

APPENDIX 3.11.1: PPP FACILITATOR



Phelamanga is focused on providing quality service to our clients, backed by more than 40 years of collective experience. Phelamanga is an Exempt Micro Enterprise; Level 4 B-BBEE.

What does this mean for you?

People are our greatest resource. Engaging them through the different spheres of your organisation, is an investment in a resource.



Participation

Providing skilled expertise for facilitation/participation. Public participation includes all the ways in which a business engages in a dialogue with the public, particularly its neighbours. It is very different from public relations or marketing, although it can have positive benefits for both.

Services offered

- Environmental Assessments – all aspects of public participation as required by legislation
- Community Liaison Forums – support for management and maintenance of forums
- Licence Advisory Forums (LAF) – establishing and running compliance, licence and other monitoring forums
- Consultants to industry – Targeting opportunities where Phelamanga's philosophy of constructive engagement can make a difference to the lives of ordinary South Africans and companies wanting to invest in their human capital

Who trusts us to work with them?

Our work has enabled us to engage with multiple different spheres of industry:

Acacia Operations Services	CSIR	IDM	SAPREF
AfriSam	Engen Refinery	Jeffares and Green	Talbot & Talbot
Anchor Yeast	Enviro Serve	Much Asphalt	Tongaat Hullet
Assmang Manganese	eThekweni Municipality	NCP Chlorchem	Transnet Capital Projects
Balanced Environment	Ezemvelo KZN Wildlife	NPC InterCement	Triplo4
BCM	GIBB	Praxos 373	Vopak Terminal
Bulk Connections	Hitachi	Royal HaskoningDHV	ZetaChem
CRDC	Huntsman Pigments	SAPPI	Zutari

Now what?

Let us work with you, to:

- assist with public participation requirements for environmental applications
- build community resilience and understanding of environmental authorisations
- meet your licence and community forum requirements



Rosemary Owen

PUBLIC PARTICIPATION
CONSULTANT



Skills Summary

Facilitation: Public meetings, Community Forums, Strategic Planning sessions, and Workshops

Public Participation: Environmental process and systems, development of framework and implementation

Secretariat: Minute taking, Agenda setting, Review of Action items and follow ups

Analysis of comments: Public meeting comments, development of reports and identification of narratives

Document management: Reports, minutes, attendance registers, submission of documents to authorities

Workshop preparation: Design, implement and facilitate

Community participation support: Identification of relevant stakeholders, identification of suitable communication avenues

Training and teaching: Development of training materials, facilitation of training/teaching sessions

Educational History

University of KwaZulu-Natal (Pietermaritzburg)

Masters Social Science (2006)
Policy and Governance (CENGOPO)

Honours Social Science (2005)
Policy and Governance (CENGOPO)

University of Natal (Pietermaritzburg)

Bachelor Social Science (2003)
Legal Studies and Political Science

University of Natal (Pietermaritzburg)

Public Policy Partnership - Winter School (2002)
Public Policy Partnership - Winter School (2003)

Further Qualifications

2001 Microsoft Excel (University of Natal Computer Science Department)

2001 File Management Certificate (University of Natal Computer Science Department)

2009 Adherence Counselling (HIV/AIDS) (Zoe-Life)

2009 Labour Law Certificate Short Course (University of KwaZulu-Natal Pietermaritzburg)

Work Experience

Independent Consultant

1 March 2014 - Present, Phelamanga

- Environmental Assessments – all aspects of public participation as required by legislation, develop and implement public engagement plans, prepare and submit reports
- Community Liaison Forums – support for management and maintenance of forums
- Licence Advisory Forums (LAF) – establishing and running compliance, licence and other monitoring forums
- Consulting to industry – Targeting opportunities where Phelamanga's philosophy of constructive engagement can make a difference to the lives of ordinary South Africans and companies wanting to invest in their human capital

Copy Editor

1 May 2012 - 31 March 2014, Venture Web

- Review and proof-read proposals and tender documents for an International Business Management Consulting Company (Accenture).

Policy Development Officer

1 October 2008 - 31 May 2012 Zoe-Life

- Negotiate with potential partners and businesses to provide services and trainings in HIV/AIDS.
- Track Government and Civil Society developments for relevant policy and legislation developments.
- Provide support to partner NGOs for Organisational Development, including, workshop design and implementation
- Additional roles and responsibilities: Team Leader; Executive Committee; representative at relevant forums.

