

THEMBISILE-HANI LOCAL MUNICIPALITY



OCCUPATIONAL HEALTH AND SAFETY POLICY 2024/25

OCCUPATIONAL HEALTH AND SAFETY POLICY

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1. PREAMBLE

The Municipality is committed to providing the health and safety of employees and persons other than employees at work against hazards to health and safety arising out of or in connection with the activities of persons at work.

2. PURPOSE

- 2.1 To implement an Occupational Health and Safety Programme
- 2.2 To be aware of all risks and changes in risk factors in areas regarded as high risk
- 2.3 To train everyone in the Municipality on matters pertaining to risks associated with work
- 2.4 To ensure the knowledge and information available is adequate to achieve these objectives
- 2.5 To continually evaluate and adapt health and safety programmes to prevailing situations
- 2.6 To partake actively in the accident / incident prevention programme.
- 2.7 To ensure that employees exposed to occupational injuries are issued with protective clothing at all times.

3. SCOPE

This policy applies to all employees of the Municipality, as well as to Councillors, visitors, and contractors.

4. LEGISLATIVE AND POLICY FRAMEWORK

- Constitution of the Republic of South Africa Act 108 of 1996
- Municipal Systems Act 32 of 2000
- Municipal Structures Act 117 of 1998
- Municipal Finance Management Act 56 of 2003
- Labour Relations Act 66 of 1995
- Employment Equity Act 55 of 1998
- Local Government: Regulations on appointment and conditions of employment of senior managers, dated 17 January 2014
- Local Government: Municipal Staff Regulations, 2016 (issued in terms of Section 72, read with Section 120 of the Municipal Systems Act 32 of 2000)
- Local Government: Guidelines for the Implementation of the Municipal Staff Regulations, 2016 (issued in terms of Section 72, read with Section 120 of the Municipal Systems Act 32 of 2000)
- Basic Conditions of Employment Act 75 of 1997
- South African Local Government Bargaining Council: Collective Agreements
- Occupational Health and Safety Act 85 of 1993
- Compensation for Occupational Injuries and Diseases Act 130 of 1993

- Skills Development Act 97 of 1998
- Health Professions Act 56 of 1974
- Nursing Act 33 of 2005

5. DEFINITIONS

All terminology used in this policy shall bear the same meaning as in the applicable legislation, or as defined and / or explained in the Glossary of the Human Resources Policies Manual.

6. PROBLEM STATEMENT

The Municipality and its staff believe that the prevention of injuries and exposure to disease of all employees is of paramount importance to the organisation in its quest to be a leader in health and safety. Furthermore, management acknowledges its responsibility and moral obligation to provide a safe and healthy workplace.

7. POLICY PROVISIONS

7.1 Medical Surveillance Programme

- 7.1.1** The Municipality shall develop a Medical Surveillance Programme used to identify and record the presence of any occupational diseases and the degree of exposure.
- 7.1.2** The information shall be used to ensure that the health of employees shall not be compromised by placement in a particular job
- 7.1.3** Employees who have health conditions that could or would be compromised shall not be placed in high risk areas
- 7.1.4** General health information, not required for the job, is used to identify health needs and the health care that the individual would require
- 7.1.5** A declaration shall be signed by the prospective employee to accept the conditions of the Medical Surveillance Programme and any results of the testing required
- 7.1.6** The following may apply under the programme:

7.1.6.1 Pre-employment examination (PEM)

Some employees shall undergo pre-employment medical examination where the selection criteria include the risks involved as determined by the inherent job requirement. The results shall be kept confidential.

7.1.6.2 Periodic Screenings (PS)

Employees working in specific areas or occupations shall undergo screening at various intervals, depending on the health risk profile to risk, e.g. drivers may be examined annually and a certificate of fitness issued, or employees in malaria areas screened and given required vaccinations.

7.1.6.3 Transfer Screenings (TS)

Employees are only screened for the job they are initially placed in. This means that they shall not necessarily be suitable to work in another area, except if they are required to be multi-skilled and work in all areas. Thus any employee requiring a transfer would first undergo an assessment to ensure suitability.

7.2 Legislative Compliance

7.2.1 The Municipality shall comply with the basic legislation, including any other regulatory documents such as SANS or SABS codes.

7.2.2 Where specific compliance or risk exists, internal rules and procedures shall apply

7.2.3 Any training done in respect of legislation and internal health and safety programme shall be noted and kept on file.

