

# MMILENG

ISSUE 1 OF 2023

Welcome to Our Road Network

## RAL'S MUNICIPAL INTERVENTION PROGRAMME

inspires service delivery confidence

**A R49 MILLION FACELIFT** for Thabazimbi's road D2357 as RAL partners with Northam Platinum Limited

## NETBALL SA PRESIDENT

Encourages various stakeholders to work with RAL to improve Limpopo roads

**“BALANCE BETWEEN** upgrading, from gravel to tar and maintenance”



## BIG INTERVIEW

New engineering boss vows to stabilise planning and improve contractor performance



# OUR MISSION

To provide quality and sustainable provincial road infrastructure network for the economic development of Limpopo Province.

# CONTENTS

Issue 1 of 2023



6



10



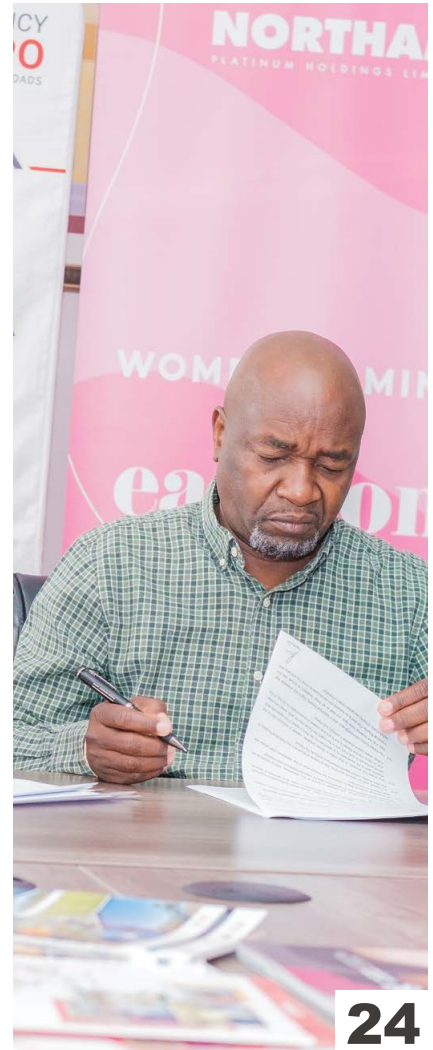
14



34

## COVER STAR

This edition's cover star is Ms Cecilia Molokwane, Netball SA President



24

### Note from the Editor

- 2** Seven new upgrade projects - from gravel to tar! Netball World Cup - All the best to team SA

### From the CEO's Desk

- 4** With one vision and purpose, an improved road infrastructure is certain

### RALatWork

- 6** "Balance between upgrading, from gravel to tar and maintenance"

### Stakeholder Engagement

- 10** RAL's Municipal intervention programme inspires service delivery confidence
- 26** #RALatWork Social Media: Complaints and Compliments

- 27** Vox Pop: Mintirho Ya Vulavula

### Shareholder Engagement

- 14** Operation #Thibamekotiditseleng: MEC Rakgoale's effort to patch dilapidated roads in Limpopo continues
- 18** A collaborative road infrastructure development approach is key

### Big Interview

- 20** Over 35 years' Experience, New Engineering Boss vows to stabilise planning and improve contractor performance

### Strategic Partnerships

- 24** A R49 million facelift for Thabazimbi's road D2357 as RAL partners with Northam Platinum Limited

- 28** RAL-Exxaro partnership upgrade of road D3109 in Lephalale ensures safer and more reliable transportation

### SMME Empowerment

- 32** Lephalale SMMEs inspired following the construction of a 14.1km road

### Personality

- 34** A woman in charge: Netball SA President calls for more support for women in sport

### Inside RAL

- 38** Roads Agency Limpopo empowers future leaders

### RAL Cares

- 40** "It's ok not to be ok" RAL promotes Men's Mental Health Awareness

# SEVEN NEW UPGRADE PROJECTS - FROM GRAVEL TO TAR!

## NETBALL WORLD CUP - ALL THE BEST TO TEAM SA

**W**elcome yet again, to your favourite read, *Mmileng*, Roads Agency Limpopo's (RAL) corporate publication that keeps you updated on the province's road infrastructure developments!

Before going to the good story of RAL as told by your reliable publication, let us extend our most sincere salutations to the "Woman in Charge", Ms Cecilia Molokwane, Netball SA President and her team for the good work in bringing the Netball World Cup to South Africa. We wish the SPAR Proteas all the best in the upcoming competition set to take place in Cape Town from 28 July to 6 August 2023. More about this story on **page 34**.

In this edition of *Mmileng*, we report the good work carried out by the Agency in the past quarter. The lead story in this publication features the Hon. MEC for Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI), Mme Nkakareng Rakgoale's 2023/24 Budget Vote which announced over seven upgrade (gravel to tar) projects for the 2023/24 financial year. As we have said before, when the resources allow us to make Limpopo better, the Agency acts with speed, read more about this on **page 6**.

As usual, we bring you features that allow you a peek into the operations of the Agency. We continue to improve the Limpopo's road infrastructure. In the Big Interview feature, we urge you to read about the newly appointed seasoned engineer who is now part of RAL's winning team and is tasked to provide leadership to our team of engineers. Get to know RAL's new Executive Manager: Engineering, Mr Moshweu Mokgala and how he intends to tackle road infrastructure delivery implementation story on **page 20**.

**"AS WE HAVE SAID BEFORE, WHEN THE RESOURCES ALLOW US TO MAKE LIMPOPO BETTER, THE AGENCY ACTS WITH SPEED."**



**Dr Maropeng Manyathela**  
Executive Manager: Corporate Services

Quality road infrastructure is undoubtedly a need, and we thank the Limpopo residents for working with us in undertaking this socio-economic development journey. This is seen through the implementation of the RAL-Municipal Memorandum of Agreement (MoA) which tackles road infrastructure challenges in municipal jurisdictions. On **page 10**, we take you through the work done by the Agency and hear what the people on the ground are saying about these interventions in municipalities.

RAL's stakeholders remain an integral part of the success of the Agency. Whether communities or strategic partners, a cooperative stakeholder approach has undoubtedly led to all the success of the Agency. From community members that ensure projects are completed and their communities are kept abreast of RAL's processes and strategic partnerships that help co-fund our road infrastructure, all stakeholders continue to play their collaborative part, brilliantly. Read about how the RAL-Exxaro partnership successfully delivered road D3109 from Abbotspoor to Kitty within the Lephalale Local Municipality and the newly signed MoA between RAL, Northam Platinum for the upgrade of road D2357 and rehabilitation of a low-level bridge in Thabazimbi Local Municipality.

Enjoy reading further.

# We **Connect** Limpopo...



Today, Limpopo boasts a good road infrastructure network, making transportation of people and goods reliable, thereby enabling access into the rest of Africa.

**RAL making it all happen...**

[ral.co.za](http://ral.co.za)

**RAL**

ROADS AGENCY  
**LIMPOPO**  
TOGETHER FOR BETTER ROADS

# WITH ONE VISION AND PURPOSE, AN IMPROVED ROAD INFRASTRUCTURE IS CERTAIN

**A**s Roads Agency Limpopo (RAL), we continue to work closely with all spheres of government in an effort to improve road infrastructure service delivery in Limpopo.

The province was fortunate, in June, to welcome the Ministry of Transport, led by the Honourable Sindisiwe Chikunga for her oversight visit to assess the state of the province's road infrastructure. The minister spoke strongly about the need for strengthened efforts to address the deterioration of the state of roads in South Africa. She further offered her department's support by requesting the province to identify roads that could be transferred to South African National Roads Agency Limited (SANRAL) to assist in addressing the existing backlog in the Limpopo Province.

Technology continues to be in the forefront in guiding our efforts as a government. Hon. Chikunga spoke of the innovative nanotechnology which will be used to address the constantly rising costs of building roads. Our Road Asset Management System (RAMS) project is also at an advanced stage where we can pull information pertaining to any road that falls within our network and determine the management needs of that particular road.

It is encouraging to hear the minister expressing her willingness to broker relationships with the private sector in

**"IT IS ENCOURAGING TO HEAR THE MINISTER EXPRESSING HER WILLINGNESS TO BROKER RELATIONSHIPS WITH THE PRIVATE SECTOR IN LINE WITH RAL'S STRATEGIC PARTNERSHIP STRATEGY, TO HELP REPAIR SOME OF THE DILAPIDATED ROADS THAT ARE MOSTLY USED BY THE PRIVATE SECTOR IN THEIR BUSINESS OPERATIONS."**

line with RAL's strategic partnership strategy, to help repair some of the dilapidated roads that are mostly used by the private sector in their business operations.