Deputy Manager: Service Delivery and Evaluation

14 March 2006 - 30 September 2008

KwaZulu-Natal Department of Community Safety and Liaison

- Undertake evaluations, write and submit reports.
- Research and prepare reports and memos regarding community safety issues
- Additional roles and responsibilities: Team Leader; Acting-Director; planning and execution of "International Youth Crime Prevention and Cities Summit"



8 Kilkenny, 18 Mill Rd, Hillcrest



www.phelamanga.co.za



+27 82 506 0093



rose@phelamanga.co.za

SELECTED PROJECT EXPERIENCE

1. Community Liaison Forums

- Hitachi / eThekweni Advanced Water Treatment Plant – Remix Desalination Pilot Project, Community Environment Forum, CWWTW eThekweni (2018 – to date)
- Island View Community Forum, Fynnlans, eThekweni (2014 – to date)
- Tongaat Hulett Sugar Refinery, Umbilo, eThekweni (2014 – to date)
- SAPREF, Prospecton, eThekweni (2016 – 2018)
- Coedmore, AfriSam, NPC InterCement and Much Asphalt Community Industry Liaison forum (2014 - date)

2. Licence Advisory Forums

- eThekweni Municipality Water and Sanitation: Coastal Water Discharge Permits (CWWTW 2019 – 2020) / (SWWTW 2020 - to date)
- SAPPI Saiccor, Umkomaas: Coastal Water Discharge Permit (2015 – to date)
- Umbogintwini Industrial Complex Licence Advisory Forum, Umbogintwini: Coastal Water Discharge Permit (2015 – to date)

3. Monitoring Committee

- NCP Chlorchem, Cato Ridge: Record of Decision - Monitoring Committee (2015 – to date)

4. Public participation

- *Zutari - CRDC Proposed land parcel development, Strategic level focus group meetings with critical stakeholders to determine pressure points and appropriate framework for further engagement (2021 - 2022)*
- *Triplo4 – PP Process for Karpowership Scoping and EIA public meetings (2020 and 2021)*
- *NPC InterCement - Minimum Emissions Standards Postponement Application Public Participation Process for the Simuma Plant (2019)*
- *IDM Consultants – Babanango Valley reserve public participation for Basic Assessment and Water Use License (2019)*
- *eThekweni Catalytic Projects and Traffic Authority - Proposed realignment of Rivertown Concept Plan and Traffic Road Layout (2019)*
- *Tongaat Hulett - Minimum Emissions Standards Postponement Application Public Participation Facilitation of public meetings for 4 Tongaat Hulett Mills (2018)*
- *GIBB / Hitachi - PP Process for EIA Proposed Advanced Water Treatment Plant – Remix Desalination (2017)*
- *SAAMBR / ORI / KZN edtea - PP Process for Draft KZN Coastal Management Programme (2017 - 2018)*
- *eThekweni Economic Development and Traffic Authority - Station Dr conversion (2017)*
- *eThekweni Department of Water and Sanitation - PP for 15 WULA for 8 Minor and 7 Major Waste Water Treatment Works (2015 – 2018)*





UNIVERSITY OF KWAZULU-NATAL

The Universities of Durban-Westville and Natal merged
to become the University of KwaZulu-Natal on 1 January 2004

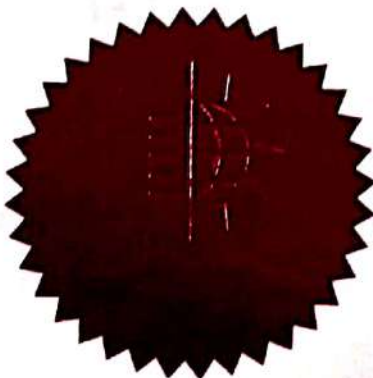
This is to certify that

Rosemary Helen Bulman

*was admitted this day
at a congregation of the University
to the degree of*

**Master of Social Science
(Policy & Development)**

having satisfied the conditions prescribed for the degree.



M W Makgoba
Vice-Chancellor

E Mneney
Registrar

D P McCracken
Dean

5 May 2006

UV PROTECTED

02 November 2022

Att: Hantie Plomp – Triplo4
Per email: hantie@triplo4.com

Dear Hantie

Specialist Declaration: Karpowership Project “Gas to Power” – Public Participation Meetings for Richards Bay

This letter serves as a declaration of independence of Rosemary Owen and Phelamanga in the process of facilitation for public meetings in relation to the Karpowership project.

1. SPECIALIST INFORMATION

Specialist Company Name:	Phelamanga (PTY) Ltd		
B-BBEE	Contribution level (indicate 1 to 8 or non-compliant)	4 (EME)	Percentage Procurement recognition
Specialist name:	Rosemary Owen		
Specialist Qualifications:	Masters Policy and Governance (UKZN Pietermaritzburg 2006)		
Professional affiliation/registration:	International Association of Impact Assessors, South Africa (IAIASa) 5351 (membership number)		
Physical address:	8 Kilkenny, 18 Mill rd, Hillcrest		
Postal address:	8 Kilkenny, 18 Mill rd, Hillcrest		
Postal code:	3610	Cell:	082 506 0093
Telephone:	082 506 0093	Fax:	
E-mail:	rose@phelamanga.co.za		

2. DECLARATION BY THE SPECIALIST

I, Rosemary Owen (ID 790726 0096 085), declare that –

- I act as the independent Public Participation facilitator / specialist in this application;
- I will perform the work relating to the application in an objective manner, even if this results in views and findings that are not favourable to the applicant;
- I declare that there are no circumstances that may compromise my objectivity in performing such work;
- I have expertise in conducting the facilitation of the public meetings relevant to this application, including knowledge of the Act, Regulations and any guidelines that have relevance to the proposed activity;
- I will comply with the Act, Regulations and all other applicable legislation;
- I have no, and will not engage in, conflicting interests in the undertaking of the activity;
- I undertake to disclose to the applicant and the competent authority all material information in my possession that reasonably has or may have the potential of influencing - any decision to be taken with respect to the application by the competent authority; and - the objectivity of any report, plan or document to be prepared by myself for submission to the competent authority;
- all the particulars furnished by me in this form are true and correct; and

*R.O.
J.F.*

- I realise that a false declaration is an offence in terms of regulation 48 and is punishable in terms of section 24F of the Act.