7.3 Incident and injury reporting

All injuries and incidents shall be reported immediately or as soon as practically possible, for assessment, recording, or possibly investigation. The following measures shall be followed in case of injury on duty and in case of death while on duty:

7.3.1 Minor injury

7.3.1.1 The injured employee shall be taken to the relevant department's first aid station, to be attended to by a departmental First-Aider.

7.3.1.2 The First Aider shall complete the first aid register indicating:

- a. The name of the injured employee
- b. The nature of the injury
- c. Date and time of the injury, as well as the assistance given and material used

7.3.2 Injury requiring medical attention

7.3.2.1 For an injury that the attending First Aider or Supervisor believes requires the attention of a medical practitioner, it shall be brought by a supervisor to HRM Unit.

7.3.2.2 The injured employee shall bring along his / her ID (this is a legislative requirement of the Compensation Fund for a medical practitioner to treat an injured employee with positive proof of identification).

7.3.2.3 HRM Unit shall complete the necessary form for reporting the injury to the Compensation Fund, and a copy given to the employee to be taken to the medical practitioner of her/his choice.

7.3.2.4 Where the injured employee unable to do so in person, the injured employee or somebody else shall notify the HRM Unit as soon as possible of the injury, furnishing available details. Any incorrect details of the employee should be corrected as soon as the correct information are available.

7.3.3 Serious injury or death

7.3.3.1 The senior employee of the relevant department at the scene shall:

- a. Immediately get medical assistance
- b. Inform the HRM Unit to arrange the completion of the forms as required
- c. Inform relevant Head of Department of the incident, to ensure transport is immediately arranged to take the employee to the nearest / most convenient medical centre / hospital for medical help
- d. Make sure that nothing is disturbed or removed from the scene except for persons or things that may cause further injuries. Make notes, arrange for photos to be taken etc. as to give the most accurate account possible of what the scene looked like.
- e. Take the names, ID's, addresses etc. witnesses, take down short accounts from them and have it signed by the witness.
- f. Inform the head of department and furnish details to incorporate in the report to the Inspectorate of the Department of Employment and Labour.

7.3.3.2 The relevant Head of Department or his/her assignee, together with the Head of Corporate Services or his / her assignee, shall arrange to inform the next-of-kin of the injured or deceased employee, ensuring that the message conveyed is factually correct and not based on speculation that may be incorrect with regrettable consequences.

7.3.3.3 The relevant Head of Department or his/her assignee shall also liaise with the Council's media liaison personnel to provide them content for press statements or enquiries.

7.3.3.4 The relevant Head of Department or his/her assignee, assisted by HRM Unit, shall also report to the Department of Employment and Labour any incident where a person at the workplace:

- a. Dies, is likely to die, or loses a limb or part of a limb, using telephone, or fax
- b. Becomes unconscious, or is likely to suffer a permanent physical defect, using telephone, or fax
- c. Is injured, or ill so that is likely that he/she would be unable to recommence work for a period of at least fourteen (14) days, using prescribed form.

7.3.3.5 Where any serious injury or death occur, the site where the accident occurred may not be disturbed without the consent of the SAPS or the Medical Practitioner, except for the removal of the persons involved, or to prevent further accidents.

7.3.3.6 The relevant head of department shall also be responsible for the follow-up / subsequent investigations and further reports required by the Department of Employment and Labour. The Health and Safety Officer shall render assistance in this regard.

7.4 Wearing of Personal Protective Clothing (PPC) and Equipment (PPE)

7.4.1 The Municipality shall identify various occupations in the job specification that require PPC /PPE to be worn by the employees.

7.4.2 Each department requiring or using PPC / PPE shall draw up a list, updated annually, containing all categories, description, quantities per employee, frequency of issue.

7.4.3 The lists shall be recommended for approval by the Health and Safety Officer, and approved by Council or delegated authority.

7.4.4 Employees shall be required to sign for the PPC / PPE, follow the procedure and undergo training required for correct usage, and to wear the prescribed PPC / PPE issued.

7.5 Hazardous Chemical Substance In Daily Use

7.5.1 Material Safety Data Sheets shall be available regarding the safe use, storage, etc., of all chemical substances in use on site.

7.5.2 Each department shall have the relevant information in an accessible file and ensure the necessary training in terms of legislation.