Adding to our strategic partnership efforts, on **page 24**, RAL signed a Memorandum of Agreement (MoA) with Northam Platinum Limited in Thabazimbi Local Municipality



**MR GABRIEL MALULEKE**  
RAL Chief Executive Officer

for the upgrade of road D2357 and the restoration of the low-level bridge within the Waterberg District.

The Agency is grateful for the continued support from all stakeholders including communities that are the primary beneficiaries of the road infrastructure. The recent intervention by RAL's stakeholder unit in addressing differences that emanated from the Steel Bridge project was a clear indication of our willingness to work with communities

to deliver impactful road infrastructure services to the people of Limpopo. We are glad that in the end, all the parties understood RAL's policies which are fundamentally aimed at protecting the relationship with all those we work with.

RAL remains committed to improving the road infrastructure in the province. Seven new upgrading projects were announced by the Hon. MEC for the Limpopo Department of Public Works, Roads Infrastructure, Mme Nkakareng Rakgoale. As the Agency, our aim is to ensure the

successful implementation of these projects.

We commend Hon. MEC Rakgoale for her continued leadership and guidance. Our support and assistance to struggling municipalities continue to be felt all over the province. In our view, there is nothing that beats joining hands and thoughts to create an ever-lasting solution.

# RAL's

main functions and responsibilities are to plan, design, construct, manage, control and maintain all provincial roads for the Limpopo Province.

Hon. MEC for the Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI), Mme Nkakareng's Budget Vote for the 2023/24 financial year has allocated resources to improve road infrastructure in Limpopo.



## “BALANCE BETWEEN UPGRADING, FROM GRAVEL TO TAR AND MAINTENANCE”

In her 2023/24 budget vote, the Hon. MEC for Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI), Mm. Nkakareng reassured the Limpopo Province of a more improved road infrastructure service delivery and urged Roads Agency Limpopo (RAL) to balance between building new roads and maintaining the existing ones.

As she presented seven upgrading projects, the MEC emphasised the need for a balanced approach in road infrastructure delivery highlighting that, in addition to the rehabilitation projects, RAL will be implementing seven upgrade projects across the province in the current financial year.

According to the MEC, the commencement of upgrades on the

roads is part of the Agency's mandate which entails the delivery of quality and improved road infrastructure for the benefit of the people of the Limpopo Province. As more communities continue their call for more road upgrades, MEC Rakgoale pleaded with communities and assured them that LDPWRI together with RAL, remain steadfast in the vision to improve socio-economic livelihoods of the people of the province. She maintained, amidst the budgetary constraints that continue to hamper the efforts of the department and RAL, developing an enabling road infrastructure continues to be a key priority.

“We table this Budget Vote noting the challenges of service delivery in some of our communities and we remain committed to

addressing these challenges. The department is amongst the strategic departments that are tasked to ensure that there is improved service delivery in the province,” she stated.

With RAL having been able to successfully spend all its budget towards roads infrastructure development in the previous financial year, MEC Rakgoale has allocated R2 billion to RAL for the

2023/24 financial year. The allocated budget comprises the Conditional Grant-Provincial Road Maintenance Grant (PRMG) for maintenance – and Equitable Share for new road upgrades.

It has been a continuous call by the MEC, that all the budget allocated to RAL must be utilised optimally as the Agency cannot afford to not use the allocated funds whereas there is a great demand for roads in the province.

She tabled some of the completed projects in the year under review highlighting that in the past year, the Agency had placed more emphasis on rehabilitation and maintenance of the provincial road network and that more plans are in the pipeline for upgrade projects.

“Following an outcry about the state of our roads in the province, we have taken a conscious decision to put more efforts on rehabilitation and maintenance of our road infrastructure. We have also appointed 41 Consulting Design Engineers to carry out designs for identified planned projects in the province,” MEC confirmed. [m](#)

**“FOLLOWING AN OUTCRY ABOUT THE STATE OF OUR ROADS IN THE PROVINCE, WE HAVE TAKEN A CONSCIOUS DECISION TO PUT MORE EFFORTS ON REHABILITATION AND MAINTENANCE OF OUR ROAD INFRASTRUCTURE. WE HAVE ALSO APPOINTED 41 CONSULTING DESIGN ENGINEERS TO CARRY OUT DESIGNS FOR IDENTIFIED PLANNED PROJECTS IN THE PROVINCE.”**

**CAPRICORN DISTRICT**



Road construction project for roads D3436 and D5007 at Ga-Ramoshwane and Ga-Rammetlwane has begun.

## MOPANI DISTRICT



Following the handing over of the contractor, the upgrading of road D3248 is set to commence to improve accessibility from Thapane to N'wamitwa.

## SEKHUKHUNE DISTRICT



The construction of road D4283 from Glencowie to Ga-Malaka is planned to commence during this 2023/24 financial year.

VHEMBE DISTRICT



The construction project for road D3669, known as the Mavhunga access road, has commenced with considerable progress.



Road D3671, stretching from Musekwa to Maranikwe, is one of the gravel roads to be upgraded during the 2023/24 financial year.

**“WE TABLE THIS BUDGET VOTE NOTING THE CHALLENGES OF SERVICE DELIVERY IN SOME OF OUR COMMUNITIES AND REMAIN COMMITTED TO ADDRESSING THESE CHALLENGES.”**



Scan the QR Code to watch this story.

WATERBERG DISTRICT



The upgrading of road D3561 from N11 to Segole 1 and Segole 2 to Ga-Rapadi has officially commenced.

# RAL'S MUNICIPAL INTERVENTION PROGRAMME INSPIRES SERVICE DELIVERY CONFIDENCE

“I can attest to the good work that Roads Agency Limpopo (RAL) has committed itself to undertake. Nearly every town in Limpopo has one to four RAL funded projects taking place. I wish the Agency nothing but the best and strength to continue to selflessly improve the road infrastructure for our people. Road infrastructure projects assist in empowering local communities with skills while quality roads foster economic opportunities.”

These are the encouraging words of a jubilant resident of Bela-Bela, Lucas Beaver commending the effective Municipal Intervention Programme initiated by RAL.

RAL has in recent months embarked on a journey to assist several struggling municipalities in the five districts of the Limpopo Province. Through a Memorandum of Agreement (MoA) entered into by RAL and eleven municipalities, the Agency has been able to draw from its road construction expertise to fast-track maintenance on streets and roads under municipal authorities. The objective of the intervention is mainly to restore badly damaged streets in towns and residential areas within eleven municipalities, across the five Limpopo districts.

The construction progress has been notable in all partner municipalities, as RAL continues to provide technical support

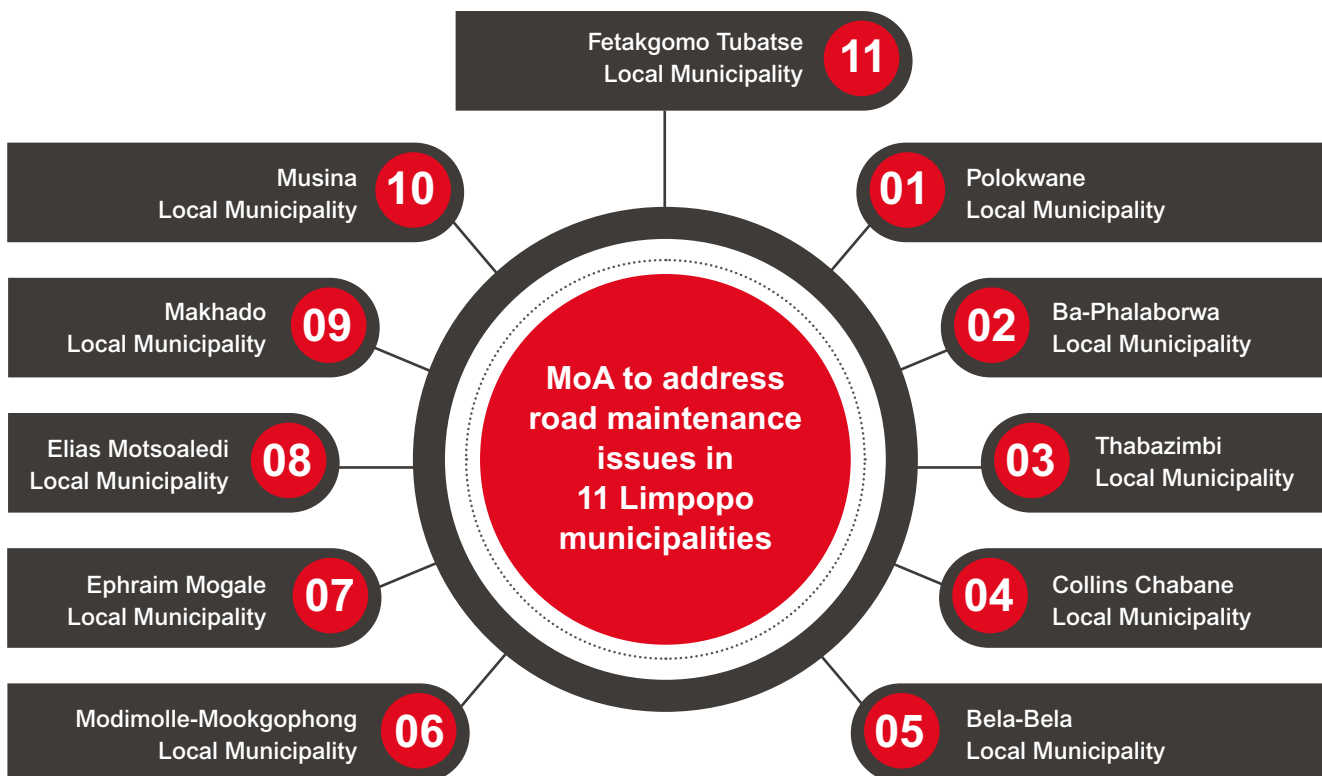
for the municipal roads' restoration project.

