

Rustenburg Herald's Bonus

21 JUNE 2021

25 500
FREE



**No to
vaccine?
You can
get fired**

- p4



A local nursery school celebrated grandparents during a fun event last week. Grandmas and grandpas could enjoy a merry party with their favourite people - their grandchildren - and be treated to entertainment provided by the little ones, as well as tables filled with sumptuous delights. Zeané Soër (nearly four) was one of the young ones celebrating the day with her family, and was also part of the school's drum majorette squad. More photos in this week's Rustenburg Herald. (Photo: Waldie Volschenk)

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Help locate missing person

BONUS - RUSTENBURG - Police in Mogwase request the public to assist in locating Mmampoko Juliet Sekole (51) of Masakaneng Section, Welgeval Village near Moruleng. Sekole went missing on Tuesday, May 25.

She is short, weigh about 90 kg and she is bald (no hair). According to information received she was last seen walking alone in the street, wearing a blue apron with yellow dots and bare footed. The missing person is also suffering from depression.

Police request anyone who may have information about Sekole's whereabouts, to contact Colonel Shimane Kubyadi on 082 856 1087 or call South African Police Service (SAPS) Crime Stop number: 08600 10111.

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Bid Number: JST 01/2021

REQUEST FOR PROPOSALS FOR THE ESTABLISHMENT OF STAFF CANTEEN IN JOB SHIMANKANA TABANE HOSPITAL
Bids are hereby invited from companies or individuals for the establishment and operation of staff canteen in the existing kitchen structure within the hospital.

Bids documents with detailed bid specification and information will **ONLY** be obtained in a compulsory briefing session meeting that will be held on **Tuesday, 13 July 2021 commencing at 11h00 at the Job Shimankana Tabane Hospital, Corner Heystek & Bosch Streets, Rustenburg. Entrance gate No 3 next to the Hospital Kitchen.**

Note that: The agents, nor North West Department of Health bind themselves to accept the highest, or any bid, and reserves the right to accept the whole or part of any bid and further reserves the right to re-advertise if it so wishes. No reasons for the acceptance or rejection of any bid will be given. For bid enquiries kindly contact:

Mr. Kenny B. Sekgele
Tel no: (014) 590 5418



Students from Sunrise View Secondary School at the Impala Rustenburg Career Expo.

Impala launches mobile career expo

BONUS - RUSTENBURG - Impala Rustenburg has developed and launched an innovative mobile Career Expo, an inspirational and aspirational showcase which will introduce more than 5 700 local high school learners to the wide range of career opportunities in the mining industry.

The mobile Career Expo is visiting 12 high schools in the mining community, all of which are supported by Impala Rustenburg, from May 28 to August 17, with breaks in the schedule to accommodate the school's exam and holiday timetables. The Career Expo will reach learners in Grade 9 (providing subject choice guidance for Grade 10), and in grades 11 and 12 to assist in career planning.

Mark Munroe, Impala Rustenburg CEO said the

company believes in building and growing the future, and investing in the youth is key.

"With that in mind, we recognised the need to highlight to the broad scope of career opportunities in South Africa's mining industry for our high school learners. The mobile nature of the expo enables us to reach a greater number of students than previously possible, while adhering to Covid-19 restrictions on gatherings," said Munroe.

Food for thought



On June 9, Booker Nyaundi, author and owner of Pythons Business Consultants made a donation of eight entrepreneurship books to Orbit TVET College (Mankwe Campus) in Mogwase Municipality. The donation was handed over to Peter Matlou (Manager: Center for Entrepreneurship Rapid Incubator), by Booker, the author of the Book "The journey of the entrepreneur" and Sithokozile Sibanda, Entrepreneurship Marketing Coordinator of Pythons Business Consultants. For more information about their entrepreneurship programs, contact Sithokozile at 014 592 6950/078 259 1728 or email marketingpbconsultants@gmail.com

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Invitation to Virtual Special Meeting of Council

BONUS - RUSTENBURG - Notice is hereby given to members of the public in terms of Section 19 of the Local Government: Municipal System Act 2000 as amended about the Virtual Special Council Meeting that is scheduled as follows:

Time: 10:00

Date: June 29

Please note that due to Covid-19 Lockdown Regulations, viewing of the meeting by the public will be facilitated through live streaming on Facebook.



Rustenburg Herald's Bonus

Contact us:

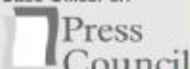
Tel: 014 592 8329 Fax: 014 592 1869

E-mail: mailbag@rustenburgherald.co.za

Address: 13 Coetzer Street, Rustenburg, 0299

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any 2 for R58



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2 for R25



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Dam, where's our water going?

