

HANDING OVER OF TOOLS OF TRADE TO THE NDEBELE KINGDOM



As part of government's commitment to capacitate the institution of traditional leadership in the province, Premier Refilwe Mtshweni-Tsipane, together with MEC Mandla Msibi visited Ingwenyama Makhosoke II of the Ndebele Kingdom on January 18, 2024 at the Manala Mbhongo Royal Kraal in Thembisile Hani Local Municipality.

The visit was to handover the much needed tools of trade for the Kingdom to better serve the communities under their constituency. The Kingdom was presented with three brand new vehicles, three lap-tops and three cell phones.

During the ceremony, Premier said, "Government acknowledges the critical role played by traditional leadership institutions in South Africa's constitutional democracy and in communities, particularly in relation to the Rural Development Strategy. As a result, government remains committed to strengthening the institution of traditional leadership by providing the tools they require to carry out their duties effectively."

She went on to pledge that the government would continue to provide Amakhosi across the province with the resources they require for their work in leading communities. "These fleet are part of our support mechanism to accelerate service delivery and socio-economic matters in rural communities," concluded Premier.

Ingwenyama Makhosoke II expressed gratitude to government for always providing tools of trade to traditional leaders and for the support in general of traditional leadership institution. He further said that the resources

provided will enable the Kingship to effectively reach out and support the community.

When addressing the community attending the ceremony, Ingwenyama said, "In order to preserve and promote our Ndebele culture, we should encourage our children to learn indigenous languages. This embodies the ethical values of our ancestors and indigenous knowledge systems. It doesn't matter if you are Manala or Ndzundza; instead, let us work together to improve our language".

The youths were encouraged to take their studies seriously in order to develop themselves and bring relevant skills back to the community. Lastly, Ingwenyama thanked everyone who contributed to the success of the event.

Editor's Note

Cheers to good health and prosperity, Some say the new year is a fresh start — a chance to look back and reflect on our past and a time to plan for our future. As we begin a new year, we hope that everyone is feeling energized and bursting at the seams with new plans and ideas.

It is customary for many to look back to appraise and decide whether we had a good year or not. January is the time for two important things; firstly, it is time to analyze and evaluate if everything went according to plan as well as celebrate the achievements. Secondly, it is time to summon our energies and kick off the New Year on the right footing.

Despite the 2023 challenges, we must remain steadfast and stand tall in the midst of adversity. As we continue to work towards improving the lives of our communities, we must believe that this will be a great year for greater development and that we are destined to triumph. Rest assured that this government will never give up when it comes to empowering and liberating the poorest of the poor in order to improve their well-being. While good and bad always form the mix, it is my hope that this new year is a good one.

Similarly, the Back to School campaign began in earnest with the MEC visiting Bonginhlanhla Secondary School in Pienaar, City of Mbombela Municipality. This is the government's