The eleven municipalities involved in the MoA include Polokwane, Modimolle–Mookgophong, Collins Chabane, Fetakgomo-Tubatse, Elias Motsoaledi, Bela-Bela, Musina, Ba-Phalaborwa, Ephraim Mogale, Makhado and Thabazimbi Local Municipalities.

The project scope encompasses tasks such as pothole patching, milling and resurfacing of existing streets with asphalt and speed hump construction. The initiative has received praises from road users and residents, because it promises improved driving conditions upon completion of the repairs.

RAL is responsible for planning, construction, maintenance, management, and control of the provincial roads, while the municipalities oversee municipal and residential streets. The South African National Roads Agency Limited (SANRAL) is responsible for national roads. RAL is committed to delivering quality road infrastructure that connect communities to economic centres within the province and beyond.

This partnership encourages collaboration of different spheres of government to enhance service delivery in the province.



# STREETS UNDER CONSTRUCTION IN 11 PARTNER MUNICIPALITIES:

- 01 Polokwane Local Municipality:** Nelson Mandela Drive (from Nirvana), Landros Mare, Dorp and Vermikuliet streets



- 02 Ba-Phalaborwa Local Municipality:** Selati Road, Wildevy, Hardekool Palm, Park, Nollie Bosman, Merensky and Tambotie streets



- 03 Thabazimbi Local Municipality:** Chroom, Onyx, Botha, Oppal, Tungsten, Platina and Mangaan streets within Northam township



**04 Collins Chabane Local Municipality:** Wisani Mathonsi Drive, Tinsimu, Albert Nkondo and Pfunekani streets



**05 Bela-Bela Local Municipality:** Luna, Pretoria, Sutter, Van Der Merwe, Mentz, Moffat, Grobler and Reitz streets



**06 Modimolle–Mookgophong Local Municipality:** Maroela Ave, Chris Hani and Limpopo streets – Modimolle, and in Mookgophong- First Street and Mookgophong Street leading to town amongst others



**07 Ephraim Mogale Local Municipality:** Tambotie, Ivy, School and First streets amongst others



**08** **Elias Motsoaledi Local Municipality:** Four identified streets in the Motetema township



**09** **Makhado Local Municipality:** Hlanganani, Boabab, Devenish and Kruger streets amongst others



**10** **Musina Local Municipality:** Irwin, Willem Smit and Sterkbos streets towards Appelblaar Crescent, among others



**11** **Fetakgomo-Tubatse Local Municipality:** Aloe, Ficus and Kube streets, and R37 road leading to town amongst others





The ongoing Operation #ThibaMekotiDitseleng continues with dedicated efforts to improve road conditions across the five districts of Limpopo.

# OPERATION #THIBAMEKOTIDITSELENG: MEC RAKGOALE'S EFFORT TO PATCH DILAPIDATED ROADS IN LIMPOPO CONTINUES

**T**he ongoing efforts led by the Honourable MEC for Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI), Mme Nkakareng Rakgoale to patch dilapidated roads in the Limpopo Province continues through the Operation #ThibaMekotiDitseleng campaign. The initiative is part of the National Department of Transport's labour-intensive pothole patching programme called "Operation #ValaZonke," fixing potholes together, which was launched in 2022 across all the provinces in the country.

Operation #ThibaMekotiDitseleng is the Limpopo provincial

leg of this labour-intensive pothole patching programme aimed at addressing deteriorating road conditions by conducting repairs and maintenance activities. In the Limpopo Province, the initiative is spearheaded by LDPWRI with the support of Roads Agency Limpopo (RAL).

Speaking during the visit to monitor progress in the Vhembe District, MEC Rakgoale, said the current initiative to patch dilapidated roads in Limpopo is a continuation of the work that was carried out in the previous financial year, 2022/23. Through continuation of the initiative, MEC Rakgoale said that the



As part of her visits to various districts in the province to monitor the progress of Operation #ThibaMekotiDitseleng, MEC for LDPWRI, Mme Nkakareng Rakgoale, visited the Vhembe District, road P135/1 (Tshipise) to ensure that the patching of potholes aligns with the expectation of improving drivability in the province.

department aims to build upon the progress made thus far.

“We have been doing this work since last year when it was launched by the Minister of Transport, and our budget had depleted. However, since the financial year has just resumed, Operation #ThibaMekotiDitseleng is back on track and we will be able

**“SINCE THE FINANCIAL YEAR HAS JUST RESUMED, OPERATION #THIBAMEKOTIDITSELENG IS BACK ON TRACK AND WE WILL BE ABLE TO MOVE AROUND THE PROVINCE TO ALL THE DISTRICTS TO PATCH MORE ROADS FOR THE BENEFIT OF OUR PEOPLE.”**

to move around the province, to all the districts to patch more roads for the benefit of our people.”

The MEC added that together with RAL and her team, she will visit all the districts in the province to monitor the process of pothole patching so that the people of Limpopo can be able to drive efficiently and remain safe on the roads.

The ongoing pothole patching efforts on the roads across the province are greatly appreciated by many road users such as Eliah Netsianḡa, a taxi driver from Dzimauli who relies on road P135/1 for daily transportation needs. Netsianḡa, a road user within the Musina Local Municipality, Vhembe District was pleased to see his regular route being repaired as it has previously been in a poor condition. According to him, the road is the primary cause of several accidents and frequent tyre punctures in the area.

By the end of the 2022/23 financial year, substantial progress had been made in patching dilapidated roads in the five districts of Limpopo. A total of approximately 318 000 square meters of road has been patched across the province.

Operation #ThibaMekotiDitseleng was launched with the goal of accelerating LDPWRI’s efforts to repair potholes on the province’s roads. Initially, the initiative aimed to patch 180,000 square meters of potholes, which accounted for 12% of the province’s 6 263 kilometers of paved road network. However, the initiative has surpassed its initial target, indicating that more than the intended area of potholes has been successfully repaired. <sup>11</sup>

# DID YOU KNOW?

ROADS AGENCY LIMPOPO IS RESPONSIBLE FOR OVER

**20 000KM**  
OF LIMPOPO ROAD NETWORK

AND OUT OF THE 20 000KM,

**32%**

IS TARRED AND

**68%**

IS GRAVEL.

Join us, LET'S WORK TOGETHER to better the roads in your communities!

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# RAL

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## CONNECTING LIMPOPO SINCE 1999



ROADS AGENCY LIMPOPO  
*Together for better roads*

**RAL** ROADS AGENCY  
**LIMPOPO**  
TOGETHER FOR BETTER ROADS

1994  
South Africa's First Democratic  
Government (of National Unity)  
Established

1999  
Company  
Established

2000  
Company  
Starts  
Operations

2001  
Company  
First Logo  
Adopted

2020  
Company  
Refined Logo  
Adopted



Minister of Transport, Hon. Sindisiwe Chikunga (left) and her entourage warmly welcomed by MEC for Limpopo Department of Public Works, Roads and Infrastructure, Mme Nkakareng Rakgoale (right), during a visit to assess the state of roads in the province.

# A COLLABORATIVE road infrastructure development approach is key

**T**he Minister of the Department Transport, Hon. Sindisiwe Chikunga, has, during her recent oversight visit in Limpopo, called on all the provinces to collaborate for the development of sustainable road infrastructure in South Africa.

During her visit, the Minister emphasised the important role played by road infrastructure in the development of the economy, facilitating business and daily commuting for people.

