ENVIRONMENTAL IMPACT ASSESSMENT

For the proposed construction of the Mahikeng Main Transmission Substation in Mahikeng, North West Province and a 400kv powerline from Pluto Main Transmission Substation (near Carletonville, Gauteng Province) to the proposed Mahikeng Main Transmission Substation.

Notice is hereby given in terms of the National Environmental Management Act (NEMA) (Act no 107 of 1998) section 24(5) and 44 published under Government Notices 324 – 327 (as amended 7 April 2017), of Eskom's intent to construct the Mahikeng Main Transmission Substation in Mahikeng, North West Province, and a 400kV Power Line from Pluto Main Transmission Substation (near Carletonville, Gauteng Province) to the proposed Mahikeng Main Transmission Substation which requires environmental authorisation.

The purpose of this study is to identify and evaluate issues of concern and potential environmental and social impacts which needs to be assessed / evaluated during the Environmental Impact Assessment phase. Baggi Environmental Consultancy CC hereby informs all Interested and Affected Parties (I&APs) of the availability of the Draft Scoping Report (DSR).

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The DSR will be available for public review and comment from **Wednesday, 22 November 2017 to Tuesday, 23 January 2018**. The DSR can be reviewed at the following public places:

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Baagi Environmental Consultancy Website	www.baagi.co.za	
Nicolene Venter Available on CD on request via email. Tel.: (012) 662 2843 / E-mail: nicolene@imaginativeafrica.co.za		

INVITATION TO PUBLIC MEETINGS

You are invited to attend any one of the following Public Meetings where the summary of the potential environmental impacts, as documented in the DSR, will be presented and discussed. The Public Meetings will be held as follows:

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Monday, 04 December 2017	10h00 (Registration from 09h30)	Lido Country Lodge. Carletonville
	17h00 (Registration from 16h30)	
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	17h00 (Registration from 16h30)	Doc Villa Guest House, Ventersdorp
Wednesday, 06 December 2017	10h00 (Registration from 09h30)	Coligny Hotel, Coligny
	17h00 (Registration from 16h30)	Boikhutso Community Hall, Lichtenburg
Thursday, 07 December 2017	10h00 (Registration from 09h30)	Otthoshoop Community Hall, Ottoshoop
	17h00 (Registration from 16h30)	Miga Community Hall

For enquiries: Nicolene Venter, Imaginative Africa (Pty) Ltd, PO Box 61164, Pierre van Ryneveld, 0157; Tel: (012) 662-2843; Fax: 086 415 5011. Email: nicolene@imaginativeafrica.co.za

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How small businesses can compete for the best talent

MILLENNIALS and "chameleon" workers are rapidly becoming the largest sector of the workforce and they're demanding change: they want to work whenever, wherever - and they don't want to be micro-managed, says Heidi Duvenage, head of Sage Talent Solutions

A Deloitte study found that 75 percent of millennials want more opportunities to work remotely, which they say will increase job satisfaction and boost their productivity.

Yet few small and medium businesses buy into the importance of investing in their HR capabilities, even though finding and retaining top talent directly impacts on business success, says Duvenage.

Reasons for this include: High recruitment costs and frustrating agency

recruitment experiences; Positioning a business as an employer of choice

takes time and effort: · Retaining and investing in top talent, only to have them headhunted by larger organisations with bigger salary budgets, is a never-ending battle.

But when it comes to recruiting top talent, small businesses have a few advantages over larger enterprises, according to Duvenage.

Work-life integration: One of these is better work-life integration, she says. "Traditionally, we spoke about work-life balance, which suggested clear separation between our work and personal lives. Today, with the power of connectivity, mobile technology and communication tools that allow us to work from anywhere, the focus is shifting towards work-life integration, where the two overlap and there is no structure or definite separation.

"Just like the executive who responds to work

STAFF WRITER

emails in the evenings, some millennials might prefer to take Friday off and work on Sunday. Digital natives place more value on flexible schedules and telecommuting as important non-financial employer benefits. Small businesses that are not bogged down by traditional processes and working styles can easily implement flexibility and remote working. When clearly communicated as a job perk, you will immediately have their attention.

Disruptive technologies A Google search of 'artificial intelligence in the workplace' returns more than 26 million hits - and we've only started exploring its use cases, says Duvenage. "This disruptive technology will turn

established industries and business models on their

"The promise of artificial intelligence (AI) is that businesses can deliver new, more cost-effective products and services to a global audience. While a big part of this is using machines to 'think' for us and to automate departments, we don't yet know the

real impact AI will have on jobs.' But for the HR department, AI offers an opportunity to re-invent traditional employment models and to leverage big data and machine learning to find the best people, she points out.

