



# XHARIEP DISTRICT MUNICIPALITY



## NEWSLETTER

May 2024  
QUARTER 4

# Tsa Spaneng



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### INDUSTRIAL HEMP PROCESSING PROJECT ENVISAGED TO UNLOCK JOB OPPORTUNITIES THROUGHOUT REGION

The Hemp Mega Project at the Springfontein Agri-Park is envisaged to create job opportunities and stimulate training for about 250 local producers to harvest hemp (Cannabis Sativa).

The Free State government officially launched this project on 20 May 2024 as part of the provincial government plan to stimulate employment in the Xhariep region.

This Industrial Hempowerment project is also envisaged to become a processing centre and is one of the numerous projects the provincial government is hoping will curb rife unemployment and further create jobs for approximately 650 people upon completion.

Additionally, it is envisaged that the project will serve as an incubator for hemp in this region, which does not have industries to unlock employment prospects.





## PROVINCIAL LED FORUM IN GARIEP DAM



On the 15-16 May 2024 Xhariep District Municipality was afforded an opportunity to host the rotating Provincial Local Economic Development Forum at the Gariep Dam town in Kopanong Local Municipality.

The hybrid meeting was a success and was held for the 2-days.

Day 1 was concluded with a visit and tour at the Fish Hatchery Facility in Gariep Dam.

Partners of the LED forum: FS DESTEA, FS CoGTA, FS SALGA and Xhariep District Municipality.



## THE SOCIAL COMPACT MAYORAL IMBIZO TARGETING COMMUNAL PROPERTIES IN THE XHARIEP DISTRICT

As part of the Integrated Service Delivery Model, the Executive Mayor, Clr Irene Mehlomakulu embarked on the District Social Compact Imbizo targeting the communal properties in the Xhariep District Municipality.

“We are coming here in Oppermansgronde and Bethany to bring government services closer to the people, these areas are amongst the first successful land claimant in terms of Land Restitution Act of 1994 to address land dispossessions”, the Executive Mayor declares.

“The 1913 Land Act was a legislative tool that was used to dispossess people their rightful land by the government. Through the Land Restitution Act (No. 22 of 1994), the democratic government is correcting and giving back the land to those who were dispossessed their rightful land”.





These izimbizos are an attempt to respond to the challenges of service delivery besetting these farm land, and unblock blockages to enable integrated service delivery in line with the District Development Model.

The Bethany Communal Property Association (also known as the Bethany Committee) played a significant role in the first successful land claim, and Oppermansgronde Communal Property Association (OCPA) was the second land claim in the Free State, South Africa.

Oppermansgronde has 44 000 hectares and the majority of the land is used for farming purposes. The OCPA was claimed in 2005 and it was registered as a CPA through the Communal Property Associations (CPA) Act 28 of 1996.



The Bethany Mission Station was a significant site to a group of Griquas and Tswanas, and it is located in the Edenburg Farm district. The Bethany Committee was composed of people mainly removed from Bethany in the mid-1960s. Currently, the Bethany Communal Property Association is under administration of the Department of Rural Development and Land Reforms because of institutional and legal challenges.



The Communal Property Associations can play a key role in economic development and job creation. But their development and expansion are inhibited by infighting by members of the CPA.

The purpose of the Social Compact Mayoral Imbizo was to ensure that our people in these areas received requisite services to improve their livelihood. These communities and their leadership interacted with the municipality and government institution like Department of Home affairs, SASSA, Department of Social Development, Department of Agriculture and Rural Development, Small Enterprise Development Agency, ESKOM, National Youth Development Agency, and SAPS.

The community of Bethany thanked the Executive Mayor, Cllr Mehlomakulu for her prompt response on their concern of lack of electricity, the CENTLEC was dispatched to restore electricity and immediately connect to the school in Bethany.

We leave no one behind.





Tshegofatso Madumo currently working as a community service EHP at Xhariep District Municipality effectively from March 2024. Ms Madumo has graduated BSc Environmental health (Cum Laude) at the Central University of Technology, Free State. Ms Madumo is making an impactable contribution in the rendering of Environmental health services in the district which includes water quality monitoring and food control amongst others.



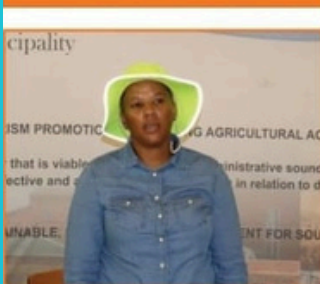
Ms Irene Mehlomakulu is currently the Executive Mayor of the Xhariep District Municipality from November 2021.

She has graduated in Bachelor of Public Management at Regenysis Business School.

Xhariep District Municipality is indeed a Learning Organization, and the Executive Mayor is leading by example.



Executive Mayor Mehlomakulu said:  
"No child must go to school without proper uniform."



Mayor Mokwaledi said:  
"Let us use local municipal offices to report water leakages and sewer spillages so that you can be assisted."