According to the Hon. Minister, SA boasts about 750 000km of road network which includes national, provincial and municipal roads. She highlighted that of the existing network, about 21% is

tarred whilst the remainder is gravel. As part of her visit, the Minister also focused on inspecting progress and the impact of flagship projects such as Operation #ValaZonke, Limpopo's #ThibaMekotiDitseleng, a pothole patching programme that is aimed at creating job opportunities while fixing the roads.

"We still have a sizeable network of gravel roads; the question is how are we going to make those gravel roads usable. I think this gathering will have to respond to how the 20 000km of road network that the Limpopo Province is responsible for is going to be made 100% user friendly," Minister asked. She called on all



Minister of Transport, Hon. Sindisiwe Chikunga during her oversight visit in Limpopo emphasised the significance of roads as the cornerstone of the economy, further calling for collaboration among stakeholders to ensure a user-friendly road network.

Office to be able to meet the constantly increasing roads demands in the province,” MEC Rakgoale appealed.

MEC Rakgoale’s sentiments were shared by MEC Radzilani, who advised that “Whatever resources we have, let us try and make sure that we optimise them to ensure efficiency and productivity.”

When delivering the presentation on the state of road infrastructure in the province, RAL Chief Executive Officer, Mr Gabriel

**“We still have a sizeable network of gravel roads; the question is how are we going to make those gravel roads usable. I think this gathering will have to respond to how the 20 000km of road network that the Limpopo Province is responsible for is going to be made 100% user friendly.”**

stakeholders to improve their efforts to ensure user friendly roads network.

According to the Minister, provinces are encouraged to list the roads that they believe to be strategic and worthy of being transferred to the South African National Roads Agency Limited (SANRAL). Once these roads are transferred, they become national roads.

“The second request that we are putting before you is to identify roads that are believed to have been damaged to be negotiated with the private sector to adopt them. The roads will remain public roads but maintained by the private sector,” Minister Chikunga advised.

Three Honourable MECs in the Province, Mme Nkakareng Rakgoale for Limpopo Department of Public Works, Roads and Infrastructure (LDPWRI), Mr Seaparo Sekoati, for Limpopo Treasury, and Ms Florence Radzilani, for Limpopo Department of Transport and Community Safety including the Executive Mayor of Polokwane Local Municipality, Cllr John Mpe, welcomed and hosted the Minister.


MEC Rakgoale highlighted that, while there is a need to do more, the province was making progressive strides in improving the road infrastructure in the province.

“The sad reality is that as a province we cannot meet the existing demand for new roads in this financial year because our budget is seriously squeezed. We appeal for more funds from the National




Amongst those who attended the event aimed at devising means of improving Limpopo’s road network, from left included Mr Gabriel Maluleke (RAL CEO), Mr Kishan Tulse (RAL General Manager for Planning and Design), and Ms Annique Moloisi (Member of RAL Board of Directors).

Maluleke, highlighted that the Agency has embarked on a collaborative road prioritisation exercise with municipalities, focusing on key economic pillars for efficient and impactful delivery of essential road infrastructure.

“Our planning for road infrastructure in the province always supports tourism, mining and agricultural sectors not forgetting the fact that we must make it possible for our children to be able to cross the rivers and go to school,” reported the RAL CEO. 



 Scan the QR Code to watch this story.

Mr Moshweu Mokgala eagerly anticipates the challenges that lie ahead as he takes on the responsibility of overseeing the RAL engineering team in its mission to improve Limpopo's road network.



# Over 35 years' Experience,

## NEW ENGINEERING BOSS VOWS TO STABILISE PLANNING AND IMPROVE CONTRACTOR PERFORMANCE

**T**he newly appointed RAL Engineering Executive vows to tackle all challenges contributing to construction projects not being completed on time. Mr Moshweu Mokgala, was recently appointed as the Executive Manager: Engineering Division at Roads Agency Limpopo (RAL) to bring stability and sound leadership within the Agency's core business.

Among other priority areas pronounced by the extensively experienced Executive, are improved planning and strategic foresight, project management and cost-effective contractor performance.

One of Mokgala's primary objectives is to ensure that projects are planned, designed, and constructed effectively and efficiently, within the allocated resources. He believes by focusing on these critical areas, the overall performance of the Agency will be improved.

With over 35 years engineering experience and being a public servant, Mokgala who resumed duty on 17 April 2023 began to tackle challenges and factors that could be contributing to delays of construction projects. "Another challenge that we should collectively address is poor workmanship by RAL project contractors," he highlights, further emphasising the importance of upholding quality operating standards and professionalism, to improve the overall outcomes of road infrastructure projects undertaken by the entity.

Reflecting on his upbringing in the dusty streets of Laaste Hoop village, Ga-Molepo, under Polokwane Municipality, within the Capricorn District, he recollected how teachers served as highly respected individuals in the community, which naturally

inspired him to become a teacher. However, he soon realised that his passion and ambition for a more challenging career was stronger, leading him to transition into the field of engineering.

"I effectively became a part-time teacher in 1985 at the local primary school at Ga-Molepo but soon realised before the end of the year that this was not my place, so I resigned and took the engineering field which is more challenging," he says.

After leaving the teaching profession in 1985, Mokgala acquired several educational milestones in the field of engineering and related studies including a National Diploma in Civil Engineering in 2001, a BSc Degree in Water and Sanitation Engineering in 2005, a Master's Degree in Built Environment in 2020, and an Executive Management certificate in 2009.

***"Another challenge that we should collectively address is poor workmanship by RAL project contractors."***

The newly appointed member of RAL's top management believes teamwork and respecting the views of others are key to an efficient winning formula. This he hopes will enhance the performance of all the service delivery organisations such as RAL.

Prior to joining RAL, Mokgala served as the Deputy Director General for Integrated Sustainable Human Settlement at Limpopo Department of Co-operative Governance, Human Settlements, and Traditional Affairs (CoGHSTA).

With over 17 years' experience at a Senior Management Services level, Mokgala has held various positions in the public



Mr Moshweu Mokgala's impressive career spans over 35 years in the field of engineering.

*“It is always problematic to plan, design and construct a project within a financial year because the expenditure will only be realised towards the end of the fourth quarter, hence the risk of under expenditure. I applaud RAL for mitigating this challenge by appointing consultants in the current financial year to focus only on designs.”*

service, including being the Control Industrial Technician, Senior Project Manager, Deputy Chief Engineer, Director of Programme and Project Management, and Chief Director of Programme and Project Management.

As a seasoned leader, Mokgala encourages key working approaches such as, establishing positive and healthy co-worker relationships, open communication, availability to consult and seek counsel, ensuring an open-door policy and sharing a light-hearted laugh with teammates from time to time.

The dedicated engineer took time to talk about the challenges that engineers face, particularly those who operate within the public service. He said although these challenges are experienced across the engineering fraternity, in the public service the challenges are more complex.

“It is always problematic to plan, design and construct a project within a financial year because the expenditure will only be realised towards the end of the fourth quarter, hence the risk of under expenditure. I applaud RAL for mitigating this challenge by appointing consultants in the current financial year to focus only on designs,” he remarks.

Speaking on project management and implementations, Mokgala says there is no excuse for not spending funds when the need for infrastructure has increased over the years. “There is no excuse for not spending the allocated funds through grants and equitable shares at the end of the financial year,” laments Mokgala.

Additionally, Mokgala says that irregular and wasteful expenditure remain a challenge, which should be addressed by following the policies and procedures of the entity in compliance with all the Internal Audit and Auditor General South Africa’s (AGSA) audit action plan requirements.

His style of leadership is entrenched in accountability and transparency that bodes well with the values of RAL. “In my years as an employee, I have come to hold the view that leaders who cultivate an environment of credibility, competence and accountability tend to develop an organisational culture with enhanced morale, elevated staff performance and effective working relationships,” expressed the seasoned engineer.

Mokgala lives by the quote from May Sarton which says “We have to dare to be ourselves, however frightening or strange that self may prove to be.”

The veteran had some few words for the youth before confessing his love for soccer and Liverpool in particular. He said, “Work is life. Every aspect of our life requires us to put in some work to see a desirable outcome. Work yourself off now, to reap the fruits of your labour in a happy place.”

The new addition to the RAL team has seen it all and collected a few awards in the process, including an award recognising his contribution to CoGHSTA’s past successes. Amongst these, Mokgala is recognised for his exceptional leadership and management skills, that led him to receive the Outstanding Leadership and Management Prowess Award from CoGHSTA for achieving a Clean Audit Outcome in the 2010/2011 financial year. **m**

# KNOW HOW SOUTH AFRICA'S ROADS ARE CATEGORISED!

## NATIONAL ROADS

NATIONAL ROADS ARE ROADS THAT CONNECT ALL THE PROVINCES OF SOUTH AFRICA AND IN SOME CASES CONNECT SOUTH AFRICA WITH OTHER AFRICAN STATES. NATIONAL ROADS ARE MARKED, N1, N2, N3, N11, N14. THE LETTER "N" STANDS FOR THE WORD NATIONAL.