7.6 Health and Safety Procedures

7.6.1 Occupational Health and Safety Officer shall make regular inspections and hold regular safety meetings with management to plan and implement further improvements in the safety programme

7.6.2 Any wilful or habitual violation of safety rules shall be considered cause for disciplinary action.

7.6.3 Employees are encouraged to report unsafe conditions or hazards immediately to supervisors or to a member of the safety committee, and to give earnest consideration to the rules of safety presented on poster signs, during discussions with supervisors, on departmental poster rules, and regulations published in the safety booklets.

7.6.4 The following are important procedures:

7.6.4.1 Accident reporting: Any injury at work, no matter how small, shall be reported immediately to the supervisor and receive first aid attention.

7.6.4.2 Specific safety rules and guidelines: To ensure one's safety, and that of co-workers, the following rules and guidelines shall be observed:

- a.** Observe and practice the safety procedures established for the job.
- b.** In case of sickness or injury, no matter how slight, report to the supervisor. In no case shall an employee treat his / her own or someone else's injuries or attempt to remove foreign particles from the eye.
- c.** In case of injury resulting in possible fracture to legs, back, or neck, or any accident resulting in an unconscious condition, or a severe head injury, the employee shall not be moved until medical attention has been given by authorised personnel.
- d.** Where required, always wear protective equipment, such as goggles, safety glasses, masks, gloves, hair nets, etc.
- e.** Safety equipment such as restraints, pull backs, and two-hand devices are designed for protection, and employees shall adjust them to fit.
- f.** Pile materials, skids, bins, boxes, or other equipment so as not to block aisles, exits, fire-fighting equipment, electric lighting

or power panel, valves, etc. Fire doors and aisles must be kept clear.

- g.** Observe smoking regulations.
- h.** Shut down the machine before cleaning, repairing, or leaving.
- i.** Do not tamper with electric controls or switches.
- j.** Do not operate machines or equipment until properly instructed and authorised to do so by the supervisor.
- k.** Do not engage in such other practices as may be inconsistent with ordinary and reasonable common sense safety rules.
- l.** Use designated passages when moving from one place to another; never take hazardous shortcuts.
- m.** Do not adjust, clean, or oil moving machinery.
- n.** Keep machine guards in their intended place.
- o.** Do not throw objects.
- p.** Clean up spilled liquid, oil, or grease immediately.
- q.** Place trash and paper in proper containers and not in cans provided for cigarette butts.
- r.** Wear hard sole shoes and appropriate clothing. Shorts or mini dresses may not be permitted in most work environments
- s.** Lift properly, use legs, not the back. For heavier loads, ask for assistance
- t.** Report any unsafe condition or acts to the supervisor
- u.** Tow motors and lift trucks shall be operated only by authorised personnel. Walk-type lift trucks shall not be ridden and only the operator is permitted to ride the tow motors. Do not exceed a speed that is safe for existing conditions
- v.** Running and horseplay are strictly forbidden
- w.** Do not block access to fire extinguishers
- x.** Use compressed air only for the job for which it is intended. Do not clean own clothes with it and do not play with it

- y. Do not wear loose clothing or jewellery around machinery. It may catch on moving equipment and cause a serious injury
- z. Never distract the attention of another employee, as this might cause him / her to be injured. If necessary to get the attention of another employee, wait until it can be done safely
- aa. Keep the work area clean
- bb. Help to prevent accidents

7.6.4.3 Safety checklist: It shall be every employee's responsibility to be on the lookout for possible hazards and report, for instance, the conditions on the following list or any other possible hazardous situation to the supervisor immediately:

- a. Slippery floors and walkways
- b. Tripping hazards, such as hose links, piping, etc.
- c. Missing (or inoperative) entrance and exit signs and lighting
- d. Poorly lighted stairs
- e. Loose handrails or guard rails
- f. Loose or broken windows
- g. Dangerously piled supplies or equipment
- h. Open or broken windows
- i. Unlocked doors and gates
- j. Electrical equipment left operating
- k. Open doors on electrical panels
- l. Leaks of steam, water, oil, etc.
- m. Blocked aisles
- n. Blocked fire extinguishers
- o. Blocked fire doors
- p. Evidence of any equipment running hot or overheating

- q. Oily rags
- r. Evidence of smoking in non-smoking areas
- s. Roof leaks
- t. Directional or warning signs not in place
- u. Safety devices not operating properly
- v. Machine, power transmission, or drive guards missing, damaged, loose, or improperly placed

7.6.4.4 Safety equipment: The supervisor shall see that employees receive the protective clothing and equipment required for the job, use them as instructed and take care of them, and are charged for loss or destruction of these articles only when it occurs through negligence.