BONUS - RUSTENBURG - Two years ago OUTA and Water Shortage SA started campaigning for the establishment of an Independent Water Regulator.

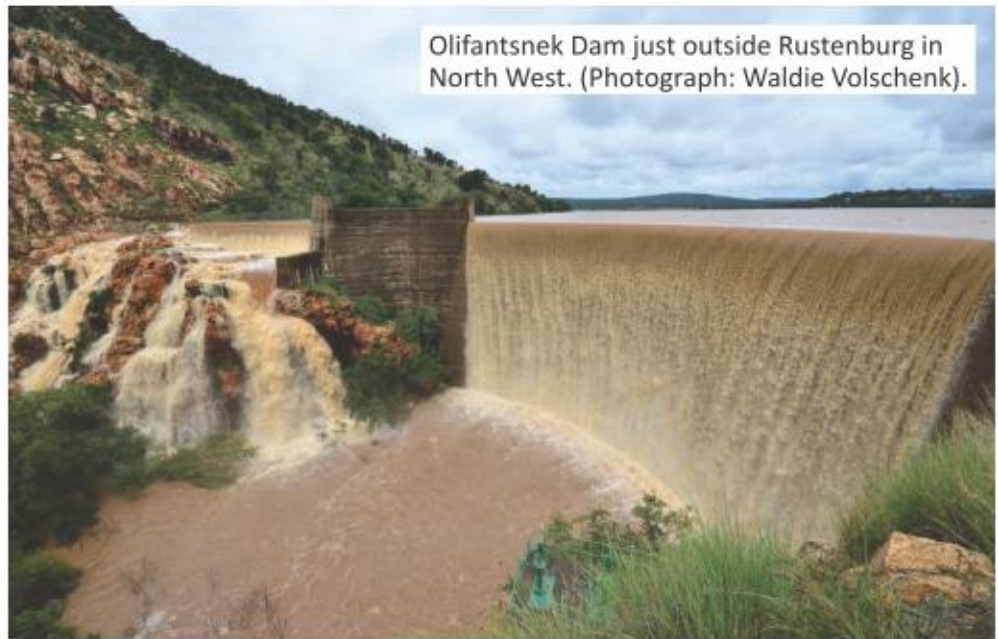
Now Parliament is starting to show an interest in such a regulator. OUTA and Water Shortage South Africa have again sent information to Parliament's Portfolio Committee on Human Settlements, Water and Sanitation, motivating for the establishment of an Independent Water Regulator, and this time Parliament has indicated support. "In the light of our current water crisis, I fully agree with you that the establishment of the Independent Water Regulator for South Africa is long overdue," said Rosina Semenya, the Chair of the Portfolio Committee, in a letter to OUTA and Water Shortage SA.

She invited the organisations to submit their findings and recommendations on the matter to her office, and undertook to consider them. Semenya's letter is here. OUTA and Water SA have sent this information and now hope to engage with the Committee soon after the parliamentary recess. OUTA and Water Shortage SA are willing to help Parliament draft the policy for a regulator. "Support from Parliament is crucial, as establishing an Independent Water

Regulator requires a change in legislation. We welcome Parliament's interest in this and are keen to meet the portfolio committee," says Julius Kleynhans, Executive Manager for OUTA's Public Governance Division. Why OUTA wants an Independent Water Regulator Kleynhans says the lack of accountability in our municipalities is the fundamental cause of sewage pollution in rivers and dams, decaying infrastructure, mistrust in the quality of drinking water, and water shortages. "Polluting water is criminal.

The biggest polluters in our country are the municipalities which discharge partially treated or untreated sewage, which is criminal. We will only see change when those who fail in their responsibility to ensure that sewage discharged meets the strictly regulated quality standard, are locked up in jail for their wrongdoing," says Kleynhans.

Communities individuals and all interested parties who recognise the need to comment or have inquiries, are invited to respond. Benoît le Roy, CEO of Water Shortage SA, says that the implementation of the



Olifantsnek Dam just outside Rustenburg in North West. (Photograph: Waldie Volschenk).

government's Water and Sanitation Master Plan hinges on regulatory certainty. The private sector participation – which is key – requires independent and credible regulation of water quantities, quality and pricing, to

ensure water security for all as espoused by the National Water Security Framework. Contact Water Shortage South Africa: Benoît Le Roy Water Shortage SA CEO on 082 414 5289 benoit@watershortagesa.com

No to vaccine? You can get fired

BONUS - RUSTENBURG - Yes, it's true: your boss can fire you if you refuse to get vaccinated against Covid-19 – but it's not that simple.