IN SOME CASES, THESE ROADS ARE MARKED R101, WHERE THE LETTER "R", REPRESENTS THE WORD REGIONAL. THE R101 AND N1 FOR EXAMPLE, CONNECT GAUTENG TO LIMPOPO, N14 CONNECTS GAUTENG TO MPUMALANGA, N2 CONNECTS GAUTENG TO THE KWAZULU NATAL PROVINCE.

SOUTH AFRICAN NATIONAL ROADS AGENCY LIMITED (SANRAL) IS RESPONSIBLE FOR ALL NATIONAL ROADS IN SOUTH AFRICA.

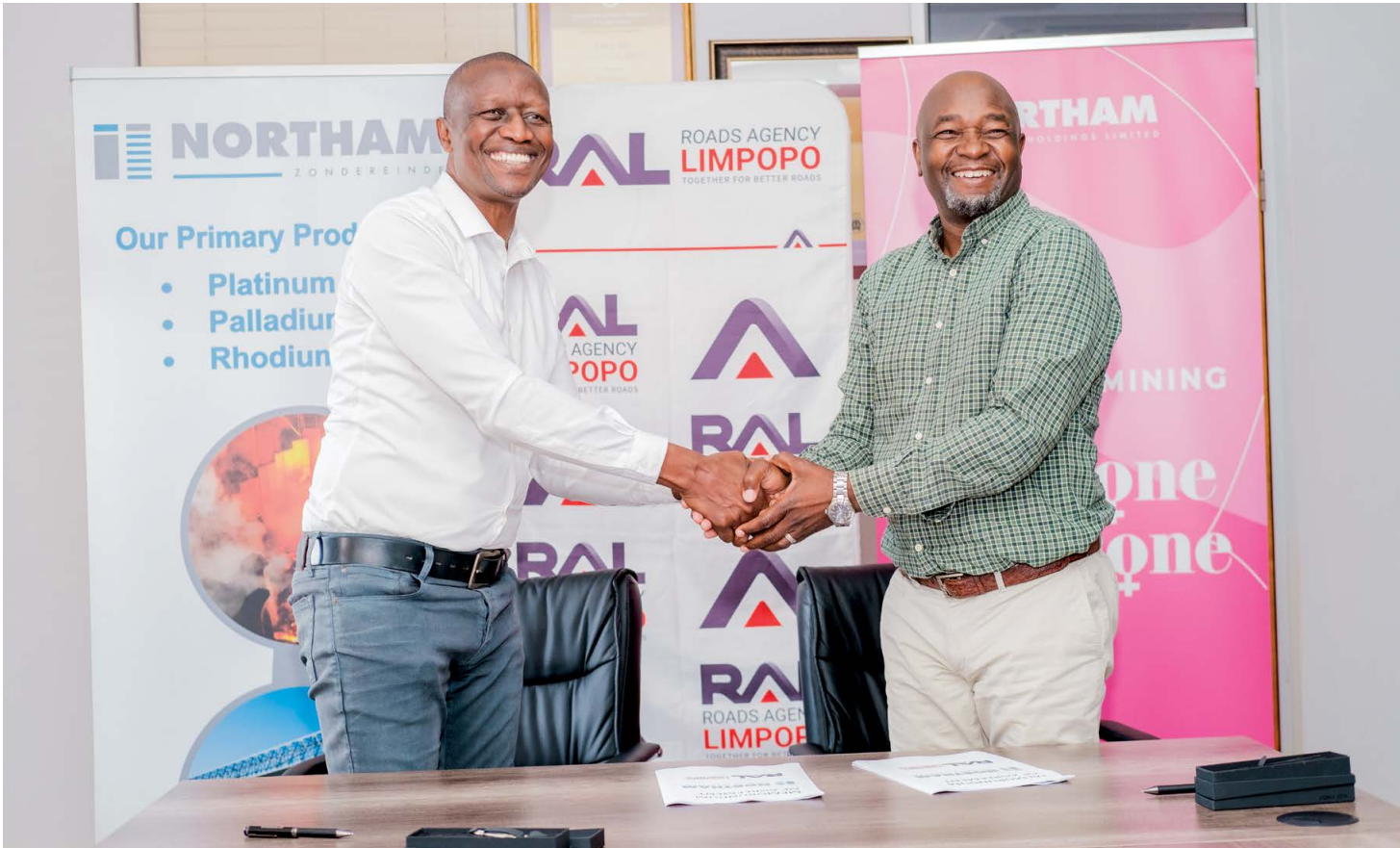
## PROVINCIAL ROADS

IN THE LIMPOPO PROVINCE, ROADS AGENCY LIMPOPO (RAL) IS RESPONSIBLE FOR PROVINCIAL ROADS WITH ITS MAIN FUNCTIONS AND RESPONSIBILITIES BEING TO PLAN, DESIGN, CONSTRUCT, MANAGE, CONTROL, AND MAINTAIN ALL PROVINCIAL ROADS ON BEHALF OF THE LIMPOPO PROVINCIAL GOVERNMENT.

LIMPOPO PROVINCIAL ROADS ARE ROADS THAT CONNECT THE FIVE DISTRICTS OF THE PROVINCE, NAMELY CAPRICORN, MOPANI, SEKHUKHUNE, VHEMBE AND WATERBERG. PROVINCIAL ROADS ARE NORMALLY IDENTIFIED BY THE LETTERS "P" FOR PROVINCIAL AND "D" FOR DISTRICT.

## MUNICIPAL ROADS/STREETS

MUNICIPAL ROADS ARE TYPICALLY REFERRED TO AS STREETS AND ARE FOUND IN EVERY CITY OR VILLAGE IN SOUTH AFRICA. VARIOUS DISTRICTS AND LOCAL MUNICIPALITIES ARE RESPONSIBLE FOR THESE PARTICULAR ROADS/STREETS.



RAL Chief Executive Officer, Mr Gabriel Maluleke, and NPL General Manager, Mr Thomas Ntuli, eagerly anticipating the commencement of the D2357 road project, which is expected to bring significant benefits to businesses and road users in the Thabazimbi Local Municipality.

# A R49 MILLION FACELIFT FOR THABAZIMBI'S ROAD D2357 AS RAL PARTNERS WITH NORTHAM PLATINUM LIMITED

**R**oads Agency Limpopo (RAL) and Northam Platinum Limited (NPL) have signed a R49 million worth, Memorandum of Agreement (MoA) for the surfacing of road D2357 and restoration of a low-water bridge in Thabazimbi Local Municipality in the Waterberg District of the Limpopo Province.

The R49 million has been committed towards the designing and implementation of the project, which will be carried out in phases. The bridge has been swept away, and the road is currently in a dire state, making it difficult for drivers to travel over it.

Upon completion of construction, the project is expected to help the district to boast its tourism and agricultural activities, and further empower local communities and businesses to operate efficiently.

The MoA is part of RAL's ongoing efforts to engage the private sector to collaborate on improving the Limpopo provincial road network. The Agency is in control of over 20 000km of roads, out of which, about 7 000km is tarred and the rest is gravel or dirt.

Mr Thomas Ntuli, the NPL General Manager, expressed his excitement about the partnership between the two entities. "We



Washed out bridge on road D2357 in the Thabazimbi Local Municipality is due for restoration following the signing of strategic partnership between Roads Agency Limpopo and Northam Platinum Limited.

cannot leave road infrastructure delivery to government alone and fold our arms. We need to raise our hands with the understanding that we have a critical role to play in complementing delivery of services to the people, especially where we do our business,” said Ntuli.

According to Mr Ntuli, “Upgrading road D2357 will have huge benefits as it will cut approximately 30km of travelling to join R511 from Zondereinde which stakeholders such as vendors, farmers, communities and employees will appreciate.”

RAL Chief Executive Officer (CEO), Mr Gabriel Maluleke hailed the partnership as a life changing experience for the people under the Thabazimbi Local Municipality, especially due to fact that the demand for new road upgrades and the rehabilitation of the existing roads continue to grow at an exponential rate.

He said the Agency is battling to meet all these demands due to budgetary constraints, however, partnerships such as the one with NPL are essential to minimise the road backlog challenge.


Maluleke further said: “RAL needs about R6 billion annually to really make an impact, hence we appreciate all the partnerships from the private sector that assist us to minimise the existing road backlog.”

Since the adoption of the Strategic Partnership Approach, RAL has raised over R1 billion rands for the province’s road infrastructure delivery through companies in the mining and agricultural sectors.

