

The Independent Voice of the Free State!



WELKOM CELEBRATES DUAL FILM LAUNCI LOCAL STORIES TAKE CENTRE STAGE



Goldfields basked in the glow of Miss Goldfields team and Miss Face cinematic history as Welkom-based Redeemer Pictures released two fulllength feature films in a single weekend, a first for the Free State and a milestone for grassroots filmmaking. Welkom's creative industry officially launched Axiomatic Truth and Repercussion, two locally produced films by Redeemer Pictures. The launch took place on Friday at SUCASA Lounge and continued on Saturday at Vinny's, bringing together cast members, local influencers and community stakeholders.

Guests enjoyed red-carpet Africa, which enabled production in hospitality, networking opportunities 2023. Khumalo said the films reflect

of Matjhabeng adding glamour to the occasion. Sponsors included Barenthorn, SUCASA Lounge, Goldfields Casino, Vinny's, the Matjhabeng Traffic Department and Alpha Cinema.

Director, writer and producer Mr Mhlengi Skeelo Khumalo thanked the cast, crew and the Matjhabeng community for their support, noting that both films were shot in Welkom using local locations and talent. He highlighted the importance of funding support from the National Film and Video Foundation of South and luxury shuttle services, with the the full cycle of filmmaking

production, post-production and marketing - and encouraged residents to support local cinema.

Axiomatic Truth, an 87-minute English-language film exploring truth, trauma and resilience, has already earned international recognition. Its accolades include Best Feature Film at the Africa Emerging Filmmakers Awards in Durban (2024), a win at War of Films in Barcelona, finalist status at the Toronto International Nollywood Film Festival, and nominations at several international festivals. The film, alongside Repercussion, screened at Alpha Cinema from 12 to 14 December.

The launch was attended by Free

State MEC Mathabo Dasheka-Hlalele, who praised Redeemer Pictures for placing Welkom and the Free State on the global film map.

She encouraged greater youth participation in the creative sector, describing filmmaking as a positive alternative that can help address social challenges while promoting unity and transformation in the city.

Both films feature a largely local cast and crew, showcasing familiar Welkom landmarks and reinforcing the growing impact of homegrown storytelling.









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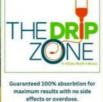
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GYNAECOLOGICAL SERVICES (WOMEN'S REPRODUCTIVE HEALTH)

OBSTETRIC SERVICES (PREGNANCY & CHILDBITH)

ANTENATAL & PREVENTIVE CARE

- Routine antenatal check-ups (blood pressure,
- weight, fundal height) Blood tests and urine tests (anaemia
- infections, blood group, glucose)
 Ultrasound scans: dating scan, nuchal
- translucency, anomaly scan, growth scan Foetal monitoring (NST non-stress test, CTG
- cardiotocography)
- Maternal vaccinations (tetanus, influenza, COVID-19)
- Nutritional counselling and supplementation (iron, folic acid, calcium)
- Genetic counselling and testing

LABOUR & DELIVERY

- Normal vaginal delivery
- Assisted vaginal delivery (forceps or vacuum) Caesarean section (elective and emergency)
- Pain management in labour (epidural,
- Induction and augmentation of labour

HIGH-RISK PREGNANCY MANAGEMENT

- Pre-eclampsia/eclampsia monitoring Gestational diabetes management
- Multiple pregnancies (twins, triplets)
- Cardiac or medical conditions in pregnancy
- Rh incompatibility and immunoglobulin
- administration

POSTNATAL CARE

- Immediate postpartum care (bleeding control, uterine involution)
- Lactation support and breastfeeding counselling
- Family planning counselling
- Postpartum depression screening and support

OTHER OBSTETRIC SERVICES

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- Management of miscarriage, threatened miscarriage, or ectopic pregnancy
- Stillbirth and neonatal loss support
- Placental complications management (previa, abruption) Foetal growth restriction management
- Preterm birth prevention and management

PREVENTIVE & SCREENING SERVICES

- Routine pelvic exams
- Pap smear / cervical cancer screening
- **HPV** testing
- Breast examination and breast cancer screening
- Bone health screening (osteoporosis in
- postmenopausal women)

REPRODUCTIVE HEALTH & FERTILITY

- Contraception counselling and provision (pills, implants, IUDs, sterilization)
- Fertility evaluation (hormonal tests, ultrasound, emen analysis)
- Assisted reproductive techniques referral (IVF, IUI)
- Menstrual disorder management (heavy bleeding, irregular cycles, dysmenorrhea)
- Polycystic Ovary Syndrome (PCOS) diagnosis
- and management Endometriosis management (medical and

SURGICAL GYNAECOLOGY

- Laparoscopic surgery (diagnostic and therapeutic)
- Hysteroscopy (polyp or fibroid removal,
- Hysterectomy (laparoscopic, abdominal, or vaginal)
- Myomectomy (fibroid removal)
- Ovarian cystectomy
- Pelvic organs prolapse repair

INFECTION & STI MANAGEMENT

- Diagnosis and treatment of urinary tract infections (UTIs)
- Diagnosis and treatment of sexually transmitted infections (STIs)
- Vaginitis and vulvitis management
- **HPV** vaccination

MENOPAUSE & HORMONAL HEALTH

- · Management of perimenopausal and postmenopausal symptoms
- Hormone replacement therapy (HRT)
- Bone and cardiovascular health support

PELVIC & UROLOGICAL GYNAECOLOGY

- Pelvic floor dysfunction evaluation
- Urinary incontinence management Chronic pelvic pain evaluation and treatment
- Endometriosis and adenomyosis care

ONCOLOGY & SPECIALIZED CARE

- Cervical, ovarian, endometrial, and vulvar cancer screening
- Pre-cancerous lesion management (LEEP,
- Referral for gynaecological oncology treatment
- Genetic counselling for inherited cancer risk

OTHER SUPPORTIVE SERVICES

reproductive rights)

- Counselling for sexual and reproductive health
- Weight management and lifestyle advice Psychosocial support for infertility, pregnancy
- loss, or gynaecologic illness Health education (maternal health, safe sex,



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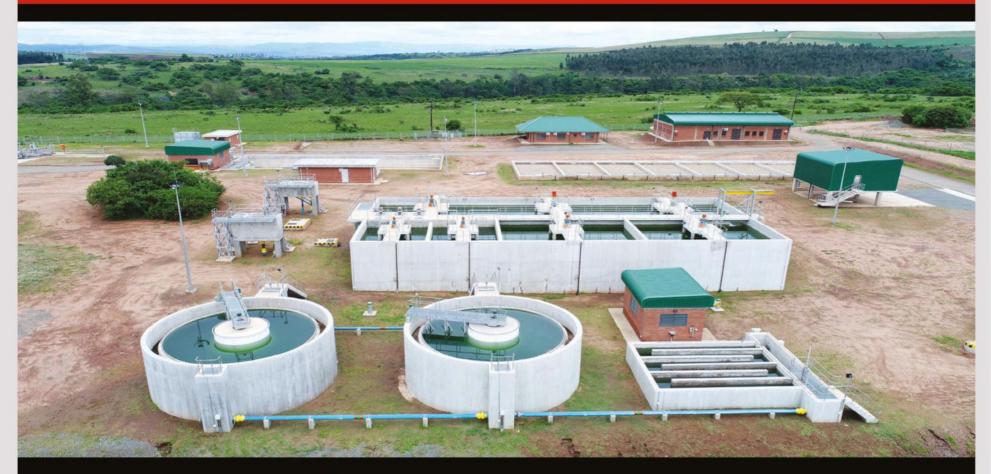


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December 2025 | SA gold operations

Facilitating digital skills for youth in



Sibanye-Stillwater, together with Rand Mutual Assurance (RMA) and the Mineworkers Development Agency (MDA), recently opened a digital and SMME hub in Welkom.

The hub is the culmination of extensive consultation and is a partnership aimed at providing local youth with digital and business skills. It contains tech training pods, robotics labs, meeting spaces and a tech demo zone. It will enhance digital transformation and promote the participation of local youth in the digital economy.

Over 60 youth have already been trained through internationally accredited programmes from Cisco and IBM, with virtual reality-based training introduced in areas including beekeeping, health and safety. A further 20 local SMME's have also been assisted through mentorship and business development support, stimulating new micro-enterprises in sectors such as agriculture, digital services, creative arts, and light manufacturing. Three small businesses are already

operating from the hub, an LPG gas enterprise promoting alternative energy solutions, a community internet service provider expanding online access for local companies, and a farmhouse outlet supplying fresh produce from the nearby Agri-Hub to Welkom residents.

Speaking at the official launch, Gwede Mantashe, Minister of the Department of Mineral and Petroleum Resources, reiterated that the hub presents a step toward enhancing the lives of locals beyond mining, urging other mining companies to invest in similar initiatives. This project is the outcome of the socio-economic compact entered into by the Matjhabeng Local Municipality, Sibanye-Stillwater, private sector partners and development agencies. This forms part of our efforts to empower communities and stimulate local economic revitalisation to combat the triple challenges of poverty, unemployment and inequality.



I.E. Minister Gwede Mantashe (Department of Mineral and Petroleum Resources), together with members from Sibanye-Stillwater, MDA and RMA at the launch





exploring the available technology at the MDA Digital Hub















Strengthening community preparedness

As part of our ongoing commitment to community safety, Sibanye-Stillwater's Ezulwini and Beatrix operations recently conducted Tailings Emergency Preparedness Awareness campaigns in schools in Gauteng and the Free State. We also partnered with the Federation for a Sustainable Environment (FSE), and the Gauteng Department of Health's (West Rand District Health) Environmental Health unit, to hold a tailings awareness engagement event with the Simunye community.

These initiatives are focused on educating local communities, especially school learners, farmworkers, and nearby residents, about the potential risks associated with tailings dams and the critical steps to take in the unlikely event of a failure.

During the drills and community engagement events, participants



West Rand community members at the Tailings Awareness engagement organised in partnership with various stakeholders

were made aware of the Emergency Preparedness and Response Plan, assembly areas, the use of the warning siren and the steps to adopt in case of an unlikely breech. Questions around dam integrity in light of the heavy rainfall were also tackled. The Simunye community also requested training in rescue and evacuation to allow them to help first responders.

These areas are not currently under any imminent threat and increased risk, however, Sibanye-Stillwater implements the Global Industry Standards on Tailings Management (GISTM), meaning that specific procedures have been developed, and since 2022 tailings mock safety simulations have been regularly conducted around our tailings storage facilities.

By raising awareness and strengthening community response plans, we continue to prioritise the health, safety, and well-being of all individuals living and working near our tailing's infrastructure.



Enhancing local disaster management capacity Ukuphucula amandla okulawula intlekele ekuhlaleni



Sibanye-Stillwater recently held a successful engagement with the Gauteng Disaster Management Unit, including a team from the local Merafong municipality. Issues discussed included the operationalisation Merafong Disaster Management Unit and the challenges in implementing it. We emphasised the need for community centered, researchbased solutions that take into consideration the livelihoods and psychological needs of affected communities.

A site visit to various sinkholes in the area was also conducted, with

the company seeking avenues for partnership and collaboration in sinkhole rehabilitation.

While sinkholes are not scientifically linked to mining operations in any way, efforts such as these are seen as valuable in strengthening the capacity to respond.

I-Sibanye-Stillwater kutsha nje ibambe intlanganiso enempumelelo neGauteng Disaster Management Unit, kunye neqela elivela kumasipala waseMerafong. Imiba ekuxoxwe ngayo iguka ukugalisa kokusebenza kweCandelo loLawulo lweNtlekele eMerafong nemiceli mngeni kuphunyezo kwalo. Sigxininise imfuneko yezisombululo ezisekelwe kuphando ezijolise kuluntu nezithathela ingqalelo indlela yokuphila neemfuno zengqondo zoluntu oluchaphazelekayo.

Kutyelelwe nemingxunya eyahlukeneyo kule ndawo, kunye nenkampani efuna iindlela zobambiswano nentsebenziswano ekulungiseni imingxunya.

Nangona imingxunya inganxulumani nemisebenzi yemigodi nangayiphi na ngokwenzululwazi, imigudu efana nale ibonwa njengexabisekileyo ekomelezeni amandla okuphendula.





Members of the Gauteng Disaster Management Unit and the Local Merafong municipality at the West Rand disaster management engagement and site visit

Planting trees - supporting sustainability Ukutyala imithi - ukuxhasa uzinzo

Sibanye-Stillwater planted 170 trees as part of the "Planting for Life campaign". This was conducted in support of the national plant "A Million Trees" campaign, under the collective theme "My tree, My Oxygen, Plant yours Today," which saw a million trees planted in September and aims to plant 10 million by 2026.

I-Sibanye-Stillwater yatyala imithi eli-170 njengenxalenye "yephulo Lokutyalela ubomi." Oku kwenzelwe ukuxhasa iphulo lesizwe lokutyala imithi elibizwa ngokuba "yiphulo leMithi eiSigidi" phantsi komxholo othi "Umthi wam, ioksijini yam, Tyala owakho namhlanje "apho kutyalwe imithi eiSigidi ngoSeptemba kwaye kujoliswe ukutyala imithi eizigidi ezili-10 ngowama-2026.



Attendees at the tree-planting campaign held at Leboneng Special School in Thabong, Welkom

Improving the learning environment for early childhood development



Sibanye-Stillwater recently handed over two edutainers, a jungle gym and learner material to Balfour Primary School at a cost of over R2 million. The school currently accommodates over 880 children from communities across the Dipaleseng Local Municipality and cross-provincial border communities, including Heidelburg, Nthoroane, Grootvlei and Siyathemba.

The project will create a conducive learning and teaching environment which is safe and secure. It will ensure that the 60 learners currently enrolled in Grade R have access to educational toys and books that encourage optimal learning.

The edutainers will also decrease maintenance costs and improve the standard of infrastructure for Early Childhood Development in the area, especially since the Grade R learners are currently taught in a Wendy house which is not conducive to learning and teaching.

This forms part of Sibanye-Stillwater's effort to ensure inclusive, equitable quality education, and promote lifelong learning opportunities for all. We have built and refurbished schools, trained over 39 teachers on the national ECD curriculum, and provided learning material and after-school support.



Ukuphucula imeko-bume yokufunda kuphuhliso labantwana

Department of Education

I-Sibanye-Stillwater kutshanje inikezele ngamagumbi okufundela akhiwe ngokutsha eGrade R kunye nezixhobo zokufunda kwiSikolo samaBanga aPhantsi saseBalfour ngexabiso elingaphaya kwezigidi ezi-2 zeerandi. Okwangoku isikolo thabatha abantwana abangaphezu kwama-880 abavela kuluntu olukuMasipala weNgingqi waseDipaleseng kunye noluntu olukumda wephondo, kuguka iHeidelburg, iNthoroane, iGrootvlei kunye neSiyathemba.

Le projekthi iza kwenza indawo yokufunda nokufundisa ekhuselekileyo. Iya kuqinisekisa ukuba abafundi abangu-60 ababhalise ngoku banokufikelela kwizinto zokudlala ezifundisayo kunye



neencwadi ezikhuthaza ukufunda okusemgangathweni. liklasi ezakhiwe ngezitena nodaka ziza kunciphisa iindleko zolondolozo kwaye ziphucule umgangatho weziseko zophuhliso lwabantwana abaselula kule ndawo, ingakumbi ekubeni abafundi beBangale R ngoku bafundiswa kwindlu yamaplanga enga kufanelekanga ukufunda nokufundisa.

Oku kuyinxalenye yemigudu yeSibanye-Stillwater yokuqinisekisa imfundo esemgangathweni ebandakanya wonke umntu, enobulungisa, kunye nokukhuthaza amathuba okufunda obomi bonke kubo bonke. Sakhe saza salungisa izikolo, saqeqesha ngaphezu kootitshala abangama-39 kwiikharityhulam zesizwe ze-ECD, saza sanika izixhobo zokufunda nenkxaso yasemva kwesikolo.

Lending a helping hand Ho etsa letsoho la monna



Representatives from Sibanye-Stillwater and A & R Engineering with items donated at the Refihletse Combined School

Sibanye-Stillwater and A & R Engineering recently donated essential items to learners at Refihletse Combined School, Verkeerdevlei (Free State). A total of 70 school shoes and 500 sanitary towels were donated to needy learners. The visit also included Free State Provincial, District and Circuit Education Department officials, our Beatrix operation management, and union representatives, showing the widespread support for such initiatives.

We also recently supported Rudo Home-based Care, which is an NGO dedicated to offering

psycho-social comprehensive support, counseling services, a feeding scheme, and an afterschool programme for Vulnerable Children in Kokosi, Fochville. We once again partnered with A & R Engineering to donate sanitary towels, teaching and learning materials, and garden equipment for the Centre's developing vegetable garden. These contributions will strengthen organisation's existing feeding scheme and after-school programme.

These initiatives form part of Sibanye-Stillwater's efforts to enhance quality education and



Teaching and learning materials donated to Rudo Home-based Care in Kokosi, Fochville

empower communities, ensuring that we deliver shared value for all.

Sibanye-Stillwater le A & R Engineering di sa tswa fana ka thepa ya bohlokwa ho baithuti ba Refihletse Combined School, Verkeerdevlei (Free State). Ho ile ha nehelanwa ka dieta tsa sekolo tse 70 le dithaole tsa bohlweki tsa basadi tse 500 ho baithuti ba hlokang. Leeto lena le ne le boetse le akarelletsa baofisiri ba Lefapha la Thuto la Free State, la Setereke le la Potoloho, batsamaisi ba Beatrix le baemedi ba mekgatlo ya basebetsi, e leng se bontshang tshehetso e pharaletseng bakeng sa mehato e jwalo.

Re sa tswa tshehetsa Rudo Home-based Care, e leng NGO e ikemiseditseng ho fana ka tshehetso e akaretsang ya kelello, ditshebeletso tsa boeletsi, lenaneo la ho fepa le lenaneo la kamora nako ya sekolo bakeng sa bana ba hlokang thuso Kokosi, Fochville. Re ile ra boela ra sebedisana mmoho le A & R Engineering ho fana ka dithaole tsa bohlweki tsa basadi, thepa ya ho ruta le ho ithuta le disebediswa tsa jareteng bakeng sa serapa sa meroho se ntseng se hola sa Setsi seo. Menehelo ena e tla matlafatsa lenaneo le teng la mokgatlo la ho fepa bana le lenaneo la tlhokomelo ya ka mora nako ya sekolo.