Redefining performance Duvenage adds that the continued rise of the gig economy is evidence that top talent prefer environments that reward project work, rather than hours clocked and time spent in the office, which stifles creativity and productivity.

"Again, because small businesses have small HR departments, it's easier to make the shift from the traditional 8-to-5 model to one that supports project.

"The gig economy also gives business builders instant access to top skills and high-quality services at a fraction of the cost of a full-time hire. This employment model drives agility – a key ingredient to business growth and success.

A business's brand is its differentiator: it's what makes it distinctive and defines the culture and working experience: it's what attracts clients and talent to your organisation and keeps them coming back - or staying, she says.

'It's easier than ever to communicate your brand values and offerings through engaging content – and your current team members are the perfect brand advocates. Let them share why they love working with you and tap into their network of potential top

Brands like Nike, Google and Lululemon clearly communicate who they are, what their culture is like, and the kind of person who would thrive in that culture, she says.

"Be sure to continuously communicate why your business culture is different – not just when you're looking to hire someone. Soon, people will be knockng on your door with their CVs in hand." The race for top talent is well underway, as

businesses adapt their systems and processes for a changing world of work, demanded by millennials underpinned by agility and driven by technology, she says. "Small businesses are well-positioned to move with the change by optimising their HR practices, evolving their working styles and clearly communicating their differentiator to attract top skills.

Is entrepreneurship for everyone? the risks and making mistakes can become the

RESEARCH by the 2016/17 Global Entrepreneurship Monitor shows that SMEs in South Africa account for about 36 percent of South Africa's gross domestic product, and the National Development Plan cites that SMEs are expected to provide a staggering 90 percent of new jobs by 2030. someone close to you.

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

The following staff 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.

Education Specialist/Senior Lecturer (PL2): R308 877 per annum excl service benefits

Senior Education Specialist/Head of Department (PL3): R367 773 per annum excl service benefits

EDUCATOR (CS) VACANCIES - NOVEMBER 2017

Education Specialist/Senior Lecturer (PL2) - Assessment Manager (Ref. SL/HO/AM/2017)

Education Specialist/Senior Lecturer (PL2) - Part Time (Ref. SL/DV/PT/2017)
 Education Specialist/Senior Lecturer (PL2) - Report 191 Marketing (Ref. SL/DV/MAR/2017)

• Senior Education Specialist/Head of Department (PL3) - NC(V) and Report 191 (Ref. HOD/GT/01/2017)

• Education Specialist/Senior Lecturer (PL2) - NC(V) Maths and Maths Literacy (Ref. SL/RDPT/MML/2017)

• Lecturer (PL1) - Report 191 Engineering Science and Mechanotechnics N4-N6 (Ref. L/MOL/ESM/2017)

For more information on the positions advertised, please refer to our website:

The College is an equal opportunity and affirmative action employer. It is our intention to promote

Applications must be submitted on form Z83, obtainable from any Public Service Department or the Internet at www.gov.za/documents and must be accompanied by a recently updated comprehensive CV (with three contactable references and certified copies of all qualifications, ID document (ID) not older than three months including dispatch losses.

It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and evaluation certificate from SAQA must be attached.

Failure to sign Z83 and submit the requested documents will result in your application not being

Suitable candidates will be subjected to personnel suitability checks (criminal record check,

No e-mailed or faxed applications will be entertained. Correspondence will be limited to short-

listed candidates only. Applications must be clearly marked with the post title and reference

Should applicants not be informed of the outcome of their applications within 60 days of the

For Remedial Lecturers: The College needs Lecturers with a Remedial Teaching qualification

and will mostly be utilised to give remedial teaching and lecturing in Mathematics and English.

Applicants who can use technology eq electronic boards in delivering lessons will be considered

Applications for the above positions should be hand delivered to South West Gauteno

TVET College, 1822a Molele Street, cnr Koma Road, Molapo, Soweto 1818 or posted to

South West Gauteng TVET College, Human Resource Unit, Private Bag X33,

For Senior Lecturers/Education Specialist positions: Over and above lecturing duties, it will be expected that Senior Lecturers will lead and guide lecturing staff under their supervision.

• Lecturer (PL1) - Report 191 Building and Civil Technology N3, Building and Structural Surveying

• Education Specialist/Senior Lecturer (PL2) - NC(V) Distance Learning (Ref. SL/TECH/DL/2017)

• Education Specialist/Senior Lecturer (PL2) - NC(V) Marketing (Ref. SL/TECH/MAR/2017)

FEMALES AND PEOPLE WITH DISABILITIES ARE PARTICULARLY ENCOURAGED TO APPLY.

representivity (race, gender, disability) through the filling of positions.

closing date, their applications should be regarded as unsuccessful.

The College reserves the right not to fill the advertised posts.