7.6.4.5 Safety shoes: The Municipality shall designate which jobs and work areas require safety shoes, where under no circumstances shall an employee be permitted to work in sandals or open-toe shoes. These shoes may be supplied by the Municipality as tools of the trade.

7.6.4.6 Safety glasses: Wearing safety glasses where designated shall be mandatory.

7.6.4.7 Seat belts: All employees shall use seat belts and shoulder restraints (if available) whenever they operate a vehicle on the Municipality business. The driver is responsible for ensuring that all passengers are buckled up.

7.6.4.8 Good housekeeping. The work location shall be kept clean and orderly. Keep machines and other objects out of the centre of aisles. Place trash in the proper receptacles. Stock shelves carefully so items would not fall over upon contact. The following shall be observed, where applicable:

- a. Ownership: All issues of equipment remain the property of the Municipality and shall be marked in a way that the date of issue can be determined. When an item is replaced, it shall be taken in and subsequently destroyed.
- b. Wear and use of issues: Employees are compelled to wear and use the relevant issues. Supervisors, Occupational Health Safety Officers and safety representatives shall continuously check on employees and report deviations to the relevant Head of Department and the Municipal Manager. No employee may use or wear issues in their private time or for private use.

- c. Cleaning: Cleaning, washing and ironing of issues are the responsibility of the employee.
- d. Undertaking in writing: All employees shall undertake in writing to wear and use all issues, before an issue can take place.
- e. Termination of service: When an employee leaves the Municipality's service, managers shall see to the return or retaining of issues issued for a specific cycle as well as recovering of outstanding monies in collaboration with the HRM Unit, as determined in the employee's service contract.
- f. Induction training: New employees shall be properly informed of the contents of this policy and shall sign to acknowledge receipt of induction thereon.
- g. Frequency / terms of issue: Issues of overalls, etc. shall be based on the principle of as and when needed and shall therefore only be replaced when worn out. These schedules serve as determination of which equipment and clothing shall be issued, the quantities that shall be issued as well as the minimum life expectancy of the items issued. Proof that the items are worn out or the returning of worn-out items is compulsory before a new issue can / may be made.
- h. Responsibility for issues: Employees who negligently lose or damage their issues shall be held responsible.

7.7 Working when it rains

- 7.7.1** Every employee who works in the open-air shall wear suitable protective clothing on any working day during which it rains. Depending on the level, rate or concentration of the rainfall, the supervisor concerned may require employees who work in the open air to continue working whilst it rains, provided they wear suitable protective clothing.
- 7.7.2** The supervisor concerned shall evaluate the rainfall level, extent, concentration and the effect it has on the safety, health and qualitative production of employees working in the rain. Should the supervisor be of the view that the level, rate or concentration of the rainfall affects the safety, health, effectiveness or qualitative production of the employees, he / she shall order work be abandoned forthwith and order such employees to move to a suitable place identified by the supervisor where there is shelter.
- 7.7.3** Should the supervisor upon his / her assessment of the weather conditions be of the view that there is slim and / or no prospects of the stoppage of rainfall, he / she may instruct the employees to abandon

work and return to the relevant depot, workshop or plant.

- 7.7.4** Any employee removed from a worksite in the open-air due to rain may be expected to perform other duties at the depot, workshop or plant, which shall not expose him / her to rain.

8. Roles and responsibilities

8.1 Responsibilities of the Municipal Manager

- 8.1.1 Establish the precautionary measures that are necessary to protect employees against the identified hazards and provide means to implement these precautionary measures in order to reduce or remove the risks associated with the hazards
- 8.1.2 Provide the necessary information, instructions, training and supervision.
- 8.1.3 Take steps to ensure every employee complies with requirements of legislation
- 8.1.4 Enforce the necessary control measures in the interest of health and safety.
- 8.1.5 Delegate responsibilities to employees appointed in terms of legislation
- 8.1.6 Provide employees appointed in terms of legislation with appropriate information, training, facilities and time to execute
- 8.1.7 Identify potential hazards which may be present while work is being done, and any equipment is being used.
- 8.1.8 Ensure that plant, tools, equipment and machinery are safe, maintained in good working order and those materials and operational processes are without risk to health.

