

EWSETA CHRONICLE

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MESSAGE FROM OUR CEO

As the calendar year starts drawing to a close, we are in the thick of the third quarter of the 2021/22 financial period that has seen the EWSETA increase engagement with the sector to improve sector skills planning and skills delivery. Quarter two is a critical quarter for skills development as it is during this period that EWSETA, together with energy and water sector stakeholders, produce a draft sector skills plan that details the skills that South Africa requires to ensure that industries in the Energy and Water sectors are well capacitated to improve productivity and contribute to the growth of the south African economy. We thank sector employers and research partners who remain dedicated to the skills development agenda for the sector. The contributions through Workplace Skills Plans and research conducted has resulted in improved planning for the sectors we serve.

EWSETA further invested resources on meeting stakeholder needs and addressing some of the challenges experienced in dealing with the SETA. We are pleased to report that we have made headway with the certification backlog that has plagued the EWSETA for just too long. We are grateful to our team of TVET College interns who have been on site since June 2021 and are doing a remarkable job.

A Discretionary Grant (DG) application window that closed on 7 September 2021 yielded more than 500 applications. The applications were reviewed with the sole objective of implementing EWSETA strategy for the skilling of the energy and water sector. We thank the applicants who have heeded the call to align applications to the Economic Recovery and Reconstruction Plans, the Just Energy Transition, the Water Master Plans and the transformation agenda for the sectors we serve.

I am excited to share details on a critical project in partnership with the South African Wind Energy Association (SAWEA). This is an internship programme that will see 40 young graduates provided an opportunity to access work integrated learning opportunities at wind farms across the country. A project of this nature is extremely important to developing the skills South Africa needs in the wind sector that will play a very important role in the country's future energy mix.



EWSETA partnered with MTN on the 2021 App of the year competition. The MTN awards drive tech innovation through App development. Candidates competing were trained through the MTN academy on an NQF level 4 App development course. EWSETA sponsored the category on the best educational solution and we congratulate all the innovators who took part in the competition and all the winners.

Our AGM will take place on 3 December 2021 and I urge stakeholders to join us online as we reflect on the EWSETA's performance during the 2020/21 financial period.

We are at a time of the year where many people are feeling a little worn out and looking forward to the Festive Season break. We all just need to 'hang in there' for the last push to the end of the year. As I write this piece 14 million South Africans have been fully vaccinated, which represents 22% of the population. This is unfortunately nowhere close to the government's 67% target by the end of 2021. If you have not yet been vaccinated, I urge you to do so.

On this note, I thank the EWSETA Team for commitment in the last quarters and I wish you well and may the year finish on positive, healthy and happy note for you.

Mpho Mookapele

ACKNOWLEDGEMENTS

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NOTE FROM THE EDITOR

"I am a South African Indian Woman and as much as I am extremely proud to refer to myself as 'South African', I am equally and deeply proud of my Indian heritage. The Indian Culture is extremely rich in history and tradition and dates back centuries. To be able to celebrate these traditions and beliefs with my children today is something I want them to cherish and be able give them always. It is important for my children to know that they have a long line of ancestry that has its roots in Mother India even though it is the South African spirit that gives them their tenacity, resilience and sense of Ubuntu."

When the clock struck 12 on 31 December 2020, I have absolutely no doubt that humanity was very happy to see the end of what was an extremely difficult year and I am sure that we were all hoping for a much better 2021. Unfortunately, the devastating impact of the COVID-19 pandemic has been felt by many during 2021 and the rioting and looting that took place in July has many South Africans looking forward to the end of another tumultuous year.

Whilst I own that this is perhaps not the best way to begin my editor's note for this Chronicle edition, I wanted to raise this to highlight the resilience we as South Africans have when faced with adversity. Somehow, when the boat rocks, we all work together to steady it.

This and for many more equally important reasons, I am proud to call myself South African and even more so when South Africans celebrate their cultural heritage by dressing up for Heritage Day. The EWSETA offices were literally a 'riot of colour' on 23 September, with staff having dressed in the clothing that represents their individual cultures. Check out the pics on pages 12 and 13.

