



agriculture & rural development

Department:
Agriculture and Rural Development
PROVINCE OF KWAZULU-NATAL

SPEAKING NOTES OF MEC MTHEMBU FOR THE SERVICE EXCELLENCE AWARDS AND LONG SERVICE AWARDS

VENUE: CEDARA SPORTS FIELD

DATE: 20 MAY 2019

Programme Directors

Acting HOD Mr S. Myeza

EXCO Members

MANCO Members

Distinguished Guests

It is my great pleasure to welcome you all to the joint 2018/19 Departmental Service Excellence and Long Service Awards. This year's awards come at a crucial time as we celebrate 25 years into democracy and the beginning of the 6th administration.

As we begin this new dawn, it is a perfect opportunity to thank all those who have voted on the 8th of May 2019, for their continued dedication to the progress of our democracy and making their voices make a difference. The victory of the ANC-led government indicates that there is still trust on us as government officials. South Africans have placed a mammoth task on the ANC-led government to ensure that there is service delivery and accountability from officials.

Bafowethu nodadewethu, namuhla silapha ukuzobungaza labo abenze okuhle ngokwedlulele emisebenzini yabo bekhombisa ukuzinikela nokuzibophezela ekubekeni phambili iMigomo yeBatho eqhakambisa ukunakekela abantu.

Ngalomcimbi wanamuhla wokuklomelisa onesiqubulo esithi, **"Growing Agriculture Together" - "Sikhulisa ezoLimo ngokuBambisana"**, sihlonipha

labo abenze umsebenzi oncomekayo ngezinga eledlulele kuyo yonke imigomo eyishumi nanye yeBatho Pele. Laba ngabasebenzi abanikele ngezimpilo zabo ukwakha baphinde bagcine isithunzi sikaHulumeni sihloniphekile.

Njengoba sikulo mcimbi wesiShiyagalombili wokuBungaza nokuKlommelisa abenza uMsebenzi oNcomekayo, thina njengomNyango wezoLimo nokuThuthukiswa kweMiphakathi yaseMakhaya siyaziqhenya ngemihlomulo yabasebenzi abaphendle indlela ngokwenza imisebenzi esezingeni elincomekayo eminyakeni edlule ezingeni lesiFundazwe nelikaZwelonke. Asingabazi ukuthi nalaba abazoklonyeliswa namuhla bazolandela ezinyaweni zalabo abaphumelela eminyakeni engaphambili.

Sinokuziqhenya okukhulu ngezisebenzi zikahulumeni ezenze izimanga emikhakheni ehlukenene. Lokhu kudalwa ngukuthi abantu abenza imisebenzi emihle njengalena yibo abayinjini kahulumeni yokuletha izidingo kubantu imihla ngemihla kepha ezikhathini eziningi kuvamisile ukuthi sibakhohlwe

Ngifisa futhi ukuthatha leli thuba ngihloniphe abasebenzi bomNyango wethu asebedonse iminyaka eyishumi nangaphezulu besebenzela uhulumeni ngokuzinikela. Lezi zitifiketi ezizodluliselwa kubo namuhla zinguphawu lokubabonga ngokuzibophezela kwabo okufakazelwa yinani leminyaka asebeyichithe besebenzela uhulumeni.

Noma ngabe uyibuka ngaliphi ilihlo lendaba, ukwenza kwenu kuyisimangaliso esedlulele. Ukusebenzela ukuhulumeni waseNingizimu Afrika cishe yonke iminyaka yenu nisenamandla okusebenza, kuyisenzo esikhombisa ukwethembeka kanye nomuzwa ojulile wokuthi lohulumeni kanye nelizwe lingelenu. Ukuzinikela kwenu yonke leminyaka yikho okwabeka isisekelo esiqinile umNyango wethu owakhelwe phezu kwaso.

Last year, ladies and gentleman, we instituted a Turnaround Strategy as well as a review of the Departmental Strategy for the past five years. One of the issues that we uncovered, which is relevant to this gathering, is that the Department has serious problems fashioned by poor people management; organizational structuring and strategy misdirection, which have had the collective effect of bringing about poor organizational culture.

Culture is the way things are done in the organisation. It is the building block of a successful organisation and a key element in the ability of an organisation to differentiate itself in positive ways. It is a combination of shared values, assumptions, beliefs that govern how people behave in an organisation. It defines a unique and psychological environment. Whilst it is excellence in the Department as can be witnessed by the people we are honouring today, nevertheless it is confined to some pockets and is not a culture that everyone within the Department is living upon.

The Department has to change its culture. This must be a deliberate process, with clear performance standards. Changing the organizational culture is a leadership responsibility as it consists of the interlocking set of goals, roles, processes, values, communication practices, attitudes and assumptions. That is the message we want to emphasize today.

Mphathi woHlelo, sengiphetha ngifisa ukubonga umsebenzi ngamunye ngokuqhubeka nokusesekela kule minyaka emithathu edlule. Sibe nezikhathi ezinhle nezimbi kepha ngokuzinikela sikwazile ukwakha umkhakha wezoLimo ophilayo futhi ophumelelayo. Kuningi futhi esingaziqhenya ngakho. Kulesi sikhathi esinikezwe sona sikwazile ukusungula uHlelo oluzoba yisisekelo sokusebenza komkhakha wezoLimo KwaZulu Natali. Lolu hlelo yilo futhi oluzolawula indlela okuphathwa ngayo umNyango. Ngifuna ukuthi niqhubeke nokusebenza ngomdlandla ofanayo ukuze niqinisekise ukuthi umkhakha wezolino uyaqhubeka nokuba ngophilayo nophumelelayo KwaZulu Natali. Uma nenze njalo, nizofinyelela kubo bonke abantu baKwaZulu Natali nibahlinzeke ngezidingo.

Let me also take this opportunity to thank officials from the Department of Agriculture and Rural development, Acting HOD, EXCO and MANCO for the continued support, through your dedication and hard work you can take Agriculture in the Province to another level. Continue building on the foundation that has been laid as you take the agricultural sector forward, continue to "make agriculture, our culture".

I thank you.