

Groen Sebenza **NEWSLETTER**

vol. 2

In this volume

Programme manager speaks	2
General announcements	3
Groen Sebenza regional coordinators	4
Phase II National Induction	5
Groenies empowered by Occupational Health and Safety training	7
Updated transfer conditions	8
Taking on Zambia – experiences from a Groen Sebenza intern	9
A Groen Sebenza hero – the story of Thabo Tsheole	10
A Groenies tale – words of gratitude from Ofentse Jessica Mohwase	11
MESH – My Environmental Skills Hub	12
Groen Sebenza bookworms	13
Birthday celebrations	14
In memory of Angelique Africa	17
Environmental calendar	18
Pay day dates 2024	19
GS staff contact details	20

Programme Manager speaks



Greetings and compliments to you Groen Sebenza (GS) interns, mentors and coordinators. I write this message in good spirit and I hope you entered the new year in good health. As we enter the second and final year of this programme, our aim is to go all out to ensure all outstanding training is completed, all planned contact sessions like conferences, seminars and workshops are attended and no one leaves the programme without some form of achievement.

We endured a difficult year in 2023, but as I stated during the inductions, 'The storm is over, things are now taking shape and we can focus on achieving the objectives of this programme.'

It gives me pleasure to introduce to you two new Regional Coordinators, Mr Vusi Mngomezulu and Mr Ceasar Maseola, who joined us as of January 2024 and are at your service. They come highly knowledgeable, experienced and skilled in the sector and you will surely benefit a lot from them, utilise them on all matters concerning mentorship, compliance and reporting.

We encourage you to not allow challenges we face in the programme to deter you from making this programme a learning experience. Take every challenge as a learning experience and grow from it. Use the funding SANBI has given to your host organisation to improve your knowledge and ensure that by the end of this programme, you are in a better position than the one that you came in with.

Just to remind you about a few important matters:

Accredited training is a must for every intern;

Provision of enablers like Personal Protective Equipment is a must, in particular for interns in protected areas;

Transfers can only take place after approval by SANBI Chief Operating Officer; two weeks notice period is mandatory, deviation is to be applied for and approved before departure.

Driver's license training is only available to interns whose duties requires them to drive.

May I also encourage you to be each other's keeper, protect one another, encourage one another, support one another and love one another.

On a positive and encouraging note, since the beginning of this iteration, 187 Groenies have left the programme to become permanent employees in various organisations in the sector, including absorption by some of our host organisations. **Yes, you too will soon leave the programme, all you need is hard work and discipline.**

Enjoy the second edition of our quarterly newsletter.

Pitso Mojapelo
Programme Manager: Groen Sebenza



General announcements

Human Resources

Resignations – As per your letter of appointment, 'You may terminate your contract by giving the Host company you are placed at two (2) weeks prior written notice. Should you terminate the employment contract without tendering the written contractual notice period, SANBI will deduct from the final payment to you, to an amount equal to the period of notice not given. Thus, you will be liable for these monies due to SANBI even after you have left.'

It is very important to serve the correct notice period when resigning. If an intern needs to leave and you are not able to serve your notice period, you need to approach your mentor and then contact Ms Ntsapo Masekela and/or anyone else in the GS Project Management Unit (PMU) Human Resources department who will send an 'early termination' form, which you must complete, and your mentor must sign before it returns to SANBI for approval.

Herewith, I would also like to emphasise, the importance of the contents on your resignation letter. A resignation letter must be dated and signed by yourself. Most importantly, it must make mention of the last working day you will be working as our GS intern. Exit interviews – when an intern resigns, we would like to hear of their experience in the programme. The intern must contact Lebohang Mokhele, who will conduct an exit interview with the intern.

Registration bodies

The Groen Sebenza programme allows for registration with professional bodies; however, the bodies must only be regulatory and set up in terms of an Act of Parliament. The payment for professional fees will only be applicable to professionals/interns who cannot practice without registering with their respective professional bodies, for example EAP with EAPASA, Veterinary Nurses with SAVC.

SANBI contacted all bodies listed in Interns Training Plans to confirm their legal standing for the purposes of practice and host organisations must submit names of interns required to register.

SANBI will only pay for registration fees and not annual/membership fees, interns will have to pay for their membership/annual renewal fees applicable. It is the intern's duty to find their preferred professional body and begin the registration process. They then need to provide the necessary details to Lebohang Mokhele, who will then submit those details to management.

Payroll

Payslips – the process of electronic payslips to be received via email is still in process, but it will be going live soon. Communication will be sent via the WhatsApp group upon completion. In the meantime, if you urgently require your payslip or confirmation letter of employment, you can email Marlin Hartogh or Avhaho Mukundamago.