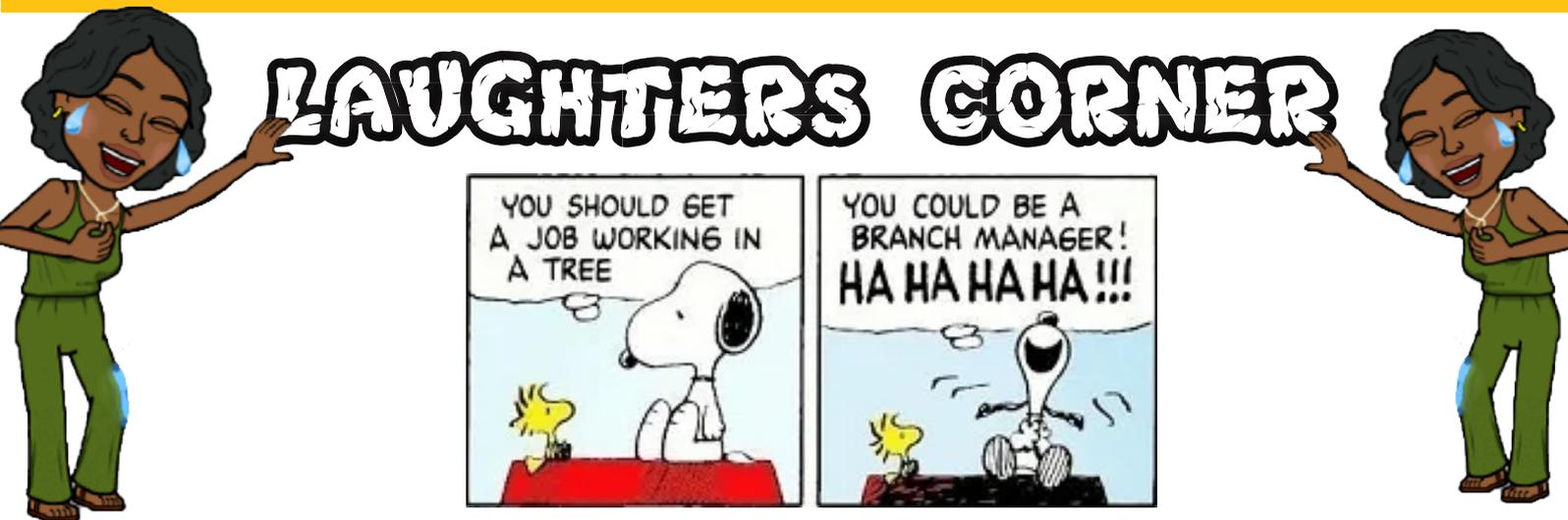
initiative that includes visits to schools by political leaders accompanied by senior government officials and it normally happens during the first days of the school calendar to assess the state of readiness for the school year ahead.

Bonginhlanhla Secondary School has achieved an impressive 88.9% matric pass rate with 80 learners registered in 2023. Lastly, the Premier Refilwe Mtsweni-Tsipane handed over tools of trade to Ingwenyama Makhosoke Mabena II of the Ndebele Kingdom. This is part of the government's commitment to equipping traditional leaders with resources so that they can better serve their communities.

The King said that these tools of trade will go a long way towards ensuring that the Kingship mandate is carried out without challenges and it will enable them to meet the communities' needs.

#Let'sGrowMpumalangaTogether

Your inputs and suggestions will be appreciated. Send them to lmsibi@mpg.gov.za, otherwise suggestion boxes are displayed at the reception points of our buildings including the Thusong Service Centre's as your platform to exercise the freedom of expression. Suggestions are treated with confidentiality.



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DEPUTY MINISTER ENGAGES AMAKHOSI OF MPUMALANGA



The Deputy Minister of Traditional Affairs, Prince Zolile Burns - Camashe, visited the Mpumalanga House of Traditional and Khoi-San Leaders (MPHTKL) on January 11, 2024 at Paradise Creek in Nkomazi Local Municipality as part of his 100-day in-office program.

This follows the Deputy Ministers' visit to Kingships and Queenships across the provinces. The objective of the engagement was to provide a platform for a dialogue on the functioning of the institution of traditional leadership.

The Minister started his address by appreciating the opportunity given by Amakhosi of Mpumalanga. He further said, "I have decided to pay a courtesy visit to all Houses of Traditional and Khoi-San leaders after having been appointed as the Deputy Minister for Traditional Affairs, as a sign of respect I hold for the institution."

"Government, is committed to resolve issues related to the capacity and development of the traditional councils and the communities they serve. Through these engagements, we will continue to work in partnership with traditional leaders to mobilise resources for communities in fighting poverty, inequality and unemployment," said Camashe.

He went on to say that substantial amount of resources have been

devoted to the institution's capacity-building to date. Amakhosi were also delighted to hear that significant progress has been made to finalise the Traditional Leader's Handbook. "The ongoing interaction between government and traditional leaders are an effort to address challenges that limit development in rural communities," said Camashe.

The minister pledged to further enhance the government's quest to create effective and functional institutions of traditional leadership.

During the interaction, it became evident that the traditional leadership institution was beset with challenges ranging from inadequate funding to poorly coordinated development activities in traditional areas as well as an inconsistent supply of tools of trade.