Due to this edition being our second quarter edition, we have made certain that it includes a celebration of women and so we have reflected on the Executive Development Programme funded by the EWSETA. The 19 ladies representing the sectors we serve were put through their paces by Wits Business School and were capacitated with knowledge on how they, as managers, can make a contribution to the energy and water sectors.

The programme was the focus of our Women's Month event that took place on 27 August 2021, where the panel of speakers weighed in on the subject of 'breaking through the executive glass ceiling'. 2021 is the 'Year of Charlotte Maxeke' and it seemed fitting to pay tribute to this incredible woman in our Women's Month edition. Find out more about the 'mother of black freedom in SA' on page 6.

This edition also highlights the EWSETA's participation in several events. Our participation in industry events is an important communication touchpoint for us as a SETA and I urge industry partners and stakeholders that are planning events to contact us to weigh in on the role of skills development in the events being planned.

South Africa's SETAs have an important role to play in capacitating the country's college sector. In recent months, we have supplied laptops to the Eastern Cape CET College's Border Training Centre in East London and Orbit TVET College's Mankwe Campus in North-West Province. The full story is on page 10.

On page 9, we have provided a brief overview of the roles and responsibilities of our Quality Assurance and Compliance team. On the same page, we have details on our SAQA registered occupational qualifications and we urge accredited skills development providers to apply to the QCTO for accreditation in these occupational qualifications that have an important role to play in driving skills in the energy and water sectors.

Our next edition of the EWSETA Chronicle is scheduled for January 2022, which means that I need to use this edition to wish all of our stakeholders well over the Festive Season. May you and your loved ones enjoy the spirit of the season, if you are travelling anywhere – please do so safely, and we look forward to working with you in the new year. EWSETA will be closed from 25 December 2021 and will re-open on 3 January 2022.

Candice Moodley

NOTICE OF THE EWSETA VIRTUAL ANNUAL GENERAL MEETING

The Energy and Water Sector Education and Training Authority (EWSETA) is a skills development authority serving the energy and water services sectors. It plays a crucial function in ensuring that the National Skills Development Plan is executed within the energy and water services sectors. EWSETA is one of 21 SETAs established under the Skills Development Act of 1998, as amended. In accordance with the EWSETA Constitution, as approved by the Minister of the Department of Higher Education, Science and Innovation, notice is hereby given to all interested parties within the energy and water services sector to attend the EWSETA Annual General Meeting.



Any queries can be directed to events@ewseta.org.za

The main priorities of the AGM agenda are consideration and adoption of the EWSETA 202/210 Annual Report and 2020/21 audited Financial Statements for the year ended 31 March 2021.

Date: Friday, 3 December 2021

Venue: Online Webinar

Time: 10.00 to 12.30

To confirm your attendance, register online at www.ewseta.org.za.

SDF CAPACITATION SESSIONS 2022

Employer participation in the Annual WSP and ATR submission process is a critical skills development activity for our sectors. To capacitate SDFs, on an annual basis the EWSETA hosts capacitation workshops to assist SDFs representing levy-paying employers with the information they require to successfully complete their WSP and ATR submissions online by 30 April 2022.

Keep an eye on our social media platforms and website for more details on these events.



2022 SDF ROADSHOW SESSIONS



Women's Month 2021: Celebrating Women



Women's Month Event Reflects on Executive Development Programme for Women

Year-on-year, the EWSETA's Sector Skills Plan has noted the gender disparity at managerial and executive levels in the energy and water sectors. These statistics, as well as numerous research studies highlight the importance of capacitating women in these sectors with executive development skills that will assist in closing the gender gap and see more women in leadership roles.

The 2020/21 financial period saw the EWSETA and Wits Business School (WBS) collaborating on a bespoke Executive Development Programme to develop women for executive roles in the energy and water sector and in March 2021, 19 women started their empowerment journey that ended fortuitously in Women's Month 2021.

Just as Women's Month was drawing to a close, on 27 August 2021, the EWSETA's custom-designed 'LiveHub' online conferencing platform hosted a virtual 'coffee and chat' to reflect on this flagship programme, as well as to discuss what women need to be doing to break through the 'executive glass ceiling'.