Programme Manager's office

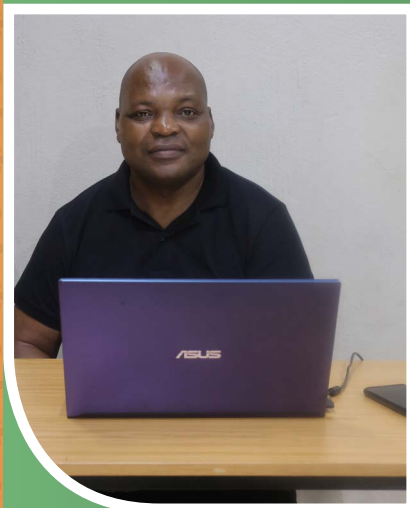
Laptops – Laptops have arrived and they will be distributed in due course. The Groen Sebenza programme has launched a web-based administration platform, Sharepoint, to improve efficiencies in the Groen Sebenza programme. The platform went live on the 22 March 2024 following the training of 60 host organisation end users. The platform enables users to upload and download administration related information such as timesheets, reports, stipend query forms, templates for resignations/transfers, etc. Currently the Payroll component is fully operational and it is anticipated that Human Resource administration will go live soon. Groen Sebenza host organisations are encouraged to continue using the platform and support is available through Marlin Hartogh. Email: M.Hartogh@sanbi.org.za

Groen Sebenza regional coordinators

Cesar Maseola

Cesar Maseola has recently joined our Groen Sebenza programme as the central regional coordinator. Born and bred in the Vaal, he is equipped with multiple qualifications ranging from BA Honours in Development Studies to National Diploma in Nature Conservation. These qualifications are underpinned by work experience of more than 15 years in the public and private sector with exposure to project management, environmental education, skills development and training projects, among others. Mr Maseola has worked for companies such as Delta Environmental Centre, UNISA, Timbavati Private Nature Reserve and returns to SANBI as our central regional coordinator, where he will be working with host organisations in Gauteng, Free State and North West. 'I am excited to join the Groen Sebenza Programme and look forward to making a contribution and learning from everyone involved in the programme.'

Email: c.maseola@sanbi.org.za



Vusi Mngomezulu

Vusi Mngomezulu – Born and bred in Pietermaritzburg, KZN, Vusi boasts 23 years of experience having worked for SANParks, Ezemvelo KZN Wildlife and in the private sector. He brings expertise in project and programme management, climate change, ecosystems rehabilitation and community facilitation. Vusi joins the project management unit as the northern region coordinator and thus he will be working with host organisations in Mpumalanga, Limpopo and KwaZulu-Natal. 'It is a privilege to be given an opportunity to contribute towards SANBI's efforts to conserve our biodiversity.'

Email: v.mngomezulu@sanbi.org.za



Delana Eksteen

Delana Eksteen joined the Groen Sebenza programme as the acting coastal regional coordinator in June 2023. Born and bred in the Western Cape, Delana brings 14 years of experience in environmental education working on a variety of projects and programmes. She has plighted her trade in California, Modimolle, Kimberley, Bloemfontein and now she is based in Kirstenbosch in Cape Town. Delana holds a BSc in Conservation Ecology and a Master's degree in Environmental Management. 'I am happy to work with the Groen Sebenza team to support and encourage our youth to enter this sector.'

Email: d.eksteen@sanbi.org.za

Phase II National Induction



The Groen Sebenza (GS) programme held its much anticipated National Induction at the end of 2023, whereby interns had the opportunity to meet the staff members, who are responsible for the implementation and management of the programme, network with industry professionals and fellow interns.

Themed 'The future is ours. We claim it today', the objective of the induction was to clarify the purpose of the programme and highlight the expectations, roles and responsibilities of our interns, sharing knowledge of the environmental/biodiversity sector, assisting them with planning their career path, and lastly focusing on training and development.

The South African Biodiversity Institute (SANBI) Chief Operating Officer, Mr Elliot Mashile, was in attendance to share the overview of the environmental and biodiversity sector, SANBI and the history and vision of the GS programme.

Industry professionals such as Barney Kgope, the director for the Biodiversity Risk Management at the Department of Forestry, Fisheries and the Environment (DFFE), gave detailed insight on the opportunities which await our interns in the public and private sector. Other industry professionals who gave us in-depth knowledge in their respective fields included, Hazel Khoza, from Wildlife & Environment Society of South Africa (WESSA) who presented on Education, Communication and Community Development/Stewardship, and Chanelle Govender, who presented on the Geographical Information System (GIS). Karen Vickers, Executive Director at GreenMatter, introduced us to a career development platform that promotes communication, collaboration and networking that GreenMatter has developed to help grow the biodiversity sector named MESH.

Jennifer Cele, who is a GS intern under the Restoration Ecology Unit based at WILDTRUST, shared her delight at attending the much-anticipated event and reuniting with her old colleagues from the University of KwaZulu-Natal, as well as University of Mpumalanga. Thorisho Noko, who is another of our GS interns but based at the Environmental Impact Management Directorate at the Limpopo Department of Economic Development, Environment and Tourism (LEDET), cherished the opportunity to 'network and interact with knowledgeable people' in the biodiversity sector, while creating a 'long lasting community' amongst the present and future biodiversity practitioners.

As our interns enter the final year of their contracts, they have the knowledge to transform their remaining time into a fruitful one and utilise the opportunities that the programme is offering to benefit their careers.

Attached is a link that will lead you to the photo's that were taken throughout the induction.

Cluster 1 link: <https://www.flickr.com/photos/152548658@N03/albums/72177720312859481>

Cluster 2 link: <https://www.flickr.com/photos/152548658@N03/albums/72177720312746273/>

Cluster 3 link: <https://www.flickr.com/photos/152548658@N03/albums/72177720313519952>

Cluster 4 link: <https://www.flickr.com/photos/152548658@N03/albums/72177720313500265/>



Cluster 1 Induction (Photo credit: Steven Boshelo Mokhulu).