"As structures of government, we need to provide a more conducive working environment for our traditional leaders. They cannot just operate without proper tools of trade and decent space. The institution of traditional leadership is located in rural areas where there is usually a disproportionate service delivery. It is therefore important that the traditional leadership should work together with government to ensure that there is community development including the fight against social ills such as gender-based violence and

femicide (GBVF) crime, substance abuse and others," said Camashe.

The Minister concluded by urging Amakhosi to support government's efforts aimed at curbing casualties and fatalities during the initiation period. He also said that well-resourced initiation programmes that are not seasonal, are crucial to achieving the goal of zero deaths.

The Chairperson of the MPHTKL, Kgoshi Lameck Mokoena, appreciated governments' support to Amakhosi. "It demonstrates how the government acknowledges us and by banding together, we can better serve our communities."

Mokoena further hailed the gathering as a significant step towards ensuring that the institution of traditional leadership is held in the highest regard and receives the recognition and the level of support befitting the status of Amakhosi.



BACK TO SCHOOL CAMPAIGN RESUMES



The department visited Bonginhlanhla Secondary School in Pienaar on January 17, 2024, as part of the Back-to-School campaign. The purpose of the visit was to assess the overall state of readiness for the 2024 academic year, including infrastructure and learner material delivery.

The school is located in Daantjie, a village in the City of Mbombela, under the senior traditional leader, Inkosi Sice-lo Nkosi of the Mpakeni Traditional Council. The school has 952 learners enrolled with 27 teachers.

This back to school campaign is aimed at fostering a culture of teaching and learning, as well as showcasing government's commitment to transform the education system, encourage the highest-achieving schools and recognise students who succeed at their specific grade levels.

The MEC was accompanied by the Head of the Department, Mr. Sam Ngubane, Induna Mabunda of the Mpakeni Traditional Council, representatives from the school governing body and officials from the departments of COGTA and Education.

Representing the Department of Education, Dr. Jabulane Ndlovu, Acting District Head, said, "Education is the cornerstone of securing a better future. Learners must be dedicated to their studies and respect teachers. Similarly, teachers must be committed to their work and always be there to support students as they develop into future leaders."

He also encouraged members of the school governing body and the educators to work collaboratively in order to enhance educational outcomes at all levels.

Delivering the keynote address, MEC Mandla Msibi started by cautioning the learners gathered at the assembly against crime and ill-discipline. "Our schools need to be centres of excellence rather than havens for criminal activities and other anti-social behaviours. We implore parents and teachers to play their part by discussing the detrimental effects of violence and a lack of discipline with the learners."

He further urged the school not to tolerate violence and to work together to eliminate and discourage the **Pens-down culture**, which has fatal consequences for learners.

"The school governing body, parents, the South African Police Service and the department should work together to put an end to these acts of ill-discipline and violence in our schools," concluded Msibi.

Additionally, learners were encouraged to report any criminal activities as soon as they witness it so that necessary interventions and disciplinary procedures could begin as soon as possible.

The Department of Education has confirmed that the stationary supplied to all the schools in the Province is sufficient. It was also confirmed that learners would not be returned home if they did not have TYPEK.

According to the Department of Education, school paper budgets were determined and submitted last year. This was done in order to enable the school to plan appropriately and notify parents of budgetary-related commitments on time. These paper budgets are intended, among others, for the payment of telephone accounts, office stationery, consumables, toiletries, municipal services and day-to-day maintenance of the school.

The visit concluded with the donation of sanitary towels from COGTA in partnership with Sanlam. The school principal, Ms. Zandile Maminza, appreciated the support and the donation by the department, saying that education is a shared responsibility.



COGTA REVIEW ITS PERFORMANCE



The department held its third (3rd) quarter and nine-month (9) performance review session virtually on January 26, 2024. The purpose of the session was to review departmental performance in the last nine months.

A performance review session is an in-depth assessment conducted to identify areas of improvement, strengths and weakness to enable the Department to provide better services to the residents of Mpumalanga. Moreover, it provides a platform for management to interact with employees and guide them towards achieving both the department's long- and short-term goals.