'The glass ceiling' is a term first popularised in the 80s to describe the challenges women face when their careers stagnate at middle management roles, preventing them from achieving higher leadership or executive positions. In the Oxford Dictionary, it is defined as 'an unacknowledged barrier to advancement in a profession, especially affecting women and members of minorities'.

During the event, the EWSETA's CEO, Mpho Mookapele, focused on the challenges women face in the energy and water sectors that remain largely male-dominated. Of the points made by the CEO, one of the more profound was the importance of women believing in themselves and their abilities to break through this 'invisible barrier', but at the same time to 'take other women with them on the journey'.

Professor Maurice Radebe, Head of WBS, and Dr Zanele Ndaba, Senior Lecturer at WBS and convenor of the programme, both highlighted the importance of continuing education in progressing through the ranks in a corporate environment. Two of the course participants, Nosipho Bridgette Bodlingwe from Eskom and Thobile Mbatha from the Department of Public Enterprises, shared their experiences of the programme.

The event held was a fitting end to Women's Month that remains an important reminder of the struggle of women in South Africa.



Prof Maurice Radebe



Dr Zanele Ndaba

“Through my coach I am realising that as a Middle Manager I have a lot of power to empower people around me. I don't have to wait for any higher position to make a difference. In the work place I need to be mindful and forceful in creating training opportunities that are honest and genuine to develop employees. I'm on an exciting journey of that is agile, diverse and purpose driven.”

Tshwaraganang Ramagofu - Eskom

BRIDGETE BODLINGWE FROM ESKOM REFLECTS ON THE PROGRAMME

I believe women's empowerment and economic development are closely related in that, in one direction, development alone can play a major role in driving down inequality between men and women; in the other direction, empowering women may benefit development and improve inclusivity.

I would really say this is the programme every women in leadership should be given an opportunity to attend. The programme is timely and relevant to the challenges women are faced with in the work space and it I believe it has improved our competence and addressed our professional development to build the capacity of women leaders in the country.

The approach and focus on the application of competence to facilitate an active learning process, which allows for research, reflection, learning of new knowledge, interpretation and application was key to integrate classroom teachings into implementation and this in turn assisted the application of knowledge and improved the skill and learning in a practical way.

The programme gave us an opportunity to demonstrate our previous and newly acquired understanding and competence and has allowed us to network and forge new business relationships with different women from energy and water sectors to leverage on our different skill sets, share knowledge and experiences that will lead to future relationships which will take this country forward.

The programme has assisted the country and sectors in developing a pipeline of women in the energy and water sector to increase representivity and has ensured that women are empowered and feel supported.



Bridgete Bodlingwe

THOBILE MBATHA FROM THE DPE SHARES HER BIGGEST 'AHA MOMENT'

As a woman in the energy space which is male dominated and working for government where networking could be construed for corruption, I have always shied away from encouraging any professional relationships that I could someday leverage from for support or advancement in my career.

I have learned in this course that there is nothing wrong with branding one's self and effectively sell ones skill (similar to what men do so well in the private sector) to get ahead professionally or have someone sponsor your idea.

The use of social capital is key to ensure that woman break the glass ceiling barrier that we have been struggling with. I then committed with my coach to explore developing the use of social capital more as much as I have diligently ensured that I empower myself so that I am skilled and competent in whichever opportunity I choose to pursue going forward.