Mehato ena ke karolo ya boiteko ba Sibanye-Stillwater ba ho ntlafatsa boleng ba thuto le ho matlafatsa setjhaba, ho netefatsa hore re fana ka boleng bo arolelanwang bakeng sa bohle.

Improving Local Government capacity

Sibanye-Stillwater recently held capacity training workshops for local government officials from the Masilonyana Local Municipality at our Beatrix 1 Shaft. Twentytwo officials participated in the two-day training programme, which focused on governance, financial compliance, conflict and consequence management, and political oversight and responsibilities. Participants were also updated on the Mineral and Petroleum Resources Development Act (MPRDA) and its requirements, especially regarding social and labour plans and their roles in ensuring implementation.

Attendees expressed their appreciation for the training, supporting the need for a further

workshop and recommending that the training be extended to municipal officials. This training is part of a Memorandum of Understanding (MoU) between Sibanye-Stillwater and the Department of Cooperative Governance and Traditional Affairs (CoGTA) to support local municipal leadership to improve service delivery.

In June we conducted a similar training programme for local government officials from the Greater West Rand District Municipality (WRDM), which was attended by 147 local councillors. We believe that this will strengthen service delivery, empower communities and deliver shared value for all.



Ho ntlafatsa bokgoni ba Mmuso wa Selehae

capacity training workshop at Beatrix 1 Shaft

Sibanye-Stillwater e sa tswa tshwara dithupelo tsa ho kwetlisetsa baofisiri ba mmuso wa selehae Masepaleng wa Masilonyane bokgoni moo tjhafo ya rona ya pele ya Beatrix e leng teng. Baofisiri ba mashome a mabedi a metso e mmedi ba ile ba nka karolo lenaneong la kwetliso la matsatsi a mabedi, le neng le bua haholo ka puso, ho latela melao ya ditjhelete, ho sebetsana le dikgohlano le ditlamorao tsa tsona, ho okamela le ho ba le boikarabelo dipolotiking. Ho ile ha boela ha fanwa ka tlhahisoleseding mabapi le Molao wa Ntshetsopele ya Disebediswa tsa Diminerale le Petroleum (MPRDA) le ditlhoko tsa ona, haholoholo mabapi le meralo ya setjhaba le basebetsi le karolo ya bona ho netefatsa ho kenngwa ha yona tshebetsong.

Ba neng ba le teng ba ile ba bontsha kananelo ya bona bakeng sa thupelo eo, ba tshehetsa taba ya ho tshwarwa ha seboka se seng hape mme ba buella hore thupelo eo e fetisetswe le ho basebetsi ba masepala. Kwetliso ena ke karolo ya Memorandamo wa Kutlwisiso (MoU) pakeng tsa Sibanye-Stillwater le Lefapha la Tsamaiso ya Tshebedisano le Ditaba tsa Setso (CoGTA) ho tshehetsa boetapele ba masepala wa selehae ho ntlafatsa phano ya ditshebeletso.

Ka Phuptjane re ile ra tsamaisa lenaneo le tshwanang la kwetliso bakeng sa baofisiri ba mmuso wa selehae ba Masepaleng wa Setereke sa Greater West Rand (WRDM), e neng e na le ditho tsa lekgotla tse 147 tsa selehae. Re dumela hore sena se tla matlafatsa phano ya ditshebeletso, se matlafatse setjhaba le ho fana ka boleng bo arolelanwang bakeng sa bohle.

Supporting farming in Mpumalanga

Ukuxhasa ulimo eMpumalanga





Some of the produce from the agricultural project in Dipaleseng

Sibanye-Stillwater has entered a Memorandum of Understanding (MoU) with the Department of Agriculture and the Dipaleseng Local Municipality to establish a state-of-the-art snail farmina initiative. The project aims to empower women and youth through skills development in agricultural production and snail farming, thereby creating local economic opportunities while contributing to improved food security and employment in the area. It will provide essential training related to snail and agricultural production and help with formal market access for the beneficiaries to unlock the agricultural value chain.

The farmer production unit model will be used to enhance yields, quality, skills development, and supply chain linkages.

The project is already producing a variety of agricultural commodities (spinach, cabbage, carrot, chilli and cauliflower) which are being sold to the local retail store and community members of the Dipaliseng municipality.

This is part of Sibanye-Stillwater's efforts to promote sustainable and scientifically based agriculture as a means of ensuring local economic revitalisation and developing industries and sectors that will endure after mining ends.

I-Sibanye-Stillwater ingene kwi-Memorandum of Understanding (MoU) neSebe lezoLimo kunye noMasipala

weNgingqi waseDipaleseng ukuseka inyathelo eliphambili lokufuya iminenke. Le projekthi ijolise ekuxhobiseni abasetyhini nolutsha naokuphuhlisa izakhono kwimveliso yezolimo kunye nokufuywa kweminenke, naaloo ndlela kudala amathuba ezogogosho asekuhlaleni naelixa kuncedisa ekuphuculeni ukufumaneka kokutya kunye nengaesho kule ndawo. Iza kunika ugegesho olubalulekileyo ngokunxulumene neminenke kunye nemveliso yezolimo kwaye incede ekufikeleleni ngokusesikweni kwimarike kubaxhamli ukuba bavule inkxamlo kwixabiso lezolimo.

Imodeli yeyunithi yemveliso yamafama iya kusetyenziselwa ukuphucula izivuno, umgangatho, uphuhliso lwezakhono, kunye nokunxibelelana kwetyathanga lonikezelo.

Le projekthi sele ivelisa iintlobo ngeentlobo zeemveliso zezolimo (isipinatshi, ikhaphetshu, iminqathe, itshilisi kunye nekholifulawa) ezithengiswa kwivenkile ethengisa izinto ezithengiswayo kunye nakumalungu oluntu kumasipala waseDipaliseng.

Oku kuyinxalenye yemigudu ye Sibanye-Stillwater yokukhuthaza ezolimo oluzinzileyo nolusekwe kwinzululwazi njengendlela yokuqinisekisa ukuvuselelwa koqoqosho lwasekuhlaleni nokuphuhlisa amashishini namacandelo aya kuhlala ekho noba imigodi sele inaasasebenzi.

Developing future leaders

Ho hodisa baetapele ba ka moso



Wits University mining and engineering graduates together with representatives from Sibanye-Stillwater and
Harmony Gold at our Beatrix operation

Sibanye-Stillwater, together with Harmony Gold, recently hosted Wits University mining engineering graduates for an enriching mine visit experience Beatrix operation. Facilitated through the Association of Mine Managers South Africa (AMMSA), the visit was designed to bridge the gap between academic learning and industry practice by offering students firsthand exposure to the realities of modern mining operations.

As part of the visit, these graduates had the opportunity

to go underground, where they were able to observe the advanced machinery utilised, contemporary mining standards implemented, and safety protocols applied. They were also introduced to critical engineering components, including the winder, conveyor belts, and crushing systems, core elements in the mining value chain that drive production efficiency and operational success.

By connecting theoretical knowledge to real-world applications, initiatives such as these not only strengthen collaboration between academia and the mining sector but also enhance graduates' career readiness and marks a meaningful step in developing the next generation of mining professionals.

Sibanye-Stillwater, mmoho le Harmony Gold, haufinyane tjena di ile tsa amohela baithuti ba tswang Univesithing ya Wits ba entseng dithuto tsa morafo le tsa boenjiniere ketelong ya morafo e atlehileng e ba fileng phihlelo merafong ya rona ya Beatrix. Leeto lena le ne le hlophisitswe

ke Mokgatlo wa Batsamaisi ba Merafo Afrika Borwa (AMMSA), mme le ne le reretswe ho kwala lekgalo pakeng tsa lenaneo la thuto le mekgwa ya indasteri ka ho fa baithuti monyetla wa ho bona ka ho hlaka mesebetsi ya sejwalejwale ya merafo.

E le karolo ya ketelo ena, baithuti bana ba ile ba ba le monyetla waho ya mokoting, moo baileng ba kgona ho bona metjhine e tswetseng pele e sebediswang, ditekanyetso tsa merafo tsa sejwalejwale tse sebediswang le mekgwa e matla ya polokeho e sebediswang. Ba ile ba boela ba bontshwa dikarolo tsa bohlokwa tsa boenjiniere, tse akarelletsang motjhini o hulang ketjhe, mabanta a tsamaisang thepa le ditsamaiso tsa ho sila majwe, e leng dikarolo tsa bohlokwa tsa lethathamo la dintho tse laolang tlhahiso le katleho ya tshebetso.

Ka ho hokahanya tsebo ya dintho tseo ba ithutileng tsona dibukeng le mosebetsi wa sebele, matsapa a kang ana ha a matlafatse feela kamano e teng dipakeng tsa thuto le lefapha la merafo empa hape a ntlafatsa ho lokela mosebetsi ha baithuti mme a tshwaya mohato o nang le moelelo ntshetsopeleng ya moloko o latelang wa ditsebi tsa merafo.

Remaining accountable to our communities

Sibanye-Stillwater recently conducted our second biengagement with NGOs, CBOs and NPOs who are active around our Beatrix operation. We presented updates on our 2017-2021 and 2022-2026 Social and Labour Plan projects, which are currently being implemented. We also updated the various organisations on our Corporate Social Investment policies and projects that are currently underway.

We also unpacked the social closure process, including expanding on the current Beatrix operation lifespan and the alternative economy projects, such as the Welkom Agri-Hub, that we have

implemented toward creating a sustainable future after mining.

Sibanye-Stillwater believes in empowering communities and ensuring sustainable local economic development.

We see transparency and accountability as critical in allowingus to createlong-lasting partnerships with communities to ensure cooperation and the delivery of shared value for all. We have conducted three engagement events with the Beatrix community structures in 2025 and are also engaging with the local municipalities to ensure the completion of our promised projects.



The Ulwazi community engagement platform allows community members to connect directly with Sibanye-Stillwater using any mobile device, community members can:

- share their concerns and feedback about matters impacting their community
- obtain information on procurement and supplier development processes
- receive information on Sibanye-Stillwater activities and engagements in their communities
- access information on job opportunities and



Register by scanning the QR code or by dialling *134*20042# or by visiting www.ulwazi.datafree.co

It only takes a few easy steps to get connected.



Empowering communities

At Sibanye-Stillwater, our commitment goes beyond mining resources, toward delivering shared value. We are dedicated to investing in people and host communities, contributing to local economic development, and enhancing sustainability.

Our gold operations in Beatrix and the West Rand contribute meaningfully to improving the lives and livelihoods of our host communities. Below are some of our contributions as of 2024.

Kloof:

Provided employment to 5,634 employees and 1,278 contractors

Wages paid totalled
R2.3 billion and tax
contributions R393 million

118 bursaries funded and 86 internships provided

Equipped 29 community members with portable skills and 118 with Adult Education and Training (AET)

Driefontein:

Employed 8,331 employees, and 1,383 contractors R2.9 billion paid in wages and R504 million in tax contributions Funded **91 bursaries** and provided **30 internships**

Equipped 25 community members with portable skills and 32 with Adult Education and Training (AET)

Cooke and Ezulwini:

Provided overall employment to 247 employees and 323 contractors

Beatrix:

Employed 4,896 employees, and 920 contractors Wages paid totalled
R1.6 billion and tax
contributions R307
million

Funded **29 bursaries** and provided **23 internships** Equipped 25 community members with portable skills and 22 with Adult Education and Training (AET)

All recruitment processes strictly follow our Recruitment and Selection Policy to ensure fairness, transparency, and equal opportunity for all candidates. By prioritising local hiring and enhancing community skills development, we continue to build stronger, more resilient communities.

19 December 2025 10 FREE STATE SUN NEWS

SA gold operations - Letsema community newsletter

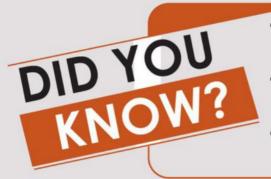


Road safety is our shared responsibility!

- This end of year let us remain focused on family and safety. Let's all do our part, obey the rules, stay alert, and protect lives.
- Avoid distractions, never drink and drive, and always adhere to the speed limit
- Take regular rests, break up long journeys and always keep your seatbelts buckled
- Remember, the best gift is returning home safe and well after your journey, no matter the length

BE AWARE OF FLASH FLOODS AND RESPECT DAMS





- Flash floods are sudden and unpredictable, making them one of the most dangerous natural disasters
- These floods can develop within minutes or hours from heavy rain or dam failures, making them extremely dangerous
- Fast-moving water can sweep away vehicles, damage landscapes, and cause fatalities, especially in areas with poor drainage



Remember:

- · Strong currents can pull you off your feet, even in shallow water
- Flash floods can happen without warning, even when rainfall is not heavy
- · Tailings dams and mine shafts are not areas to swim in
- The fences around the tailings facilities should not be damaged or broken to avoid harm to people and livestock
- Swimming is not allowed as this may result in drowning or diseases



Choose carefully:

- Avoid water-covered roads, especially at night
- Do not walk or swim near dams or areas that are fenced and have "danger" and No Entry" signs
- · Do not allow children to play in or around flowing water



If someone is in trouble:

Get help by calling 112 (from any cellphone), 10177 (for ambulance), or 10111 (police) **NEVER ENTER THE WATER YOURSELF TO TRY TO HELP**

If you see someone cutting or stealing dam fences call 0800-001987 or email sibanyestillwater@tip-offs.com, it's free and anonymous

Step-by-step guide to complaints and grievance procedure

To log a grievance, email communityrelations@sibanyestillwater.com

Report unethical behaviour at sibanyestillwater@tip-offs.com

STEP 20

Receive grievance/ complaint

- Walk-Ins: ESD Centres and CED Department offices
- Anonymous Hot-line
 Written: Letters, SMS and Email
- Third Party Referrals i.e South Africa Human Rights Commission, Local Councillors, Municipal offices, Traditional Authority, Community Leaders, Non-Governmental Organisations/ Community Based Organisations and DMRE.





48 hours grievance/ complaint registered and acknowledged

- Registration of grievance/ complaint into Issue Register/ IroMatrix
- Acknowledgement of Receipt to Complainant by CED Department in language and form of communication complainant is comfortable with.



48 hours internal review of grievance/complaint

- · Assess nature of Grievance/ Complaint
- Allocation to relevant Business Unit/ Department



Depending on nature of grievance/ complaints, investigation process outlined Business Unit/ Department

- CED Department to liaise with the Business Unit representative assigned to investigate the grievance/ complaint if additional information required from Complainant
- Business Unit representative assigned to the case to provide clear time frames of when the investigation will be completed.



Investigation and fact finding

- Investigation to commence led by Business Unit representative assigned to the case
- Business Unit Representative to provide outcome of investigation to CED, then CED to liaise with the Complainant to schedule a suitable time to give feedback on outcome of investigation.



Feedback to complainant on outcome of Investigation.

- Feedback provided to Complainant in a set-up that is most suitable to them such as, a meeting, written (letter or email) or telephone feedback depending on the nature of complaint/grievance.
- Feedback provided in a language preferred by the Complainant.



Grievance/ complaint resolved

- CED Department to liaise with Complainant(s) if satisfied with outcome of investigation and response from the Business.
- If Complainant(s) is/are satisfied with outcome of investigation the CED Department to capture the issue as resolved/ closed in Issue Register/ IsoMetrix system.



Grievance/ complaint not resolved

- If Complainant(s) is/are not satisfied with the outcome
 of the investigation, the issue will be captured as open
 on the Issue Register/ IsoMetrix and escalated to the
 management representative responsible for the Business
 Unit.
- The alternative step following failure to resolve the issue internally is to be referred to an Independent Mediator/ Facilitator such as the South African Human Rights Commission.



Independent mediation/ facilitation

 Following outcome of the mediation efforts, if the Complainant(s) is/are satisfied with outcome the issue will be captured as closed on the system and the recommendations implemented by Sibanye-Stillwater.



Litigation

 If Complainant(s) not satisfied with outcome with Independent Mediator/Facilitator they can exercise their right to approach the Courts to litigate against Sibanye-Stillwater.

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Contact us:

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To register to be a vendor or to access tenders, please visit www.sibanyestillwater.com/suppliers/

SPORT Grassroots Sport and Social Cohesion



Matjhabeng and Masilonyana were abuzz this week as the annual Harmony Festive Games unfolded, reinforcing sport's role as a powerful tool for youth development and community cohesion.

The tournament forms part of Harmony Gold Mine's long-standing corporate social investment (CSI) programme, which uses organised sport to nurture talent, encourage teamwork and strengthen ties between local

communities and mine employees. Soccer and netball remain at the heart of the initiative, offering structured competition and clear development pathways for aspiring athletes while complementing broader education and training objectives. On the field, competition was fierce across age categories. In soccer, Tip Top claimed the Open title with a commanding 3–0 victory over Coaches, while Target Masters

secured the Masters crown after a 3–1 win against Ex Offenders. Riverside finished third in the Open division following a 2–0 victory over Porto, and SAPS dominated the Masters third-place play-off, defeating United Masters 4–1.

Netball delivered equally competitive encounters. Royal Aces emerged victorious in the final, edging Naughty Girls 2–0. Earlier third-place fixtures saw Clevers defeat Royals Aces 4–0, while Naughty Girls rebounded to beat Intelligent 2–0.

Community members hailed the Games for uniting residents and providing young players with a vital platform to sharpen their skills. With continued backing from Harmony Gold Mine, the Festive Games are set to remain a cornerstone of the regional sporting calendar—and a catalyst for sustainable local development.







The Independent Voice of the Free State!

Pelonomi Tertiary Hospital Received New Modernised lifts

'NOT IN MY NAME": PRESIDENT RAMAPHOSA LEADS POWERFUL CALL FOR MEN TO STAND UP AGAINST GBV IN THE FREE STATE



Pictured: President Cyril Ramaphosa on stage with Premier Maqueen Letsoha-Mathae and MEC Toto Makume, MEC Zanele Sifuba

His Excellency Cyril Ramaphosa President of the Republic of South Africa

By Lebohang Maloka

Under the bright Bloemfontein sun and the watchful eyes of thousands gathered at Lemo Green Park, President Cyril Ramaphosa delivered one of his most urgent and heartfelt addresses of the year-calling men across South Africa to rise, lead, and help end the country's GBVF pandemic.

The "Not in My Name" Provincial Men's Indaba arrived at a deeply symbolic moment as South Africa commemorates 16 Days of Activism for No Violence against Women and Children, a global and national campaign that runs annually from 25 November to 10 December. Holding this Indaba during the 16 Days was intentional and a clear message that the Free State refuses to only talk about GBVF once a year.