8.2 Duties of Safety, Health and Environmental (SHE) Officers

- 8.2.1 Incident Investigations
- 8.2.2 Internal audits
- 8.2.3 Monitoring of legal compliance

- 8.2.4 Training, development and facilitation of employees, representatives, awareness, information, formal and informal training
- 8.2.5 Committee meetings, remedial actions, contractor control, and support structures for representatives and committees
- 8.2.6 Maintain occupational health and safety information, records and database
- 8.2.7 Supervise execution and compliance with Compensation for Occupational Injuries and Diseases legislation
- 8.2.8 Report on incidents, trends, risks

9 Duties of Human Resource Management Unit

- 9.1 Ensure full compliance with the legislation.
- 9.2 Make written appointments indicating duties, functions and responsibilities
- 9.3 Document all agreements relevant to occupational health and safety
- 9.4 Report all deviations, deficiencies and concerns to the Municipal Manager for authorisation, action and implementation within reasonable timeframes.
- 9.5 Ensure that all aspects of the programme are identified, assessed, and that suitable risk control measures are implemented, maintained, evaluated and reviewed for efficiency and compliance.

9.2 Duties of Employees

- 9.2.1 Take care of own health and safety, as well as that of other persons who may be affected by his or her actions or negligence to act.
- 9.2.2 Follow all the health and safety rules and procedures that are provided and communicated by the Municipality or anyone authorised or competent to do so.
- 9.2.3 Wear or use prescribed safety clothing or equipment where it is required.
- 9.2.4 Cooperate with the Municipality or any person who has been authorised by the Municipality to carry out duties in terms of legislation.
- 9.2.5 Inform the supervisor or health and safety representative of any unhealthy circumstances or acts that they are aware of.
- 9.2.6 Give information to an inspector from the Department of Labour if he / she should require it.

- 9.2.7 Formally report any incident that they were involved in or aware of that could cause a health risk or that may result in an injury.
- 9.2.8 Not to interfere with, damage or misuse anything that is provided in the interest of health or safety. This applies to intentional, negligent and irresponsible actions.

9.3 Duties of First Aiders

Ensure that he/she is competent (as per requirement of the Act) to perform first aid duties
Attending training as required
Provide first aid treatment for injuries;
Ensure that the first aid box contains basic requirement at per Act requirement;
Record all (even minor) treatment offered;
Report any deficiencies of first aid service to Health and Safety officer;

9.4 Duties of Health and Safety Representatives

- a) Attend health and safety meetings;
- b) Inspect a workplace for the health and safety of employees;
- c) Represent employees to the employer regarding matters affecting their health and safety at workplace;
- d) Identify potential hazards and report them to the employer;
- e) Investigate and examine the cause of incidents at the workplace;
- f) Cooperate and accommodate inspectors on inspections of the workplace.

9.5 Duties of Health and Safety Committee

- a) Provide recommendations to the employer about the health and safety of employees;
- b) Discuss incidents that led to injuries, illnesses or death of employees and report them to the Labour Inspector;
- c) Keep record of recommendations made and minutes of meetings held;

10 POLICY IMPLEMENTATION/OPERATIONAL PLAN

In order for the Municipality to achieve its goals regarding compliance with the stated regulations we need to have a strategy. Stated below is our operational plan to ensure the full operation of the health and safety programs.

10.1. Legal compliance (OHS ACT):

- a) Development of the health and safety Policy;
- b) Appointment of health and Safety Representatives and First Aiders;
- c) Emergency Preparedness and response plan;
- d) Establish health and safety Committees and conducting regular meetings;
- e) Display of OHS, EE and BCE Acts as well as the Health and Safety Policy Statement;
- f) Reporting of incidents and accident to Labour;

10.2 Accessibility of first aid resources and services

- a. Availability of First aid boxes at all times;

- b. Availability of competent first aiders;
- c. Recordkeeping of first aid treatment;

10.3. Training programs for employees

- a. Coordinate relevant training for appointed first aiders and health and safety representatives;
- b. Health and Safety representatives course for appointed Health and Safety Representatives;
- c. Evacuation training course for appointed first aiders, health and safety representatives and evacuation team members;
- d. Basic fire fighting and awareness course for both appointed first aiders, evacuation team and health and safety representatives;
- e. Employees working with hazardous chemicals will be trained on the use of the chemicals annually
- f. Employees working on heights shall be trained on the procedure for working at elevated areas.
- g. Employees working on confined spaces will be trained on the procedure to work on confined spaces.

