as such, there is no better time to have a look at your saving habits and see how you can save more. National Savings Month is an initiative that was started in 2001 by non-profit organisation South African Savings Institute (SASI). The annual campaign aims to raise awareness of fiscal planning and saving, as well as getting all South Africans educated and active when it comes to investments and savings.



### FIVE WAYS TO STICK TO A SAVINGS PLAN:

#### 1. Save Automatically

Save automatically through a monthly transfer from cheque to savings ideally soon after you are paid. What you do not see, you probably will not miss. These savings can provide funds for emergencies, a home purchase deposit, school tuition or even retirement. Almost all banking institutions will, on request, automatically transfer funds monthly from your cheque account to a savings account.

#### 2. Save for Emergencies

Having an emergency savings account may be the most important difference between those who manage to stay afloat and those who are sinking financially. In fact, low-income families with at least R5 500 in an emergency fund are better off financially than moderate-income families who save less for emergencies. Without emergency savings, you may find the need to turn to high-cost credit cards or payday loans to cover the amount you owe. Borrowing from these types of lenders could make it difficult for you to pay back your debt due to the high-interest rates charged.

#### 3. Pay Off High-Cost Debt

The best investment most borrowers can make is to pay off consumer debt with double-digit interest rates. By tackling the debt with the highest interest rate afford you not only a cost savings method but you can pay off your debt faster with less money.

#### 4. Save for Retirement

Few people get rich on a salary alone. Wealth is built by consistently saving and earning compound interest, or interest on your interest, over many years. Saving now for retirement will ensure that you have enough money to live a comfortable lifestyle when you stop or reduce the number of hours you work. The earlier you start – the better, ideally in your first job when the time is still on your side. Saving for retirement is important at any age and it is never too late to get started. You may be able to save for retirement through your workplace through a retirement scheme or you can save on your own by putting money in a retirement annuity.

#### 5. Make a Plan

Individuals with a savings plan are twice as likely to save successfully. Even saving as little as R50 per month, starting this month will help you to reach your future savings goals. Do not forget to impart this knowledge and education with your children ensuring a legacy of wealth or savings that will last generations.

Source: [americasaves.org](http://americasaves.org)

<https://www.iemasfinancialservices.co.za/blog/national-savings-month>

SAVE YOUR MONEY  
AND ONE DAY  
YOUR MONEY  
WILL SAVE YOU





We hide to try our feelings, but we forget that our eyes speak.

***Our society continues to perpetuate the myth of male strength and invincibility. Although the times are changing, many South African men still feel that it is "unmanly" to admit to weakness or vulnerability. So, what happens when a man finds himself battling with a mental illness? How does he explain to his colleagues and friends that he can't cope anymore? And what is the best approach that he can take in order to regain control of his life?***

Statistics show that most mental illnesses are more frequent in the female population. Major depression is twice as common in women as it is in men, and women dominate in nearly all the anxiety disorders. There are a number of theories that have been postulated to explain this uneven distribution. Some experts believe it is connected to the hormonal imbalances in women, whilst others believe that men are merely underreporting their experiences. "Females do tend to come into contact with health professionals more often than men do," says Dr. Wynchank, a Johannesburg psychiatrist, "and women are socialised into seeking help more readily. Both of these factors could influence the gender differences reflected in the statistics."

One psychiatric disorder in which men dominate easily is that of substance abuse. "Often men are self-medicating with illicit drugs and alcohol in order to treat an underlying depression, anxiety or personality disorder which has not yet received adequate treatment," explains Dr. Westmore, a Bloemfontein psychiatrist.

Although half as many men as women are reported to suffer from depression the rate of suicide in men is three times more prevalent than that in women. Men aged 18 to 24 form the highest suicide group in many countries. Once again, experts point back to the fact that fear and shame often keep men with mental problems from seeking help. If left untreated, depression can result in poor work performance, substance abuse and broken families. Sometimes, suicide appears to be the only solution left for desperate men. Men frequently commit suicide by more violent means, such as hanging or the use of firearms.