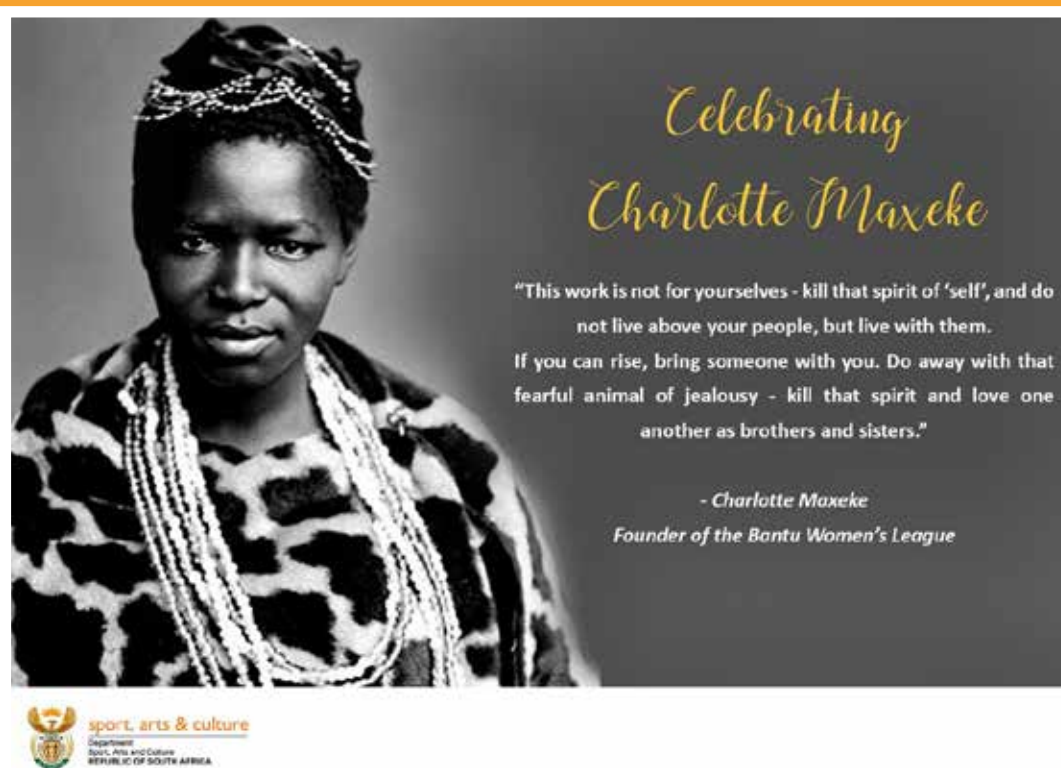
I think this was an important lesson for most of the ladies in our group, women generally don't use their social capital for advance in their careers hence we then get stuck in jobs there were over qualified for, and get abused by being placed in acting positions for years and years. It was interesting that when we first introduced ourselves in class, 40-50% of the intelligent ladies had been acting for at least 2 years, me included. This has to change. Woman must change. As woman, we are equally, if not more, capable to run out organisations successfully, we just lack sponsorship.



Thobile Mbatha



Women's Month 2021: Celebrating Women



2021: THE YEAR OF CHARLOTTE MAXEKE

Celebrating the 'Mother of Black Freedom in South Africa'

Charlotte Makgomo Mannya was born in Ramokgopa, Polokwane on 7 April 1874. She received a missionary education at Edwards Memorial School in the Eastern Cape in the early 1880s and in 1885, after the discovery of diamonds, Maxeke moved to Kimberley with her family where she became a teacher.

As a dedicated churchgoer, Maxeke and her sister, Katie, joined the African Jubilee Choir in 1891, and toured England for two years where she performed for Queen Victoria. With hopes of pursuing an education, Maxeke went on a second tour to the United States of America in 1894 and when the tour collapsed, Maxeke stayed in the USA and studied at Wilberforce University in Cleveland, Ohio and graduated with a B.Sc degree. Whilst studying, she met her husband, Marshall Maxeke and they were engaged when they both returned to South Africa in 1901.

She became the organiser of the Women's Mite Missionary Society in Johannesburg, and then moved to the Polokwane. Chief Ramakgopa assisted with funding to start a school that sadly could not be completed due to lack of government funding and the poverty of the local community.

After this, Maxeke and her husband established a school at Evaton on the Witwatersrand and they finally settled in Johannesburg, where they became involved in political movements.

Charlotte wrote in Xhosa on the social and political situation occupied by women. In Umteteli wa Bantu, she addressed the 'woman question'. As an early opponent of passes for Black women, Maxeke was politically active throughout her adult life. She helped organise the anti-pass movement in Bloemfontein in 1913 and founded the Bantu Women's League in 1918.