The day began with a powerful milestone: the official opening of the new Sexual Offences Court in Botshabelo. This court represents more than just infrastructure, it is a lifeline for survivors who often wait years for justice. Its opening signalled the province's commitment to faster case processing, specialised victim support, and restoring dignity to those who have endured sexual violence. It set the tone for the entire Indaba: justice can no longer be delayed.

A key voice in the programme was Minister of Justice and Constitutional Development, Ms Mmamoloko Kubayi, who delivered a focused and powerful address. She emphasised that the opening of the Botshabelo Sexual Offences Court is not symbolic, it marks a structural shift in how the justice system responds to sexual violence. The Minister highlighted that the court is equipped with specialised prosecutors, trained support staff, and private victim rooms to minimise secondary trauma.

Minister Kubayi further committed her department to strengthening the justice chain by upgrading Victim-Friendly Rooms in SAPS stations, training detectives and court personnel, reducing case backlogs, and expanding Thuthuzela Care Centres across the province. Her message was firm: justice must not only be done, it must be felt. Every survivor deserves a system that stands with them, not against them.

President Ramaphosa's keynote address called on men - fathers, uncles, brothers, teachers, pastors, and leaders - to take their place at the forefront of the fight against GBVF. He reminded the nation that this responsibility cannot rest on women alone. He applauded Premier Maqueen Letsoha-Mathae for her honesty and courage in confronting the province's painful realities.

The Premier, in her address, presented sobering trends: rape cases remain high, sexual assault fluctuates with no consistent decline, and attempted sexual offences surged in 2025. These figures, paired with the heartbreaking stories of Katleho and Onkarabetse Leeuw, a woman set alight by a former partner, and the rape of a disabled girl in Rouxville, underscored the urgency of the Indaba.

Nationally, the picture remains just as

grim: over 35% of South African women have endured physical or sexual violence, more than 10,000 rapes were reported in just three months of 2024, and nearly 1,000 women were murdered in that same period.

The Indaba echoed this year's 16 Days theme - "Letsema: Men, Women, Boys and Girls working together to end GBVF." Voices from the LGBTQIA+ sector, faith leaders, artists, sports representatives, survivors and the men's sector came together with one message: this fight belongs to all of us.

As Makwane Secondary School's orchestra closed the programme, one truth was made clear: we are no longer bystanders. We are builders of a safer Free State. And with the President's message still echoing, one united declaration rose above all:

"Not in my name. Not in our province. Not in our country."

EMERGENCY GBV HELP LINES

GBV Command Centre: 0800 428 428
Please Call Me: *120*7867#
SMS "HELP" to 31531
Crime Stop (Anonymous Tips):
08600 10111
Childline South Africa: 116
Lifeline South Africa: 0861 322 322
Human Trafficking Hotline:
0800 222 777

Thuthuzela Care Centres (TCCs): Immediate medical care, counselling, and police support. Ask at any clinic or SAPS station for referral.

Free State Social Development Crisis Line: 0800 003 164

Safe House & Shelter Placements: Contact SAPS or a local social worker for immediate placement.





COMMITTEE

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BOIPILETSO BAKENG SA DITHONYO LE DIKOPO BAKENG SA BATHO KA BOMONG HO KA SEBETSA E LE BAKOMISHENARA HO KOMISHENE YA TEKANO YA BONG

Komiti ya Tshebetso ho tsa Basadi, Batjha, Bana le Batho ba sa Itekanelang e mema ditho tsa setjhaba le mekgatlo ho thonya bonkgetheng ba tshwanelehang bakeng sa ho hirwa ho sebetsa Komishineng ya Tekano ya Bong e le Dikomishenara tse laetsweng ke Molao wa Komishene ya Tekano ya Bong wa 2013. Bakopi/Bathonngwa bohle ba tla koptjwa hore ba tlatse kopo ya inthaneteng, (https://forms.gle/PY6GQQVjZDNsRh1u9) ho websaete ya palamente le/kapa ho romela ka imeili (CGE-Application@parliament.gov.za and PDF Download link) kapa ho di isa ka letsoho mane Parliamentary Visitors Centre, 100 Plein Street, Cape Town City Centre, 8000. Bakopi le bathonngwa bohle ba koptjwa ho romela Nalane ya Thuto le Mesebetsi e felletseng, dikhopi tse nnetefaditsweng (tse sa feteng dikgwedi tse 3) tsa Ditokomane tsa bona tsa Boitsebiso le mangolo a thuto.

Lenane le kgutsufaditsweng la bonkgetheng le Dinalane tsa Thuto le Mesebetsi tsa bona di tla phatlalatswa websaeteng ya Palamente ho dumella maikutlo a ditho tsa setjhaba ho ka tshwaela mabapi le ho tshwaneleha ha bonkgetheng. Ho tsebahatsa dintlha tsa botho tsa bonkgetheng ho ipapisitswe le tlhoko e molaong. Bonkgetheng bohle ba thathamisitsweng ba tla hlahlojwa pele ho mosebetsi ke Setsi sa Tshireletso ya Naha le netefatso ya mangolo a thuto ke Tlhokomelo ya Basebetsi ya Palamente. Dikopo tsohle di tla tsamaellana le Molao wa Tshireletso ya Tlhahisolesedi ya Motho wa 4 wa 2013, le Molao wa Tekano Mosebetsing wa 55 wa 1998.

Mopresidente, ka dikgothaletso tsa Palamente, o tla hira setho ho ba ho Komishene bakeng sa nako e sa feteng dilemo tse hlano. Maloko a Komishene a ka hirwa e le ba nako e tletseng kapa ba nakwana. Batho bafe kapa bafe, bao nako ya bona ya ho sebetsa jwalo ka setho sa Komishene e fedileng, ba ka thonngwa hape bakeng sa nako ya sehla se le seng hape.

Bonkgetheng ba tlameha ho ba baahi ba Afrika Borwa ba tshwanelehang le batho ba tshwanelehang bakeng sa ho hirwa ho Komishene mme e le baemedi ba setjhaba sa Afrika Borwa ka bophara, ba nang le rekoto ya boitlamo ba ho phahamisa tekano ya bong le ho ba le tsebo le boiphihlelo ditabeng tse amanang le sepheo sa Komishene.

Dithonyo di tlameha ho ba le lebitso le felletseng, aterese/aterese ya imeili le dintlha tsa ho iteanya tsa motho kapa mokgatlo o etsang thonyo, kamohelo e saennweng ya thonyo ke mothonngwa ho kenyeletswa le motho ya thontsheng.

Letsatsi la ho kwalwa bakeng sa dikopo ke ka kgitla ya la 01 Hlakola 2026

Dipotso: Mong Mvaba Dumezweni, (Mongodi wa Komiti), sele: 060 551 0736, imeili: mdumezweni@parliament.gov.za E hlahisitswe ke

Mof LL van der Merwe, MP, Modulasetulo wa Komiti ya Tshebetso ho tsa Basadi, Batjha, Bana le Batho ba sa Itekanelang











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LEGAL CORNER

ConCourt Revolutionises Parental Leave: Four Months for All Parents to Share

By Advocate Sephiri Moshodi Executive Director: Justice Equality Foundation

The South African Constitutional Court opened a new chapter in the development of parental rights and employment law on October 3, 2025, with a historic ruling. The Court upheld the unconstitutionality of South Africa's current parental leave policy in Van Wyk and Others v. Minister of Employment and Labour [2025] ZACC 20, concluding that it unjustly discriminated against certain parent groups and perpetuated antiquated gender norms.

The ruling represents a significant change in the direction of a more inclusive and egalitarian view of family life, one that acknowledges that all parents share equal responsibility for providing care, not only mothers.

Prior to the Constitutional Court's decision, the Basic Conditions of Employment Act 75 of 1997 (the BCEA) contained the majority of South Africa's parental leave provisions in sections 25, 25A, 25B, and 25C. These sections were reinforced by comparable provisions in the Unemployment Insurance Act 63 of 2001.

The legislative framework has a strong gender bias. While the "other parent," who was typically a man, was only given ten days of parental leave, birth women were granted four straight months of maternity leave. Only if the adopted child was younger than two years old may adoptive parents take ten weeks of leave; the other adoptive parent could only take ten days. Similar rights were granted to commissioning parents in a surrogacy arrangement: ten weeks for one parent and ten days for the other.

The reasoning behind this approach was that dads and non-birthing parents had only supporting roles in a child's early care, whereas maternity leave was primarily intended to allow birth moms to recuperate physiologically. Despite being widespread in the past, this strategy has grown more at odds with contemporary family structures, constitutional ideals, and the realities of South African homes. Fathers, adoptive parents, commissioning parents, and same-sex couples were consequently left with insufficient leave benefits and minimal legal acknowledgement of their caring obligations.

Court Ruling:

Werner and Ika van Wyk, a married couple, filed the lawsuit. They had decided that since Mrs. van Wyk was self-employed and managed two businesses, Mr. van Wyk would be the primary carer for their newborn. Mr. van Wyk's request for four months of parental leave was turned down by his company since maternity leave was only available to women who had given birth. According to section 25A of the BCEA, the employer informed him that he was only entitled to ten days of leave. Mr. van Wyk's finances and career prospects were severely impacted as a result of having to take a six-month unpaid leave

of absence.

The Van Wyks, with the help of Sonke Gender Justice and the Commission for Gender Equality, contested the BCEA and the UIF Act on the grounds that its provisions unjustly discriminated against adopted children based on their age, gender, and family status. They contended that the statutory regime forced on families a state-approved parenting model that was incompatible with the Constitution and denied them the autonomy to choose who would take on primary caregiving duties.

The High Court concurred, ruling that the contested clauses were unlawful. The Constitutional Court was subsequently asked to confirm the invalidity order. The Court upheld the High Court's conclusions in a majority ruling, concluding that the provisions infringed upon the Constitution's sections 9 (the right to equality) and 10 (the right to human dignity). Although the Court acknowledged that birth mothers have particular physiological demands both before and after childbirth, it concluded that the BCEA's differentiation went much beyond what was required to safeguard those needs. By viewing males as secondary carers and women as natural carers, it reinforced negative stereotypes. Fathers, same-sex partners, and parents who became carers through adoption or surrogacy were all marginalised in the process.

In the end, the Court determined that the distinction between different types of parents did not withstand constitutional scrutiny and that the current framework established an unreasonable hierarchy of parenthood.

The Constitutional Court deferred its ruling of invalidity for 36 months in order to give Parliament time to revise the BCEA and UIF Act, realising that quick reform would necessitate parliamentary involvement. However, the Court introduced temporary remedies that went into force right away to stop prejudice at this time.

All parents (biological, adoptive, or commissioning) are entitled to a total of four months and ten days of consecutive parental leave under this new interim system, which they may divide however they see fit. If both parents have jobs, they can decide to take the leave in any combination that works for them, such as concurrently or consecutively. The leave must be split as equitably as feasible if they are unable to come to a consensus. One parent is entitled to the entire four months and ten days if only one parent works.

Employees who are pregnant are allowed to start their leave up to four weeks before to the anticipated date of delivery, or sooner if medically required. They are also prohibited from working for six weeks following the birth unless they are deemed fit to do so. The total The ruling has immediate and significant ramifications for South African employers. Employers had to assess and, if necessary, revise their employment contracts, workplace regulations, and HR procedures as soon as the interim framework was delivered in order to

parental leave entitlement includes these times.

interim framework was delivered in order to guarantee compliance. The gender-neutral phrase "parental leave" should be used in place of any mention of "maternity leave" and "paternity leave" in corporate policy. It is no longer legal for policies to restrict fathers, partners, or non-birthing parents to 10 days of leave.

Practically speaking, employers must think about how to handle shared parental leave in cases where both parents work, sometimes for separate companies. It will be necessary to create protocols for proving that an employee is eligible as a parent under the Children's Act, preventing abuse, and verifying the distribution of leave. For the interim regime to be implemented consistently and equitably, human resources staff will require clear direction and training.

The ruling immediately expands the rights available to employees. Now, parents are free to choose who will be the primary carer, how long each will take time off, and whether they want to take time off jointly or separately. This adaptability recognises the diversity of contemporary families and the fact that caregiving duties can and need to be divided whichever best promotes the child's welfare.

The interim reading-in of the BCEA provisions takes effect immediately, even though the declaration of invalidity has been stayed for 36 months. Employers are unable to postpone compliance until amended legislation is passed by Parliament. The suspension period is intended to give Parliament the chance to make long-term reforms and unify associated UIF Act provisions, not to postpone implementation.

Beyond its administrative and legal

ramifications, the Van Wyk ruling makes a significant statement about equality, decency, and the essence of contemporary fatherhood. It recognises that providing care is a human function rather than a gendered one, and that the Constitution requires an employment framework that takes this into account.

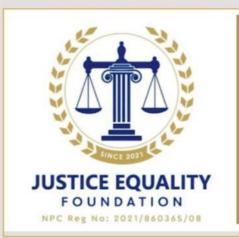
The Court has furthered the goal of transformational constitutionalism—the continuous endeavour to bring South African legislation into line with the principles of inclusion, diversity, and substantive equality—by overturning clauses that favoured biological mothers and disadvantaged other

The choice also denotes a change in culture. It encourages employers, legislators, and the general public to see parenting as a shared, adaptable duty that is not limited by conventional roles or presumptions. This will make it possible for many families to divide childcare more fairly and provide both parents a significant role in their child's early years. It upholds the constitutional idea that all parents or carers, regardless of gender or biological relationship, should actively participate in their children's best interests.

Conclusion

South Africa's conception of parental leave has changed as a result of the Constitutional Court's ruling in Van Wyk v. Minister of Employment and Labour. It substitutes a flexible, inclusive, and equality-based framework for a strict, gendered one. The Court's interim rule takes effect immediately and is legally obligatory, even if Parliament has three years to implement formal legislative amendments. Therefore, employers must take immediate action to ensure that no parent is denied an equitable opportunity to care for their kid and to align their practices with the ruling.

The writer is the Executive Director of Justice Equality Foundation.



Executive Director Advocate Sephiri Moshodi







MATJHABENG LOCAL MUNICIPALITY SEWAGE PROJECTS NEARING COMPLETION

Matjhabeng Local Municipality has been grappling with sewer spillages for a long time and the Department of Water and Sanitation intervened following a Ministerial directive to assist the municipality. The Department worked with the municipality to refurbish and upgrade Thabong and Kutlwanong Waste Water Treatment Works (WWTW) and the pump stations, in order to address the problem of sewer spillages.

The scope of work regarding the refurbishment projects in Matjhabeng Local Municipality area included pump station refurbishment, sewer unblocking, and wastewater treatment works refurbishment.

Nine (9) wastewater treatment works and forty two (42) non-functional sewer pump stations were refurbished and upgraded, and sewer network lines consisting of approximately 400km outfall lines and chambers with a total distance of 1543 km were unblocked.

Both Thabong and Kutlwanong WWTW's are nearing completion with both projects reaching a progress above 98%. 19 pump station including Bronville North, Bronville South, Rheederspark and Akasia have been completed and handed over to Matjhabeng LM to operate. Although the projects are almost complete, there is a problem of electricity connection to the upgraded projects. The problems are caused by vandalism of electricity infrastructure in Matjhabeng local municipality, as well as with delays of payment by the municipality to Eskom. The municipality is in consultation with Eskom and will hopefully come to an agreement that will see Matjhabeng community benefiting from the refurbished infrastructure.

The two WWTW Thabong and Kutwanong are equipped with generators however the delay in electrical connection could have detrimental delays in terms of getting the plants fully operational. Running Thabong WWTW on generators alone is estimated at a 2 Million monthly cost to the municipality. The municipality has assured the committee that competent plant operators will be hired to run the plant and security has also been ramped up to prevent vandalism especially during the contractors break.

With the contractors break beckoning and set at 15 December 2025 all stakeholders have been working relentlessly to make sure that projects reach practical completion.

By Larry Crisp, Communications Manager, Department of Water and Sanitation Free State









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REFENG KGO ME HOSTS

















Refeng Kgotso Old Age Home held a joyful year-end event made possible by generous support from Empire/OK Superstore in Welkom, which sponsored catering, branding, transport and staff to serve elderly

people.

Special appreciation went to Mrs Carol Davidson for facilitating the sponsorship and delivering an uplifting message honouring the seniors. Guests included local

councillors, community leaders and SAPS representatives.

The event also marked the launch of the Mholo Foundation, which officially adopted the Home as its first social responsibility project.

The celebration highlighted gratitude, dignity and recognition for elderly people who continue to inspire the community.

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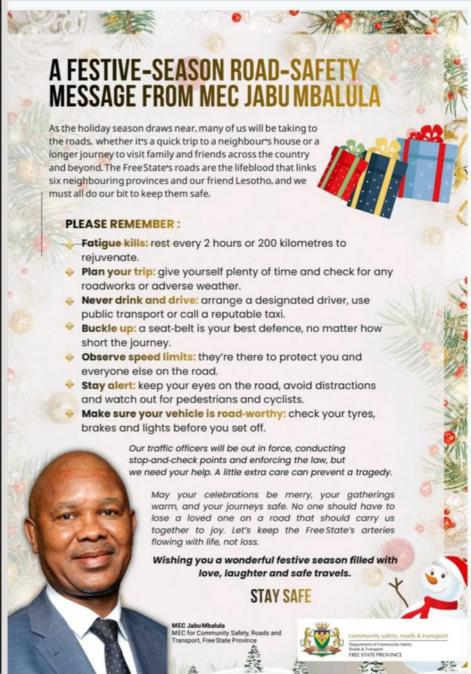
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For good, together



SAPS Smithfield joins hands with a Faith-Based Organisation in a prayer

By Dan Xangaza

The South African Police Service in Smithfield joined forces with local faith-based organisations in a powerful and heartfelt prayer session along the busy N6 road. The gathering aimed to seek divine intervention and promote road safety, peace, and crime prevention as communities across the country enter the festive season.

a wareness and encourage responsible behaviour from motorists, pedestrians, and area residents. Station management highlighted the importance of working together as one community. Officers expressed their appreciation to the religious fraternity for standing in solidarity with SAPS and supporting the fight

The District Commissioner of Xhariep, Brigadier Mohiti Seretsi, led the prayer session.Brigadier Seretsi welcomed and thanked all members of SAPS, including those from Faith-based organisations, for their presence. Brigadier mentioned that they saw it fit to come to N6 Road to ask pastors to pray for safer Festive Season travelling on the road.He also alluded that they are also praying for Gender Based Violence and Femicide.