## PRIORITY 5: SPATIAL INTEGRATION, HUMAN SETTLEMENTS AND LOCAL GOVERNMENT.

### Oversight visit aids service delivery assessment

By Yanga Ngcukana: GCIS, Free State

The Executive Mayor of Xhariep District, Irene Mehlomakulu, visited Oppermaansdorp, in Letsemeng Municipality on a service delivery oversight on 30 April 2024. The purpose of the visit was to give the community a platform to interact with government on service-delivery issues such as water leakages, blocked sewer lines and sewer spillages, poor access roads and the Expanded Public Works Programme job opportunities. The Mayor of Letsemeng Local Municipality, Bonolo Mocwaledi, and senior personnel at both municipalities, was part of the entourage that accompanied the Executive Mayor.

Executive Mayor Mehlomakulu tasked responsible senior managers to immediately deal with the issues the community raised. As a build-up campaign, the Executive Mayor visited the local tuckshops to monitor health compliance on goods they are selling to the people. The main programme was held at the Lutheran Church where 56 new school shoes, 22 blankets and 20 pairs of boots were donated to the needy elderly women and men. Government institutions such as the Department of Home Affairs, South African Social Security Agency and the Department of Social Development were also part of this programme and they provided services to the people.



Community members at the event.



The Department of Home Affairs providing services to the people at Oppermaansdorp.



**SPEECH BY THE EXECUTIVE MAYOR, CLR NI MEHLOMAKHULU DURING THE LAUNCH OF THE XHARIEP HEMP MEGA PROJECT IN SPRINGFONTEIN, KOPANONG LOCAL MUNICIPALITY ON THE 20 MAY 2024.**

The Hon Premier  
The Hon MECs  
Hon Mayors and Speakers  
Councillors Present here  
HODs and Municipal Managers  
Government Officials from different spheres  
Investors and Entrepreneurs present here  
Distinguished Guests  
Communities of Xhariep  
All Protocol Observed  
Ladies and Gentlemen Good Morning

Honourable Premier, Franco Santoro was said, If we look for love in others without finding it in ourselves, we are like an underdeveloped country at the mercy of industrialised countries.

Some may rescue us, providing the resources we lack and creating a tie of dependence,

while others may teach us to produce what we need so that in a distant future we may become self-sufficient.

Others may refuse to offer support, hating and even fighting us, hence urgently forcing us to find our own resources within.

Perhaps one day someone will become aware that we are part of the same planet, and that all resources, including love, belongs to all.

Your Premiership is a sign of what was said by Franco Santoro, you teach us to produce what we need so that in a distant future we may become self-sufficient.

While over the years, refuse to offer support, hating and even fighting fighting development that come to Xhariep. In some instances we also contributed in the underdevelopment of Xhariep due to our in-fights.

We have been neglected for a very long time as the district and this event comes at the right time and we appreciate the Premier for choosing Xhariep for this Xhariep Hemp Mega Project, we are indeed humbled.

All distinguished guests, you are welcomed in this important life and economic changing moment in the history of Xhariep District Municipality.

God bless you all!  
You are welcomed!  
Thank you!



**Executive Mayor, Cllr Irene Mehlomakulu welcome the stakeholders and farmers**



**Free State Premier, Honorable Mxolisi Dukwana addressing the Hemp Mega Launch in Springfontein, Kopanong Local Municipality**



## ELECTIONS AND GENDER BASED VIOLENCE PRAYER 2024 HELD ON 9 MAY 2024 IN ZASTRON



We pray for the 2024 National and Provincial Elections, and:

- we pray for guidance and wisdom for voters and candidates.
- we pray for unity and peace on election day and beyond.
- we pray for a focus on justice and fairness.
- we pray for hope and trust in God's sovereign plan.

Additionally, we pray for all those standing for election, asking that God grant them peace as they await the results.

We also pray for humility in victory for those elected and peace for those who might be unsuccessful.



The Elections and GBV Prayer was attended by the MEC Community Safety, Roads and Transport, Honorable Maqueen Letsoha-Mathae, the councillors, the faith-based fraternity and the stakeholders.

The event was a great success.





## PROTECTED VS. UNPROTECTED STRIKES IN SOUTH AFRICAN LAW

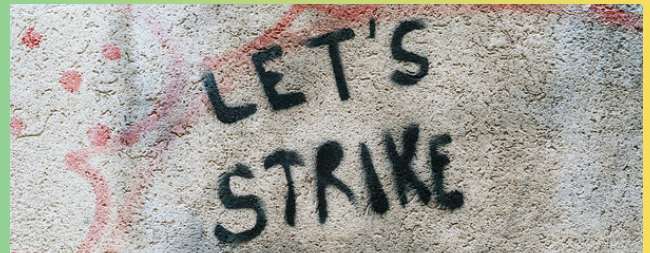
In South African labour law, strikes are a fundamental right for workers to collectively express their grievances and negotiate better working conditions. However, it is important to understand the distinction between protected and unprotected strikes to ensure compliance with legal requirements. This article provides an in-depth guide to protected and unprotected strikes under South African law, helping employers and employees navigate the complexities of labor relations.