Cluster 2 Induction (Photo credit: Zakhe Dhladhla).



Cluster 3 Induction (Photo credit: Zakhe Dhladhla).



Cluster 4 Induction (Photo credit: Zakhe Dhladhla).



Groenies empowered by Occupational Health and Safety training

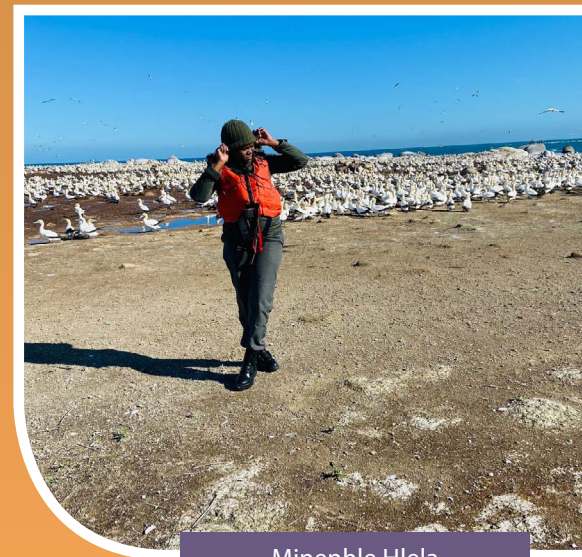
The Groen Sebenza (GS) phase II interns were left empowered by the Occupational Health and Safety (OHS) training offered to them during the national inductions hosted towards the end of 2023.

The Project Management Unit (PMU) embarked on a nationwide induction event that aimed to inform the interns of their roles and responsibilities within the programme, as well as equip them with skills to recognise and address potential risks in the workplace, which will enable them to work more efficiently and confidently.

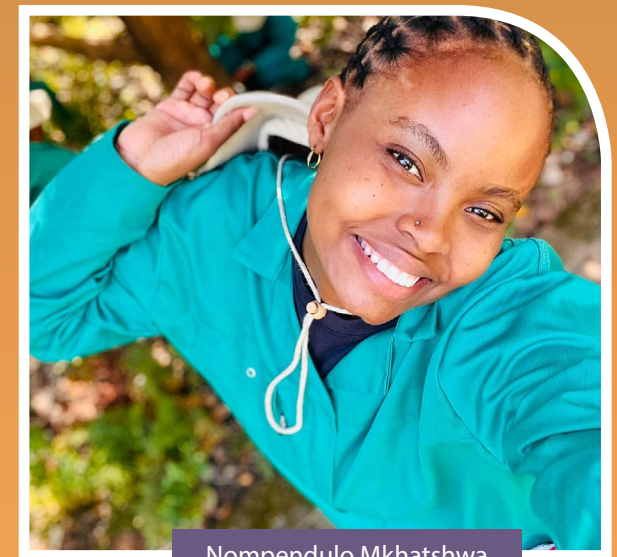
Speaking to Nompandolo Mkhathswa, a Nature Conservation intern based at the Lowveld National Botanical Garden, she mentioned that she was grateful for the knowledge she acquired from the training. 'My employment requires me to spend the majority of my time out in the field.' She further added 'with the knowledge I have required, I will be able to perform my key duties more efficiently, having knowledge on how to ensure my safety in the workplace.' Nompandolo was satisfied with the level of the OHS training received and recommends that her fellow interns continue to learn about it to ensure that they are safe and more productive in their work.

Minenhle Hlela, is also a Nature Conservation intern who was based at the West Coast National Park in Langebaan. She also shared her gratitude for the training, 'I assist with maintenance and handling of tools around the park, so an injury could happen at any time. This training has given me knowledge on how to conduct myself safely and efficiently.' Minenhle, who has recently received permanent employment at SANParks as a field ranger and is expected to start on 4 March 2024, stated that the knowledge she received from the OHS training will be useful as she prepares to embark on a new chapter in her life. 'I'd like to thank the GS programme for the training they provided at the induction and for the opportunity to be a part of the programme.'

The GS programme is pleased with the positive impact it is having on our graduates' professional lives. To see them prosper in their respective careers is the goal of the programme. We wish all our interns the best of luck for the remainder of the programme, and don't forget to grab every opportunity that may come your way.



Minenhle Hlela



Nompandolo Mkhathswa

Updated transfer conditions

Below are the updated Groen Sebenza transfer conditions for a transfer to be considered. The intern can request a transfer form from one of the project management staff members.

Once the form has been signed off by the intern, the releasing and receiving mentors, it must be submitted to the regional coordinator.

Transfer turnaround time is one month; no intern is permitted to move before receiving the approval of the Chief Operating Officer (COO).

Transfers will only take place at the beginning of the month UNLESS we are dealing with extreme personal circumstances.