Maxeke was also involved in multiracial movements and addressed the Women's Reform Club in Pretoria, which was an organisation for the voting rights of women. In 1928, she attended a conference in the USA and became increasingly concerned about the welfare of Africans. She set up an employment agency for Africans in Johannesburg and was the first Black woman to become a parole officer for juvenile delinquents.

Maxeke died in Johannesburg in 1939.

Recommended read on this remarkable woman by Daluxolo Moloantoa on 'The Heritage Portal' at <http://www.theheritageportal.co.za/article/remarkable-life-charlotte-maxeke>

EWSETA CEO RECOGNISED BY AWCA AS 2021 PUBLIC SECTOR LEADER



The African Women Chartered Accountants Recognition Rewards annually celebrates the hard work and contribution of individuals who have made extraordinary strides in the public and private sectors. These awards honour exceptional Black Woman CAs who have demonstrated a consistent track record in business, development and leadership.

The EWSETA is very proud of its CEO, Mpho Mookapele, who took

top honours in the public sector leader category.

In her acceptance speech, Mookapele said: "This award is an encouragement and affirmation to me that I did not err in the service path chosen. For the last couple of years I have invested my heart in serving. I joined the public sector at a time when my career was still "fragile" and against strong advice not to plunge my career to an early suicidal end,

I followed my heart and my passion to serve.

As a young female Chartered Accountant, this seemed not to be a very wise decision and is still not seen as an ambitious decision when compared to other lucrative path available to me as a CA. As a young woman, I receive this award knowing that my journey is only starting. Much ground is still to be covered, barriers to be shifted, lives to be impacted.

I dedicate this award as an appreciation to all the women and men who have been planted into my life, who saw and still see potential in me. I am grateful to the Minister of Higher Education, Science and Innovation Dr Blade Nzimande for trusting me to serve with him, through my appointment as the CEO for the EWSETA."

PUBLIC SERVICE MONTH



Tsholofelo Mokotedi

Acting Executive: Planning, Reporting & Monitoring

"Being a Public Servant is about servanthood. Putting the interest of others at the centre of your decisions"

"Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others" Phillipians 2:3-4



Candice Moodley

Corporate Services Executive

"The call to serve in the Public Sector must be answered with the heart. If your heart as a Public Servant is not in it, then you are probably serving for the wrong reasons"



Robyn Vilakazi

Chief Financial Officer

"Life's most persistent and urgent question is: What are you doing for others?" Martin Luther King

"The most satisfying aspect of my work is the privilege of serving others for a living"

EWSETA PARTNERS WITH MTN BUSINESS APP OF THE YEAR AWARDS



The tenth Annual MTN Business App of the Year Awards attracted over 1000 entries from across the continent, successfully busting the myth that Africa is short of ICT talent. The EWSETA, in partnership with 4IR AquaTech, sponsored the prize money for the 'Best Education App' category.

The Ambani Africa app that placed first in the Best Gaming Solution, Best Educational and Best South African Solution, also scooped the overall prize of R1 million.

According to Wanda Matandela, Chief Business Enterprise Officer of MTN Business: "The combination of their innovative approach and the prize money should put them on the fast track to growth in their mission to solve the literacy gap faced by our country and encourage parents and kids to embrace their indigenous languages.

The Ambani Africa app is a free gaming app for foundation-phase learners to learn African languages in a fun way. The app features six languages with various themes and games for practicing African languages. The app also links to an augmented reality app which works with a set of learning books to bring this learning to life.

BUILDING SOUTH AFRICA'S RE WORKFORCE

The Integrated Resource Plan (IRP) has set a target of 41% of installed capacity to come from renewables by 2030 and South Africa has been making important strides in creating an electricity sector based on renewable energy (RE).

Building the country's RE workforce is an important success factor, and on 17 September 2021 the EWSETA's CFO, Robyn Vilakazi, participated in Res4Africa's 6th AM-Powering Connexions Session. The session was moderated by Chris Yelland, MD at EE Business Intelligence.