Ian\*, a middle aged businessman remembers the kind of hopelessness he felt when he lapsed into depression: "I began to lose interest in my business, leisure activities and civic responsibilities. I became indecisive about everything and couldn't sleep at night."

Ian was diagnosed with dysthymia (a mild, persistent depression) and anxiety, and was put onto an antidepressant. Three to four weeks later, his depressive symptoms began to decrease, and he was able to focus on his work again. Ian believes that many men suffer needlessly because society teaches them that getting help is a sign of weakness.

Men who find themselves suffering from mental illness can take heart from the fact that they are in good company. Untreated mental health problems can result in both financial and human costs being incurred at top firms.

Male employees are often particularly worried about the personal stigma associated with mental illness in the business world. Even at the most progressive firms, the stigma surrounding mental illness can remain a barrier to effective medical care. Dr. Westmore agrees that, if left untreated, a psychiatric disorder can affect an individual's ability to function properly in the workplace. However, if treated timeously with the correct programme, many sufferers can continue to perform as effective employees.

***So, what kind of help is available for men that decide to confront their mental problems?***

Most mental illnesses are best treated by a three-pronged approach that involves medication, therapy and self-help. The best solution is to find a skilled psychologist and psychiatrist that can work in conjunction to ensure that you are receiving the best possible treatment for your illness.

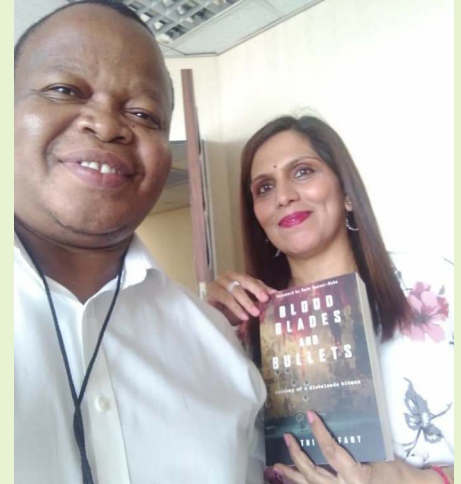
"More often than not, patients feel immense relief when they finally receive a proper diagnosis from a professional," says Dr. Wynchank. Educational campaigns need to continue to promote tolerance and combat ignorance regarding mental illness in men. Often men with underlying psychiatric problems present to their GP's with superfluous physical complaints. GP's need to be aware of these kinds of scenarios and be able to tactfully refer men to mental health professionals.

Source:

[https://www.sadag.org/index.php?option=com\\_content&view=article&id=95:cowboys-don-t-cry-mental-illness-in-men&catid=61&Itemid=143](https://www.sadag.org/index.php?option=com_content&view=article&id=95:cowboys-don-t-cry-mental-illness-in-men&catid=61&Itemid=143)



*Nathi Olifant, a former crime writer for The Witness and The Mercury newspapers and National Political Correspondent for Sunday Tribune and the Sunday Times newspapers works at the KZN Treasury Ministry and a Media Liaison Officer and Spokesperson for the MEC of Finance Nomusa Dube-Ncube.*



### When did you find time to write?

My job as a government communicator totally does not afford me time to write, but I have tried to squeeze in and put in those hours at midnight. I have always thrived in writing at midnight. That's the only time I could find to write.

### How was the process of writing fiction after years of being a journalist?

I really must admit that it was very difficult. Luckily for me I had a base and foundation on which to build since I had already studied Creative Writing and had dabbled in the crime fiction through those short stories for the magazines.

### Did you expect your book to have gained such a following?

I did not expect this book to be such a hit and phenomenal. I remember when I posted a roughly drafted chapter on Facebook back in April 2019 and my page went beserk. I sort of knew I had hit the right notes. I continued posting more chapters in the preceding months until I stopped and I knew I needed to finish this 500 plus page book. The following has been mind boggling for a self-published book.

### What made you choose a hitman for the main protagonist of your book?

I thought it would be different and fresh to choose a hitman as the main protagonist. After interviewing a hitman serving life in one of the KZN jails, I just thought perhaps no-one actually understands the fears, the vulnerability that these messed up individuals go through from the initiation phase to accomplishment.

