

# State to tackle exclusion of women in mining

By **Kabelo Khumalo**  
kabelo@sundayworld.co.za

The Department of Mineral Resources is looking to tackle the exclusion and discrimination of women in the mining sector, the department's deputy minister, Nobuhle Nkabane, said this week.

Nkabane was addressing the 13th Annual Women in Mining Conference & Career Expo held in Johannesburg.

She said the department was drafting the Mining Sector Women Empowerment and Gender Equality Strategy to address the exclusion of and discrimination against women in the industry.

"There are more economic opportunities available in the mining and mineral value chain that contribute to building inputs industries and providing mineral-based feedstock into the rest of the economy. However, it is difficult for women to participate and contribute to the country's economy in this sector."

The department says women are prevented from entering the mining and mineral value chain because of a lack of market access and finance, as well as poor or limited networking opportunities.

Data shows that as of September last year, women constituted just 14% of the industry's 455 200 workforce.

The Minerals Council, formerly the Chamber of Mines, and its members have set strict targets to at least double the percentage of women in mining by 2025, and ultimately work towards 30% to 40% representation of women across the industry, and 50% in management over the next decade.

"There is no silver bullet to address the challenges faced by women in the

mining industry but we believe that with continued, targeted, highly focused work on the objectives set by the Minerals Council, and with the continued support of our member companies and their respective leaders, and our social partners,

we will make a difference," Nolitha Fakude, president of the Minerals Council and chair of the Women in Mining Leadership Forum, said at the expo.



Deputy Minister Dr Nobuhle Nkabane

**LEPELLE-NKUMPI LOCAL MUNICIPALITY**  
www.lepelle-nkumpi.gov.za

Lepelle-Nkumpi Local Municipality is situated in the Capricorn District Municipality of Limpopo Province. The Municipality boost great tourism development potential and also ever increasing discovery of both underground and surface mineral deposits. It is also the seat of the Limpopo Provincial Legislature and situate south east of Polokwane.

**THE FOLLOWING VACANT POSTS EXISTS FOR FILLING BY SUITABLY QUALIFIED AND EXPERIENCED CANDIDATES INTERNAL AND EXTERNAL**

**COMMUNITY SERVICES DEPARTMENT**  
**EXECUTIVE MANAGER: COMMUNITY SERVICES**  
Fixed-term employment contract for five (5) years and the incumbent shall be expected to sign an employment contract, a performance agreement and complete the disclosure of financial interest form.

**ANNUAL TOTAL REMUNERATION PACKAGE: R857 571.00 (minimum) or R980 082.00 (midpoint) or R 11 102 590.00 (maximum) per annum.**  
(The offer of remuneration will be determined by competence and current salary earnings read together with the guidelines as set out in Government Gazette Number 40117 dated 1 July 2016)

**REQUIREMENTS:** The applicant must be in possession of Bachelor Degree in Social Sciences / Public Administration / Law; or equivalent. The incumbent must have a minimum of five (5) years relevant experience at middle management level and proven successful institutional transformation within public or private sector. The applicant must be computer literate and have a valid driver's license and his/her own roadworthy vehicle. An incumbent must be a person of honesty and integrity. Registration with the South African Council for Social Service Professionals (SACSSP) or similar recognized relevant professional body and Certificate in Municipal Financial Management Programme will serve as an advantage.

**Core Competencies:** Strategic direction and leadership; people management; program and project management; financial management; change management; government leadership; Moral competence; planning and organised; analysis and innovation; Knowledge and information management; communication, results and quality focus.

**KNOWLEDGE:** Good knowledge and understanding of relevant policy and legislation Good knowledge of institutional governance system and performance management Good understanding of council operation and delegation of powers as well as Health services management, cemetery management, Public safety, Parks and recreation management, Good governance, Audit and Risk management establishment and functionality and Budget and financial management.

**RESPONSIBILITIES:** Overall management of Community Services Department; implement the Integrated Development Plan (IDP) as well as strategic goals for the Community Services Department, Provide support and advice to the Municipal Manager and Council on matter delegated to the department; Implement the service Delivery Budget Implementation Plan (SDBIP); Develop and implement key strategic / business plans including Waste Disposal and Management Plan, Disaster Management Plan, Transport Plan, Traffic and Licensing Plan and Environmental Plan; Manage Department budget human resource and other resources in accordance with local government legislation and treasury regulations; Manage efficient provision on municipal services; Establish, operate and maintain support structures, processes and system; Direct and control key deliverable and outcomes for the department; Liaise with Internal and External stakeholders; Facilitate stakeholder participation and involvement; Ensure legislative, regulatory, policy and operating standard compliance.