Internal	External
Exposure to different units aligned to Key Performance Areas	Unavailability of mentor and/or lack of proper mentoring capacity at host organisation
	Misalignment between qualification/s and placement
	Change in personal circumstances
	Exposure to psychosocial risks
	Termination of Interns Placement Agreement (IPA)
	Voluntary reduction by host organisation

Condition	Evidence
Unavailability of mentor and/or lack of proper mentoring capacity at host organisation	• Confirmation letter by host organisation
Misalignment between qualification/s and placement	• Qualification • Workplan/Mentor-Mentee agreement
Change in personal circumstances	• Affidavit or medical certificate
Termination of IPA	• Termination letter from SANBI
Voluntary reduction by host organisation	• Letter requesting reduction by host organisation

Taking on Zambia – experiences from a Groen Sebenza intern

Aamirah Isaacs, Conservation South Africa

I am Aamirah Isaacs, a Groen Sebenza intern specialising in climate policy and science communications, hosted by Conservation South Africa, an affiliate member of the Conservation International (CI) network. In December 2023, I had the privilege of attending a CI Learning Network meeting in Zambia, hosted by the Pro-Nature Enterprises Project. The Pro-Nature Enterprises Project works with communities and stakeholders to promote rangeland restoration, implement sustainable fisheries management, and unlock investment for nature-friendly enterprises.

The three-day event brought together over 40 experts from Zambia and neighbouring countries to collaboratively develop best practices for fisheries co-management in a transboundary context. My primary responsibility was to capture accurate meeting minutes.

From this experience, I've gained new insights into the intricacies of systems, policy frameworks and governance structures around fisheries co-management within the Zambian context. The opportunity also served as a unique platform for networking, allowing me to connect with seasoned professionals in the field. Additionally, the experience extended beyond the meeting room, enabling me to embrace elements of Zambian culture. On the field trip, I met a local women's group that has been benefitting from the project's interventions, and in turn, they help protect their natural environment.

Returning home, my family and friends could barely wait for me to tell them all about my trip. The all-round excitement highlighted the profound impact that the Groen Sebenza internship has had on both my personal and professional growth. Reflecting on the past nine months of my internship, it becomes evident that every aspect of this journey has contributed to a holistic and enriching learning experience. The support and guidance from my mentor and colleagues have not only deepened my understanding of conservation practices but have also instilled in me a heightened sense of responsibility and work ethic.

I extend my sincere gratitude to SANBI and Conservation South Africa for providing me with this incredible opportunity. Thank you for investing in the next generation of conservationists and empowering us to make a meaningful impact in the world around us. Moving forward in my journey, I am confident that the experiences and lessons gained from the Groen Sebenza internship will serve as a solid foundation for my future endeavors in conservation.



Aamirah Isaacs enjoying the scenery in between the breakaway sessions of the conference.



Aamirah Isaacs taking minutes at the conference.

A Groen Sebenza hero – the story of Thabo Tsheole

Host institution – WESSA

Thabo Tsheole joined the Groen Sebenza Phase II programme on 9 January 2023 as an Environmental Education and Training Officer for the Wildlife and Environment Society of South Africa (WESSA) in Bryanston. He assists with implementation of training and does environmental education and awareness campaigns in schools, communities and universities.

Born and bred in Ngweding, a rural village in North West, Thabo is an academic at heart and boasts an impressive achievement of 21 academic certificates, which he obtained during his secondary school years. His impressive commitment to education resulted in him becoming a prefect from grade 9 right through to his matriculation. His focus on academics did not deter him, with the added responsibilities that came with being a prefect and in matric, to become the school's overall top achiever.

Thabo's passion about environmental education started in secondary school whilst choosing his subjects. He excelled in geography, and he was fascinated about environmental problems and wanted to play his part in creating awareness in communities. 'We only have one planet. We need to preserve this planet as we have no second planet we can run too.'

This passion drove Thabo to pursue a qualification in Environmental Management at Unisa, which he completed in record time and obtained 14 distinctions. He is currently furthering his studies with a BSc Honours in Geography. 'The solutions to the environmental problems we face can be found through education. We need to equip ourselves with knowledge so we can find sustainable solutions to the environmental problems we face.' Thabo plans to pursue his Master's degree upon completion of his honours qualification.

In addition to being a Groenie, he is also part of the GreenMatter fellowship programme, which upskills individuals in the biodiversity sector with the aim of building competent professionals with relevant and sufficient skills.

Thabo wishes to use the opportunity presented by Groen Sebenza as a golden door to the environmental sector. 'I wish to contribute positively to the sector and spread environmental awareness until environmental education becomes fashionable and incorporated into people's daily lives.'



Thabo Tsheole at the Environmental Education Exhibition at Pecanwood College, Hartbeespoort in the North West.



Thabo Tsheole at the Environmental Education Exhibition at the University of Pretoria, Tshwane

A Groenies tale – words of gratitude from Ofentse Jessica Mohwase

From despair to hope, allow me to say, SANBI brought so much hope in my life, not forgetting how this programme opened so many opportunities for me. Long story short, after my graduation I lost an internship opportunity at the Eastplats Mine in the North West, due to my health. I found myself in despair, and soon I was overcome with emotions of sadness and frustration. I had found myself back amongst the thousands of unemployed graduates in our country.

In October 2022, I came across the Groen Sebenza Phase II internship. I had little hope of being invited for an interview, but luck was on my side, and I received the opportunity to join the programme. This became a life-changing opportunity, considering that I was on the brink of a mental breakdown.