The session was officially opened by MEC Mandla Msibi. He started by welcoming the officials and wishing them well in the new year. He also appreciated the session saying that it is an important platform to reflect on achievements as well as challenges in order to improve and better serve our communities as mandated by the constitution of the Republic.

"We all know that individual performance has an impact on the department's success, which is why these review sessions are essential to helping officials realise their full potential. It also provides the officials with an opportunity to foster teamwork and organisational culture while understanding how each one contributes into the overall local government mandate," said Msibi.

In conclusion, the MEC encouraged everyone to participate in these sessions since they are critical components contributing to a productive workforce that offers wide range benefits to both officials

and management.

Inkosi Themba Yende, Deputy Chairperson of the Mpumalanga House of Traditional and Khoi-San Leaders, appreciated invitation and said it demonstrated respect for the institution of traditional leadership. " We are delighted as the House to be a part of the performance review session so that we can also contribute to improving the lives of our rural communities." Inkosi Yende went on to implore the department to consider increasing their budget so that they are able to perform their oversight function effectively.

Presenting the Department's performance, Mr Belim Riaz, manager in the Premier's Office, expressed his satisfaction with the department's performance during the period under review, which is at 98% as of December 2023. He also stated that for the performance review session to be effective, it must be based on a continuous feedback philosophy that is futuristic and geared towards promoting growth and development.

Ms Prudence Manda, Director Planning and Programme Management , made a presentation tracking progress on various decisions taken during the 2nd quarter performance review. Thereafter, programme managers gave an overview of the Department's performance for Q3, focussing on the quarterly reporting process, audit findings targets that were not achieved, progress on Medium Term Strategic Framework (MTSF) targets and performance per Programme.

She further provided a comprehensive breakdown of the five programmes highlighting the achievements and

challenges during the period under review. Quarterly performance reviews provide multiple opportunities for employees to receive feedback on how to improve as the year progresses.

She reported that the Department had achieved 85 out of 88 planned targets for the period under review, which translates to 97% performance achievement. The Department has recorded three non-achievement from Programme four (4) which are cultural ceremony which not was held , 1 Traditional Councils offices not constructed and Traditional Councils offices not renovated. However, the Programme presented a clear intervention plan and made a committed to achieve in the 4th quarter.

Officials were reminded to always ensure that the reported performance information is free from errors, output indicator is aligned and complete, as well as ensuring that the portfolios of evidence (POEs) is accurate.

The Acting CFO, Mr Nkosinathi Masondo, presented a summary of the expenditure as of December 2023 . He reported that the Department is at 71% below the treasury benchmark of 75% ,

Lastly, the Head of Department, Mr Sam Ngubane, commended the good performance and expressed his satisfaction with the pace at which the construction and renovations of the Traditional Council Offices are progressing , with the majority now at 80% complete. Furthermore, he urged all the officials to work hard in ensuring that all the unachieved targets are finalised before the financial year end.

MEG LEADS BACK TO SCHOOL CAMPAIGN AT BONGINHLANHLA SECONDARY SCHOOL



DEPUTY MINISTER VISITS AMAKHOSI HELD AT NKOMAZI LM



COGTA IN ACTION

TOOLS OF TRADE HAND OVER TO INGWENYAMA MAKHOSIKE II



COGTA MEC, WITH DEPUTY MINISTER OF WATER & SANITATION, EXC MAY- ORS OF EHLANZENI AND CITY OF MBOMBELA ON A SITE VISIT OF WATER TREATMENT PLANTS IN KANYAMAZANE AND KARINO



DEPARTMENTAL STANDARD PROCEDURE ON MONTHLY & QUARTELY PERFORMANCE POLICY 2023/24

1. PREAMBLE

The Treasury Regulation 5.3.1 states that the Accounting Officer of an institution must establish procedures for monthly and quarterly reporting to Executive Authority to facilitate effective performance monitoring and corrective action. It is against this background that the Department of Co-operative Governance and Traditional Affairs (Planning and Programme Management Directorate) developed the following standard procedures on monthly and quarterly Performance, signed by the Head of Department and approved by MEC.