High traffic volumes traditionally characterise the Festive period, along with increased social activities and, unfortunately, a rise in road accidents and crime. Recognising these risks, SAPS Smithfield mobilised church leaders, pastors, congregants, community members, and various

stakeholder groups to raise responsible behaviour from motorists, pedestrians, and area residents. Station management highlighted the importance of working together as one community. Officers expressed their appreciation to the religious fraternity for standing in solidarity with SAPS and supporting the fight against crime, drunk driving, reckless behaviour, gender-based violence, and other social issues that often spike during this period. Motorists passing along the N6 also received awareness pamphlets and road safety messages. SAPS officers reminded travellers to obey traffic laws, avoid alcohol and speeding, ensure vehicle roadworthiness, and prioritise passenger safety. As the festive season unfolds, SAPS Smithfield calls upon all road users and residents to prioritise safety, report suspicious activities, and cooperate fully with law enforcement. With faith ,vigilance and collaboration, Smithfield strives to ensure that every family will enter the New Year peacefully and without tragedy.



Women's Boxing Tournament Showcases Rising Talent in Thabong

By Free State Sun Journo

Kgoitsemodimo Boxing Promotion, in partnership with the Free State Department of Sport, Arts, Culture and Recreation, staged the Women in Boxing tournament at the Far East Multipurpose Centre in Thabong on 4 December 2025, with weigh- ins held the following day at the Cancer Training Centre in Welkom.

The event featured seven competitive bouts involving 14 female boxers from across South Africa and neighbouring Botswana. Dr Selepe and Dr Nhlapo provided medical cover, and ring duties were handled by announcer Sipho Mashego.

Key bouts on the card included: - Main event: Junior Lightweight (8 rounds) Raider Muleba (Limpopo) vs Abongile Lubambo (Eastern Cape) for the Free State title. - Main supporting bout: Mini Flyweight (6 rounds) — Emma Mohono (Free State) vs Zanele Masilela (Mpumalanga). - Junior Bantam (4 rounds) Lerato Malefane (Free State) vs Sonela Mbombo (Cape Town). - Junior Lightweight (4 rounds) - Dorcus Thabologo (Botswana) vs Thembesile Thwala (Free State). - Junior Flyweight (4 rounds) - Jennifer Sechi (Botswana) vs Olwethu Mkhathala (Cape Town). - Flyweight (6 rounds) — Leani Jansen van Vuuren (Gauteng) vs Asanda Mkhwanazi (KwaZulu- Natal). - Flyweight (4 rounds) Likho Nxele (Cape Town) vs Rethabile Tshepe (Klerksdorp).

Edward Saunderson, president of the Free State Sports Confederation, praised organisers, the Department of Sport, Boxing South Africa and other partners for advancing women's boxing in the province. He urged increased investment from the private sector, improved retention of local talent and stronger development pathways so the Free State can produce national and international champions. Saunderson also called for greater community support for female athletes and appealed to men to protect women and children, noting the tournament took place during the 16 Days of Activism against gender-based violence.

Ms Zola Thamae, a tournament spokesperson, emphasised the need for proper equipment, disciplined coaching and reliable management structures to support the growth of women's boxing. Organisers said the event aims to raise the sport's profile and encourage more women to enter the ring across the province.

















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ANTENATAL & PREVENTIVE CARE

- Routine antenatal check-ups (blood pressure, weight, fundal height)
- Blood tests and urine tests (anaemia, infections, blood group, glucose)
- Ultrasound scans: dating scan, nuchal translucency, anomaly scan, growth scan
- Foetal monitoring (NST non-stress test, CTG cardiotocography)
- Maternal vaccinations (tetanus, influenza
- Nutritional counselling and supplementation
- (iron, folic acid, calcium)
- Genetic counselling and testing

LABOUR & DELIVERY

- Normal vaginal delivery
- Assisted vaginal delivery (forceps or vacuum)
- Caesarean section (elective and emergency) Pain management in labour (epidural,
- Induction and augmentation of labour



HIGH-RISK PREGNANCY MANAGEMENT

- Pre-eclampsia/eclampsia monitoring
- Gestational diabetes management
- Multiple pregnancies (twins, triplets) Cardiac or medical conditions in pregnancy
- Rh incompatibility and immunoglobulin administration
- **POSTNATAL CARE**

Immediate postpartum care (bleeding control,

- uterine involution)
- Lactation support and breastfeeding counselling
- Family planning counselling Postpartum depression screening and support

OTHER OBSTETRIC SERVICES

- Management of miscarriage, threatened miscarriage, or ectopic pregnancy
- Stillbirth and neonatal loss support Placental complications management (previa,
- Foetal growth restriction management Preterm birth prevention and management

Can Ne

PREVENTIVE & SCREENING SERVICES

- Routine pelvic exams
- Pap smear / cervical cancer screening
- HPV testing
- Breast examination and breast cancer
- Bone health screening (osteoporosis in postmenopausal women)

REPRODUCTIVE HEALTH & FERTILITY

- Contraception counselling and provision (pills, implants, IUDs, sterilization)
- Fertility evaluation (hormonal tests, ultrasound, semen analysis)
- Assisted reproductive techniques referral (IVF,
- Menstrual disorder management (heavy
- bleeding, irregular cycles, dysmenorrhea) Polycystic Ovary Syndrome (PCOS) diagnosis
- and management
- Endometriosis management (medical and

SURGICAL GYNAECOLOGY

- Laparoscopic surgery (diagnostic and therapeutic)
- Hysteroscopy (polyp or fibroid removal,
- Hysterectomy (laparoscopic, abdominal, or
- Myomectomy (fibroid removal)

Referral for gynaecological oncology treatment septum correction) Genetic counselling for inherited cancer risk OTHER SUPPORTIVE SERVICES

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SPORT Bring Back the Smile Charity Run Raises Funds and Community Spirit



By Free State Sun Journo

Welkom Runners held their second annual Bring Back the Smile 5km charity run on Saturday at Virgin Active, raising funds and awareness for local causes while strengthening community ties.

The event brought together runners, volunteers and sponsors to support vulnerable groups and promote social responsibility. Organiser and runner Nkhetheni Masupa said the

run "brings diverse people together for a common goal, creating meaningful impact beyond just monetary contributions."

Organisers thanked event partners and sponsors, including Masupatsela

Pharmacy, Mbobo Legacy, Virgin Active Welkom and the Free State Sun newspaper, and encouraged continued community support and participation in future initiatives. Contributions toward the project are still welcome.





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FREE STATE OPENS ITS DOORS FOR BUSINESS: MAJOR PROPERTY INVESTMENT



Panelists at the Free State Public Property Investment Summit last Thursday.

MEC Dibolelo Manche

By Lebohang Maloka

A new era of growth is on the horizon for the Free State as the provincial government hosts its first-ever Public Property Investment Summit, a landmark event designed to convert abandoned and underused state buildings into engines of jobs, development, and community safety. The summit, held under the theme "A Free State That Works for All: Unlocking State Assets for Inclusive Growth", signals a bold shift in how the province manages its assets.

For years, many state properties have stood empty, attracting crime, vandalism, and decay. Now, the government is throwing open the doors to investors of all sizes, including SMMEs, inviting them to help reimagine these properties through innovative partnerships.

Premier of the Free State, Macqueen Letsoha-Mathae, in a decisive message, announced that the summit is not a disposal of assets but a strategic reawakening.

"This summit is a definite signal that the Free State is open for business. We are not merely disposing assets—we are building lasting partnerships to transform dormant properties into dynamic hubs for economic activity and

improved service delivery."

This aligns with the 7th Administration's key priorities, which include driving inclusive economic growth, creating sustainable jobs, reducing poverty, and strengthening a capable and ethical state.

MEC for Public Works & Infrastructure, Dibolelo Mance, emphasised that the province is entering a new era of infrastructure development - one that is green, inclusive, and transformative. She stressed that all investment partnerships must prioritize climate-friendly solutions, adding that the Free State should be at the forefront of delivering green energy initiatives that future-proof communities and reduce environmental impact.

Mance also highlighted the urgent need for transformation within the property sector, insisting that the industry must reflect South Africa's current demographics to ensure that opportunities, ownership, and economic participation are accessible to all. "We are moving beyond being passive landlords to becoming active investment partners. Bring your capital and expertise—we will provide prime assets, a de-risked framework, and a committed

partnership. This is not an auction; it is a call to co-create a greener, more inclusive Free State that works for all," she said.

The summit will promote PPP-based models such as: Public-Private Part nerships (PPP), Build-Operate-Transfer (BOT), Refurbish-Operate-Transfer (ROT), and Design-Build-Operate-Maintain (DBOM). These models provide clear investor returns while offering the state long-term budget certainty

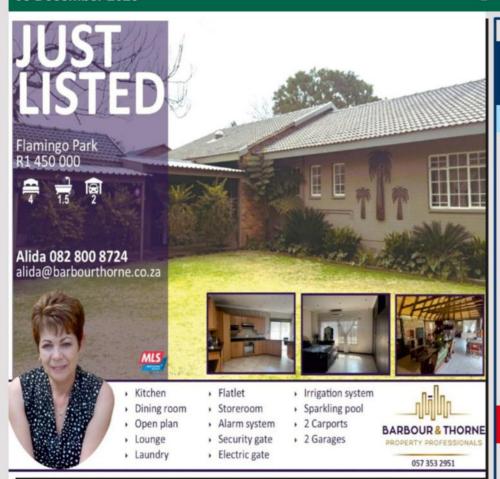
A total of 16 strategic sites - from vacant prime land to unused hospitals, resorts and office blocks - will be showcased. These sites include the Macufe Site in Bloemfontein, proposed for transformation into a modern office hub, and the Kopano Complex (old Provincial Hospital) in Welkom, proposed for conversion into a 195-bed student residence. Other sites are located in Orangeville, Sasolburg, Parys, Thaba Nchu, Qwaqwa and Kroonstad. Each site will be presented with "before and after" redevelopment concepts, showcasing their potential for economic activation.

Many of the showcased properties have a history of decay, illegal occupation, or

crime. Their rehabilitation will increase safety and security, clean up urban blight, support economic activity around redevelopment zones, stimulate township economies, and provide immediate construction and long-term operational jobs. This Summit is a game changer For Free State residents and will transform the province by providing more jobs through construction and operations; ensure better use of public money by reducing reliance on costly private leases; provide safer neighbourhoods as abandoned buildings are revitalised; providing new opportunities for SMMEs, cooperatives, and youth-owned enterprises as well as increasing investor confidence in the province's economic direction.

As investors gather, the message is unmistakable: the Free State is not looking for buyers, it is looking for builders, partners, and visionaries. By unlocking state assets and driving green, inclusive development, the provincial government is laying the foundation for a stronger, safer, and more prosperous Free State.





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LEGAL CORNER

Employers May Dismiss Workers After Retirement Age

By Advocate Sephiri Moshodi Executive Director: Justice Equality Foundation

Introduction:

In South African labour law, the subject of whether an employer can legitimately fire a worker who continues to work after reaching retirement age has long been controversial. While section 187(1)(f) of the Labour Relations Act 66 of 1995 ("LRA") automatically makes age-based dismissals unfair, section 187(2)(b) offers an important exception: if the employee has reached the standard or agreed-upon retirement age for those employed in that capacity, the dismissal is fair.

However, different judges have interpreted this exception differently. The Solidarity Union Strydom and Others v State Information Technology Agency SOC Limited ("SITA") judgement of the Labour Court has maintained an employer's right to rely on section 187(2)(b) even after an employee has worked past their usual retirement age. This article discusses this stance, its relationship with subsequent Constitutional Court decisions, and its broader consequences for companies and employees.

Case Law:

Section 187(1)(f) of the LRA provides that dismissal on the basis of age constitutes an inevitably unfair dismissal, save if section 187(2)(b) applies. The second part specifies that dismissal is fair if the employee has reached the normal or agreed retirement age for employees in that role. This legal balance strives to safeguard employees against arbitrary age-based dismissals while allowing firms to handle succession planning and generate employment chances for younger workers, a matter of particular relevance in South Africa's setting of persistent youth unemployment.

In Solidarity obo Strydom and Others v State Information Technology Agency SOC Limited, the Labour Court clarified that an employer may rely on the protection in section 187(2)(b) from the moment the employee reaches the regular retirement age and at any time thereafter. According to the Court, an employee's employment contract and relationship continue on the same conditions and the

retirement age stays the same if they work continuously past the standard retirement age. Therefore, as long as the choice is sincere and complies with the legal framework, the employer may lawfully dismiss the employee at any point in the future based just on age without the dismissal being inherently unfair.

This principle, however, is not absolute. The Court highlighted two crucial requirements: A new retirement age may develop if expressly agreed between the parties; and The employer may be assumed to have surrendered its right to depend on the prior retirement age through unmistakable conduct implying a desire to renounce that right. The Labour Court further defended its reading as aligning with the societal objective of section 187(2)(b): enabling businesses to make space for younger employees and contributing to labour market renewal in a country suffering high unemployment levels.

The Labour Court's rationale must be viewed against the backdrop of the Constitutional Court's split ruling in Motor Industry Staff Association and Another v Great South Autobody CC t/a Great South Panelbeaters and Solidarity obo Strydom and Others v SITA. In a divided 4-4-1 judgement, the Constitutional Court failed to offer a definite position: Four judges (including the Chief Justice) decided that dismissal on the basis of age is fair only if it occurs at the instant the employee attains the agreed or usual retirement age, or, at most, at the end of that month. Any dismissal subsequently would be automatically unfair.

The other viewpoint was supported by four additional judges, who maintained that businesses are free to fire employees at any point after retirement age as long as they give fair notice and haven't forfeited their right to do so. The ninth judge took a contractual stance, arguing that when an employee reaches retirement age, the employer must decide whether to end the contract (fairly) or to keep it in place, in which case all further terminations must

adhere to basic fairness requirements. The absence of a majority left the legislation unclear and generated ambiguity for employers trying to manage post-retirement employment contracts.

The earlier, more practical approach first expressed in Waco Distributors (Pty) Ltd v. Olivier and later confirmed in Landman v. Great South Autobody CC t/a Great South Panelbeaters has been reaffirmed by the Labour Court and Labour Appeal Court following the Constitutional Court's split decision.

The dominant stance, as reaffirmed in the SITA judgement, is that employers are permitted to rely on section 187(2)(b) to terminate an employee at any stage after they have reached the customary or agreed retirement age, unless a fresh agreement or waiver can be established. This approach gives both doctrinal coherence and practical assurance, enabling employers to manage staff transfers without fear of triggering an inherently unjust dismissal.

Practical consequences and policy considerations

The reiterated viewpoint provides a number of useful insights:

For employers: It is vital to set a clear retirement age in all employment contracts and to retain evidence of any later agreements or extensions. Employers should also provide appropriate advance notice of retirement-based terminations to maintain fairness and dignity in the process.

Employees who work over retirement age should be aware that they are effectively using "borrowed time." Their employment remains valid but terminable on the employer's election, subject to S187(2)(b).

Conclusion:

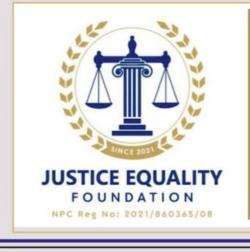
The Labour Court's decision in SITA has offered much-needed clarification following the Constitutional Court's split judgements in Landman and Solidarity.

The legal implications, as it currently stands, is that once an employee reaches the normal or negotiated retirement age, the employer may lawfully terminate employment based on age at any later time by relying on section 187(2)(b) of the LRA.

This will remain the case until there is strong evidence of a new retirement arrangement or an unequivocal waiver by the employer.

While the trend of post-retirement employment is likely to continue under changing economic realities, employees who work beyond retirement must be cognisant that their employment continues at the discretion of the employer, essentially, on borrowed time.

The writer is the Executive Director of Justice Equality Foundation.



Executive Director Advocate Sephiri Moshodi



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Lejweleputswa District municipality unites against Gender Based Violence and media stereotypes

By Dikeledi Ntsollane

In a powerful display of unity, the Lejweleputswa District Municipality and Matjhabeng Local Municipality, in collaboration with the Film and Publication Board, hosted a "March for Peace" on Friday, 28th November, which began at Orange Circle and concluded at Central Park. At the park, Ms Hulisani Ramugadi, the acting CEO of FPB(Film and Publication Board), handed over a memorandum to the National Prosecuting Authority(NPA) and the district South African Police Services(SAPS), highlighting the

need to shift how women are represented in the media and to address GBV. In her statement, Ms Ramugadi emphasised that the media has a significant impact on how we perceive and treat women. "We need to work together to create a safer digital environment and promote positive representation of women in media," said Ms Ramugadi. After the march, a prayer session and joint event to stand against Gender Based Violence and femicide(GBVF) was also held in Ferdi Meyer. This event brought together political leaders, church leaders and communities within the

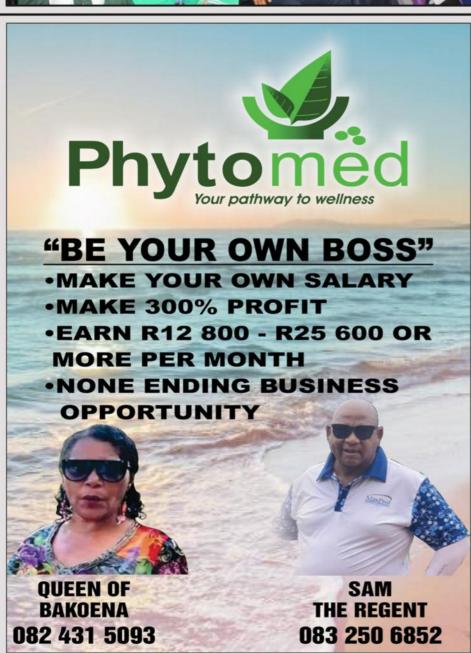
Lejweleputswa District to promote safety, healing and collective action. The prayer session, led by Cllr Matinte Radebe, programme director of the event, set a tone of unity and purpose, emphasizing the importance of collective action in addressing GBVF. Cllr Thanduxolo Khalipa, the executive mayor of Matjhabeng Local Municipality, highlighted the municipality's commitment to eradicating GBVF and promoting culture of respect and safety. Ms Elizabeth Meya from the office of the premier also emphasized on working together to break the silence and build a culture

of respect.