**“WE CANNOT LEAVE ROAD INFRASTRUCTURE DELIVERY TO GOVERNMENT ALONE AND FOLD OUR ARMS. WE NEED TO RAISE OUR HANDS WITH THE UNDERSTANDING THAT WE HAVE A CRITICAL ROLE TO PLAY IN COMPLEMENTING DELIVERY OF SERVICES TO THE PEOPLE, ESPECIALLY WHERE WE DO OUR BUSINESS.”**

The RAL Strategic Partnership Approach targets the construction and rehabilitation of roads that are catalytic to the economic development of the province.

The RAL-NPL MoA represents the role that mines should play in communities, therefore, rebuilding the low-water bridge and upgrading of road D2357 will undoubtedly benefit mining operations, farming activities, and ordinary road users in the area.

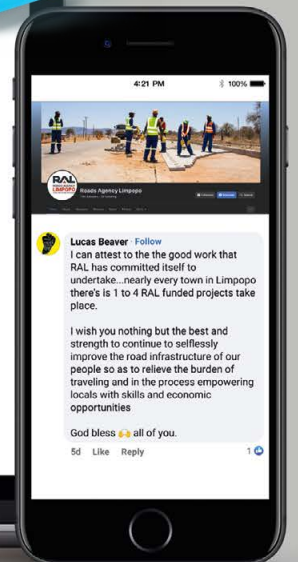
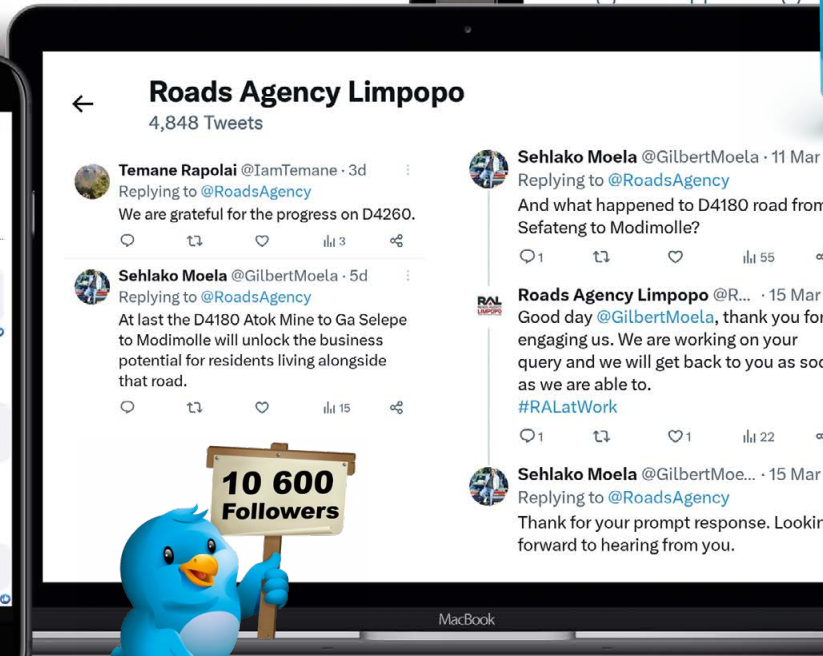
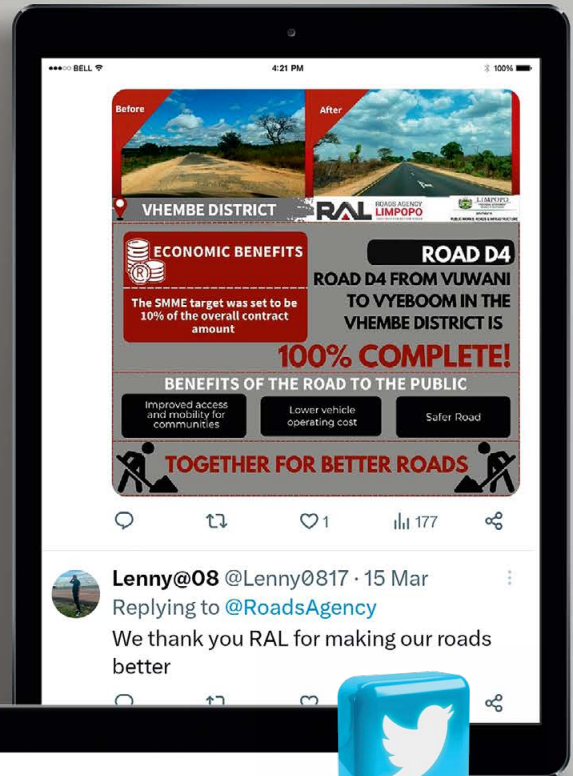
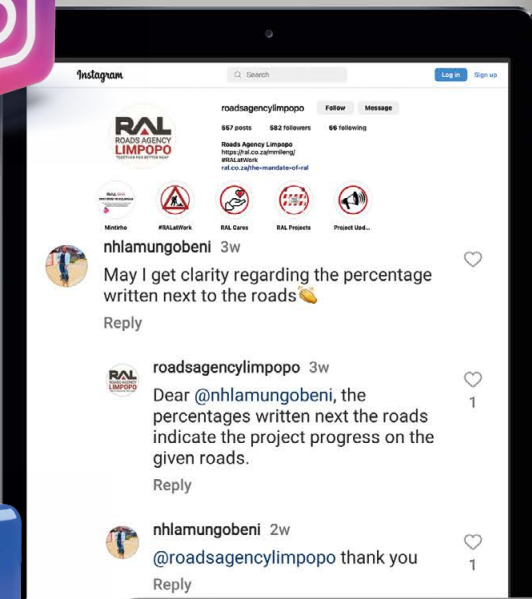
The signing of the MoA with NPL comes just a few months after RAL and a group of eight mining companies operating in the Sekhukhune District launched a project for the construction of the Steel Bridge, at Ga-Malekane within the Fetakgomo-Tubatse Local Municipality (*see Mmileng 4 of 2022*). 



 Scan the QR Code to watch this story.

# #RALatWork

## Complaints and Compliments



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# MINTIRHO YA VULAVULA

Roads Agency Limpopo (RAL) has successfully upgraded road D3109 from gravel to tar, connecting Abbotspoort to Kitty village within Lephalale Local Municipality, Waterberg District. Following the completion of this road project, *Mmileng*, the official quarterly publication of RAL, visited the area to hear the experiences of road users and the positive impact the newly constructed road has had on their daily activities.

*For more details, refer to page 28 of this publication.*

Mr Harry Mosima,  
Shop owner,  
Motsweding Village



“ As a business owner in Motsweding, since the road has been upgraded, we have experienced numerous benefits, because this road serves as a convenient shortcut for many people. The road is busy again and this has resulted in increased customers visiting my shop. Accessing transportation for stocking up on supplies in town has also become easier due to the improved road. We are so grateful to Roads Agency Limpopo for their efforts in upgrading the road. ”

Mr Alfred Nchabeleng,  
Teacher, Paulos Primary  
School, Motsweding Village



“ When I first joined Paulos Primary School, the road was very muddy, but after its construction and signage improvement, we now enjoy smooth and convenient travel. The safety features of the road, such as speed humps and crossing signs, have greatly enhanced the safety of our learners. We are grateful for these improvements, because they have made our daily commute to school much safer and more comfortable. ”



Scan the QR Code to watch this story.

Ms Sarah Rabalaho,  
Pedestrian, Kitty Village



“ The previous condition of the road made our traveling experience difficult and uncomfortable due to its bumpy nature. Access to transport, particularly when traveling to Lephalale, was quite a challenge. Taxis had limited schedules (between 07h00 and 09h00), available only at specific times during the day. Since the road has been tarred, the situation has improved significantly. In the mornings, there is the flexibility to start the day with cleaning tasks and then leave for Lephalale, because transport has become readily accessible. ”

Mr Hosea Shiko,  
Road user, Malente Village



“ Residents from Kitty, Malente, Valion (Ga-Mocheko), and Enterprise rely on this road for their daily traveling. The road is a crucial route for commuting to work at the power stations in Lephalale. Since its upgrade to a tarred surface, the road has become much easier and more convenient to travel on. The travel time has significantly decreased. We express our gratitude to Roads Agency Limpopo for constructing this road, which has greatly improved the commuting experience for the community. ”

## STRATEGIC Partnership

The newly constructed 14.1km road D3109 from Abbotspoort to Kitty is a crucial route for local communities to commute to work at power stations such as Medupi and Matimba, and Exxaro Mine in Lephalale.





# RAL-EXXARO PARTNERSHIP

**Upgrade of Road D3109  
in Lephalale ensures safer and  
more reliable transportation**

**R**esidents of Seleka, Abbotspoort, and Shongwane Traditional Authorities in the outskirts of Lephalale town, as well as general road users of road D3109 in the Waterberg District are thrilled with the recent upgrade of their road from gravel to tar.