2. PURPOSE

To ensure that all Departmental Programmes timeously submit accurate and validated performance information.

3. REGULATORY FRAMEWORK

- Treasury Regulations
- Framework for Managing programme Performance Information
- Provincial Framework on Monitoring and Evaluation
- Government –wide Monitoring and Evaluation Framework

4. DEFINITIONS

4.1 In this policy, unless the context otherwise indicates

4.1.1 Accounting Officer: means the Head of Department (HOD).

4.1.2 Department: means the Mpumalanga Department of Co-operative Governance and Traditional Affairs.

4.1.3 Programmes: refers to Chief Directorates within the Department.

4.1.4 Input: is what we use to do the work. e.g. human and financial sources.

4.1.5 Output: is what we produce / deliver.

4.1.6 Outcome: is what we desire to achieve / expected to be achieved.

4.0.7 Impact: is what we aim to change / is the result of achieving a specific outcome.

4.0.8 MEC: means Member of Executive Council

4.0.9 Indicator: is a measure of performance.

4.0.10 Performance target: is an expression of a specific level of performance that we aim to achieve at a given time.

4.0.11 Performance Standard: is an expected level of Performance.

5. SCOPE OF APPLICATION

This policy applies to all officials of the Department.

6. POLICY GUIDELINES

6.1 All departmental programmes must submit monthly and quarterly performance reports on the fifth day of the next month, following the end of a month and the quarter to the Planning and Programme Management. Monthly and quarterly performance reports must be submitted on both electronic and hard copy which must be signed off by both the relevant Director and the relevant Chief Director. Late or non-submission of such report is not acceptable and will lead to disciplinary charges. No stories should be narrated on the Actual Output column, other than the actual Achievement/ Output against planned Output/ target (avoid reporting on activities and processes done towards achievement strictly report on the Actual Output achieved.

6.2 Upon submission of such report, the Planning and Programme Management Directorate (Monitoring and Evaluation Unit)(M&E) must compare/ check alignment of such reports with the Annual Performance Plan relating to the Performance Indicators, Quarterly Targets and Outputs. The Monitoring and Evaluation Unit analyze the performance of each and every programme, check progress performance (actual achievement) against planned outputs and targets to determine if a programme has progressed/ failed in their monthly/ quarterly performance. Departmental

DEPARTMENTAL STANDARD PROCEDURE ON MONTHLY & QUARTELY PERFORMANCE POLICY 2023/24

Core programmes must be able to provide supporting documents on all output to verify the actual achievement reported. Visit to departmental Project Sites must be undertaken by the internal M&E unit to compare and verify information provided through Performance Reports and supporting document on a monthly and Quarterly basis. Project photos must be attached as an addition to supporting documents (Evidence based reporting).

6.3 The M&E unit must upon finalization of the Performance Analysis Report, provide feedback to Programmes in the form of interaction/ engagement with individual programmes to agree and confirm the Analysis Report. Programmes must further confirm the correctness of both the consolidated Departmental Performance Report and the Performance Analysis report in writing to the M&E unit.

6.4 The Planning and Programme Management (M&E unit) must convene Departmental Quarterly Performance Review Session for Programmes to present their Quarterly Performance and Quarterly Performance Analysis Report to both the Head of Department and MEC (this is a statutory obligation)

6.5 The Consolidated Departmental Monthly and Quarterly Performance Report must be presented to the Head of Department for approval prior submission to Provincial Treasury, Premier's Office (Macro-Planning) and Legislature HOD's approval must be obtained two (2) days prior the submission deadline which is normally given as the 15th of the following month after the Quarter.

7. POLICY IMPLEMENTATION

7.1 In turning around the current situation relating to inconsistent, invalid, inaccurate and incomplete reporting by departmental Programmes, the Planning and Programme Management Directorate (M&E unit)

must on a quarterly basis convene workshop with departmental Programmes (SMS, MMS and JMS) to ensure quality Departmental Performance Reporting. The workshop must focus on Monitoring & Evaluation issues, relating to amongst others:

- 1.1.1 Performance Reporting Format/ Template and what it requires of Programme/ Departments, as prescribed by Treasury
- 1.1.2 Understanding of M&E terminology (e.g. inputs, outputs, indicators, outcomes and impacts)
- 1.1.3 Monitoring and Evaluation Tools.
- 1.1.4 Performance Audit issues
- 1.1.5 National M & E Framework in support of Co-operative Governance
- 1.1.6 Provincial M & E Framework

8. GRIEVANCE PROCEDURE

Any unfair or inconsistent application of the policy should be dealt with in line with the grievance procedure or dispute resolution procedures.