The event featured practical advice on combating GBVF, including using mobile phones to report instances and supporting the acting executive mayor of Lejweleputswa District Municipality, Cllr. Victoria Van Rooyen urged attendees to join the fight, emphasising that "every voice matters in creating a society where women and children can live without fear". The event concluded with a call to action, urging everyone to play their part in preventing GBVF and promoting a safer, more just society













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WATER AND SANITATION HANDS OVER THE 2025 BASWA LE MEETSE NATIONAL PRIZE TO SETSHABELO PRIMARY SCHOOL EDUCATOR.

By Marcus Motshegwa

The Department of Water and Sanitation (DWS), together with the provincial Department of Education, handed over a token of appreciation to an educator, Ms Dikeledi Mokhothu, who was named a national winner at the recent Baswa le Meetse 2025, under the auspices of the Water and Sanitation Education Programme.

Ms Mokhothu is an educator from Setshabelo Primary School in Welkom, who mentored the learners who participated in the competition. She scooped first place for Matjhabeng Local Municipality in the Free State and also won first place nationally in the Poster category of the competitions.

The young learners team, led by Ms Mokhothu, participated in a series of competitions that started with District competitions and culminated in the National Adjudications, recently held in Benoni, Gauteng Province, on 06-11 October 2025.

The handover event took place on the 11th of November 2025 at Setshabelo Primary School, under the jubilation of the SGB, learners, educators, and the school management, who wished well to the hardworking mentor and educator, Ms Dikeledi Mokhothu.

Apart from the R30 000.00 monetary prize won by the learners on behalf of their school, the Department saw a need to recognise and award the hardworking educators who guided the school learners throughout the Baswa Le Meetse Competitions. The educator received a tablet as a token of appreciation for their hard work and dedication in ensuring that learners are equipped in the field of education and career development.

According to Mr Vukani Mtya, Deputy Director of the Water and Sanitation Education Program, the competitions expose learners to water and sanitation education initiatives that they use to educate the community. He said it is essential to educate young minds because they will be the leaders of the future.

Through educators, we channel the correct information to learners so they become responsible citizens and further their interest in bettering their careers within the sector. The Water and Sanitation Education Program (WSEP) is a pathway for learners

participated in a program called BLM (Baswa le Meetse), meaning Youth in Water. She had a theme to present and connect with the art form in which character and conduct fused to form a winning Poster at the National Awards.

The department encouraged Ms Mokhothu to prosper and continue doing her best, as it befits to acknowledge her efforts in the program, and to further serve as an from the Department of Water and Sanitation really warmed my heart, as a teacher, because educators are not recognised in most competitions we participate in. This token of appreciation serves as an encouragement for other educators and me to go beyond expectations in educating our learners. The ceremony was a special day for me, and my learners were given a platform of honour in front of my colleagues. My state-of-the-art tablet will come in handy for my work preparations and will also help in eliminating unnecessary paperwork.

The Department also acknowledged the EW SETA that contributed the ablets, applauding the work done by the educators and assisting them in their Annual Teaching Plan (ATP) and enabling them to load documents relating to the education curriculum.

Mr Mokoena, the Principal of Setshabelo Primary School, congratulated Ms Mokhothu on the outstanding award she brought to the school. She lauded her support to the learners who won the Provincial R10 000.00 award on behalf of the school, and also took the learners to the National Awards, where they won the Poster category, bringing in a total of R30 000.00 to the school.

The principal further said that the school is proud of Ms Mokhothu, who represented the Free State at the National Teachers Awards in 2024. "We are proud of our dynamite, as she is affectionately called. We are grateful for her continuing to put the name of Setshabelo Primary School on the map", concluded Mr Mokoena.

The department urges both educators and learners to participate in the Water and Sanitation Education Program, comprising Baswa le Meetse for the intermediate phase and high school Aqua Enduro, SAYWP and Public Speaking.



Representatives from DWS, and Education, at the 2025 Baswa Le Meetse National prize at Setshabelo Primary School in Thabong (Welkom)

participating in the grassroots intermediate phase, Baswa le Meetse, that transitions to high school programs such as the South African Youth Water Price (SAYWP), Public Speaking, and Aqua Enduro competitions, which lead to bursary awards. The bursary pays for the learner's tuition at any institution of their choice, and they are also exposed to getting employment within the water sector", said Mr Myta.

The educator, Ms Dikeledi Mokhothu,

ambassador and a change advocate for the Baswa le Meetse program.

The competitions started at the district level and proceeded to provincial competitions, where Matjhabeng Local Municipality won the ticket to represent the Free State as a Province at the National competitions.

Ms Mokhothu said: As an educator", I have managed to present my learner's Poster which covered issues on water, hygiene, use and care of sanitation facilities. The support



"People's Race"



Welkom Runner member Mr Morne Nel

By Free State Sun Journo

The 30th African Bank Soweto Marathon once again celebrated its reputation as "The People's Race," drawing local and international runners to the township route that has become iconic in South African distance running.

Unique among major marathons for its township setting, the Soweto Marathon honours the area's rich history by routing participants past landmark sites such as Chris Hani Baragwanath Hospital, Walter Sisulu Square, Regina Mundi Catholic Church, the Credo Mutwa cultural village,

Morris Isaacson High School and the June 16 memorial precinct, including Vilakazi Street and the Hector Pieterson Memorial.

Now in its 30th year, the event remains a showcase of community pride and sporting spirit, offering competitors a chance to experience Soweto's cultural and historical landscape while competing in a well-established marathon. Runners from Welkom were among those representing the Free State, continuing the tradition of broad regional participation in this celebrated



For good, together







NOTICE OF INTENTION TO APPLY IN TERMS OF SECTION 27 READ WITH SECTION 31 FOR REGISTRATION

FREE STATE GAMBLING AND LIQUOR ACT, 2010

Notice is hereby given that LEFU SAMUEL MAPENA intends to lodge an application on 05 DECEMBER 2025

Particulars of which appear hereunder.

	1	2		3	4	5	6
N	Municipality: Matjhabeng	and postal address of applicant and identity	registration number:	Type of Registration applied for: Liquor Store	sold/Manufactured: SELL ALL KINDS OF LIQUOR	Name under which business is to be conducted and full address of premises MNS Bottle Store 4049 Thabong Welkom	Name of, nature of and distance to institutions of leaming, similar registered premises and places of worship CHURCH: NONE SCHOOL: THOTAGAUTA SECONDARY SCHOOL 420M LIQUOR STORE: NONE

Any person may, within 21 days from **05 DECEMBER 2025** (date of publication in Provincial Gazette) lodge in terms of section 33 of the Free State Gambling and Liquor Act, 2010 an objection in writing to the Free State Liquor Authority (address set out hereunder). The objection must clearly indicate the full names, identity number, residential address, postal address and telephone number, if any, and where applicable, its registration number and address of its office, of the objector. The objection must also identify the application to which it relates. "The application may be inspected at the offices of the Authority during their office hours. The address of the relevant Office of the Liquor Authority is: **06 De Kaap Street Welkom 9459**

Signature of applicant or Person authorized to sign application Date: 07 NOVEMBER 2025

Place: WELKOM

Diski99 Tournament Showcases Free State School Sport Talent as Teto High School Crowned **Champions**



The Zuka Baloyi Stadium in Thabong was a hive of youthful energy as the Diski99 Tournament, sponsored by fibre- network company Net99, returned with a strong display of school- level football and netball talent. The development- focused event has become a cornerstone of grassroots sport in the Free State and sets a positive tone for the 2026 school sport calendar.

Organised with support from the provincial Department of Sports, Arts, Culture and Recreation, Diski99 aims to empower learners, promote healthy lifestyles and create pathways for sporting success. This year, 16 schools from township Lehakoe Primary and Mojaho

communities competed, delivering disciplined, competitive matches that highlighted the depth of local talent.

Teto High School emerged as soccer champions after a day of intense fixtures, earning the R3,000 top prize following consistent teamwork and composure. Lephola High School reached the final after a strong campaign but finished as runners- up, while Leseding Secondary School secured third place after a spirited playoff performance.

In netball, Thabong Primary School claimed first place, followed by Primary.

Key results - Soccer semi- finals: Teto High School 1–0 Leseding High School; Lephola High School (4) 0–0 (3) ThutaGauta High School (penalties) - Third place: Leseding Secondary School - Final: Teto High School crowned champions; Lephola High School runners- up -Netball top three: 1. Thabong Primary; 2. Lehakoe Primary; 3. Mojaho Primary

Corporate and government representatives attended the event, underlining the value of publicprivate partnerships in youth development. Net99 executives present included CEO Albert

Oosthuysen and COO Andrew Cohoe, while provincial sport officials Vincent Khetha and Kutlwano Tlhakudi represented the Department of Sports, Arts, Culture and Recreation.

Organisers said Diski99 does more than stage competitions: it nurtures talent, strengthens school sport structures and fosters community cohesion. With the 2026 season approaching, stakeholders expressed confidence that the tournament will continue to expand its impact and provide meaningful opportunities for young athletes across the province.







INFECTION & STI MANAGEMENT

infections (UTIs)

HPV vaccination

MENOPAUSE & HORMONAL HEALTH

postmenopausal symptoms

PELVIC & UROLOGICAL GYNAECOLOGY

Pelvic floor dysfunction evaluation

Urinary incontinence management

Endometriosis and adenomyosis care

Chronic pelvic pain evaluation and treatment

Diagnosis and treatment of urinary tract

Diagnosis and treatment of sexually transmitted infections (STIs)

Vaginitis and vulvitis management

Management of perimenopausal and

Hormone replacement therapy (HRT)

Bone and cardiovascular health support

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ANTENATAL & PREVENTIVE CARE

- Routine antenatal check-ups (blood pressure, weight, fundal height)
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- Ultrasound scans: dating scan, nuchal translucency, anomaly scan, growth scan
- Foetal monitoring (NST non-stress test, CTG cardiotocography)
- Maternal vaccinations (tetanus, influenza
- Nutritional counselling and supplementation
- (iron, folic acid, calcium) Genetic counselling and testing
- LABOUR & DELIVERY

- Normal vaginal delivery
- Assisted vaginal delivery (forceps or vacuum)
- Caesarean section (elective and emergency) Pain management in labour (epidural,
- Induction and augmentation of labour



HIGH-RISK PREGNANCY MANAGEMENT

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- Gestational diabetes management
- Multiple pregnancies (twins, triplets) Cardiac or medical conditions in pregnancy
- Rh incompatibility and immunoglobulin
- administration

POSTNATAL CARE

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- Lactation support and breastfeeding counselling
- Family planning counselling Postpartum depression screening and support

OTHER OBSTETRIC SERVICES

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- Stillbirth and neonatal loss support Placental complications management (previa,
- Foetal growth restriction management
- Preterm birth prevention and management

Can Ne

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- Pap smear / cervical cancer screening HPV testing
- Breast examination and breast cancer
- Bone health screening (osteoporosis in postmenopausal women)

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- Menstrual disorder management (heavy bleeding, irregular cycles, dysmenorrhea)
- Polycystic Ovary Syndrome (PCOS) diagnosis and management
- surgical)

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- Hysterectomy (laparoscopic, abdominal, or
- Myomectomy (fibroid removal)
- Ovarian cystectomy
- Pelvic organs prolapse repair

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- Referral for gynaecological oncology treatment
- Genetic counselling for inherited cancer risk

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SPORT CAPE TOWN TOP THE SE S JOBURG'S TITLE DEFENCE HITS ANOTHER HURD E ON WAY 2 OF SPAR NATIONAL NETBALL CHAMPIONS



Frikkie Coetzee (red shirt), the Dr EG Jansen High School Maintenance Manager, and his team dry the centre court after a thunderstorm / Reg Caldecott

Saneliswe Ntobela of the Johannesburg Senior A Centre controls the ball against Cape Winelands / Reg Caldecott

Kelly Gouws, the Cape Winelands Goal Defender, attempts to block the shot at goal by Goal Shooter Nerine Koopman the Cape Town Wing Attack controls the ball during Cape Town's 60-56 win over Nelson Mandela Bay / Reg Caldecott

Cape Town extended their early momentum at the SPAR National Netball Championships on Wednesday, securing two more wins to stay unbeaten at Dr EG Jansen High School in Boksburg, Ekurhuleni.

The Western Cape side defeated eThekwini in their morning match before a top vs bottom-of-the-log clash against Nelson Mandela Bay in the afternoon. The Gqeberha team were not to be underestimated, however, as they pulled out all the stops and won two of the four quarters. But the Capetonians ultimately pulled through, winning 60-56.

Captain Sian Moore described the narrow victory as a reality check for her side.

"This was a tough one," she said. "It's that time of the tournament where it's challenging to get the girls' energy levels up. It's hot, it's cold, it's windy, it's weird, it's match six in three days. It's a lot to ask.

"But we're happy with the win. Still on the path that we thought we were going to be on, or that we planned to be on, so very excited about that." Cape Town coach Freda Kemp believes the groundwork her side put in ahead of the tournament is showing on court.

"We worked our butts off," she said. "After the TNL, we realised that we need to put more work in. And we went on extensive SNC [strength and conditioning] programmes and worked hard on our coaching sessions. It's so good to see them reap the reward of their hard work."

As to what else is giving her side the edge, Kemp added: "Obviously, we're in the business of winning, and the more you win, the better you play, so we are trying to execute critical moments and keep our error rate low and be consistent."

Later in the day, Tshwane gave their semifinal hopes a massive boost by beating Mangaung. The Pretoria side took an early lead and never looked back, despite a late fightback from the Free State outfit.

Speaking after the 46-43 win, after a loss to Dr Kenneth Kaunda earlier in the day, Tshwane coach Rozanne Matthyse said: "I think we were just finding our feet and gelling. It's a new team, it's a young team. We're building now in Tshwane at the moment. So, I'm very

proud of the players, and I think today is the first time at the tournament that I saw them play together as a unit."

As for moving into third position on the log by the end of day three, Matthyse added: "We obviously want to be in the top four, but we take it match for match. I think tomorrow's match is a good preparation for what is to come in the semi-finals. We're going with the same intensity, focus and drive."

The Johannesburg side secured two crucial wins on Wednesday.

The three-time defending champions, who endured a slow start to the tournament, first claimed a 71-38 win over Cape Winelands before beating eThekwini 54-47.

Speaking after the morning match, Johannesburg coach Elsjé Jordaan said, "I definitely think we're building. We had a tough two days at the start... I knew we just needed one or two games to get some momentum. And I think that's what happened this morning. "I love the energy that was out there on the court, and I could see the attacks started to

Meanwhile, the Botswana national team, coached by former SPAR Proteas captain Martha Mosoahle-Samm, wrapped up their shortened participation in the championships, which they were using as preparation for the Africa Netball Cup, with a 48-45 victory over Dr Kenneth Kaunda.

Mosoahle-Samm led Mangaung to last year's SPAR National Netball Championships final, and her heart clearly remains with the Free State side.

"They will forever be my babies, so I'm watching it, and I'm supporting Mangaung all the way, and I'm hoping that this year they can finally take it," she said of her former side, now coached by another iconic SPAR Protea, Karla Pretorius, who is currently fourth on the log.

"It's the top four that counts, so I'm waiting for that top four and definitely the final. I do not doubt in my mind that if they make the final, this is our year as Mangaung."

In the under-21 A section, defending champions Johannesburg extended their unbeaten run with victories over Ekurhuleni and Dr Kenneth Kaunda.



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South Africa Hails a Successful G20 Summit on African Soil



WOMEN UNITE FOR A HISTORIC MARCH AGAINST GENDER-BASED VIOLENCE



On the morning of 21 November, the air carried more than heat and traffic noise—it carried grief, anger, and a fierce resolve. Women began gathering long before the crowds fully formed, dressed in black and purple, holding placards that bore the names of sisters lost to violence. By mid-morning, the streets echoed with one clear message: enough is enough.

At the heart of the march was Women4Change, a movement born from lived pain and unbreakable courage. Mothers, daughters, survivors, allies—ordinary people bound by an extraordinary purpose—stood shoulder to shoulder. Their chants were not about politics or power; they were about life, dignity, and the right to be safe.

As the protest gained momentum, stories poured out. Stories of bruises hidden under long sleeves. Stories of unanswered police reports. Stories of families shattered by femicide and communities paralysed by fear.

Each testimony turned the pavement into a living memorial—and a demand for justice. Then came the moment many had prayed for, and others had fought for relentlessly. As the voices of Women4Change rang out, the nation listened. By day's end, the government of South Africa made a historic declaration: gender-based violence would be recognised as a national disaster.

Tears flowed—not because the pain was over, but because it was finally named. For the first time, the crisis so many had lived with in silence was acknowledged with the urgency it deserved. The declaration did not erase loss; it honoured it. It did not end violence overnight; it opened the door to accountability, resources, and action.

As dusk fell on 21 November, candles were lit. Names were whispered. Promises were made. Women4Change did not celebrate; they recommitted. An initiative led by Women4Change, with transport sponsored by Wise4Afrika, brought women from

neighbouring towns together for a moving community gathering last week. The event, organised in partnership with Women U'R Worth, showcased collaboration between local organisations committed to supporting survivors of gender-based violence and engaging young people in prevention work.

Morakane Mothekhe and Morakane Liutlwileng of Women U'R Worth led the programme in Welkom on Friday, the 21st. Speakers included Selina Teleki of Crown Women, who bravely shared her personal account of abuse by trusted individuals. This testimony moved many attendees and helped spark a spontaneous collaboration among the groups present.

Following Teleki's testimony, representatives agreed to strengthen ties with the youth-focused foundation You Are Not Alone (YANA) to expand support services and prevention efforts. The South African Police Service (SAPS) also

attended, underlining the importance of coordinated action between civil society and law enforcement.

Organisers said the event highlighted the power of partnership. By combining resources and expertise, the involved organisations aim to provide safer spaces for survivors, grow outreach to younger generations and build a united front against gender-based violence. Further collaborative activities are planned as the network formalises joint programmes and community interventions. The march ended, but the movement did not. That day became a line in history-when women refused to be background noise, when truth interrupted indifference, and when a nation was compelled to admit that safety is not a privilege, but a right.

And so, 21 November lives on—not only as a date, but as a turning point.