The 14.1km road from Abbotspoort to Kitty in Wards eight (8) and nine (9) of Lephalale Local Municipality was constructed through a strategic partnership between Roads Agency Limpopo (RAL) and Exxaro Mine. The road is now open to traffic, and residents have praised the partnership for improving their travel experience.

Commenting on their contribution to the project success, Exxaro Mine representative, Mr Daniel Madibana, Manager for Stakeholder Affairs said it was their responsibility to ensure that they support the local communities wherever they operate in order to reduce the triple challenge of poverty, inequality, and unemployment in the country.

Despite facing obstacles such as lack of a water source and experiencing heavy rain during the implementation stages, the partnership ensured the completion of the 14.1km stretch of road. The primary goal of the road construction was to address the transportation challenges faced by commuters, particularly those working in the local mines. The poor condition of the road had discouraged taxi and bus drivers from using it, rendering transportation in



One of the significant positive spinoffs of the construction of road D3109 connecting Abbotspoort to Kitty was the creation of job opportunities for local labourers.



the area unreliable.

Road D3109 also serves as a link for the communities to access essential government amenities such as the secondary and primary schools, Abbotspoort Clinic, and Thushong Service Centre. The service centre houses the South African Social Security Agency (SASSA) and Social Work offices, therefore, the road further benefits the local residents in terms of accessibility to these important facilities.

Ms Prescilla Machaba from the Abbotspoort Traditional Council expressed her appreciation on the great condition of the road, stating that it is good for the commuting public. “We appreciate RAL and Exxaro Mine for heeding to our plea to upgrade our road, thereby eradicating the unpleasant experience of driving through unbearable road conditions, especially during the rainy season. This had a bad effect on vehicles, which were damaged due to dongas that plagued the road. Our trips were also prolonged unnecessarily,” Machaba explained.


Cllr William Langa of Ward eight (8) in the Lephalale Local Municipality, applauded the completion of the project, adding that it was long overdue.

Cllr William Langa of Ward eight (8) in Lephalele Local Municipality is pleased with the upgraded road D3109, which includes safety features like speed humps to prevent accidents.



**“We appreciate RAL and Exxaro Mine for heeding to our plea to upgrade our road, thereby eradicating the unpleasant experience of driving through unbearable road conditions, especially during the rainy season. This had a bad effect on vehicles, which were damaged due to dongas that plagued the road. Our trips were also prolonged unnecessarily.”**

He also pleaded with the community members to look after the road as a legacy that should be preserved for future generations.

during the implementation of the project, we remained committed and resolute that the project succeeds.” 

Meanwhile, Ms Whitney Maphokga, who served in the project as a Community Liaison Officer (CLO), was grateful that the project had created employment opportunities for some community members during its life cycle.

Mr Kurisani Mbhalati, RAL's Project Manager, stated that despite the obstacles faced, both RAL and the strategic partner, Exxaro Mine, worked tirelessly to ensure the completion of the road. “Regardless of the challenges that we encountered

# BENEFITS FOR SMMEs IN THE RAL-EXXARO MINE ROAD PROJECT IN LEPHALALE



In this road project which was my first construction project, I was sub-contracted for various tasks such as concrete and brick work, headwall, wingwall, and stone pitching. I learned important skills such as tax filing and general construction work, which will support my personal growth and contribute to my success in the industry. I would like to thank RAL for being accessible and the willingness to provide assistance to contracted SMMEs whenever challenges or areas for improvement arose during the project.”

**SMME from Motsweding Village, Mr Klass Monyeki, Director of Cahil Holdings**



Through this road project as an SMME, I installed road signs amongst other responsibilities. Through this road project, I have gained insight in effective project management. The road project has also highlighted the importance of using project funds wisely and responsibly to ensure timeous completion of the project. Some of the challenges I faced included managing a team of approximately 45 workers, each with their unique traits and I successfully accommodated them by being a good listener.”

**SMME from Abbotspoort, Mr Ngoako Mosena, Director of Trustworthy Civil and Special Projects**





In this road project, I provided ablution services. The project taught me that my line of work requires someone with a resilient and compassionate mindset. In addition, I gained valuable knowledge about road construction which I had no knowledge about, and I also developed an interest in the machinery used during the project. This experience sparked a business idea for me to explore the viability of purchasing and renting out similar machines in the future, to make ends meet for my family.”

**SMME from Mokuruanyane (Martinique Section), Mr Ernest Mosima of Paskra Toilet Hire**



The construction of road D3109 in Lephalale involved sub-contracting of several local SMMEs for tasks such as concrete work, brickwork, headwall, wingwall, stone pitching, and provision of ablution facilities, benefiting local businesses and enhancing their skills.

# A woman *in charge*

NETBALL SA PRESIDENT CALLS FOR  
MORE SUPPORT FOR WOMEN IN SPORT

**T**he empowerment initiatives of the South African government and the competitive nature of sport and business around the world, has seen a number of self-motivated women such as the President of Netball SA, Ms Cecilia Molokwane developing to become great leaders and positively flying the SA flag to the world.

Born in Lady Selbourne (Pretoria) and bred both in Hebron (North West) and Ga-Rankuwa (Gauteng), Molokwane attended two primary schools, first at Lerato Primary School then moved to Holy Redeemer where she completed her primary. She continued to a Roman Catholic High School called Tsogo High in Makau, North West, which has produced talents such as Prof. JJ Tabane, Mr Tim Modise and business leaders such as Dr Patrice Motsepe and Roads Agency Limpopo (RAL) Chief Executive Officer, Mr Gabriel Maluleke.

The love for sport saw Molokwane climbing up the ladder in SA and ultimately ascending to the top as the President of the South African Netball Association since 2018. As the woman in charge, the SA Netball President is, amongst others responsible for administration of Netball SA. Since occupying the powerful position, the passionately driven sportswoman made her major objective clear about bringing the Netball World Cup to South Africa, a dream which is now a reality.

Molokwane who initially resisted persuasion from her father to pursue social work as a profession, did not look

back following her completion of sport related studies and breakthrough into the practical netball sporting field. She studied at the University of the North (UNIN), now University of Limpopo (UL) and the University of Johannesburg.

It is this intuition and change that created the foundation which today sees her as one of the leaders in the field of sport. Serving in the Netball SA Board became a great motivation and cue for her blossoming journey. The great courage for Molokwane's journey came from her sister who often motivated her to participate in athletics and netball.

Following the successful bid made in Singapore by her team to secure the world cup tournament to be in South Africa in 2020, a tragedy of the loss of her husband befell her. Molokwane learned of the sad news while awaiting the results of the bid. She recalls quite

*“You have the women cricket, the women rugby, the SPAR Proteas and female hockey teams being champions in the continent but that is not common knowledge because they are not given the same treatment as male teams.”*



Netball SA President, Cecilia Molokwane, eagerly anticipates the start of the 2023 Netball World Cup tournament, which she played a significant role in bringing to South Africa.

Cecilia Molokwane urges Limpopo communities to stay informed about road infrastructure developments by visiting Roads Agency Limpopo's communication channels, including *Mmileng*, the website, and social media pages.



teary that, whilst awaiting the outcome of the bid, she was faced with having to prepare funeral arrangements. She says it was a bitter sweet period she will never forget.

Despite having lingering memories of her tragic loss, SA Netball President plans to enjoy the big stage (World Cup) tournament happening from 28 July to 6 August in Cape Town. Molokwane is confidently rooting for the SPAR Proteas, the affectionate name she uses to refer to team Netball SA.

One of the priorities that Molokwane had to address while at the helm, is the improvement of wage imbalances for the ladies in sport. "I am happy that we have managed to make great progress. You will not believe me if I told you that some of these netball girls are breadwinners in their respective families. When one of them told me this I shed a tear because these girls have been giving their heart and soul to the sport with less reward for it," she states.

The passionate sport development advocate who is about #TakingNetballToThePeople says there is still more that can be done to further develop and promote the sport. "We aim to host a competition that allows girls in deep rural areas to participate in the sport. We will host district championships for all our 52 districts in South Africa to ensure that the sport is not only played at a national level but at provincial and district levels too," she explains.

When quizzed about the challenges she faces in her work of women sport development, she expressed her disappointment in the fact that, to date, women still need to be extra special to prove themselves. She believes that all female players representing the country should earn like their male counterparts.

"Women have been representing the country so well in sport. You have the women cricket, the women rugby, the SPAR Proteas, and the female hockey teams being champions in the continent but that is not common knowledge because they are not given the same treatment as male teams," Molokwane states.

Additionally, Molokwane advises that women should stop allowing men to make them fight amongst each other as that is how they ensure that any effort aimed at development of women always fails. She expressed her disapproval of the way women are treated when they have given birth and come back to partake in sport.