As South African companies consider mandatory vaccine policies, employers are encouraged to explore a range of options to accommodate workers who reject the jab. One option could be to fire such employees.

But workers may object to taking the vaccine for religious, constitutional, and medical reasons. If they can't be accommodated in the workplace, then employers may consider terminating their employment based on operational requirements and incapacity grounds. South Africa's labour department recently updated its guidelines for dealing with Covid-19 in the workplace, which now requires companies to declare whether they plan to make vaccinations compulsory.

At the National Economic Development and Labour Council (Nedlac), government and the private sector agreed that workers' refusal to take the Covid-19 vaccine should not justify a dismissal. But, last week, Business for South Africa (B4SA) told businesses that

the revised guidance does not bar employers from firing workers who reject the vaccine. "There is nothing contained in the Revised Occupational Health and Safety Direction which prohibits an employer from dismissing an employee who has been identified as high risk and who has refused to be vaccinated (and cannot be reasonably accommodated)," B4SA told its constituents.

"... but employers are encouraged, before considering such action, to seek legal advice given the complexities of such a dismissal," said B4SA. Before considering a dismissal, employers must have first conduct a risk assessment of their workplace to determine the category of employees which it requires to be vaccinated on a mandatory basis, a legal expert added. According to this expert, there are two main reasons you could get fired for refusing to be vaccinated if you are a high-risk employee and cannot be accommodated in the workplace. After considering the employee's

reasons for refusal, such as medical, religious, constitutional, and cultural, the employer is mandated to assess whether it is necessary for the employee in question to be inoculated and whether they fall under a high-risk category where vaccinations are required. Dealing with dismissals on a case-by-case basis will determine the fairness of the termination and the employee's role, work environment, the alternatives they have or have not been provided, and their reasons for objection should be taken to account, the expert said. Workers can be dismissed based on the operational requirements of the employer which would lead to standard retrenchment.

"This could mean you no longer fit into the organogram because you refuse to be vaccinated where all the employees in this category are required to be vaccinated," explained the expert. The company could argue that a particular Covid-19 high-risk category, because of the vaccination requirement, has had to undergo a restructuring and disqualifies workers who

refuse the vaccine, she said. Workers can also be dismissed for incapacity where an employee can simply no longer perform the tasks required of them, or because of medical reasons. "It may also be an incapacity issue; it could be a medical incapacity or simply that you are unable to perform the work to the level that is required of you," the expert said. But also in this instance the employee may need to be taken through the ordinary incapacity process, which includes a discussion with the employee to let them know where they are falling short of the standard. In this case, the company is required to assist the worker in improving in carrying out the functions of their job role. "If there isn't any improvement, then you would have an incapacity hearing thereafter a dismissal," the expert said. In the case of employees not interacting with the public, not even interacting perhaps with other employees, because they sit in an office and they can self-isolate, there's simply no need, in relation to such an employee, to make vaccinations mandatory.

FAST & FURIOUS 9
THE FAST SAGA

AT STER-KINEKOR THEATRES
FROM 25 JUNE

SK GREAT MOMENTS AT THEIR GREATEST

Beyers Naudé crash claims third victim



Champie Strydom (15) died last Thursday as a result of injuries sustained during a crash on June 11. (Photo: Social Media)

BONUS - RUSTENBURG - A 15-year-old boy who was injured during a car crash on June 11 has succumbed to his injuries.

Champie Strydom (15) was airlifted after the crash and was treated in a hospital in Benoni. The boy however passed away Thursday (June 17). Two other teenagers, Kosie Strydom (18) and Vian van Dyk (17) died on the scene of the crash. Kosie Strydom was, according to the police the driver of the vehicle, a

BMW involved in the crash. A fourth passenger, Chanté Steyn sustained serious injuries. Three occupants of a Hyundai I20, the other vehicle involved in the crash also sustained serious injuries. Police are investigating three cases of culpable homicide.

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LET US BOAST WITH YOUR ART

‘Big’ money to be won in art competition!

BONUS - RUSTENBURG HERALD - Are you a talented young artist? Can you draw, paint, sketch or create interesting, if not wonderful works of art? Then did you know that you could win “big money” in Rustenburg Herald and Pick n Pay Rustenburg’s Blank Space Art competition?

The art competition is open to all age groups and we particularly invite our young artists to try their hand at this. Two valuable cash prizes of R1 000 (one from each of the two participating Pick n Pay stores – Beyers Naudé and Greystone Crossing) are up for grabs once every three/four months sponsored by Rustenburg Herald. But there is more – at the end of every year, all the “monthly”/quarterly winners will be judged in a final grand judging and two extremely valuable prizes – Pick n Pay Shopping Vouchers to the value of R10 000 each will be awarded by the two Pick n Pay stores – one winner from each branch.