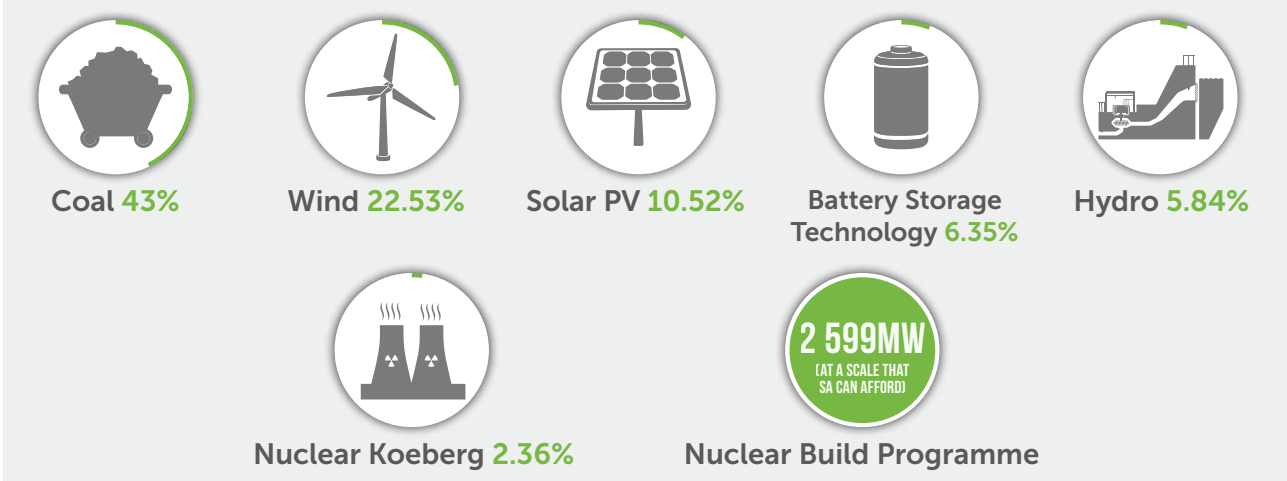


ENERGY MIX 2021



Source: CSIR Energy Centre. Statistics of utility-scale power generation in South Africa in 2020

DESIRED ENERGY MIX BY 2030



As per Integrated Resource Plan

A BRIEF OVERVIEW

Quality Assurance & Compliance

The EWSETA is mandated to drive skills development in the energy and water sectors and an important success factor is the implementation of relevant training by training partners accredited to deliver the training. It is here that the Quality Assurance and Compliance (QA & C) department plays a vitally important role in the delivery of quality training for our sectors.

QA & C Areas of Responsibility

Development of Occupational Qualifications

Development of Qualifications Assessment Specifications (QAS)

Accreditation of Skills Development Providers (SDPs) and the Assessment Centres

Registration of Assessors, Moderators and Facilitators

Monitoring of Accredited SDPs

Approval of Workplaces for training

Monitoring and evaluation of projects

Exit moderation (on completion of a project)

Trade Test Applications

Statement of Results (SOR)

Certification

Liaison with:

- Department of Higher Education and Training (DHET)
- National Artisan Moderation Body (NAMB)
- QCTO
- SAQA

Accredited as an SDP?

Apply for Accreditation in EWSETA Registered Qualifications

As a QCTO delegated **Development Quality Partner (DQP)**, the EWSETA is responsible for the development of qualifications in response to the skills needs of the energy and water sectors. We invite suitably qualified and accredited SDPs to apply for accreditation in the qualifications below that are all registered with SAQA.