9. REVIEW OF POLICY

This policy will be reviewed annually or as and when the need arises and it should be in line with legislation and prescripts.

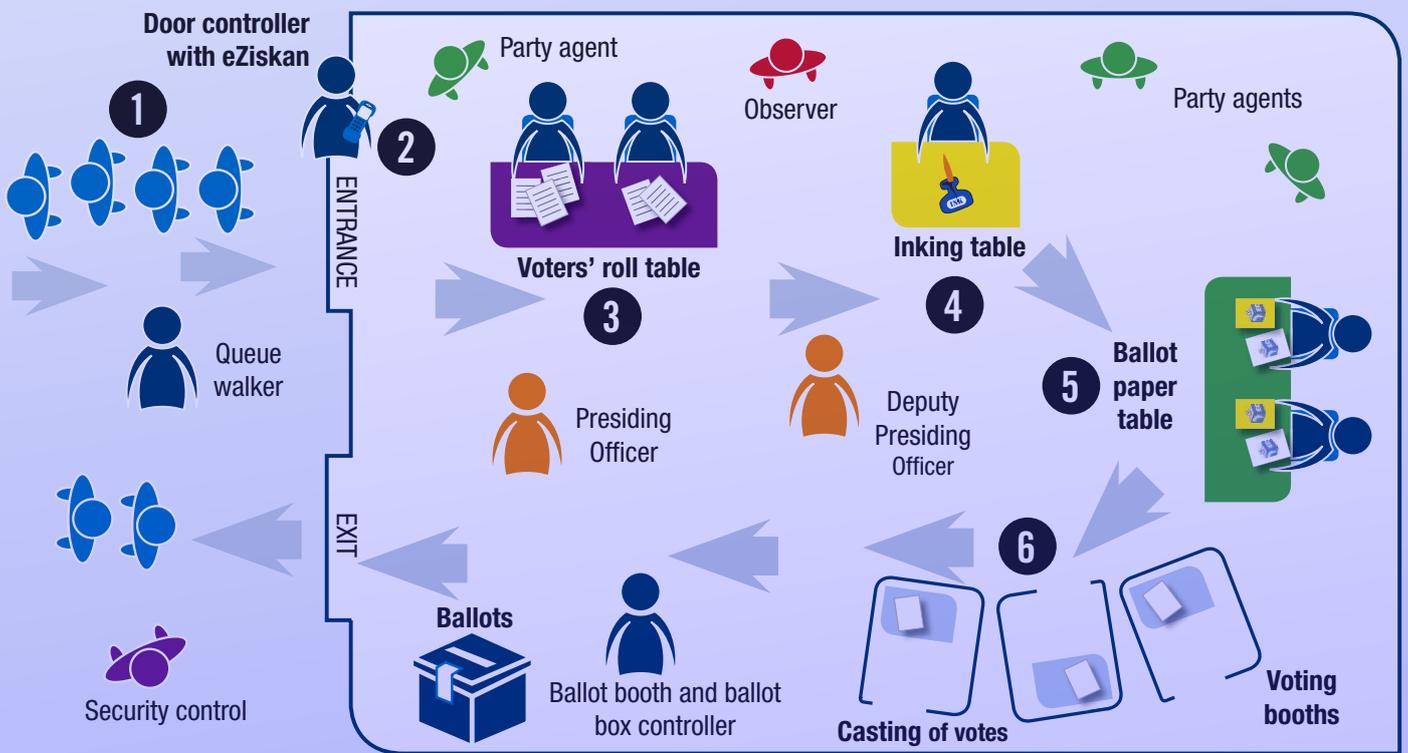
10. CONTRAVENTIONS

Any person who contravenes or fail to comply with any provision of this policy may be subjected to disciplinary action.