**INFRASTRUCTURE**  
**EXECUTIVE MANAGER: TECHNICAL SERVICES**

The fixed-term employment contract for five (5) years and the incumbent shall be expected to sign an employment contract, a performance agreement and complete the disclosure of financial interest form.

**ANNUAL TOTAL REMUNERATION PACKAGE: R894 447.00 (minimum) R1 022 226.00 (midpoint) and maximum R1 133 463.00 (maximum)** The offer of remuneration will be determined by competence and current salary earnings read together with the guidelines asset out in Government Gazette Number 43122 notice no.351 of 20 March 2020.

**REQUIREMENTS:** The incumbent must be in possession of a Bachelor of Science Degree in Engineering / B Tech in Engineering or equivalent and minimum competency levels as set out Government Gazette Number 29967 dated 15 June 2007. The applicant must have a minimum of 5 years' experience at middle management level or as programme / project manager of which 3-4 years must be professional / management level, as well as engineering experience. Certificate of competency as required in terms of the General Machinery Regulations, 1988 or Registration with a recognised relevant engineering professional body will be added advantage. The incumbent must have the following competencies as per notice 21 published in Government Gazette No. 37245, dated 17 January 2014.

**Management Competencies:** Strategic direction and leadership, people management, programme and project management, financial management, change management and government leadership.

**CORE COMPETENCIES:** Moral Competence, planning and organising, analysis and innovation, knowledge and information management, communication and results, as well as quality focus.

**KNOWLEDGE:** Good knowledge and understanding of relevant policy and legislation. Good knowledge and understanding of institutional governance system and performance management. Must have extensive knowledge of the public office environment. Must be able to formulate engineering master planning, project management and implementation.

**RESPONSIBILITIES:** The Executive Manager Technical Services reports to the Municipal Manager. Ensures proper management and coordination of services provision (roads, buildings, storm water control etc). Ensures provision of effective and efficient financial management in all departmental activities; provide effective control of projects and contracts on infrastructure provision for the municipality. Ensures provision of adequate policy environment for implementation of municipal programmes, procedures and compliance with legislation, develop and monitor service delivery and budget implementation plans (SDBIP), facilitates increase on employment rates through projects, ensures proper risk management in the department, facilitates adequate IGR participation, manages water, roads and sanitation designs, manages project management, operations and maintenance units, consolidates and submits reports in line with municipal reporting standards, advice local municipalities on social and institutional activities through the ISD and IGR forums. Attending all Council and relevant meetings and making recommendations as required and implementing decisions, advising Council on all matters of the Department. Development of GRAP - complaint MTREF budget and efficiently manage and control the budget of the department, Prepare and submit required reports to the municipal manager and relevant political structures and attend to ad-hoc responsibilities allocated by municipal manager.

Lepelle-Nkumpi Local Municipality is an equal opportunity affirmative action employer. It is our intention to promote representation (race, gender and disability) in the municipality through filling of this position. The municipality reserves the right not to fill any of the advertised positions. Applications must be submitted on an official application form obtainable from the municipal website (www.lepelle-nkumpi.gov.za) and must be accompanied by comprehensive curriculum vitae, certified copies of academic qualifications (including computer literacy certificate), academic records, Identity Document and driver's license. Short listed candidates will be required to produce original copies of qualifications and identity document on or before the appointment. NB: When you apply for this post, you give the municipality consent to process your personal information. The successful candidate will be subjected to security screening, NB: Shortlisted candidates will be subjected to a compulsory security vetting; reference checks by contacting current or previous employer; validity of qualifications; verifying whether a candidate has been dismissed previously for misconduct or poor performance. Recommended candidates will be subjected to competency assessment test. The successful candidate will be required to submit disclosure of financial interest, be expected to sign an employment contract and performance agreement. Correspondences will only be entered into with shortlisted candidates. Applicants will be penalized for canvassing.

All enquiries must be directed to Mr. CR Mphahlele - (015) 633 4522 and Ms. RM Mphahlele - (015) 633 4600. If you don't hear from us within two months after the closing date, please accept that your application was unsuccessful and Correspondence will be entered into with short listed candidates only. The shortlisted candidates will be subjected to screening and vetting process to determine suitability.

**FIXED AND E-MAIL APPLICATIONS ARE NOT ACCEPTABLE, LEPELLE-NKUMPI IS AN EQUAL OPPORTUNITY EMPLOYER.** People from the designated group are urged to apply.