The closing date for applications is 1 December 2017 (12:00)

086 176 8849/(011) 527-8300 at ext 1067, 1035, 1037 respectively

Any applications received after the above-mentioned date will not be considered.

Enquires: Ms Mmatshepo Santho, Mr Tebogo Mophaleng and Ms Ngobile Zondi, tel.

Note: All costs incurred due to your application and interviews will be at your own expense.

• Education Specialist/Senior Lecturer (PL2) - Report 191 Music (Ref. SL/DV/M/2017)

• Education Specialist/Senior Lecturer (PL2) - NC(V) English (Ref. SL/GT/ENG/2017)

Lecturer (PL1) - NC(V) Construction Planning and Material (Ref. L/MOL/CPM/2017)
 Lecturer (PL1) - NC(V) Fitting and Turning Workshop (Ref. L/MOL/FTW/2017)

• Education Specialist/Senior Lecturer (PL2) - NC(V) Life Orientation (Ref. SL/RDPT/L0/2017)

While running your own business may seem like an exciting adventure – it could be the answer to making your dreams of becoming a successful, wealthy businessman or businesswoman come true it is not always as easy as some entrepreneurs

Lester Philander, an award-winning entrepreneur, radio host, author and motivational speaker, shares a few considerations to help you make well- thought-out decisions, as these are important to your future if you are thinking of becoming an entrepreneur:

· It's tougher than you might think. Philander says the biggest misconception about entrepreneurship is that it's a quick-fix solution to financial struggles. "If you are starting on the

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LECTURING POSITIONS (CS)

• Lecturer (PL1) - Remedial (Ref. L/DV/R/2017)

• Lecturer (PL1) - Remedial (Ref. L/GT/R/2017)

• Lecturer (PL1) - Entrepreneurship (Ref. L/DV/ENTR/2017)

• Lecturer (PL1) - Safety in Society (Ref. L/GT/SS/2017)

• Lecturer (PL1) - Primary Health (Ref. L/RDPT/PH/2017)

• Lecturer (PL1) - Entrepreneurship (Ref. L/RW/ENTR/2017)

• Lecturer (PL1) - NC(V) Mathematics (Ref. L/MOL/M/2017)

 Lecturer (PL1) - NC(V) Life Orientation (Ref. L/MOL/LO/2017) • Lecturer (PL1) - NC(V) English (Ref. L/MOL/ENG/2017)

• Lecturer (PL1) - Remedial (Ref. L/RDPT/R/2017) Lecturer (PL1) - Entrepreneurship (Ref. L/RPDT/ENTR/2017)

• Lecturer (PL1) - Remedial (Ref. L/DV/RW/2017)

• Lecturer (PL1) - Remedial (Ref. L/MOL/R/2017) • Lecturer (PL1) - Entrepreneurship (Ref. L/MOL/ENTR/2017)

Lecturer (PL1) - Remedial (Ref. L/TECH/R/2017)

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• Lecturer (PL1) - Entrepreneurship (Ref. L/TECH/ENTR/2017)

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back foot with debt to your name or little to no cash in the bank, the cost of starting a business will more than likely take you into deeper financial strain," he warns. "Ensure that your personal finances are tied up and well-managed. and that you have a business plan that has been looked at by an expert, business advisor or even

You probably won't be profitable for the first few

In fact, many entrepreneurs dip into their personal savings to make ends meet at first.'

Work = life. Someone starting up a business should not take for granted the amount of free time they will, or will not, have, says Philander "Striking a work-life balance is difficult in the beginning, especially when the success of the business and its employees is your responsibility.

There will be days when you want to quit. Over and above the hardships that start-up businesses face on their own, entrepreneurs should also consider the tough economy, he says. "Many entrepreneurs reach a point where calling it quits may seem like the only option. But taking

0860 115 115

gateway to building your entrepreneurial style and developing character.

Entrepreneurship isn't all doom and gloom. Being an entrepreneur takes immense mental, emotional and spiritual strength, especially in the starting phase, he says. "Although not everyone has the strength to persevere, those that do can attain their full potential with the right training, mentorship and tolerance level. It's tough out there, which is why it is so important to make sure that you're passionate about what you are doing, and that you are doing it for the right reasons.

Lester Philander is a Junior Achievement South Africa alumnus, having taken part in an entrepreneurial development programme while he was in high school, where the idea for his now successful business, Essential Candles, was born. Essential Candles manufactures branded candles for restaurants, hotels, corporates and wedding boutiques across South Africa.

For more information on JA South Africa, visit www.jasa.org.za.

Do employees have a right to end-of-year bonuses?

to or even financially plan around the receipt of an end-of-year or Christmas bonus.

However, not everyone has a right to a bonus, and the award of a bonus may be subject to the employer's goodwill or any number of conditions which need to be reviewed and taken into account before an employee is awarded a bonus at the end of the vear, says Bradley Workman-Davies, a director at Werksmans Attorneys.