I hold the Groen Sebenza Programme and the South African National Biodiversity Institute in such high regard because the programme changed my life and was my first employer. Through this programme, I was able to receive hands-on exposure as a nature conservation intern at the Gauteng Department of Agriculture, Rural Development and Environment (GDARDE). Today, I am a proud product of the programme and I hope this programme continues to change many more graduate's lives.

I would also like to thank my mentor, Dr Quinton Joshua, for the knowledge you shared with me. I was blessed to be mentored by someone who was patient and kind-hearted like yourself. The knowledge you have shared with me has equipped me with wisdom and skills that will help me grow in this profession we love. Any future success I receive, I will always credit you as being the person to lay the foundations to my success.

To Mr Pitso Mojapelo and the Groen Sebenza team, continue being a beacon of light to graduates to come. Your hard work is the reason why the programme is where it is today. I know there are major hurdles you still have to overcome, but to know that the team is there and trying to make this programme a success with the little resources you possess.

To my fellow colleagues, the programme has faced many challenges, but we should not allow the negatives to overshadow the positives that came out of this programme. I am pleased I was able to network with some of you and hope to meet you in the field as professionals one day. I wish you loads of luck in your respective professions and let's change the world.

May GOD bless you all.

Sincerely,
Ofentse Jessica Mohwase



Ofentse at the cluster 1 Groen Sebenza Phase II Induction.



Ofentse (right) and her colleague, Masindi Mukwevho, preparing to take GPS coordinates of alien plants around the Leeuwfontein Nature Reserve.

MESH - My Environmental Skills Hub



In 2010 the South African National Biodiversity Institute (SANBI) and the Lewis Foundation published The Biodiversity Human Capital Development Strategy 2010–2030, which is a strategy that aims to address skills shortages and skills planning for the biodiversity sector. The strategy promotes a sector that is 'joined up', recognising that through networks and collaboration we can achieve greater things.

GreenMatter, a non-profit organisation formed in service of biodiversity skills development, is piloting the My Environmental Skills Hub (MESH).

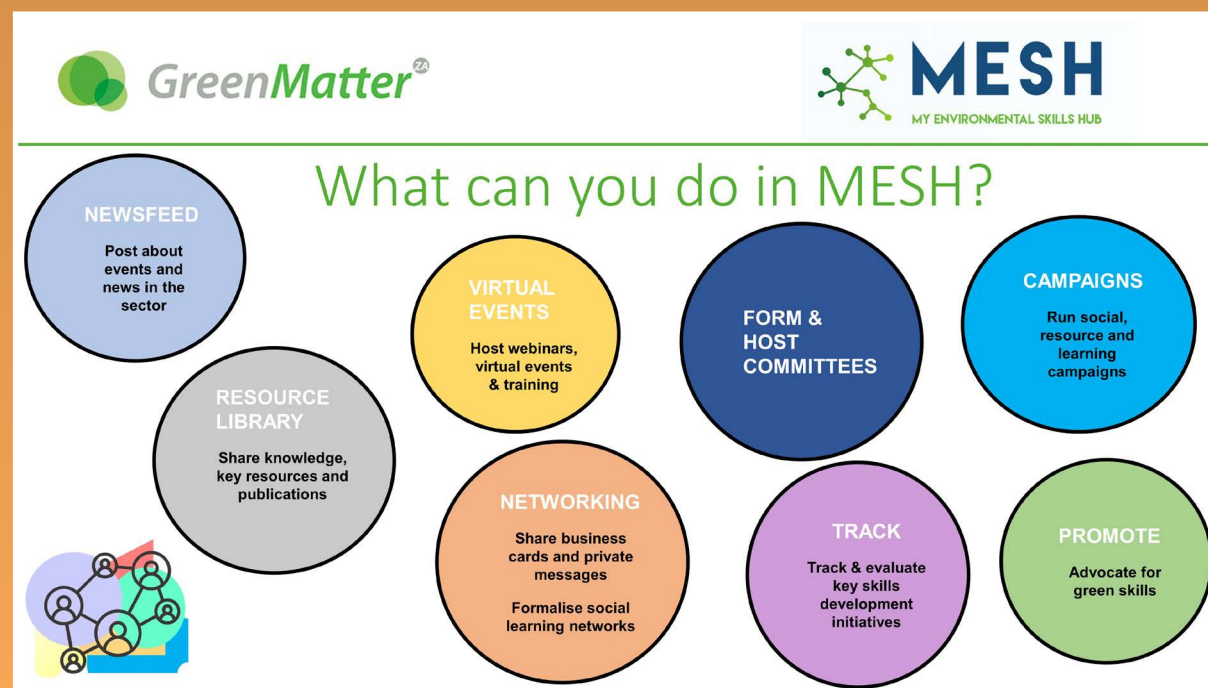
The aim is to build a community of environmental sector stakeholders who will be able to interact, network and source critical information about skills development for the sector, and plan for initiatives that can be coordinated through the platform to address the challenges at a national level.

The MESH pilot project is an online community-based platform, powered by software service provider Glue Up, and will allow community members to post industry-related news on newsfeeds, host virtual events and run campaigns on the platform.

The project will grow to include the SANBI Groen Sebenza Phase II Programme in early 2024, and it is GreenMatter's hope that this community will serve as a space for the management and mentorship of interns, as well as a space where professionals of all ages and stages can learn, link, and lead the environmental sector.