IEC VOTING PROCESS



The Voting Process



- 1 In the queue:** An election official will check your ID to make sure you are registered.
- 2 At the door:** An election official will scan your ID with the zip-zip machine (eZiskan).
- 3 At the voters' roll table:** You will give your slip of paper to the voters' roll officer.
- 4 At the inking table:** An election official will make a small mark on the nail of your left thumb with ink.
- 5 At the ballot paper table:** You will be given two ballot papers.
- 6 At the voting booth:** You are now ready to vote.

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FUNCTIONS:

- Coordinate, monitor and support municipalities to provide basic Water and Sanitation services.
- Provide technical support to municipalities on Water and Sanitation infrastructure development.
- Render technical hands-on support for the development of business plans and project appraisals.
- Monitor municipality's plans to improve potable water quality, effluent quality and water conservation management.

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FUNCTIONS:

- Provide technical support to municipalities on infrastructure development.
- Provide administrative support.

SUB-DIRECTORATE: POLICY AND FINANCE (ADMINISTRATION)

FUNCTIONS:

- Coordinate municipal infrastructure development report.
- Monitor performance of municipal project management units.

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SUB-DIRECTORATE: TECHNICAL SERVICES

FUNCTIONS:

- Provide support on the rollout of Municipal Infrastructure Grant (MIG)
- Coordinate bulk infrastructure strategies and plan.
- Assist municipalities in developing Comprehensive Infrastructure Plan (CIP)
- Coordinate infrastructure delivery.

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Calendar of Events & Schedule of Meetings in the month of February 2023

RESPONSIBLE OFFICE	ACTIVITIES / EVENTS	DATES	RESPONSIBLE OFFICIALS	VENUE OF THE EVENT
HOD	Special Top Management	01/02/2024	Ms. M Faure	Virtual
	Technical MUNIMEC	13/02/2024	Ms. M Faure	Virtual

TAKE NOTE: INFORMATION PROVIDED IS SUBJECT TO CHANGE WITHOUT NOTICE

 Event

 Meeting

COGTA's Talk shows on SABC Radio Stations

Tune in to
Ligwalagwala fm @ 19h44
Ikwewezi fm @ 19h15

TO BE CONFIRMED



Month of January Birthdays

MR S NGUBANE
MS HS NKOSI
MS ES NKOSI
MR HL MOTAU
MR CG MTHETHWA
MR CRH MACHETE
MS PE MNISI
MR SP MAKARINGE
MS SS SITHOLE
MS BC NKOSI
MS MO MKHATSHWA
MR MD MOKOENA
MR ZM NKOSI

MR BV MBOKODO
MS LL MOKOENA
MS HG NKOSI
MR WA NGWENYA
MS FT MOKOENA
MR JM MSIMANGO
MS ZD YENDE
MR SV MASEKO
MS TJ MASEKO
MS HJ SAMBO
KALONDA
MS ZG SEKWEBA
MR IO JOGIE

MS TG MOTAU
MS FK MAGOPA
MS NP MABUZA
MR WB SKOSANA
MR TC MMAKO
MR L MALOBOLA
MR WM SIKHOSANA
MS SG MASELA
MS CP NKUNA
MR CM MABUZA
MR SS MAHLANGU
MS RE MOKOENA
MR LJ MACHETHE

MR JI MAYINDI
MR MR SHABANGU
MS KN MATSHUME
MS EM MALULEKA
MR WF NGWENYAMA
MR SW KHUMALO
MR KJ MAVUSO
MR HB MAGAGULA
MR PP MABENA
MS ZS NDLOVU
MR MT YENDE
(INKOSI)
MR AZ MBELE

MR AS MKHATSHWA
MR KD HLAZANE
MS AN
MAHLOBOGOANE
MR SM TSOBOLO
MS S NAVARRO
BECERRA
MR PP MOKWENA
MS NG MASHEGO
MS YT MCHAVI
MS KZ NKUNA
MR NE MATHABA