Managing expectations

A bonus may or may not be what is referred to as thirteenth cheque, Workman-Davies says. "A thirteenth cheque is usually a double payment salary, made in December of each year, to an employee, perhaps as a thank-you for good service. or company or employee success and performance

Any employee who is expecting a thirteenth cheque would need to check his individual contract of employment to see if the right to this payment is stated, advises Workman-Davies.

"If not, there is no right under law to this pay ment and an employer may fairly decide not to pay this amount, even if it has been paid in the past However, any employee who has habitually received a thirteenth cheque from the same employer would still be entitled to query why it is not being paid

He adds that the employee may have a legitimate expectation of payment, or the practice of payment in the past may even have created a legal right to

"But even if there is no legal right to insist on payment, the employer may still be required to justify its decision not to pay – by being able to demonstrate that there is an objective reason why payment cannot be made or is not justified (such as because of bad financial performance), and that its decision not to pay is not arbitrary, irrational or aimed at a single emplovee to treat him unfairly.

On the other hand, if it is contractually stated in either the contract of employment or in a

company bonus policy that the payment of a performance or other end-of-year bonus will be subject to the discretion of the company, the most that the employee can hope for is that the employer will exercise discretion in his favour and award a bonus.

"Such bonuses are usually linked to company and/or individual performance - rated on the achievement of personal goals or targets for the year

Tenders

AT the end of every year, employees look forward - and these factors would be taken into account by the employer in deciding whether the employee should receive a bonus," Workman-Davies says.

"The employer must take the decision in a fair manner and must not take arbitrary or irrelevant factors into account. Its decision can be subject to review if the employee refers a dispute for unfair labour practice in regard to the provision of benefits Arbitration (CCMA)."

An additional element for employees to be aware of, and for employers to take into account, is that under employment equity legislation, employees performing equal work are entitled to equal terms and conditions of

bonus payments, he says. "Unless there is a good reason to differentia between them, employees who do the same job would be entitled to be equally treated in regard to the

employment, which can include

"As with all aspects of the employment relationship, employees are entitled to fair and equal treatment by employers, and all employer decisions must be justified on fair and rational grounds," h

At the end of every year, employees look forward to or even financially plan around the receipt of an end-of-year or Christmas bonus. However, not everyone has a right to a bonus, and the award of a bonus may be subject to the employer's goodwill or any number of conditions which need to be reviewed and taken into account before an employee is awarded a bonus at the end of the year, says Bradley Workman-Davies, a

director at Werksmans Attorneys. Furnished Accommodation Rooms To Let

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RAND WATER

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INVITATION TO PUBLIC MEETINGS

Time 10h00 (Registration from 09h30) Lido Country Lodge. Carletonville 17h00 (Registration from 16h30) Tuesday, 05 December 2017 17h00 (Registration from 16h30) Doc Villa Guest House, Ventersdorp 10h00 (Registration from 09h30) Coligny Hotel, Coligny

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Legals & Tenders

Tenders

Tenders Tenders

RFP00519/17 **BIDS FOR A SERVICE PROVIDER TO CONDUCT** THE RAND WATER EMPLOYEE ENGAGEMENT

Compulsory clarification meeting: Thursday, 23 November 2017 at 11:00 am at Rand Water Head Office; 522 Impala Road; Glenvista 2058.

Rand Water hereby invites suitable Bidders to provide:

Closing date: Thursday, 14 December 2017 at 12:00 pm Enquiries: Semakaleng Mangoali. Email: smangoal@randwater.co.za

Bid procedures: - visit our website at www.randwater.co.za (Notes for Tender). Bids collection: Rand Water Head Office: 522 Impala Road: Glenvista: 2058. Time - between 10:00 am and 15:00 pm, excluding lunch hour 12:45 pm to 14:00 pm. Call 011 682 0402 to check if the Bid documents are available. Bid documents will be received as per the dates stated above and must be enclosed in sealed envelopes, clearly bearing the applicable Bid number and title/description and closing date and time, and must be deposited in the

Rand Water reserves the right to accept or not to accept the lowest or any Bid or not to appoint at all. No late Bids will be accepted. Rand Water

NB: Rand Water suppliers, please note that acceptable bids up to R50 000 000 (including VAT) will be evaluated on the 80/20 preference point system and acceptable bids above R50 000 000 (including VAT) will be evaluated on the 90/10 preference point system in line with the PPPFA No 5 of 2000 and



ENVIRONMENTAL IMPACT ASSESSMENT

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Baagi Environmental Consultancy Website

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Nicolene Venter | Available on CD on request via email. Tel.: (012) 662 2843 / E-mail: nicolene@imaginativeafrica.co.za

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