Pitso Mojapelo, the Groen Sebenza programme manager is jubilant about the opportunity given to interns. 'We are happy to have our interns join the MESH platform wherein they will interact with sector principals and practitioners', in their own words 'Ke yeo PLUG'.

The app is available in the App Store or Playstore, and it can be found by searching 'My Glue' on mobile phones. Once downloaded it will take you to the MESH platform.



Groen Sebenza bookworms



'Education is the passport to a future, for tomorrow belongs to those who prepare for it today' – Malcolm X. This issue, we celebrate our latest Groen Sebenza Interns who took the initiative to further their studies and unlock their potential. Congratulations on your achievements and we wish you further success in your goals.



Birthday celebrations



Capricorn (22 Dec. – 19 Jan.)

Personality traits: ambitious, hardworking and enterprising

- ★ Lebohang Boo!
- ★ Tina Masiza
- ★ Mosibudi Wendy Cherane
- ★ Sinokubonga Sinenhlanhla Dhlamini
- ★ Loyiso Dlomo
- ★ Nomthandazo Nana Nomkhosi Dlomo
- ★ Thulisile Gawulekaya
- ★ Lungisani Siyathokoza Giba
- ★ Zinathi Siyanda Jikela
- ★ Kavin Thoko Jiyane
- ★ Nokuthula Winnie Kabini
- ★ Norah Natalia Kanyenda
- ★ Mokgaetji Dorah Kgapho
- ★ Andiswa Nandi Pumla Khumalo
- ★ Lubanzi Masimdumise Kutshwa
- ★ Granny Ledwaba
- ★ Florah Ntipe Lekaka
- ★ Itumeleng Letlojane
- ★ Mduduzi Madida
- ★ Nonhlakanipho Portia Mafuleka
- ★ Raesetsa Portia Mailula
- ★ Ntando Majola
- ★ Phodzo Reineth Makhokha
- ★ Tshhegofatso Rahab Makwela
- ★ Ridgeway Thato Malema
- ★ Jabulile Grace Malindi
- ★ Maria Babudushang Maloa
- ★ Refilwe Rethabile Charlene Manyetsa
- ★ Thato Maphala
- ★ Naledi Rasisibe Mashiya
- ★ Tiyani Tinyiko Maswanganyi
- ★ Vusi Job Mathebula
- ★ Happy Matjila
- ★ Lulekwa Mavundla
- ★ Nompilo Mazibuko
- ★ Vernek Vokoza Mcavele
- ★ Samukelisiwe Felicia Memela
- ★ Silindile Grayton Trinity Mkatshwa
- ★ Nompandolo Kristal Mkhathswa
- ★ Pontsho Bridget Modiba

- ★ Tshehlana Mokoena
- ★ Nthabeleng Mphasane
- ★ Celukuthula Nobuhle Msweli
- ★ Thembinkosi Khayelihle Mtshali
- ★ Ndele Muregu
- ★ Ntokozo Myeni
- ★ Mohao Nakana
- ★ Siyanda Quinton Ndunakazi
- ★ Vhahangwele Nedzimauli
- ★ Tshimangadzo Netshitomboni
- ★ Esihle Ngcobo
- ★ Nkhensani Reagan Ngobeni
- ★ Bernice Tebogo Ngoetjana
- ★ Lehlohonolo Lerato Ngoma
- ★ Siphenathi Ngova
- ★ Immaculate Olwethu Ngwenya
- ★ Wongiwe Nqwede
- ★ Sibuyisele Sweetness Pakati
- ★ Chandler Tristan Patel
- ★ Bahle Phandela
- ★ Mancha Lorraine Ramotjiki
- ★ Rofhiwa Ratshibvumo
- ★ Kelebogile Martha Selogatwe
- ★ Bathobile Precious Selwane
- ★ Paulus Seodisa
- ★ Nkanyiso Shoji
- ★ Lindokuhle Noluthando Sibisi
- ★ Pretty Sibiya
- ★ Lusanda Sithole
- ★ Sisanda Tembani
- ★ Sharlene Thathaisa
- ★ Babedi Perfomance Thobane
- ★ Daphiney Thobela
- ★ Sphiwe Irene Thukwane
- ★ Lufuno Todani
- ★ Madzanga Petunia Tshikovha
- ★ Rilise Dennis Tshivhundo
- ★ Sizwe Siyabulela Vakaza
- ★ Vuyokazi Nothando Lwanele Xulu
- ★ Lona Andy Zatu
- ★ Khulani Sibahle Zikhali
- ★ Sisonke Zilimbola
- ★ Nkokhelo Vamisani Zwane
- ★ Austin Mpfuneni Rasirubo



Aquarius (20 Jan. – 18 Feb.)