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• POLELO YA LEANO LA BAJETE YA NAKO E BOHARENG[MTBPS] YA 2025

- BILI YA PHETOLO YA KAROLO YA KUNO YA 2025
 - BILI YA DITOKISO TSA KABO YA 2025
 - BILI E IKGETHANG YA KABO YA 2025

KGOELETSO YA DITLHAHISO LE DITSHWAELO TSA SETJHABA

Komiti e Ikemetseng ho tsa Dikabo e mema batho ba amehang le ba nang le thahasello ho romela ditlhahiso tse ngotsweng mabapi le Polelo ya Leano la Bajete ya Nako e Bohareng (MTBPS) ya 2025 e tekilweng Palamenteng ka la 12 Pudungwana 2025 le Dikabo tse Ikgethang tsa 2025 tse hlahisitsweng ke Letona la Ditjhelete ka la 26 Loetse 2025.

Letona la Ditjhelete le tekile MTBPS ya 2025 (ho kenyelletswa Bili ya Phetolo ya Karolo ya Kuno le Bili ya Ditokiso tsa Kabo) ho latela karolo ya 6 (1) le karolo ya 12 ya Molao wa Dibili tsa Ditjhelete le Ditaba tse Amanang le Tsona wa 9 wa 2009 (jwalokaha o fetotswe) (Molao). Dikomiti tsa Dikabo tsa Seboka sa Naha le Lekgotla la Naha la Diprovense di hlokwa ho latela Molao ona, ho sekaseka le ho fana ka ditlaleho ditabeng tse latelang:

ditlapele tsa tshebediso ya ditjhelete tsa mmuso wa naha bakeng sa dileme tse tharo tse telang;

karolo e sisintsweng ya kuno mahareng a maemo a mmuso le mahareng a makala a mmuso ka hara boemo bakeng sa dilemo tse tharo tse latelang;

ditokiso tse kgolo tse sisintsweng ho dithuso tsa ditjhelete tse nang le dipehelo ho diprovense le mmuso wa lehae, haeba di le teng.

Dikabo tse Ikgethang tsa 2025 di ile tsa hlahiswa ho latela Molao ona, ho aba ditjhelete tsa tlatsetso bakeng sa ditlhoko tsa Vouto ya Bophelo bo Botle bakeng sa selemo sa ditjhelete sa 2025/26. Bili ena e batla ho rarolla kgaelo e bakilweng ke ho ntshwa ha ditjhelete tsa banyehedi ba matjhaba ho lekala la bophelo bo botle; le ho lokisetsa ditaba tse amanang le tsona.

- Bili e Ikgethang ya Kabo :
- Dipitso tsa setjhaba di tla tshwarelwa Palamenteng ka mokgwa o latelang:

 8 Bili ya Phetolo ya Karolo ya Kuno:
 28 Pudungwana 2025 ka 13:00 ka Inthanete

 2 025 MRIPS
 08 Ishitwe 2025 ka 09:00 ka Inthanete

 8 Bili ya Ditokiso tsa Kabo:
 08 Ishitwe 2025 ka Inthanete
 08 Tshitwe 2025 ka 09:00 ka Inthanete

(Dikhophi tsa 2025 MTBPS di ka fumanwa ho www.parliament.gov.za le https://www.treasury.gov.za/documents/mtbps/2025/default.aspx Ditlhahiso di ka imeilelwa Monghadi Mashile Maubane ho amaubane@parliament.gov.za kapa Mong Denver Woodington ho dwoodington@parliament.gov.za pele ho16:00 ka Labone la la 27 Pudungwana 2025.

Dipotso di ka lebiswa ho Mong Mashile Maubane ho 060 524 3718 kapa Mong Denver Woodington ho 079 648 3533.

IE hlahisitswe ke: Mohlomphehi M Maimane, MP, Modulasetulo Komiti e Ikemetseng ho tsa Dikabo, Seboka sa Naha.

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LEGAL CORNER

Can South African Employers Legally Accept Sick Notes from Traditional Healers?

By Advocate Sephiri Moshodi Executive Director: Justice Equality Foundation

Introduction:

The diverse range of cultures and beliefs found in South Africa frequently manifests itself in unexpected settings, such as the workplace. Whether or not companies should accept sick notes from traditional healers is one of the more contentious areas where tradition and regulation collide.

Considering it involves a careful balancing act between legislative compliance, constitutional ideals, and the employee's cultural identity, the correct response is neither completely yes nor outright no.

This article examines the events in which employers are legally required, or at the very least recommended, to accept medical certificates from conventional healthcare providers, as well as the best ways to handle this complex situation.

The legal standard: What makes a sick note legitimate?

The primary statute controlling sick leave and the recognition of medical certifications is Section 23 of the Basic Conditions of Employment Act (BCEA). In in accordance with Section 23(2): "A medical professional or any other individual certified to diagnose and treat patients and registered with a professional council established by an Act of Parliament must issue and sign the medical certificate."

This has historically indicated professionals who are members of either the Allied Health Professions Council of South Africa (AHPCSA) or the Health Professions Council of South Africa (HPCSA). Regardless of their credentials or level of expertise, nurses, clinic assistants, and unregistered people do not fit these requirements. Crucially, before the Traditional Health Practitioners Act 22 of 2007 was passed, this excluded traditional healers.

Formalising the position of traditional healers in South African culture is the goal of the Traditional Health Practitioners Act (THPA). By creating the Traditional Health Practitioners Council of South Africa (THPCSA), it made it possible for traditional healers to become licensed practitioners with the ability to diagnose,

treat, and—most importantly for our discussion—issue legitimate sick notes. But even though the THPA was passed, its execution has been tardy. Only issued for comment in 2024, the necessary laws that would incorporate traditional healers into the larger legal framework for sick leave are not yet completely operative.

Therefore, a sick note provided by a traditional healer does not legally comply with Section 23(2) of the BCEA provided they have been officially registered with the THPCSA. Employers are entitled to reject the sick note and treat the absence as unpaid leave in the absence of such registration.

Case law:

The Labour Appeal Court was asked to rule in Kieviets Kroon Country Estate (Pty) Ltd v. Mmoledi & others 2014 (1) SA 585 (SCA) whether it was appropriate to fire an employee for missing work to complete traditional healer training.

A certificate from a traditional healer attesting to "premonitions of ancestors" was presented by the employee.

The court upheld the employee's true belief and cultural obligation even though it did not recognise the sick note as one for "medical illness" under the BCEA. The court noted that the Constitution acknowledges traditional beliefs and ruled that the dismissal was substantively unfair. However, this was handled as disability/incapacity resulting from cultural and traditional duties rather than a sick leave.

This distinction is important: even if an absence is not officially covered by paid sick leave laws, it may still be justified if it is based on customary belief.

If the following conditions are satisfied then an employer may accept a Traditional Healer's medical certificate note:

1. The South African Traditional Health Practitioners Council has registered the traditional healer.

2.The certificate is legible, has been personally examined, is hand-signed, declares incapacity, and includes the

healer's full name, address, and registration information—all of which are ethical and professional standards expected of other medical professionals.

3. The certificate relates to true disease or incapacity rather than just cultural or spiritual responsibilities, which might be covered by other types of leave.

In order to get ready for South Africa's growing formalisation of traditional healing, employers should:

☐ Revise policies regarding sick leave and disability to acknowledge traditional healers who are registered with the THPCSA.

☐ Teach managers and HR staff how to differentiate between legitimate and non-compliant illness notes.

☐ Establish internal procedures for confirming the validity of certificates and practitioner registration.

Refrain from rejecting traditional healer notes outright, particularly where cultural rights are at stake.

Employers should use a two-tiered approach in light of the changing regulatory framework:

1.Legal confirmation:

Make sure the traditional healer is THPCSA registered at all times. To verify the certificate's legality and registration, get in touch with the council. In accordance with the HPCSA criteria, reject certifications that

are illegible, changed, or unsigned.

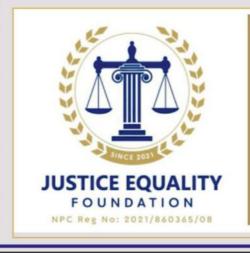
2. Fairness in both culture and procedure:
Determine whether the employee communicates their beliefs in good faith and with sincerity. Assess whether the worker did their utmost to adhere to the company's leave policies. Instead of seeing some absences as wrongdoing, think about treating them as unpaid approved leave.

Including these procedures in company policies shows a dedication to diversity and compliance.

Conclusion:

Accepting a traditional healer's sick note is a matter of preserving cultural identity within the parameters of South Africa's labour law, not just a legal one. Employers are not legally required to pay sick leave based on these certifications until the applicable THPCSA regulations are fully operative. But the case law, especially in Kieviets Kroon, serves as a reminder that the Constitution requires us to treat cultural ideas with respect and inclusivity. The growing legal acceptance of traditional healers should be seen by employers as a chance to comply with the spirit of the law rather than merely its text. A deliberate, knowledgeable, and humancentered approach is not only required but also legal in a multicultural country like

The writer is the Executive Director of Justice Equality Foundation.



Executive Director Advocate Sephiri Moshodi

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Plan before you swipe:

FNB's guide to smarter Black Friday spending



it's a full-blown season of deals, flash sales, and digital buzz. For many South Africans, it's where saving meets spending, and the thrill of "getting it right" feels like a win. But behind the excitement lies a choice: shop with purpose or get swept up in the hype.

Last year, FNB customers directed most of their purchases toward groceries, clothing, entertainment, and travel. These categories reflect not only seasonal priorities, but also a shift toward spending with purpose, where purchases intersect with real needs, enhance quality of life, or support planned goals.

That shift toward mindful shopping is what FNB aims to support.

"Black Friday is a major retail event 2.Build your "priority purchase" that can offer value to consumers, but list only if approached with planning and discipline," says Dhashni Naidoo, Programme Manager for Consumer Education at FNB. "It's easy to get

emotional spending during sale periods often leads to regret. Budgeting ahead and identifying genuine needs can help consumers make intentional purchases and avoid unnecessary debt."

So, before you tap "add to cart," take a moment to plan your move.

Naidoo shares five smart ways to prepare for Black Friday:

1. Know your financial bandwidth

Start with your budget, not the sale flyer. Review what's left after your essentials and savings. That's your real spending room. Having that number in mind keeps you grounded when discounts start flashing across your screen.

Scroll through your year's wish list and identify what truly matters. Whether it's a home appliance, a data plan, or a much-needed upgrade, existing goals. A clear list reduces the temptation to buy what looks exciting but serves no purpose.

3. Research before the rush

Compare prices now, before Black Friday week. Many retailers release early hints or previews. Knowing the baseline cost helps you spot genuine savings versus marketing noise. Naidoo notes that informed consumers spend more confidently because they recognise value, not

4. Use your digital tools for control

Set up spending alerts on your FNB banking app or use your app's budgeting features to track how your money moves during the sale period. These real-time insights can serve as small reminders that protect you from unplanned taps. "Technology gives you visibility," says Naidoo. "Visibility gives you control."

5. Pause before you purchase

Even with the best planning, it's easy

you feel the urge to buy, give yourself a few minutes. Walk away, review your list, and decide whether the item supports your financial goals. Most of the time, the deal, or the desire, will still be there later.

A smarter way to spend

"Planning helps protect your financial confidence. The satisfaction of sticking to your budget and buying only what you've planned for lasts far longer than the fleeting thrill of an impulsive deal."

Naidoo sums it up best: "The power is in how prepared you are. A wellplanned purchase gives you peace of mind and keeps your money aligned with your goals."

So, this Black Friday, plan first, swipe later, and let your decisions, not emotions, lead the way.









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PV FACILITIES' LAUNCH FIRST BURSARY PROGRAMME FOR

Supporting the potential of the youth of Parys, a new community bursary programme has been launched this week, specifically targeting young people residing in this small Free State town and the neighbouring areas of Schonkenville and Tumahole. The initiative is designed to open a new funding pathway for local youth to access tertiary education.

"We believe that education has the power to unlock opportunities and strengthen rural communities. By supporting access to tertiary studies, we hope to help build resilient communities," shared Jo-Anne Brown, Country ED Manager at Ilikwa Solar and Damlaagte Solar, the two solar farms funding this programme.

Open to applicants under 35, the bursary supports any field of study at any recognised tertiary institution, from universities to TVET colleges. Applicants must be South African citizens and already accepted into an institution of higher learning. While no gender is prioritised, young people with disabilities are strongly encouraged to apply.

"In line with the National Development Plan's goal of strengthening the capabilities of our citizens so they can improve their lives through education and skills development, we believe that investing in education is key to building a future where our local talent and skills can flourish," added Brown.

The bursary package is comprehensive and includes tuition fees, accommodation, stationery and textbooks, ongoing progress monitoring,

including psychosocial and academic support, and a mentor system to assist students throughout their studies.

This new bursary programme forms part of both Damlaagte Solar and Ilikwa Solar's economic development commitments and their long-term goal of enhancing the well-being of communities within their area of operation.

BOILERPLATE Ilikwa Solar: Ilikwa Solar PV Plant is a 50 MW solar photovoltaic facility under construction in South Africa's Free State province. Developed by Mainstream Renewable Power, holding a 70% equity stake, in partnership with Investec (30%), the plant is designed to supply multiple private commercial and industrial customers under flexible, shorter-term Power Purchase Agreements (PPAs) known as Renewable Energy Supply Agreements (RESAs).

Construction of the Ilikwa Solar PV Plant commenced in October 2024, with commercial operations expected to begin in early 2026. Once operational, the facility will produce approximately 141 GWh of clean electricity annually, powering the equivalent of more than 42,000 homes and avoiding approximately 100,000 tonnes of CO2 emissions.

Investec has provided both preconstruction development finance and debt and equity finance for the construction of the plant. This initiative aligns with Mainstream Renewable Power's commitment to expanding access to affordable, reliable, and renewable energy in South Africa.

BOILERPLATE Damlaagte Solar: Damlaagte PV Facility is a 97.5 MW solar photovoltaic facility operating in South Africa's Free State province. The facility is owned by Mainstream Renewable Power, uBuzwe Energy (Pty) Ltd and the Thembelihle Trust.

The site, constructed and operated by Mainstream Renewable Power, is the first renewable energy project to supply power under a landmark joint procurement programme by its

strategic partners, Air Liquide and Sasol. This programme is a key enabler for both companies' ambitious decarbonisation

Construction of the Damlaagte PV Facility commenced in November 2023, with commercial operations following in August 2025. The facility produces approximately 270 GWh of clean electricity annually, powering the equivalent of more than 68,000 homes and avoiding approximately 264,000 tonnes of Co2 emissions.



INVITATION FOR COMMENTS & SUBMISSIONS **DIVISION OF REVENUE AMENDMENT** BILL [B28 - 2025]

The Portfolio Committee on Public Accounts and Finance led by Hon. M. D. Khoabane, invites inputs from members of the public and stakeholders to comment or make written submissions on the public hearing scheduled as follows Time Platform **Date**

Microsoft Teams Virtual Platfrom Friday, 5 December 2025 09h00

The objective of the Bill:

This Bill seeks to amend the Division of Revenue Act, 2025, in accordance with the Money Bills and Related Matters Act, 2009; and to provide for matters connected therev

The Free State Legislature and Public Accounts and Finance Portfolio Committee, invites all stakeholders in particular communities, institutions of higher learning, non-profit organisations, civil servants' organisations and interested parties to submit written and/or oral submissions on the aforementioned Bill by no later than Thursday, 4 December 2025.

The stakeholders that are interested to present their submissions virtually, can contact Committee Coordinators for further details.



Please submit to:

Ms Jacqui Tsikoe or Mr. Stephen Morometsi Committee Coordinators Cell: 074 360 0698 or 072 382 3204

Office: (051) 407 1249 / (051) 407 1176 E-mail: JacquiT@fsl.gov.za or StephenM@fsl.gov.za





For Further enquiries, contact: Mr. Jongi Ndakana, Spokesperson Free State Legislature, Tel: (051) 407 1100 or Cell: 062 484 5682

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Thabong Police Station Receives Isuzu **Pickups to Aid Community Safety**



Thabong SAPS Station received new Isuzu pickups (bakkie) for the Thabong station fleet of vehicles. Two of the cars will be deployed to the Visible Policing operations under the Community Service Centre (CSC), and the crime room will utilise the other for investigations. The handover was conducted on Monday, 24 November 2025, alongside the Thabong Community Police Forum Chairperson, Mr Ntsane Tsoaela, and the CPF Public Relations Officer (POR), Mr Maboea Hanvane. The CPF chairperson marked this as a step forward in efforts to combat crime. Lieutenant Colonel Simon Ceba and Captain Stephen

Gulling received the two vehicles allocated to Thabong CSC. Lieutenant Colonel Matshediso Rulufu received one vehicle on behalf of the Thabong Crime Room.

Brigadier Solomon expressed his appreciation for the additional resources. He stated that these vehicles will be crucial to improving service delivery and crimeprevention efforts during the festive season and beyond. The allocation of these resources is expected to intensify the police response to situations. It will further enhance police visibility, ensuring safer communities for all.





NOTICE OF ELECTRICITY INTERRUPTION:

ESKOM SHUTDOWN

AT THE WELKOM UNIT: MATJHABENG MUNICIPALITY

You are hereby advised that the electricity supply to the following Unit of the Matjhabeng Municipality will be interrupted on the following date:

DATE: ALLANDRIDGE SUBSTATION:

AREAS IMPLICATES:

02 December 2025 08H30 until 16H00 HOLDING FOUR, FLAMINGO PARK, FLAMINGO SHOPPING CENTRE

The interruption is necessitated to enable the Eskom to conduct Annual Maintenance on the electrical intake point supplying the indicated area.

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Contact Information:

Matjhabeng Municipality, Electrical Engineering Services Mr WE Sephton Manager Electrical Department

> TEL: (057) 391 3116 FAX: (057) 391 3427 Email: williamsephton@matjhabeng.co.za

MA Pobe - Senior Manager Electrical Department

Cllr. T Khalipha - Executive Mayor - Matjhabeng Local Municipality



PUBLIC NOTICE:

ORDINARY COUNCIL MEETING

Notice is hereby given in terms of section 19 of the Municipal System Act (Act no 32 of 2000) that a meeting will be held as follows:

DATE: THURSDAY, 04 DECEMBER 2025
TIME: 15H00
VENUE: COUNCIL CHAMBERS

Any member of the public is welcome to attend.

