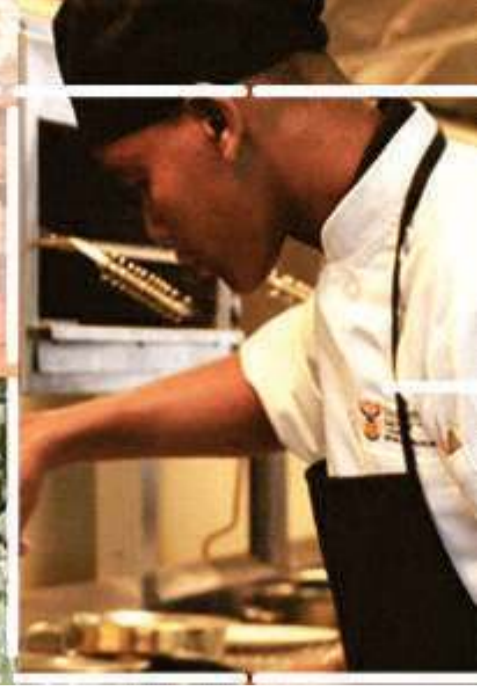


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4 | Post-Retirement Medical Benefit



When government employees retire, they may qualify for a medical benefit to help to cover their medical aid contributions during retirement.

If you have less than fifteen years of service you will receive a once-off medical benefit. The amount payable depends on whether you have more or less than 10 years of service.

It is also important to note that this benefit is taxable and is a non-contributory benefit, which means that pensioners are not contributing any money for it.

The amount of the medical benefit depends on their length of service.

Please note that to qualify for the medical benefit, you must have been a main member of a recognised medical aid for the last 12 months (without a break) before you retire.

If a pensioner passes away and his or her spouse was a dependent on the medical aid at the date of death, and then becomes the main member, the spouse will qualify for the same subsidy percentage that the pensioner received.

If you have fifteen or more years (10 years in case of discharge due to ill health) of service, the Government will pay a portion of your monthly medical aid membership for the rest of your life, as long as you remain a principal member of a medical scheme.

3

LESSONS WHICH CAN BE LEARNED FROM THE NATIONAL DEVELOPMENT PLAN FOR THE IMPLEMENTATION OF KNOWLEDGE MANAGEMENT IN THE EPWP

By Andiswa Qiqimana

The Expanded Public Works Programme (EPWP) is at the helm of building its institutional memory which constitutes information, content analysis, EPWP systems, processes and procedures which are of value to its internal clients and public. A series of articles will therefore be developed to illuminate government prescripts and guidelines with regard to the knowledge management function. This article looks at the guidelines which are evident from the National Development Plan (NDP) and would be lessons to be learned for the implementation of Knowledge Management in the EPWP.

The NDP is the long-term plan of government to eliminate poverty and to reduce inequality in South Africa by 2030. The plan makes numerous references to the role that knowledge, and by implication knowledge management, plays in achieving these objectives. The references in the plan to the important roles of knowledge in the development of the country are very informative for the further strengthening of the knowledge management function within the EPWP Branch.

The NDP describes knowledge as “systemically integrated information that allows a citizen, a worker, a manager, or a finance minister to act purposefully and intelligently in a complex and demanding world”. It states that large stocks and flows of knowledge leads to virtuous circles that encourage creativity, innovation and growth. This growth must be controlled to be both transformative and inclusive, which again depends on the availability of relevant knowledge sets. Continuously revised knowledge is an important ingredient of planning for transformation in the country as a whole, as well as at organizational level.

The EPWP Branch's ability to respond to the challenges it faces in fulfilling its mandate depends on its organizational capacity. The

NDP identifies knowledge as a key element of capacity. Together with other elements such as institutional processes, resources, learning networks and leadership it determines the ability of the organization to respond appropriately to its environment. Central to the organization's ability to be responsive and innovative is a lifelong commitment by staff to continuous learning, professional development and knowledge production. The NDP emphasizes the need for professionalization and skills development in the public service through long-term skills-development strategies, some of which have close ties with knowledge management.

The NDP highlights the need for effective training which empowers workers and makes them feel valued. Furthermore, the plan states that those who are appointed to management positions must have both the management experience and knowledge needed to understand technical challenges and secure the respect of the technical specialists.

Sound record management processes are key to successful service delivery and the measurement of its impact. The NDP uses the national health information system as an example of the need for secure, online, electronic systems through which information from different entities should be integrated for appropriate integrated responses by all the inter-related parts of the health system.

The EPWP Branch faces similar challenges in its nation-wide coordination of the EPWP. The main message of the NDP in this regard is the need for government departments to seize the benefits that “... flow from technological revolution in an increasingly connected and knowledge-intensive world”.



DPWI PROVIDES FINANCIAL TRAINING TO EPWP PARTICIPANTS IN GANYESA

By Michael Mokoena, pictures by Jimmy Mbhokota

The Department of Public Works and Infrastructure (DPWI) recently provided financial literacy training to 51 Expanded Public Works Programme (EPWP) participants who are providing cleaning services to the Kagisano-Molopo local Municipality in the North West.

According to the Deputy Director: EPWP Training Coordination in the province, Mr. Jimmy Mbhokota, the training was an initiative of DPWI in partnership with the Financial Sector Conduct Authority (FSCA) and the Kagisano-Molopo Local Municipality and was aimed at providing financial literacy to EPWP participants.

“During the training, learners were provided with information on how to manage their monies and were also given information on the legal and legitimate financial institutions that offer money saving services. The training module comprised of topics such as: the role of FSCA, Treating Customers fairly, Financial Advisory and Intermediary Services, Money Management Needs and Wants, Budgeting, Savings, Retirement, Credit Insurance, Role of Ombudsman, Pyramid Scheme, Unclaimed Benefit and Evaluation,” Mbhokota said.

He pointed out that the training was delivered from 21-23 June 2021 and that the participants who have successfully completed the training will soon receive Certificates of Attendance. “We hope that the participants will use the knowledge they have gained from the training to benefit themselves and their communities,” Mbhokota stated.

Due to Covid-19 health pandemic that still persist, the Department ensured that for the duration of the training sessions, Covid-19 protocols such as social distancing, wearing of face masks and hands sanitising were adhered to. “During the training, the participants had to be clustered into small groups and the delivery of the 1-day training had to be implemented over a period of 3 days,” Mbhokota added.

Participants' Testimonials

One of the participants, Ms Refilwe Mothibi, said that the training has given her a better understanding of managing her finances. “I am now better informed on how to draft a budget as well as how to better save my money. I will also relay the information I learned.

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