Personality traits: clever, analytical, technical, truthful, assertive, confident, progressive and innovative

- ★ Yaaseen Bodhanya
- ★ Romario Fabiano Cloete
- ★ Todani Precious Dama
- ★ Siyavuya Saga Gebe
- ★ Nwabisa Gibisela
- ★ Lindokuhle Sherlyn Gumede
- ★ Hlabirwa Vallery Kekana
- ★ Mosa Johanna Kekana
- ★ Kwanele Mzwakhe Khuzwayo
- ★ Leandra Knoetze
- ★ Murendeni Kwindi
- ★ Nompumelelo Cleopatra Lekalakala
- ★ Dimpho Shannel Letsang
- ★ Matimu Emanuel Mabunda
- ★ Mefika Michael Mabuza
- ★ Sizwe Selby Mabuza
- ★ Kedibone machaba
- ★ Akhona Madasa
- ★ Khutso Neo Maenetja
- ★ Dorcus Mahlomotsa
- ★ Atendaho Maige
- ★ Karabo Makgoga
- ★ Loveman Maluleke
- ★ Smangele Maluleke
- ★ Fhulufhelo Mamafha
- ★ Nonhlakanipho Maposa
- ★ Thato Mashigo
- ★ Ncumisa Matam
- ★ Amerco David Mathabela
- ★ Fezeka Mayeza
- ★ Ntiyiso Mboweni
- ★ Makhosazana Mchunu
- ★ Debora Philile Mhlongo
- ★ Sive Mndayi
- ★ Lindiwe Mkgakane
- ★ Mohale Mokoena
- ★ Mokome Daphney Molewa
- ★ Sinethemba Pumlanj Mosoto
- ★ Phethani Mphaphuli
- ★ Kagiso Noko Mpyana
- ★ Nolwazi Charmaine Msomi
- ★ Katekani Linky Mthombeni
- ★ Portia Mudau
- ★ Thuso Muruge
- ★ Faith Rebecca Ndlala
- ★ Fulufhelo Maureen Nedzamba

- ★ Anele Mandisa Ngcobo
- ★ Tebogo Surprice Nkosi
- ★ Tshimangadzo Yollenda Ndwakhulu
- ★ Sizolwethu Nomandla
- ★ Junior Nong
- ★ Aphiwe Immaculate Notshaya
- ★ Lindani Nduduzo Nxumalo
- ★ Babalwa Pepu
- ★ Pulane Suzan Pitso
- ★ Senyane Yvonne Radingwana
- ★ Phumudzo Ragimana
- ★ Lerato Edsar Ramalepe
- ★ Mashudu Randela
- ★ Likhona Rona
- ★ Nthabiseng Sesana
- ★ Mohamed Rafee Shamsodeen
- ★ Nkululeko Shezi
- ★ Onele Sivuka
- ★ Nokubonga Faith Thabethe
- ★ Mccann Ubisi
- ★ Sanelisiwe Siphesihle Xulu
- ★ Lwandile Zibi
- ★ Thabisile Samkelisiwe Zulu
- ★ Lazola Siphosethu Pendu



Pisces (19 Feb. – 20 Mar.)

Personality traits: compassionate, artistic, deeply emotional, especially empathic

- ★ Shiluva Faith Baloyi
- ★ Luyanda Hlengiwe Bhengu
- ★ Felicia Brown
- ★ Shadrack Bulunga
- ★ Lizaan Camron Cloete
- ★ Buyisiwe Duduzile Dlwati
- ★ Duncan Dourans
- ★ Xolani Mbongeni Gumede
- ★ Safiyyah Hattas
- ★ Lindelwe Hoho
- ★ Pumelela Asiphe Jingisa
- ★ Unathi Kraai
- ★ Tristan Josh Kruger
- ★ Leo Kubheka
- ★ Mashudu Mabibibi
- ★ Senzekile Elane Mabunda
- ★ Aviwe Machakela
- ★ Zanele Hariett Machimane
- ★ Lebohang Maduna
- ★ Yvonne Simangele Makhubu
- ★ Khukhwane Phomelelo Malatji

★ Nomali Simphiwe Malindi
 ★ Lindokuhle Venessa Jessica Mangane
 ★ Sivuyisiwe Mapapu
 ★ Thando Phindile Maphumulo
 ★ Olwethu Maqalekana
 ★ Motlatjo Mashabela
 ★ Mbavhalelo Masia
 ★ Unarine Rahele Mathabi
 ★ Thapelo Precious Mathake
 ★ Mzwamadoda Mbangwa
 ★ Charity Mkhari
 ★ Thobeka Phumelele Mkhize
 ★ Sarah Sekwala Modiba
 ★ Tumelo Mohlatlego Mohale
 ★ Boitumelo Gertrude Moima
 ★ Ofentse Mokgajane
 ★ Refiloe Prudence Mokone
 ★ Raesetja Pretty Molepo
 ★ Leila Moosajee
 ★ Sbonelo Sylvester Mthembu
 ★ Stanley Mugodo
 ★ Mixo Godfrey Muhlava
 ★ Mutshidzi Mukwevho
 ★ Lusani Mulaudzi
 ★ Moses Mulaudzi
 ★ Lungelo Mvelase
 ★ Vuyani Aubrey Mwelase
 ★ Mamogodu Tryphosa Nchabeleng
 ★ Musa Sethabile Ncube
 ★ Olwethu Blassin Ndlazi
 ★ Nyambeni Nelukalo
 ★ Dzanga Nemutanzhela
 ★ Hulisani Nengovhela
 ★ Ishmael Netshikhudini
 ★ Nontokozo Ngcobo
 ★ Banele Percival Njapha
 ★ Phumelele Fikile Nkambule
 ★ Yedwa Dzum-Dzum Nobengela
 ★ Nomfundo Amaze Ntshangase
 ★ Zimvo Phali
 ★ Kgomotso Phepheng
 ★ Lee-Ann Viona Pretorius
 ★ Rotondwa Denash Radebe
 ★ Kamogelo Bridget Ramahoyo
 ★ Katleho Ramokhothoane
 ★ Mangana Berel Rampheri
 ★ Tirhani Prudence Rikhotso
 ★ Lerato Jeanette Sathekge
 ★ Yvonne Tshokeleng Sekatane
 ★ Mvana Simon Sibiya
 ★ Mpumelelo Trainah Simango
 ★ Viwe Sitole
 ★ Olwethu Soko
 ★ Ivy Taetsane
 ★ Lebogang Tauatswala
 ★ Charlton Thys
 ★ Mmamolatelolo Tsebe