Notice: /2025

Mr. Thabo Panyani • Acting Municipal Manager



For good, together



Diagnosis and treatment of urinary tract

Diagnosis and treatment of sexually transmitted infections (STIs)

Vaginitis and vulvitis management

Management of perimenopausal and

Hormone replacement therapy (HRT)

Bone and cardiovascular health support

Chronic pelvic pain evaluation and treatment

INFECTION & STI MANAGEMENT

infections (UTIs)

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postmenopausal symptoms

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Weight man

Pelvic floor dysfunction evaluation Urinary incontinence management

Endometriosis and adenomyosis care

Cervical, ovarian, endometrial, and vulvar

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Genetic counselling for inherited cancer risk

Counselling for sexual and reproductive health

Psychosocial support for infertility, pregnancy

ent and lifestyle advice

Referral for gynaecological oncology treatment

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ANTENATAL & PREVENTIVE CARE

- Routine antenatal check-ups (blood pressure, weight, fundal height)
- Blood tests and urine tests (anaemia, infections, blood group, glucose)
- Ultrasound scans: dating scan, nuchal translucency, anomaly scan, growth scan
- Foetal monitoring (NST non-stress test, CTG cardiotocography)
- Maternal vaccinations (tetanus, influenza, COVID-19)
- Nutritional counselling and supplementation (iron, folic acid, calcium)
- Genetic counselling and testing

LABOUR & DELIVERY

- Normal vaginal delivery
- Assisted vaginal delivery (forceps or vacuum) Caesarean section (elective and emergency)
- Pain management in labour (epidural,
- Induction and augmentation of labour



- HIGH-RISK PREGNANCY MANAGEMENT Pre-eclampsia/eclampsia monitoring
 - Gestational diabetes management
 - Multiple pregnancies (twins, triplets) Cardiac or medical conditions in pregnancy
 - Rh incompatibility and immunoglobulin administration

POSTNATAL CARE

- Immediate postpartum care (bleeding control, uterine involution)
- Lactation support and breastfeeding
- counselling
- Family planning counselling Postpartum depression screening and support

OTHER OBSTETRIC SERVICES

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- miscarriage, or ectopic pregnancy Stillbirth and neonatal loss support
- Placental complications management (previa, abruption)
- Foetal growth restriction management Preterm birth prevention and management

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- Fertility evaluation (hormonal tests, ultrasound, semen analysis)
- Assisted reproductive techniques referral (IVF,
- Menstrual disorder management (heavy bleeding, irregular cycles, dysmenorrhea)
- Polycystic Ovary Syndrome (PCOS) diagnosis and management
- Endometriosis management (medical and surgical)

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SPORT Rand Athletic Club Hosts 51st "Tough One" in Randburg



Pictured during the race: Nkhetheni Masupa

Rand Athletic Club (RAC) staged the 51st running of its iconic Tough One race on 23 November, drawing competitors from across South Africa and beyond. The traditional 32km event remains the highlight, renowned for its challenging route through the rolling hills of Randburg.

This year's programme was expanded to include a 10km "Tough Cookie" race and a 5km fun run, broadening participation and offering options for



Pictured before the race, From Left to Right: Morena Mphojane, Nandipha Dina, Mabote Mokalodise and Peter Mosobela.

runners of varying ability levels. The additions helped make the event a festive end- of- year tradition for the local running community.

Welkom athletes were among those representing their region, taking on the demanding course alongside a strong national field. Organisers praised the turnout and the spirit of competition, noting that the Tough One continues to be a key fixture on South Africa's road-running calendar.



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This event is more than just a race—it's an opportunity to unite and support

less fortunate children. Proceeds of this event will be used to buy school

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06 December 2025

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TRAGIC INCIDENT OCCURRED



The tragic incident occurred at approximately 06:35 on Saturday morning on the N8 between Botshabelo and Bloemfontein, near the RRR farming area. Preliminary reports from the Department of Community Safety, Roads and Transport confirm that the crash involved a bus train and a heavy motor vehicle. The accident occurred under treacherous wet weather conditions with presistent rainfall creating hexardrus vicibility and dapproprisely slingery surface conditions.

FREE STATE DEPARTMENT OF HEALTH RENEWS 23-YEAR HEALTH PARTNERSHIP TO 2027



Pictured from Left to Right: Phuti Kgare (Netcare legal), Dr Erich Bock (managing director, Netcare Hospital Division), Sr Ncumisa Mbambani (nursing manager, Universitas Private Hospital), Ernest Mohlahlo (HOD, FS Health), MEC Monyatso Mahlatsi (FS Health), Sr Beatrice Soyingwa (nursing manager, Pelonomi Private Hospital), Joe Madungandaba (CHM chairman), Moses Moremi (CFO, FS Health) and Nwabisa Jumba (PPPMU Officer).



Mr Joe Madungandaba (CHM chairman) and MEC Monyatso Mahlatsi (FS Health)

Universitas and Pelonomi hospitals capabilities at Pelonomi Private secure extension to landmark PPP Hospital have been enhanced, reducing

The Free State Department of Health (FSDOH) has announced a two-year extension of its longstanding Public Private Partnership (PPP) with Community Hospital Management (CHM), managed by Netcare. Initially established in 2002, the partnership now extends until 30 November 2027, ensuring ongoing access to quality healthcare services for Free State residents.

The PPP includes Universitas Private Hospital in central Bloemfontein and Pelonomi Private Hospital in the greater Mangaung municipal area — two facilities that have become cornerstones of the province's healthcare infrastructure. Together, the hospitals employ hundreds of healthcare professionals and support staff while delivering critical specialised services, such as kidney transplants, paediatric oncology, and advanced diagnostics.

Member of the Executive Council (MEC) for Health of the Free State, Mr Monyatso Mahlatsi, highlighted the partnership's transformative effect: "Over 23 years, this collaboration has greatly increased access to specialised healthcare services in the Free State. We have improved our infrastructure, secured dependable clinical capacity, and made sure our residents no longer need to travel to larger cities for specialised care. We have witnessed ongoing improvements in theatre services, strengthened high-care and intensive care capacity, and expanded specialist outpatient clinics in vital areas."

The partnership has delivered measurable improvements across multiple service areas. Dr Erich Bock, Managing Director of Netcare's Hospital Division, points to some of these achievements: "Emergency and trauma

Hospital have been enhanced, reducing response times and the need for patient transfers. Elective surgery capacity has expanded through better-coordinated theatre access. Experienced specialists practise at our hospital, supported by skilled nursing and support teams to deliver comprehensive medical and surgical care, including general surgery, gynaecology, and paediatrics." Dr Bock noted that Universitas Private Hospital remains the only accredited facility in the Free State performing kidney transplants, while also offering private paediatric oncology services and manometry services. These specialised medical diagnostic procedures measure pressure within various organs and body systems. Pelonomi Private Hospital provides comprehensive medical and surgical services through two theatres, radiology and pathology departments, a National Renal Care dialysis unit, and a dedicated 10-bed psychiatric unit. In addition, both hospitals operate retail pharmacies serving the broader community."

Mr Joe Madungandaba, Chairman of CHM, spoke to the partnership's broader impact: "Through our collaboration with the FSDOH and Netcare, we have maintained and expanded critical healthcare services while creating sustainable job opportunities across both facilities. We have invested heavily in training and upskilling programmes, contributing meaningfully to the provincial economy. This is much more than a business arrangement; it is a blueprint for how strategic partnerships can transform healthcare delivery and create lasting value for communities." The partnership's evolution reflects

The partnership's evolution reflects changing healthcare needs. Mr Ernest Mohlahlo, Head of Department of the

FSDOH, explains: "What began as a response to infrastructure shortages has evolved into a comprehensive healthcare delivery model. Today, our partnership emphasises affordability, value for money, stronger governance, integrated workforce planning and alignment with provincial health priorities. We have adapted to address changing healthcare needs, including chronic disease, trauma care, and the requirements of an ageing population." A key element of the partnership's success has been the structured implementation of Remunerative Work Outside Public Service (RWOPS), which enables public-sector doctors to undertake additional remunerated work while maintaining their public posts. This arrangement has proven essential in attracting and retaining experienced specialists, ensuring service continuity, and reducing talent migration to metropolitan areas.

The renewed agreement introduces enhanced initiatives, including expanded specialist outpatient clinics, structured theatre scheduling for increased surgical throughput, joint workforce development programmes, and a greater focus on chronic disease management and rehabilitation services. MEC Mahlatsi sums up the impact of continued collaboration: "This partnership has proven that when public and private sectors unite with a shared vision, we can achieve remarkable outcomes. The renewed agreement is not just an extension – it is an evolution that addresses our people's changing healthcare needs in meaningful ways while maintaining financial sustainability.

"This model demonstrates that quality healthcare does not have to be a privilege reserved for those in major cities. It can be delivered right here, in the communities where our people live and work. That is the legacy of this partnership, and the promise we are extending for another two years," MEC Mahlatsi concludes.

Issued by:

MNA on behalf of the Netcare and Community Hospital Management



Pictured from Left to Right: Sr Ncumisa Mbambani (nursing manager, Universitas Private Hospital), Sr Beatrice Soyingwa (nursing manager, Pelonomi Private Hospital), MEC Monyatso Mahlatsi (FS Health) and Sr Gernè van Niekerk (Unit Manager Medical Ward, Universitas Private Hospital).



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LEGAL CORNER

Can South African Employers Legally Accept Sick Notes from Traditional Healers?

By Advocate Sephiri Moshodi Executive Director: Justice Equality Foundation

Introduction:

The diverse range of cultures and beliefs found in South Africa frequently manifests itself in unexpected settings, such as the workplace. Whether or not companies should accept sick notes from traditional healers is one of the more contentious areas where tradition and regulation collide.

Considering it involves a careful balancing act between legislative compliance, constitutional ideals, and the employee's cultural identity, the correct response is neither completely yes nor outright no.

This article examines the events in which employers are legally required, or at the very least recommended, to accept medical certificates from conventional healthcare providers, as well as the best ways to handle this complex situation.

The legal standard: What makes a sick note legitimate?

The primary statute controlling sick leave and the recognition of medical certifications is Section 23 of the Basic Conditions of Employment Act (BCEA). In in accordance with Section 23(2): "A medical professional or any other individual certified to diagnose and treat patients and registered with a professional council established by an Act of Parliament must issue and sign the medical certificate."

This has historically indicated professionals who are members of either the Allied Health Professions Council of South Africa (AHPCSA) or the Health Professions Council of South Africa (HPCSA). Regardless of their credentials or level of expertise, nurses, clinic assistants, and unregistered people do not fit these requirements. Crucially, before the Traditional Health Practitioners Act 22 of 2007 was passed, this excluded traditional healers.

Formalising the position of traditional healers in South African culture is the goal of the Traditional Health Practitioners Act (THPA). By creating the Traditional Health Practitioners Council of South Africa (THPCSA), it made it possible for traditional healers to become licensed practitioners with the ability to diagnose,

treat, and-most importantly for our discussion-issue legitimate sick notes. But even though the THPA was passed, its execution has been tardy. Only issued for comment in 2024, the necessary laws that would incorporate traditional healers into the larger legal framework for sick leave are not yet completely operative.

Therefore, a sick note provided by a traditional healer does not legally comply with Section 23(2) of the BCEA provided they have been officially registered with the THPCSA. Employers are entitled to reject the sick note and treat the absence as unpaid leave in the absence of such registration.

Case law:

The Labour Appeal Court was asked to rule in Kieviets Kroon Country Estate (Pty) Ltd v. Mmoledi & others 2014 (1) SA 585 (SCA) whether it was appropriate to fire an employee for missing work to complete traditional healer training.

A certificate from a traditional healer attesting to "premonitions of ancestors" was presented by the employee.

The court upheld the employee's true belief and cultural obligation even though it did not recognise the sick note as one for "medical illness" under the BCEA. The court noted that the Constitution acknowledges traditional beliefs and ruled that the dismissal was substantively unfair. However, this was handled as disability/incapacity resulting from cultural and traditional duties rather than a sick leave.

This distinction is important: even if an absence is not officially covered by paid sick leave laws, it may still be justified if it is based on customary belief.

If the following conditions are satisfied then an employer may accept a Traditional Healer's medical certificate note:

1. The South African Traditional Health Practitioners Council has registered the traditional healer.

2. The certificate is legible, has been personally examined, is hand-signed, declares incapacity, and includes the healer's full name, address, and registration information-all of which are ethical and professional standards expected of other medical professionals.

3. The certificate relates to true disease or incapacity rather than just cultural or spiritual responsibilities, which might be covered by other types of leave.

In order to get ready for South Africa's growing formalisation of traditional healing, employers should:

Revise policies regarding sick leave and disability to acknowledge traditional healers who are registered with the THPCSA.

Teach managers and HR staff how to differentiate between legitimate and noncompliant illness notes.

Establish internal procedures for confirming the validity of certificates and practitioner registration.

Refrain from rejecting traditional healer notes outright, particularly where cultural rights are at stake.

Employers should use a two-tiered approach in light of the changing regulatory framework:

1.Legal confirmation:

Make sure the traditional healer is THPCSA registered at all times. To verify the certificate's legality and registration, get in touch with the council. In accordance with the HPCSA criteria, reject certifications that

are illegible, changed, or unsigned.

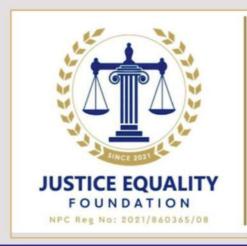
2. Fairness in both culture and procedure: Determine whether the employee communicates their beliefs in good faith and with sincerity. Assess whether the worker did their utmost to adhere to the company's leave policies. Instead of seeing some absences as wrongdoing, think about treating them as unpaid approved leave.

Including these procedures in company policies shows a dedication to diversity and compliance.

Conclusion:

Accepting a traditional healer's sick note is a matter of preserving cultural identity within the parameters of South Africa's labour law, not just a legal one. Employers are not legally required to pay sick leave based on these certifications until the applicable THPCSA regulations are fully operative. But the case law, especially in Kieviets Kroon, serves as a reminder that the Constitution requires us to treat cultural ideas with respect and inclusivity. The growing legal acceptance of traditional healers should be seen by employers as a chance to comply with the spirit of the law rather than merely its text. A deliberate, knowledgeable, and humancentered approach is not only required but also legal in a multicultural country like

The writer is the Executive Director of Justice Equality Foundation.



Executive Director Advocate Sephiri Moshodi

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Standard Bank invests in Sesame Workshop South Africa's Innovative Watch Play Learn project to address ECD crisis in South Africa

Standard Bank South Africa has According to Dr Onyinye Nwaneri, committed to support the Watch Play Learn Pilot Project, an initiative of Sesame Workshop South Africa aimed at addressing the escalating Early Childhood Development (ECD) crisis in South Africa.

The pilot, approved by the Free State Provincial Department of Education, is being implemented in partnership with the Department, which played a key role in selecting participating ECD centres and in the overall rollout. The collaboration comes at a critical time. According to the 2024 Thrive by Five Index, 58% of children aged four to five are falling behind, and the majority of children enrolled in early learning programmes are not yet on track in key areas of early learning by the age of four. The visionary partnership aims to help more than 22,000 South African children aged four to six get ready for school using an innovative, research-backed Facilitated Educational Media (FEM)

"Investing in the future of South Africa is critical. When we see that only 42% of four- and five-year-olds in South Africa attending early learning programmes are on track and thriving by the time they start formal schooling, it is clear that early education needs urgent support. This is an initiative we are proud to invest in," says Zanele Tshabalala, CSI Manager at Standard Bank South Africa.

Managing Director of Sesame Workshop International South Africa, the funding has enabled the launch of the pilot in the QwaQwa and Thaba Nchu districts of the Free State.

"This generous funding has enabled us to kickstart this critical pilot focusing on over 2000 of the most marginalised and underserved children in the country. The partnership enables the classroom-based pillar of the project, where, since June 2025, 36 Early Childhood Development centres and 86 teachers and practitioners have formed part of the pilot," explains Dr Nwaneri.

The Watch Play Learn Pilot Project aims to enhance school readiness and developmental outcomes, and to promote inclusive early childhood development, by testing the impact of structured educational media interventions in the participating centres. The programme is focused on improving foundational learning, teacher capacity-building, and quality education, with a focus on four content areas: Socio-Emotional Learning (SEL), Numeracy, Playful Problem Solving (PPS), and Literacy.

The first six-month phase will conclude in December 2025, and is expected to reach over 2300 children with ECD classroom-based intervention guided by ECD teachers. A total of 160 highquality Samsung A9 tablets and child-



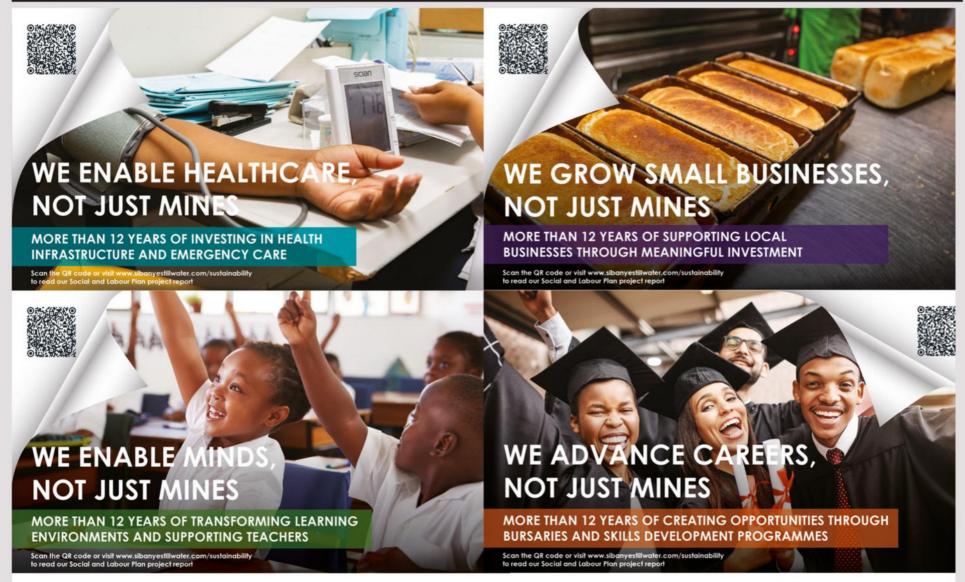
friendly rubber covers were procured, set up, and distributed to schools during their onboarding and training sessions in Owa Owa and Thaba Nchu, ensuring that children from the most vulnerable environments are supported in navigating a tech-enabled world during this early stage of their schooling

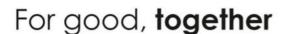
"Success in school starts in the early years of life. "90% of a child's brain develops within the first five years of life. If we do not address early gaps or challenges faced in this crucial developmental period, the consequences can be lifelong," highlights Dr Nwaneri. Facilitated Education Media is an innovative approach designed by the Sesame Workshop to enhance early childhood education using curated educational media content. It has been proven to have a significant impact on children's early learning outcomes in various countries. "FEM" means that preschool children's foundational skills and their school readiness improve

when they can watch a structured or curated set of educational media content, facilitated by an adult at home or at

The approach leverages the power of play, mass media and the deep affinity to the Takalani Sesame brand to help build the agency of parents and ECD teachers as the most important adults in a young child's learning journey. Tshabalala adds, "We are deeply aligned to the project's objectives of improving school readiness, enhancing teaching quality and capacity in ECD centres, and increasing access to high-quality learning resources. The potential impact of the programme has results that will be far-reaching for the youth of South Africa."