### Why did you think this story needed to be told?

I took this decision in 2017 when I was still working for the Sunday Times as a National Political Correspondent and I had been sent to Glebelands Men's Hostel to interview people about their plights. That was after the death of former ANCYL Secretary-General Sindiso Magaqa. It had emerged that a hitman that eliminated him came from Glebelands. I have always wanted to write crime fiction and this bloody and dreaded hotel became my focal point and I knew I wanted to tell this story but in a different literal way that conforms with crime fiction.

### Can you reveal how many copies have been sold roughly so far?

It's just over two thousand copies including those in retail and those sold from the boot of my car. I never even thought I'd sell 100 copies, but when I released it I set up at some coffee shop on Durban's Florida Road and I just could not keep up with the traffic of buyers that day. I had order 300 copies from the printers and 250 of those were sold on the day.

### Anything else you want to tell the reader?

Well, dear reader, if you are a fan of crime fiction I am pledging to feed that passion and give you good doses. But I also invite you to visit either Exclusive Books or Bargain Books to get your copy because...what do they say about the taste of the pudding? Ha ha ha



**Mr. Ndumiso Nkomo, Director: Legal Services is providing a summary of this case where an employee was dismissed for not disclosing their positive Covid-19 results. Mr. Nkomo discussed this case with the COVID-19 SteerComm and it was agreed that it should be shared with Provincial Treasury employees.**

ESKORT LIMITED (Applicant) and STUURMAN MOGOTSI (First Respondent), SIMPHIWE SAKI NGADA N.O (Second Respondent) and the CCMA (Third Respondent): Case No: JR1644/20

This matter was heard on the 18th of March 2021.

The Labour Court herein dealt with the issue surrounding the fairness of the dismissal of an employee on account of gross misconduct and gross negligence, related to his failure to follow and/or observe COVID-19 related health and safety protocols put in place at the workplace.

### **Facts of the matter:**

The First Respondent was charged with gross misconduct related to his failure to disclose to the employer that he took a COVID-19 test on 5 August 2020 and was waiting results and also charged with gross negligence in that after receiving his COVID-19 test results which were positive, he had failed to self-isolate, continued to work on 7, 9 and 10 August 2020 and thus put the lives of his colleagues at risk.

It was also alleged that during the period he reported for work after receiving his results he failed to follow the health and safety protocols at the workplace, including the wearing of a mask and social distancing. After his dismissal the First Respondent alleged that his dismissal was unfair and brought his case to the CCMA and the

Second Respondent presided over the matter.

Evidence led in the arbitration proceedings may be summarized as follows:

- The First Respondent travelled to and from work daily with a colleague, Mr. Philani Mchunu in a private vehicle.
- On 1 July 2020, Mr. Mchunu did not feel well and consulted a medical practitioner on the same date.
- Mr. Mchunu was admitted to hospital and informed that he had tested positive for COVID-19.
- At about the same time, the First Respondent started experiencing chest pains, headaches and coughs. He consulted a traditional healer who happened to be his wife.
- The First Respondent was then informed by management to stay at home however he still showed up for work despite having learned of Mr. Mchunu's positive COVID-19 results.
- The First Respondent took a COVID-19 test on 5 August 2020 and on 9 August 2020 he got a test confirming that he had tested positive.
- The Applicant was concerned that even though the First Respondent had taken a COVID-19 test on 5 August 2020, the first respondent still reported for duty on 7, 9 and 10 August 2020 even delivered a copy of his test results by hand in which he failed to social distance from colleagues, going so far as to give a hug to one of them and failed to wear a mask.
- Fairness of the First Respondent's dismissal was accordingly confirmed by both the CCMA and the Labour Court.



## GALLERY - PROVINCIAL TREASURY Commemorating Men's Month

Provincial Treasury men leading various business units are unanimous in the message that Men's Month is about leadership, taking care of families and responsibility in the community. The images below depict Treasury male employees who occupy various portfolios and do their work with commitment and diligence.