★ Mmamolatelolo Tsebe
 ★ Dorah Busisiwe Tshabalala
 ★ Thonifhani Tshikhudo
 ★ Lwandile Christoph Tyeba
 ★ Zanele Buhle Ubisse
 ★ Audrey Vanya
 ★ Athienkosi Ngedle
 ★ Chester Thabiso Chauke
 ★ Adrienne Johnson-Europa
 ★ Tiisetso Chantell Ntsoane

In memory of Angelique Africa

It is with great sadness that we inform you of the passing of our colleague and friend Ms Angelique Christelle Africa, who passed away on 28 January 2024 due to sudden illness.

Ms Africa joined Groen Sebenza Phase II Programme on 6 February 2023 where she worked as a Biodiversity Education and Public Engagement intern at the Karoo National Botanical Garden.

She will be sorely missed by her friends and colleagues at the South African National Biodiversity Institute (SANBI), particularly at the Karoo National Botanical Garden.

Our deepest heartfelt condolences to her family, colleagues and friends. Rest in peace, Groenie!



2024

Environmental Days

JANUARY

20 Penguin Awareness Day
26 World Environmental Education Day
31 International Zebra Day

FEBRUARY

2 World Wetlands Day
15 World Hippopotamus Day
18 World Pangolin Day
18 World Whale Day

MARCH

3 World Wildlife Day
4 Community Clean-up Day
8 International Women's Day
8 Solar Appreciation Day
14 International Day of Action for Rivers
18 Global Recycling Day
20 World Rewilding Day
21 International Day of Forests
21 Human Rights Day
22 World Water Day
20-26 National Water Week
25 Earth Hour
30 International Day of Zero Waste

APRIL

3 World Aquatic Animal Day
7 World Health Day
13 International Plant Appreciation Day
17 World Bat Day
22 Earth Day
27 World Hyena Day

MAY

3 International Leopard Day
3 World Sun Day
5-11 International Compost Week
17 Endangered Species Day
20 World Bee Day
22 International Day for Biodiversity
25 World Fish Migration Day
25 Africa Day
31 World Parrot Day

JUNE

1 World Reef Day
3 World Bicycle Day
4 World Food Safety Day
5 World Environment Day
8 World Oceans Day
15 Global Wind Day
16 Youth Day
17 World Day to Combat Desertification and Drought
21 World Giraffe Day
22 World Rainforest Day

JULY

14 Shark Awareness Day
15 World Youth Skills Day
16 World Snake Day
18 Nelson Mandela Day
26 World Mangrove Day
28 World Nature Conservation Day
29 National Science Week Starts
31 World Ranger Day

AUGUST

3 National Science Week Ends
9 National Women's Day
10 World Lion Day
12 World Elephant Day
23-27 World Water Week
30 International Whale Shark Day
31 African Traditional Medicine Day

SEPTEMBER

1 International Primate Day
1-7 Arbor Week
7 International Culture Awareness Day
16 International Day for the Preservation of the Ozone Layer
16 International Coastal Clean-up Day
17 World Manta Day
18 World Water Monitoring Day
21 Zero Emissions Day
22 World Rhino Day
26 World Environmental Health Day
27 World Tourism Day
29 International Day of Awareness of Food Loss and Waste

OCTOBER

2 Energy Efficiency Day
4 World Animal Day
5 World Teachers Day
7 World Habitat Day
7-13 National Marine Week
14 E-Waste Day
16 World Food Day
17 International Day for Eradication of Poverty
21 National Reptile Day
23 Sustainability Day
24 International Day of Climate Action

NOVEMBER

1 World Ecology Day
2 National Children's Day
20 World Children's Day

DECEMBER

4 Wildlife Conservation Day
4 International Cheetah Day
5 World Volunteer Day
11 International Mountain Day

Remember to align any planned activities on special days to the SDG goals!

WESSA

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Below are the pay dates for the year 2024

Month	Day
January	Friday, 19 January 2024
February	Friday, 23 February 2024
March	Monday, 25 March 2024
April	Thursday, 25 April 2024
May	Friday, 24 May 2024
June	Tuesday, 25 June 2024
July	Thursday, 25 July 2024
August	Friday, 23 August 2024
September	Wednesday, 25 September 2024
October	Friday, 25 October 2024
November	Monday, 25 November 2024
December	Friday, 20 December 2024

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