**CLOSING DATE: 28 MARCH 2022**

Ms. KG Mankga  
Acting Municipal Manager

**SOUTH WEST GAUTENG TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING COLLEGE**  
EDUCATION OF DISTINCTION

**STAFF VACANCIES**

The following vacancies currently exist at South West Gauteng TVET College, although the employer for staff members employed in these positions, will be the Department of Higher Education and Training. All positions advertised, are for permanent appointment, unless indicated otherwise.

**Salary Scales:**

<p><b>CAMPUS MANAGER (PL5)</b> SALARY SCALE: R519 429.00 PER ANNUM (EXCL SERVICE BENEFITS)</p> <p><b>EDUCATION SPECIALIST/SENIOR LECTURER (PL2)</b> SALARY SCALE: R353 979.00 PER ANNUM (EXCL SERVICE BENEFITS)</p> <p><b>LECTURER (PL1)</b> SALARY SCALE: R 214 098.00 PER ANNUM (EXCL SERVICE BENEFITS)</p> <p><b>CHIEF ADMINISTRATION CLERKS- SALARY LEVEL 7</b> SALARY SCALE: R 261 372.00 PER ANNUM (EXCL SERVICE BENEFITS)</p> <p><b>SENIOR ADMIN CLERKS-SALARY LEVEL 5</b> SALARY SCALE: R 176 310.00 PER ANNUM (EXCL SERVICE BENEFITS)</p> <p><b>SALARY LEVEL 4</b> SALARY SCALE: R 147 459.00 PER ANNUM (EXCL SERVICE BENEFITS)</p> <p><b>SALARY LEVEL 3</b> SALARY SCALE: R124 434.00 PER ANNUM (EXCL SERVICE BENEFITS)</p>	<p><b>HEAD OFFICE</b></p> <p>1. Student Aid Financial Services Officer SL 7: HO/SAFSO/2022 2. Driver-SL4: HO/D/2022 3. General Assistant-SL 3( 2 Posts) HO/GA/2022</p> <p><b>NEW BUSINESS DEVELOPMENT UNIT</b></p> <p>The Following College Council Posts exist for the period of Three Years</p> <p>1. Occupational Programmes Accreditation Officer SL 5: NBD/OPA/2022 2. 4th Industrial Revolution Administration Officer SL 5:NBD/IRA/2022 3. WBE/WIL Projects Administration Officers SL 5 x 7 Posts :NBD/WBE/WIL/PA/2022</p> <p><b>For any further information on the positions advertised, please refer to our website: www.swgc.co.za</b></p> <p><b>FEMALES AND PEOPLE WITH DISABILITIES ARE PARTICULARLY ENCOURAGED TO APPLY.</b></p> <p><i>The College is an equal opportunity and affirmative action employer. It is our intention to promote representivity (race, gender, disability) through the filling of these positions.</i></p> <p>APPLICATIONS MUST BE SUBMITTED ON A NEW Z83 FORM OBTAINABLE FROM ANY PUBLIC SERVICE DEPARTMENT OR THE INTERNET <a href="http://WWW.GOV.ZA/DOCUMENTS">WWW.GOV.ZA/DOCUMENTS</a> AND MUST BE ACCOMPANIED BY A RECENTLY UPDATED COMPREHENSIVE CV (WITH THREE CONTACTABLE REFERENCES) AND CERTIFIED COPIES OF ALL QUALIFICATIONS, ID DOCUMENT (ID) AND DRIVERS LICENCE (APPLICABLE). ALL COPIES MUST BE ORIGINALLY CERTIFIED AND CERTIFICATION STAMP MUST NOT BE OLDER THAN 6 MONTHS.</p> <p>IT IS THE APPLICANT'S RESPONSIBILITY TO HAVE FOREIGN QUALIFICATIONS EVALUATED BY THE SOUTH AFRICAN QUALIFICATIONS AUTHORITY (SAQA) AND AN EVALUATION CERTIFICATE FROM SAQA ATTACHED TO THE APPLICATION.</p> <p>FAILURE TO SIGN Z83 AND SUBMIT THE REQUESTED DOCUMENTS WILL RESULT IN YOUR APPLICATION NOT BEING CONSIDERED.</p> <p>SUITABLE CANDIDATES WILL BE SUBJECTED TO PERSONNEL SUITABILITY CHECKS (CRIMINAL RECORD CHECK, QUALIFICATIONS VERIFICATION)</p> <p><b>The College reserves the right not to fill the advertised posts.</b></p> <p><b>The closing date for applications is 14th March 2022 at 15:30.</b></p> <ul style="list-style-type: none"> <li>Any applications received after the above mentioned date will not be considered.</li> </ul> <p><b>Applications for the above positions should be hand delivered or posted to the address below:</b></p> <p><b>The Human Resources Unit</b> South West Gauteng TVET College 1822a Molele Street cnr Koma Road' Molapo Soweto, 1818</p> <p><b>Or</b> <b>South West Gauteng TVET College</b> Human Resource Unit Private Bag X33 Tshiawelo, 1818</p> <p><b>Any queries regarding the above positions may be directed to Mr. Tebogo Mophaleng, Ms. Mmatshapo Santho or Ms. Nqobile Zondi on 010 141 1067/1035/1037</b></p>
---	---