These valuable prizes are sponsored by Pick n Pay Greystone Crossing and Pick n Pay Beyers Naudé in the Lifestyle Square.

“Post” your art entries in virtually any medium you can think of (provided it is in manageable size - not much bigger than a standard A4 please) at the entry boxes marked “Blank Space Art” at the two Pick n Pay Stores or reception at Rustenburg Herald’s offices in 13 Coetzer Street.

There is no entry fee and there is no limit to the number of entries you are submitting. Good luck to all participating artists!



Rustenburg Photographic Society

BONUS - RUSTENBURG - Rustenburg Photographic Society winning photos for May: Senior Open winner - Low level flight (Simon Fletcher); Junior Open winner - Klein River in the afternoon gloom (Hannes van Jaarsveld); Cell phone category - Misty Forest trees (Simon Fletcher); Set subject winner (The Kiss) - My first kiss (Angelina van Rooyen); Technical subject winner (Extreme) - Rodeo (Gerrie Botha).



Low Level Flight - Simon Fletcher.



Rodeo - Gerrie Botha.

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Rustenburg Herald's Bonus Sport News

Golf Day for Rustenburg SPCA

BONUS - RUSTENBURG - You are invited to the Winter Covid Charity Golf Day held by Rustenburg SPCA at the Rustenburg Golf Club on 2 July 2021 at 09:00.

The format will be a better ball scramble drive shot gun and all funds generated will be donated to the SPCA. Hole sponsor: First tee R3000, all others R2000. For more information please contact Venessa at 082 410 2776 or treasure@spcarb.org.za.



RUSTENBURG SPCA

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RUSTENBURG

Entries are open for the Thirsti AfricanX Trailrun 2-Day Xplore at Van Gaalen Kaasmakerij!

BONUS - RUSTENBURG - Entries are open for the exciting Thirsti AfricanX Trailrun 2-Day Xplore that will take place at the Van Gaalen Kaasmakerij, Hartbeespoort in August 2021!

In May this year event organisers, Stillwater Sports, shared the very exciting news that SA's premier 3-Day Stage Trail Run would expand into a National Series of events with three events taking place in 2021 and five events taking place in 2022. 2021 Thirsti AfricanX Trailrun 2-Day Xplore on Saturday August 21 and Sunday August 22, 2021 at Van Gaalen Kaasmakerij, Hartbeespoort: 2-Day Stage Trail Run, Individual Entry; Entries close on Friday August 13, 2021, or when capacity has been reached. For additional information and entry fees, please visit www.stillwatersports.com, contact Stillwater Sports on 082 991 0045 or email entries@stillwatersports.com.



Trail runners enjoying the action of the Thirsti AfricanX Trailrun 3-Day Stage Trail Run that was hosted early this year. (Photo Credit: Tobias Ginsberg)



Entries are open for the exciting Thirsti AfricanX Trailrun 2-Day Xplore that will take place at the Van Gaalen Kaasmakerij, Hartbeespoort in August 2021! (Photo Credit: Tobias Ginsberg)

Trethewey and Roets victorious in the Special Vehicle category of the TGRSA 1000 Desert Race



Lance Trethewey and Adriaan Roets. (Image: Nadia Jordaan)

BONUS - RUSTENBURG - The former champions, Lance Trethewey and navigator, Adriaan Roets kept their cool under difficult racing conditions at the Toyota Gazoo Racing SA (TGRSA) 1000 Desert Race to claim the overall victory in the Special Vehicle Category after three days of punishing racing and almost a thousand kilometres.

The TGRSA 1000 Desert Race took teams competing in the South African National Cross Country Series (SACCS) to the Upington area in the Northern Cape for the third round of the series.

This race, the only marathon event on the calendar, traditionally takes place in Botswana, but due to the Covid pandemic, the TGRSA 1000 Desert Race was relocated for the 2021 season. Competitors took on the 105km Pirelli Qualifying Race on Friday with the results determining the starting order for Saturday with almost 400 kilometres of racing awaiting the crews.

The combined results of the first two days were then used for the starting order on Sunday when a new loop of 200 kilometres had to be completed twice with teams starting and finishing at the Upington Expo Showgrounds. And after three days and a total of 12 hours 36 minutes and three seconds of racing, Trethewey/Roets were victorious in their Schalk Burger Motorsport BAT and also claimed the top spot in the Class A championship.

The 2021 TGRSA 1000 Desert Race proved to be quite a challenge for the teams in the Special Vehicle category, but the experience was enjoyed by the teams.

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