"We have already seen significant strides made in the project. We are excited by the potential this holds to meaningfully contribute to building foundational and perceptual skills in young children and help to better prepare them for Grade 1 and the world at large," concludes Dr Nwaneri.







Tradition Meets Technology as Bakoena Royal House Launches Website



By Lebohang Maloka

The Bakoena Royal House marked a historic milestone with the official launch of its first-ever website, signalling a new era where cultural heritage and modern digital innovation meet. The virtual launch brought together key stakeholders, including the Department of Communications and Digital Technologies (DCDT), the Department of Cooperative Governance and Traditional Affairs (COGTA), and the .za Domain Name Authority (ZADNA), all of whom played essential roles in the development and activation of the website and its domain.

ZADNA's involvement was particularly significant, as the authority ensured that the domain was professionally secured, compliant, and aligned with national standards. Their technical guidance and support throughout the development process helped ensure that the Bakoena Royal House website is not only functional but address that emphasized the safe, credible, and accessible to the significance of the website. He public.

The Departments of Communications and Digital Technologies and Cooperative Governance and Traditional Affairs joined the launch to show their support for the integration of traditional leadership structures into the expanding digital ecosystem. Their participation underscored the government's commitment to

empowering traditional authorities through technology, supporting inclusive digital transformation, and strengthening communication between traditional institutions and communities.

Representatives from the DCDT shared insights on how digital transformation is essential for ensuring that traditional institutions remain accessible and relevant in a rapidly modernising society. Their participation reinforced national efforts to expand digital inclusion and ensure heritage sites and institutions are not left behind. Officials from COGTA noted how the website aligns with broader efforts to support traditional leadership structures, improve communication channels, and preserve cultural identity through modern platforms.

His Majesty Morenaemoholo (King) Moremoholo Motebang Mopeli of BaKoena ba Mopeli graced the event with a keynote praised the website as a first-of-itskind digital resource and a groundbreaking step for the Basotho nation, noting that the platform would improve access to cultural knowledge, preserve the rich heritage and history of the royal house, and enhance communication among the monarchy, communities, and stakeholders. The King highlighted that the website would promoting transparency, sharing royal announcements, documenting genealogy, supporting youth education, and offering a reliable point of information for Basotho people across the globe. He commended the collaboration between ZADNA, DCDT, COGTA, and the Bakoena Traditional Authority, calling it "a powerful example of how tradition and modern technology can work together for the good of the people."

serve as an essential tool for The launch of the Bakoena Royal House website stands as a proud moment; an example of how digital technology can uplift heritage, strengthen identity, and ensure that cultural institutions remain relevant and connected in a rapidly evolving world. As the site continues to grow, visitors can expect expanded features, educational resources, and enriched historical content positioning the Bakoena Royal House as a leader in modern heritage conservation.







News Editors/All Media Houses Date issued: Wednesday, 19 November 2025 For immediate use

BREAKING - TWO ARMED ROBBERS IN CUSTODY, JEWELLERY & FIREARMS RECOVERED

The MEC for Community Safety, Roads and Transport, Mr Jabu Mbalula, has commended the rapid arrest of two suspects linked to recent jewellery-store heists.

At approximately 23:00 on Tuesday, 18 November 2025, a joint operation at the Vaal Plaza tollgate intercepted a vehicle flagged in connection with an armed robbery in Bloemfontein earlier this week. Members of the Fezile Dabi TRIO Task Team, the District Organized Crime Combatting Unit (DOCC), Highway Patrol, and private security firms acted swiftly. When confronted, one suspect allegedly pointed a firearm at officers, prompting a brief shootout. Both suspects, aged 27 and 35, were injured, treated on-site, and transported to hospital under police guard. No officers

A search of the vehicle uncovered three firearms (two 9 mm pistols and an AK-47), ammunition, and jewellery believed to have been stolen during recent robberies. The Independent Police Investigative Directorate (IPID) has been notified, and the crime scene at Vaal Plaza has been processed. Investigations continue to trace possible links to other

In a separate development, Mangaung Metro Police launched a full-scale manhunt after two armed robberies targeted jewellery stores in the city's malls on Sunday, 16 November 2025.

At approximately 09:45, six masked men stormed a shop in Northridge Mall, ordered staff to the floor, emptied the till and shelves of jewellery, and fled in a white Suzuki Amaze sedan. The stolen jewellery is valued at roughly R250 000. A business-robbery docket was opened at Bayswater Police Station

A few hours later, around 12:21, a second robbery occurred at a jewellery store in Mimosa Mall. Five masked men, all wearing black hats and surgical masks, threatened employees with firearms, forced them to lie down, and stole jewellery and an undisclosed sum of cash. They escaped in three vehicles – a white BMW, a white Volkswagen Golf 7, and a white Mercedes-Benz – after firing two shots inside the store. No injuries were reported. A business-robbery case was opened at Parkweg Police Station.

Police believe the two incidents are linked due to the similar modus operandi and the short time between them. Authorities are treating these as connected crimes and are using all available resources to apprehend the perpetrators.

MEC Mbalula praised the coordinated effort

"The teamwork shown here is outstanding. By taking these suspects off the streets and recovering dangerous weapons, we have prevented further violent crime."

He also urged the public to remain vigilant and report any suspicious activity

ISSUED BY: CORPORATE COMMUNICATION

DEPARTMENT OF COMMUNITY SAFETY, ROADS AND TRANSPORT

ENQUIRIES: MS. HILLARY MOPHETHE AT 079 521 7113

Department of CSR&T Free State of Department of Community Safety, Roads and Transport www.fs.gov.za



Black Friday Spending Sprees Could Lead to ebt December', NFO Warns

As South Africans prepare for Black Friday on 28 November, the National Financial Ombud (NFO) has urged consumers to exercise caution and resist the temptation of credit-fuelled shopping sprees that could lead to a financial hangover in December.

While significant discounts and limitedtime offers may be enticing, the NFO warns that overspending-particularly on credit-can result in high-interest debt, depleted savings, and severe post-holiday financial strain. The organisation has also highlighted an annual spike in digital and credit-related fraud during the festive

NFO Credit and Banking Division Lead Ombud, Nerosha Maseti, said Black Friday's high-pressure sales environment often triggers impulsive decisions."Beneath the buzz lies a financial minefield," she cautioned. "Swipe-happy spending can spiral into credit card chaos, and digital scams thrive when vigilance

Maseti urged consumers to set realistic budgets, prioritise long-term financial goals, and keep credit use to a minimum to avoid facing unexpected repayments in

Fraud Surge: Criminals Target Shoppers Alongside overspending, the NFO is sounding the alarm on a rise in credit card scams, especially involving non-bank and store-branded cards. Fraudsters are posing as representatives of retailers or credit providers and tricking consumers into sharing One-Time Pins (OTPs), enabling unauthorised purchases.

"No legitimate company will ever ask for your OTP," Maseti stressed. "Sharing it can leave you liable for fraudulent transactions."

A recent case investigated by the NFO involved a consumer who lost R120 000 after responding to a social media advert for discounted airline tickets. The victim downloaded a fraudulent app embedded with malware that compromised her device, allowing criminals to simulate biometric authentication and authorise payments.

The NFO ruled that the loss resulted from the consumer's use of the malicious app and that the bank was not liable.

How to Protect Yourself

The NFO recommends consumers take the following precautions during the high-risk shopping period:

1. Never share OTPs or confidential banking information.

2. Hang up immediately on suspicious calls and contact your provider using official channels.

3. Treat social media promotions with scepticism and verify deals directly with retailers.

4.Download apps only from trusted developers and official app stores.

5. Monitor bank accounts daily and report any suspicious transactions immediately. Support from the NFO

The NFO provides free assistance to consumers facing financial disputes with banks and credit providers, including fraud, unauthorised debit orders, incorrect credit listings, and reckless lending.

Consumers in need of help can contact the NFO on 0860 800 900 or info@nfosa.co.za



5km Fun Run/ Walk **Virgin Active Open Day**



Back

This event is more than just a race—it's an opportunity to unite and support less fortunate children. Proceeds of this event will be used to buy school uniforms and sanitary towels for kids in and around Matjhabeng.

Entry Fee: R80

Kids < 12 Years - R50

Donations

You are more than welcome to donate by any of the following means:

1. Sanitary towels - Drop off at Boutique Higher Dimensions Cakes

2. School uniform (New or Used) - Drop off at Masupatsela Pharmacy

3. Money - Account number (FNB, Welkom Runners Club - 63163176689, Ref. Your name









06 December 2025

Run for a cause

Virgin Active Welkom Start and Finish

Start Time - 07:00

Late Registration

05 Dec. 2025 - 13:00 to 19:00

06 Dec. 2025 from 05:30





For more Info Contact: Ruby - 079 517 1466 or Mantsali - 083 532 7294

Health Minister launched the 6MMD HIV Treatment Campaign

Dan Xangaza

The mood was high when the Minister of Health, Dr Aaron Motsoaledi, together with Free State Premier MaQueen Letsoha-Mathae, officially launched the Six Multi-Month Dispensing (6MMD) HIV treatment campaign at MUCPP Clinic in Bloemfontein.

Organisation. The campaign fulfils a commitment made in December 2024 to extend the current three-month HIV treatment supply to six months, improving convenience for patients and easing pressure on health facilities. The initiative follows the "End TB and"

The launch of 6MMD marks a significant milestone in South Africa's fight against HIV/AIDS, representing the culmination of multi-stakeholder efforts between the Department of Health, civil society, and international partners, including the South African National AIDS Council

(SANAC) and the World Health Organisation. The campaign fulfils a commitment made in December 2024 to extend the current three-month HIV treatment supply to six months, improving convenience for patients and easing pressure on health facilities. The initiative follows the "End TB and Close the Gap" campaign, which focused on tracing over 1.1 million people who had tested positive for HIV but were not yet on treatment, a critical step toward saving lives and curbing new infections. Addressing attendees, Minister Motsoaledi reaffirmed the

government's dedication to achieving the goal of ending HIV/AIDS by 2030, highlighting a R46.8 billion investment to stop the spread of the virus and eradicate the disease."He noted that not everyone will be allowed in the sixmonth dispensing programme."Only those who have demonstrated responsibility in managing their health will qualify."

The Minister also announced that the Lenacapavir vaccine programme is set to be launched around March or April 2026. The vaccine, which will be administered twice a year, aims to

provide long-term protection for those who are HIV-negative. The first rollout will prioritise females aged 16-24 and pregnant women. The Premier Letsoha-Mathae reaffirmed the province's commitment to support the national HIV prevention and treatment efforts." The 6 months treatment is not for you to share with others, it is made to minimise your visits to the clinic," said Mathae. The MEC for Health, Monyatso Mahlatsi, and the acting Director-General, Dr Molefinyana Phera, also attended the launch.



NOTICE - DMR REF.NO. FS 10094 MR

RE: APPLICATION FOR A MINING RIGHT TO MINE FOR DIAMOND (GENERAL).

DIAMOND (KIMBERLITE) AND STONE AGGREGATE SITUATED ON REMAINING

EXTENT AND PORTION 1 OF THE FARM DAMPLAATS 319 IN THE MAGISTERIAL

DISTRICT OF BOSHOF, FREE STATE PROVINCE.

Notice of public participation process is hereby given for the intent of **Semi Maseme TV Productions CC** to mine Diamond (General), Diamond (Kimberlite) and Stone Aggregate on the above mentioned property. An application for a Mining Right and Environmental Authorisation was simultaneously lodged in terms of Section 22 of the Mineral Petroleum Resources Development Act, 2002 (Act No 28 of 2002) read together with Chapter 4 of the 2014 Environmental Impact Assessment Regulation, and it has been accepted and acknowledged by the Department of Mineral and Petroleum Resources in the Free State Province.

In terms of the 2014 Environmental impact Assessment Regulation, Listing notice 2, activity no. 17 promulgated in term of Section 24(5) and 44 of the national Environmental Management Act (Act No 107 of 1998 as amended), read together with Chapter 6 of Environmental Impact Assessment regulation, 2014. The landowner or lawful occupier of the land, as well as any interested and affected parties must be notified and consulted regarding the proposed operation. The Scoping Report must be submitted to the department of mineral resources and the copies of the draft Scoping Report are available at the Local Public Library for reviewing and comments. You're hereby invited to address any comment to support / objection to the proposed operation to ENGEDI MINERALS AND ENERGY (PTY) LTD on/before 12 JANUARY 2026 from date of this notification. Please feel free to contact the undersigned on the following contact details:

Physical addres 52ND Street, Bloemfontein Central

Email: info@engedime.com Phone: 051 430 1748 Fax: 086 556 2568

If no correspondence is received from you within the stated period, it will be accepted that you have no objections against the proposed mining activities.

Much blessings,



ENGED!

NOTICE - DMR REF. NO. FS 10730 PR

APPLICATION FOR PROSPECTING RIGHT WITHOUT BULK SAMPLING TO PROSPECT FOR DIAMOND (GENERAL) SITUATED ON THE REMAINING EXTENT OF THE FARM LOXTONS DAL 409 IP IN THE MAGISTERIAL DISTRICT OF BOSHOF, FREE STATE.

Notice of public participation process is hereby given of the intent of WALALA WA SALA 06 (PTY) LTD to prospect for Diamond (General) on the above mentioned property. An application for a Prospecting Right Without Bulk Sampling and Environmental Authorisation was simultaneously lodged in terms of Section 16 of the Mineral Petroleum Resources Development Act, 2002 (Act No 28 of 2002) read together with Chapter 4 of the 2014 Environmental Impact Assessment Regulation, and it has been accepted and acknowledged by the Department of Mineral and Petroleum Resources, Free State Province.

In terms of the 2014 Environmental impact Assessment Regulation, Listing notice 1, activity no. 20 promulgated in term of Section 20(5) and 44 of the national Environmental Management Act (Act No 107 of 1998 as amended), read together with Chapter 6 of Environmental Impact Assessment regulation, 2014. The landowner or lawful occupier of the land, as well as any interested and affected parties must be notified and consulted regarding the proposed operation. The Basic Assessment Report (BAR) must be submitted to the Department of Mineral Resources and the copies of the draft BAR are available at the Local Public Library for reviewing and comments. You're hereby invited to address any comment to support / objection to the proposed operation to ENGEDI MINERALS AND ENERGY (PTY) LTD on/before 12 JANUARY 2026 from date of this notification. Please feel free to contact the undersigned on the following contact details:

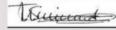
Physical address: 5 2nd Street, Bloemfontein Central, 9301

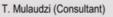
Email: info@engedime.com

Phone: 051 430 1748 / Cell: 079 362 6046

If no correspondence is received from you within the stated period, it will be accepted that you have no objections against the proposed prospecting activities.

Many blessings,







SPORT Springboks Honour: Four South Africans Nominated for World Rugby Awards



SA Rugby President Mark Alexander has congratulated Springbok stars Pieter-Steph du Toit, Malcolm Marx, Ox Nche and Ethan Hooker on their nominations for the 2026 World Rugby awards.

Du Toit, Marx and Nche are among the finalists for the World Rugby Men's 15s Player of the Year, while Hooker is nominated in the Men's 15s Breakthrough

Player of the Year category. Winners will be announced on Saturday, 22 November. Du Toit, a two- time winner of the Men's 15s Player of the Year, was again shortlisted alongside Marx, Nche and France's Louis Bielle- Biarrey. Marx earns his second career nomination, having first been shortlisted in 2018. Hooker faces competition from New

Zealand's Fabian Holland, England's Henry Pollock and Australia's Joseph-Aukuso Suaalii in the breakthrough category.

"It is a testament to the quality of our players to have three of the four nominees for Men's 15s Player of the Year from South Africa, plus Ethan in the Breakthrough category," Alexander said.

"They have all performed exceptionally this season and deserve this recognition." Alexander added that, regardless of the outcome, the nominations are a significant achievement for the players and South African rugby. World Rugby will also reveal its Dream Team of the Year on Tuesday, 25 November.

Bafana Bafana's Ranking Drop Affects World Cup Pot Allocations

By Free State Sun Journo

FIFA will use its November world rankings to determine seeding and pot allocations for the 2026 World Cup draw on Friday, 5 December, in Washington, D.C.

Despite a 3-1 victory over Zambia during the recent international window, South Africa's Bafana Bafana slipped two places in the latest rankings, falling from 59 to 61. The drop has seen them move out of Africa's top 10, with DR Congo's rise pushing South Africa down the continental order.

Of the 42 teams already confirmed for the tournament, only four non- CAF qualifiers — Jordan (66), Cape Verde (68), New Zealand (86) and Curacao (82) — and Haiti (854) are ranked below Bafana. Cape Verde and Ghana (72) are the only other CAF qualifiers beneath South Africa. However, confederation rules mean teams from the same confederation (except UEFA) will generally be kept apart in the group stage. With 42 of the 48 places locked in, the

remaining six slots — four from UEFA and two from intercontinental play- offs — will be decided in the coming months. FIFA has not yet confirmed how play- off winners will be ranked for pot allocation; that decision, expected in March, could significantly alter seeding. If all six play-off winners are placed into Pot 4, South Africa could move up to the last position in Pot 3. Otherwise, Bafana are likely to be among the lowest- seeded teams and face a challenging draw.

Regional context underscores the difficulty ahead. All six CONMEBOL qualifiers (Argentina, Brazil, Colombia, Uruguay, Ecuador and Paraguay) sit well above South Africa in the rankings. The UEFA contingent also includes heavyweights such as Spain, France, England and Portugal. Nine of the 16 nations still vying for the remaining European slots are ranked higher than Bafana, leaving potential matchups that could affect South Africa's draw.



As matters stand, Bafana Bafana are expected to be placed among the lower seeds when pots are confirmed — a factor

that will shape coach Hugo Broos' preparations as South Africa looks ahead to the 2026 World Cup.



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