<p><b>DOBSONVILLE CAMPUS</b></p> <p>1. Campus Manager PL5: DOB/CM/2022 2. Office Administration Senior Lecturer NCV (PL2): DOB/SL/OA/2022 3. Mathematical Literacy Senior Lecturer NCV (PL2): DOB/SL/ML/2022 4. English First Additional Language Senior Lecturer NCV (PL2):DOB/SL/EFAL/2022 5. Driver SL4:DOB/D/2022 6. Receptionist SL4:DOB/REC/2022</p>	<p><b>MOLAPO CAMPUS</b></p> <p>1. Mathematics Lecturer PL1: MOL/MATHS/2022</p>
<p><b>GEORGE TABOR</b></p> <p>1. Tourism Senior Lecturer [NCV] (PL2):GT/SL/T/2022 2. Transport and Logistics Senior Lecturer [NCV] (PL2): GT/SL/TL/2022 3. Transport and Logistics Lecturer[NCV] (PL1): GT/TL/2022 4. Life Orientation Lecturer [NCV] (PL1): GT/LO/2022 5. General Assistant SL3 (2 Posts):GT/GA/2022</p>	<p><b>ROODEPOORT WEST CAMPUS</b></p> <p>1. Campus Manager: RW/CM/2022 2. Life Orientation Lecturer(NCV) PL1:RW/LO/2022 3. Electrical Engineering Report 191(PL1) :RW/EENG/2022 4. Receptionist- SL 4:RW/REC/2022</p>
<p><b>ROODEPOORT CAMPUS</b></p> <p>1. Educare Senior Lecturer (PL2):RDPT/SL/EDU/2022 2. English Lecturer NCV (PL1):RDPT/ENG/2022 3. Hospitality Lecturer Report 191(PL1): RDPT/HOS/2022 4. English SNR lecturer [NCV](PL2):RDPT/SL/ENG/2022 5. Hospitality SNR Lecturer [NCV](PL2): RDPT/SL/HOS/2022</p>	<p><b>TECHNISA CAMPUS</b></p> <p>1. Marketing Senior Lecturer PL2: TECH/SL/MARK/2022 2. Life Orientation Lecturer PL1: TECH/LO/2022 3. English Lecturer PL1: TECH/M/2022 4. Mathematics Literacy Lecturer PL1:TECH/ML/2022</p>

The best Sunday by the

**Sunday World**

**For all your Recruitment, Tenders and Government advertising contact:**

Anastacia Martin  
Anastacia@sundayworld.co.za  
011 268 6300

Marion Davids  
Marion@sundayworld.co.za  
011 268 6300

**ERRATUM**

**NKETOANA LOCAL MUNICIPALITY /C/O VOORTREKKER AND CHURCH STREET REITZ 9810 (TEL NO. 058 863 2811)**

The following tender was advertised in Sunday World, Publication date 13 February 2022. The Compulsory Briefing Meeting date change to 03 March 2022 @ 10H00 in the Reitz Town Hall. Please take note that it is not necessary for the tenderers that attended the Compulsory Briefing Meeting of 17 February 2022 to attend again.

Bid No	Description	Evaluation Criteria	Bid Fee	Compulsory Briefing Meeting	Closing date	Technical Contact Person
NKT 218/2021	Request for proposal to perform revenue enhancement on a risk basis for a period of 36 months	80/20 The bids will be evaluated in terms of price and functionality	R500	03 March 2022 @ 10H00 Reitz Town Hall	11/03/2022 @ 12H00	Tumisang Ntaloie @ 073 451 5807 or Mr Bertus du Preez 082 417 0099

**WE APOLOGIZE FOR ANY INCONVENIENCE THAT MAY HAVE BEEN CAUSED.**

The Municipal Manager - Mr M Sefantsi



SW\_00143