### Protected Strikes: Rights and Procedures

- **Definition:** A protected strike is a lawful industrial action conducted by employees in accordance with the procedures outlined in the Labour Relations Act ("LRA"). It is undertaken to address grievances or negotiate terms and conditions of employment.
- **Requirements for Protection:** To qualify as a protected strike, certain requirements must be met:
  - **Compliance with Notice Requirements:** Employees or their trade unions must provide written notice of their intention to strike to the employer, relevant bargaining council and the Commission for Conciliation, Mediation, and Arbitration ("CCMA") at least 48 hours prior to the strike.
  - **Exhaustion of Dispute Resolution:** The parties involved should have made reasonable attempts to resolve the dispute through negotiation or other dispute resolution mechanisms.
- **Rights and Protections:**
  - **Protection against Dismissal:** Employees participating in a protected strike are protected against dismissal solely based on their participation, provided the strike adheres to the legal procedures.
  - **Immunity from Legal Action:** Striking employees and their trade unions are immune from legal action for any losses or damages caused during the protected strike.

### Unprotected Strikes: Risks and Consequences

- **Definition:** An unprotected strike refers to a strike that does not comply with the requirements stipulated by the LRA, such as failing to provide proper notice or participating in an unlawful strike.
- **Consequences and Risks:**
  - **Dismissal:** Employees engaged in an unprotected strike can face disciplinary action, including possible dismissal by the employer.
  - **Loss of Protections:** Employees lose the protections provided by labour laws during an



unprotected strike, making them vulnerable to legal action and potential termination.

### Understanding the Distinction: Impact on Employers and Employees

- **Employers:**
  - **Protected Strikes:** Employers must respect the rights of employees to engage in protected strikes and refrain from taking any disciplinary action or dismissing employees solely on the grounds of their participation.
  - **Unprotected Strikes:** Employers have the right to take disciplinary action, including dismissal, against employees engaged in an unprotected strike, as it is considered a breach of contract.
- **Employees:**
  - **Protected Strikes:** Employees engaging in a protected strike can exercise their rights without fear of dismissal, provided they adhere to the legal requirements.
  - **Unprotected Strikes:** Employees participating in an unprotected strike are at risk of facing disciplinary action, including dismissal, as their actions are not legally protected.

### Conclusion

Understanding the distinction between protected and unprotected strikes is crucial for both employers and employees in South Africa. Compliance with the legal procedures for protected strikes ensures that employees can exercise their rights while employers uphold labor laws. However, engaging in an unprotected strike can have severe consequences for employees, including potential dismissal.

For expert legal advice and guidance on strikes and labor relations under South African law, consult with our experienced team at Barter McKellar. We provide comprehensive assistance to employers and employees, helping them navigate the complexities of strikes and labor disputes while ensuring compliance with the law.



## ANC Wins 2024 South African Elections

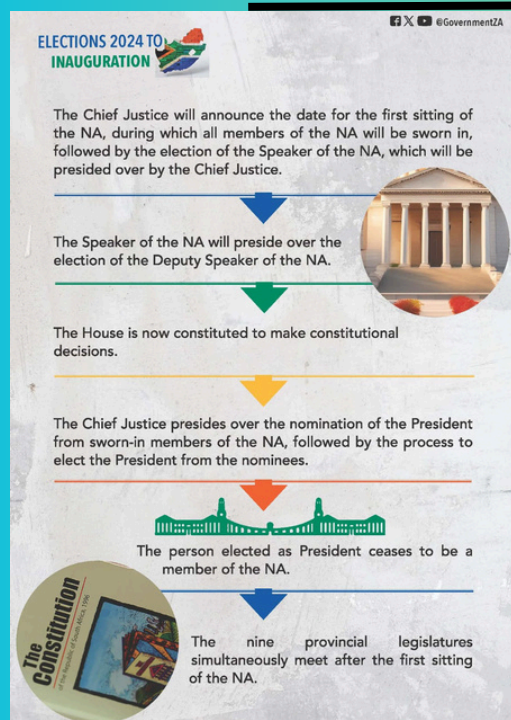
The African National Congress (ANC) has won the 2024 South African elections with 40.21% of the vote. The Democratic Alliance (DA) came second with 21.78%, followed by the MK party with 14.59% and the Economic Freedom Fighters (EFF) with 9.51%.

The ANC secured majority votes in five provinces: Limpopo, Eastern Cape, North West, Free State, and Mpumalanga.



Seats are allocated based on the number of votes each party or independent candidate receives, ensuring fair and proportional representation.

The National Assembly first sitting will be on 14 June 2024 at 10:00.



The Chief Justice will announce the date for the first sitting of the National Assembly (NA), during which all members of NA will be sworn in, followed by election of the Speaker which will be presided over by the Chief Justice.

#WorkingTogether

For those who have their birthday in May 2024

Wishing you a Happy and favored Birthday! May the days ahead be brimming with success!

Surname and Initials

Date of Birth

Department

Mmolawa GE

24 May

Budget and Treasury

May LM

27 May

Corporate Services