Occupation Certificate: Industrial Water Plant Operator	SAQA ID 102758	Auxiliary Fossil Power Plant Operator	SAQA ID 103263
Occupation Certificate: Gas Turbine Power Plant Controller	SAQA ID 118111	Fossil Power Plant Operator	SAQA ID 103261
Water Process Controller (Industrial Water Process Controller)	SAQA ID 102578	Nuclear Power Plant Operator	SAQA ID 103259
Water Quality Analyst (Water Regulation Practitioner)	SAQA ID 101471	Hydro Power Plant Operator	SAQA ID 104458
Radiation Protection Monitor	SAQA ID 110356	Fossil Power Plant Controller	SAQA ID 97384
Radiation Protection Technician	SAQA ID 110350	Nuclear Power Plant Controller	SAQA ID 97225
Radiation Protection Practitioner	SAQA ID 110353	Hydro Power Plant Controller	SAQA ID 97224
		Energy Efficiency Technician (Energy Audit Energy)	SAQA ID 99426
		Instrument Mechanician	SAQA ID 94701

EWSETA CAPACITATES PUBLIC COLLEGE SECTOR



The National Skills Development Plan (NSDP) 2030 acknowledges the important role that Technical Vocational Education and Training (TVET) colleges and Community Education and Training (CET) colleges play in the Higher Education and Training Sector. South Africa's 21 SETAs therefore have an equally important role to play in capacitating the college sector through a variety of interventions, not least of which is infrastructure support.

In recent months, the EWSETA has assisted two public college sector institutions with the provision of laptops to facilitate teaching by lecturers and learning by students.

On 26 August 2021, the EWSETA travelled to the Eastern Cape to hand over 20 laptops to the Eastern Cape CET College's Border Training Centre in East London and on 1 October 2021, a further 20 laptops were provided to Orbit TVET College's Mankwe Campus in North-West Province.

"Within the bounds of the funds available in its annual discretionary grant (DG) budget, the EWSETA is intent on assisting South Africa's public colleges with infrastructure development activities and projects," comments Mpho Mookapele, CEO for the EWSETA "and we urge colleges to apply for DG funding during the DG application windows that are widely publicised on our digital communication channels."

"We have no doubt that these laptops will capacitate lecturers and students to make the most of the educational opportunities offered by public colleges," concludes Mookapele.



THE WATER RESEARCH COMMISSION'S (WRC) BIENNIAL SYMPOSIUM



The Water Research Commission's (WRC) Biennial Symposium is a key event in the South African water sector calendar. The theme for the 2021 event that took place on 20 – 22 September 2021 was "Re-Imagine, Re-Build and Repeat: Future Proofing Water" and placed focus on strategies and approaches that the water sector should adopt when working towards "future proofing water".

The symposium sought to offer insights on how the water sector can navigate the new and complex challenges brought on by the COVID-19 pandemic and provided opportunities to reflect on winning strategies for building water security and importantly facilitating the exploration of new ways of conducting research, development and innovation in a constantly changing world.

The Symposium's three-day programme included international and industry wide deliberations and dialogue across several streams carefully curated to drive robust engagement across the water sector. The plenary sessions served as strategic reflection points to take stock of our progress and highlight what we need to focus on in the future in order to turn the crisis of water insecurity into opportunity.



Nora Hanke-Louw

Nora Hanke-Louw, EWSETA's Acting Water Sector Manager, participated in the session 'unpacking the response needed from research and innovation institutions' on 20 September 2021. The focus of the session was the latest insights relating to the RDI-linked high-end skills landscape and from there an exploration of the needs that training institutions can collaboratively respond to in supporting a transition to a future-proof water skills landscape.

FAREWELL AND GOOD LUCK

After 10 years as CEO for the Water Research Commission, Dhesigen Naidoo is moving on. We wish Dhesigen well in his future endeavours.



HERITAGE DAY

THE EWSETA WAY



“Heritage is what is preserved from the past as the living collective memory of a people not only to inform the present about the past, but also to equip successive generations to fashion their future. It is what creates a sense of identity and assures rootedness and continuity so that what is brought out by dynamism of culture is not changed for its own sake, but it is a result of people’s conscious choice to create a better life.” SA National Heritage Council.



“Culture is the sum total of what is produced collectively by a people’s creative genius. It is dynamic and it is always in motion. It is, therefore, always developing as a result of human action and interaction. Every society has a culture and at times a heterogeneous society like ours has several cultures. Some of these cultures are exploitive while others are liberating. All cultures have a material base and values which are reflective of a people’s creativity and uniqueness. They include tangible and the intangible”. SA National Heritage Council.

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