10.4 Effective communication regarding health and safety matters

All employees from respective departments and sections of the Municipality will participate in the hazard identification and communication. This information will be communicated to employees that are affected through;

- Regular awareness programs;
- Provision of a copy of this policy;
- Displaying of the policy statement;

10.5 FIRE PREVENTION MEASURES

- a. Firefighting equipment will be made available and ready for use;
- b. Regular (annual) maintenance of fire equipment;
- c. Regular inspection of fire equipment;
- d. Open fires shall not be allowed on the premises;
- e. All processes carried out with zero tolerance of fire risks;
- f. Flammable substances shall be stored as required by the Act;

10.6 Health and safety inspections

- a. Regular toilet, floor area and kitchen inspections;
- b. Monthly general safety inspection including HIRA and follow up inspections;
- c. Quarterly OHS Committee general inspection;
- d. Annual Fire safety inspections by the fire fighters;

10.7 Health and safety compliance audits

Health and Safety Audits will be held annually or as and when needed to ensure compliance with standards and policies.

10.8 Testing and review of emergency procedures annually or as and when needed

- a. Every organization must have an emergency evacuation Plan in place that will guide them on how to go about in case of emergencies. It is the responsibility of the employer to ensure that an

emergency evacuation Plan is available and the contents of it are communicated to the employees and everyone entering their work premises.

- b. Emergency procedures that are in place shall be tested (in a form of drill exercises) annually or as and when needed;
- c. Establishment of the emergency Team;
- d. Any review or testing of emergency procedures will be documented;

10.9 Incident management

- a. Record and investigate all incidents occurring at the workplace;
- b. Report incidents of Section 24 of the OHS Act to Labour within seven (7) days;
- c. Keep incident records for a period of three (3) years;

10.10 Fumigation of offices

- a. Fumigation of offices will be done after each COVID-19 case
- b. Pest control services will be rendered bi-annually

10.11 Personal protective equipment (PPE)

- a) Occupations will be identified that require PPE to be worn by employees. Those occupations include Occupational Health and Safety Officer, cleaners, building care takers, drivers, and operators of machines such as printing personnel, all field workers in all sections;
- b) Employees will be required to sign a register as a proof that they have received the personal protective equipment and the correct training on usage will be administered to them
- c) If personal protective Equipment is issued, it will be seen as an offence if it is not worn at all times and thus disciplinary action will be taken for non-compliance.
- d) PPE that will be administered to the employees as identified include but not least to safety boots, safety overalls, T-shirts, Shirts, helmet, reflective vest, rain suits, goggles, dust masks, etc.
- e) PPE must be provided on yearly basis to the identified employees or should a need for provision arises

11 1 Induction training

All new officials will be inducted on this policy and other safety matters to ensure their health and safety during their employment in the municipality

12 Incident management

All follow-up reports such as first medical report, progress report and final medical report will be submitted to the labour department within prescribed period.

13 Displaying of compulsory summary of the act

The compulsory summary of the act, such as Employment equity act, Basic conditions of employment act and Occupational health and safety act, will be displayed in strategic location at the main building, in order for the employees to peruse for the knowledge purposes.

14 Policy review

Notwithstanding the review date herein, this policy shall remain effective until such time approved otherwise by Council and may be reviewed on an earlier date if necessary.

15 POLICY MONITORING AND EVALUATION

15.1 This policy shall be implemented and effective once recommended by the Local Labour Forum and approved by Council.

15.2 Non-compliance to the stipulations contained in this policy shall be regarded as misconduct, which shall be dealt with in terms of the Code of Conduct.

15.3 Head of Corporate Services shall carry out the monitoring and evaluation of the policy's implementation.

16 POLICY APPROVAL

Approved by Municipal Council on the 23rd of May 2024 and signed by the Municipal Manager

DocuSigned by:

8E47CE06789E4E7
DJD Mahlangu

6/5/2024

Date