*“With the challenges faced especially in terms of funding, Limpopo’s provincial road infrastructure is still ahead of other provinces and better than some of the roads in African states. We therefore, pledge with all the Limpopo citizens and private sector to work together with Roads Agency Limpopo to improve provincial roads.”*

“It is not fair that when a woman returns to the sport from giving birth she is discriminated against. There is no difference between such a female and the one that has not given birth. I know this because I have seen those that upon returning, they perform like they used to,” she says with dissatisfaction.

When asked about what defines her, the Tsogo High product said she is a mother before anything else. She then proceeds to talk of her resilience and passion for human development. She says she finds satisfaction from being there for people who need her because she knows how it feels to be helplessly alone.


The resilient employee of the Polokwane Local Municipality prides herself in being a go-getter. She started at the Municipality as a Data Capturer, then moved to Housing and is currently in the Sport and Recreation division where she says that she is essentially living her passion every day and she does not feel like she is at work most of the time.

The well-travelled last born daughter of Mr and Mrs Khumalo (her maiden surname) commended the state of Limpopo’s provincial road infrastructure. She says that although she strongly feels more can be done to improve the province’s road infrastructure, it compares better with other places she has visited. “With the challenges faced especially in terms of funding, Limpopo’s provincial road infrastructure is still ahead of other provinces and better than some of the roads in African states. We, therefore, pledge with all the Limpopo citizens and private sector to work together with Roads Agency Limpopo to improve provincial roads,” Molokwane urges.

The mother of three says that she yearns for spare time which is not something she has the privilege of due to her busy schedule. “I do not have spare time but if I did, I just want to be with my children and spend quality time with them. I would like to be able to drop off and pick up my kids from school and be more involved in their lives. That is what I would do if I had the luxury of spare time,” she concludes. 

According to Cecilia Molokwane, talent alone is not enough for success; education and discipline are key factors in preparing for a better future.



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Roads Agency Limpopo interns having a light moment with the CEO, Mr Gabriel Maluleke who has expressed pride in having been a part of their workplace on-boarding post their studies. The Agency has so far recruited some of its interns whilst some have received offers from other organisations.

# ROADS AGENCY LIMPOPO

## EMPOWERS FUTURE LEADERS

Internships are an essential part of shaping and developing one's career, providing a platform for individuals to apply their theoretical knowledge in a practical working environment. The experience often serves as a stepping-stone towards securing permanent employment. Roads Agency Limpopo (RAL) has recognised the potential and talent of its interns by offering some of them the opportunity to join the organisation on a permanent basis.

This opportunity allows the interns to continue their professional growth within the Agency.

Having secured the future, interns can look forward to job security, improved benefits, and the platform for even more growth within the Agency. This development not only rewards

a Registry Admin said that "being offered a work opportunity is life changing. Normally this would cause one to relax but I aim to work even harder to show my utmost gratitude for this very scarce opportunity."

Ms Lethabo Mokgohloa, a former Intern in the Communications Unit, who is currently based in Taiwan, said, "I will forever be grateful for the opportunity granted to be an intern at RAL because it contributed towards my professional development, I grew through the experience and today, that pushes me to strive to be the best in everything I do. Every day when I wake up, I do so with the aim of raising the RAL flag high, which is the place I will forever regard as home."

At commending the young professionals, RAL Chief Executive Officer (CEO), Mr Gabriel Maluleke said that, "RAL takes pride in having contributed to the development of those that left to join other organisations because their skills and abilities have been recognised and valued by other companies separate from the Agency. The fact that they have received other offers is testament to their hard work and the positive impression they have made on potential employers." The CEO continued that, for organisations to attract interns who can bring a fresh perspective and enthusiasm into their workforce, the provision of absorptions or opportunities

for growth is vital.

RAL's decision to absorb some of the interns into permanent roles, should send a strong message to future interns, that their hard work and dedication during an internship period can indeed lead to long-term career prospects. "This will undoubtedly make RAL the appealing choice for young professionals seeking a hands-on experience in future," highlighted the CEO. [m](#)

**"BEING OFFERED A WORK OPPORTUNITY IS LIFE CHANGING. NORMALLY THIS WOULD CAUSE ONE TO RELAX BUT I AIM TO WORK EVEN HARDER TO SHOW MY UTMOST GRATITUDE FOR THIS VERY SCARCE OPPORTUNITY."**

their hard work and dedication as interns but also ensures that the organisation benefits from their familiarity with internal processes, systems, and culture. By retaining talented individuals who have already proven their worth during their internship period, RAL is making a savvy investment in its future success.

In appreciation of the good gesture, Mr Eugene Mohlabja, a former intern who is now permanently employed at RAL as



A play performed by RAL's female colleagues serves as an initiative to encourage their male counterparts to prioritise their health.

# “IT’S OK NOT TO BE OK”

## RAL promotes Men’s Mental Health Awareness

In a proactive move to prioritise the mental health and well-being of its male employees, Roads Agency Limpopo (RAL), in line with the observance of June as Men’s Mental Health Month, has taken steps to educate men about potential health risks and available preventive measures.

During the Agency’s Men’s Mental Health awareness event, experts, including medical practitioners and motivational speakers, provided valuable guidance and information about many ways in which men can take care of themselves.

One of the speakers, Mr Garron Gsell from the Men’s Foundation based in Cape Town said that men’s mental health awareness campaigns should not be limited to a single day but rather, every day to help save the lives of men who may be silently struggling with their health challenges.

“Even though we are celebrating men’s mental health, this is something that we should do every single day to take care of our health as men,” said Gsell.

He also highlighted some of the diseases that are silently killing men. “It is important to remember that prostate cancer is the most prevalent cancer amongst men, so all men are advised to undergo screening because early detection saves lives. The issue of mental health including depression is serious. We should not take it lightly. It is ok not to be ok, let’s seek the necessary assistance. Let’s start saving the lives of men.”

The involvement of female colleagues in supporting the Men’s Mental Health event demonstrated collective effort to foster an inclusive and supportive work environment for everyone.



RAL's Men's Mental Health Awareness event encouraged regular exercise to maintain fitness and good health, to reduce the risk of various diseases.

Ms Mathabo Masegela, RAL's Senior Manager for Planning, shared her personal experience on the topic and delivered an informative message of support to her colleagues. She encouraged open conversations surrounding men's mental health and acceptance of the condition if diagnosed. She further slammed the tendency of stigmatising individuals who may be suffering from mental health issues, stating to the men, that, "There is no shame in discovering that you have a mental illness and there is no shame in assessing your mental state."

Dr Putswana Senoamadi, a medical practitioner, provided advice to the men regarding their health, emphasising the significance of regular check-

**“There is no shame in discovering that you have a mental illness and there is no shame in assessing your mental state.”**

ups with medical professionals as a proactive measure for maintaining good mental health. Dr Senoamadi also stressed the importance of proper meal planning and exercise for maintaining good health.

According to RAL Chief Executive Officer (CEO), Mr Gabriel Maluleke, organising events of this nature, demonstrates the Agency's commitment to holistic health wellness of its employees. The CEO also emphasised on the issue of mental illness, citing its seriousness by saying men should talk when they are not okay and seek help.

The Men's Mental Health Awareness event received praise from men, with many expressing their appreciation for the valuable information provided. They shared that the event succeeded in equipping them with knowledge that can positively impact their health and help them lead healthier lives. **m**



RAL's Men's Mental Health Awareness event keynote speaker, Mr Garron Gsell, from the Men's Foundation based in Cape Town, emphasised that men's health observance should not be limited to a single day, but every day.



Ms Mathabo Masegela, RAL's Senior Manager for Planning, provided words of encouragement to men by highlighting the connection between mental health and physical well-being.



# #MmilengReaders





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# RAL'S VALUES

*The way we conduct ourselves and our business in pursuit of our vision and mission is underpinned and guided by the following corporate values:*

## **ACCOUNTABILITY**

We remain accountable to all our stakeholders and the environment

## **COMMITMENT**

We are committed to delivering quality road infrastructure in the province with pride

## **DIVERSITY**

We value and embrace diversity within the work context

## **EFFICIENCY**

We will go the extra mile in serving our communities

## **EXCELLENCE**

We strive to exceed expectations

## **RELIABILITY**

We offer reliable, safe and economic road infrastructure

## **TRANSPARENCY**

We are transparent in both our internal and external business processes

## **TEAMWORK**

We work together for better roads



ROADS AGENCY  
**LIMPOPO**  
TOGETHER FOR BETTER ROADS

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Private Bag X9554, Polokwane, 0700 | Tel: 015 284 4600 | [ral.co.za](http://ral.co.za)



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