Signature of the Specialist

Phelamanga (PTY) Ltd

Name of Company:

02 November 2022

Date

3. UNDERTAKING UNDER OATH/ AFFIRMATION

I, Rosemary Owen, swear under oath / affirm that all the information submitted or to be submitted for the purposes of this application is true and correct.



Signature of the Specialist

Phelamanga (PTY) Ltd

Name of Company

02 November 2022

Date



Signature of the Commissioner of Oaths

02 NOVEMBER 2022

Date

<p>Mr Jerez Fynn - Director Commissioner of Oaths Vulindlela Services (Pty) Ltd t/a 3@1 Hillcrest Ref No: 9/1/8/2 R/O KZN Pinetown Shop GF 39, Hillcrest Corner, Old Main Rd, Hillcrest, 3610 Tel: 031 765 2728</p>
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We trust that this meets with your approval. Please do not hesitate to contact us if additional information is required or there are items you wish to discuss.

Yours sincerely



Rose Owen

APPENDIX 3.11.2 VIRTUAL/ONLINE PLATFORM



WAHM workspace

EXECUTIVE SUMMARY

WAHM WorkSpace is a technical Virtual Assistance business that was started in September 2017. We are a team of Work At Home Moms (WAHMs), who provide a variety of virtual services to our clients. One of those services is offering online conference and meeting hosting via Zoom and AirMeet. We also provide Email Marketing, Website and other virtual services

INTRODUCTION

WAHM is a registered company run by Bianca Johnson (CEO) and Adrienne Brown (CFO). They have a team of support virtual assistants based in South Africa and the USA. Their services include:

- **Zoom and Online Conference hosting** and management - hosting and managing calls, manning the waiting room, AirMeet conference set up and management.
- **Email list management** - setting up email marketing accounts for success, managing databases, sending newsletters, assisting with content creation.
- Understanding your Numbers - real world interpretation of data and numbers and interpreting it so that it's easy to understand and use for business decisions.
- Training on all of the above - one on one training, small group training and online courses coming soon.
- And a whole lot more!



BIANCA JOHNSON

Bianca Johnson is the CEO, Owner and head tech Virtual Assistant at WAHM WorkSpace. She started the company in September 2017 after a long and varied career in multiple service industries.

RESUME

Bianca has a BA degree in Applied Language Studies and Psychology from the University of KwaZulu Natal (PMB). She worked in USA as an au pair for various families for 4 years. She worked in Electricity and Gas sales, door to door, in London. She's worked in various hostels and other hospitality venues throughout her career in multiple countries. Bianca taught English in Taiwan for a period. She worked as a travel agent with Flight Centre for 8 years. She ran a professional concierge business for 3 years. WAHM WorkSpace has been her sole focus since 2017.

She is also a Mom to two children, runs a peer support group for pregnancy loss moms, and is Vice Chair of KZN Women in Business.

CONTACT DETAILS

Bianca can be contacted on:

email: bianca@wahmworkspace.com

website: www.wahmworkspace.com

website: www.wahmworkspace.co.za

telegram: <https://t.me/BiancaWAHM>

**Bianca
Johnson
CEO**



Adrienne Brown CFO

ADRIENNE BROWN

Adrienne Brown is the CFO at WAHM WorkSpace. She joined WAHM WorkSpace after leaving a career in the Finance Industry and decided to pursue her own passions.

RESUME

Adrienne has her BCompt degree and completed her Articles with Grant Thornton in 2004.

She also volunteers her time as a Technical Official for Lifesaving KwaZulu Natal.

She is also a Mom to two children.

CONTACT DETAILS

Adrienne can be contacted on:

email: adrienne@wahmworkspace.com

website: www.wahmworkspace.com

website: www.wahmworkspace.co.za

telegram: <https://t.me/adriennebrown>



WAHM WorkSpace Pty Ltd
Reg: 2017 / 412882 / 07
4 Sphiwe Zuma Ave, Umbilo,
Durban, South Africa
www.wahmworkspace.com

DECLARATION OF INDEPENDENCE

I, the undersigned **BIANCA JOHNSON**

hereby state that WAHM WorkSpace Pty Ltd, is an independent company from Triplo4 who is contracted to support the virtual meetings only.

Director Name: Bianca Johnson

Director Signature:  _____

Date: 2 November 2022

APPENDIX 3.11.3 DISTRIBUTION OF PPP MATERIALS



Vibrant Divisions

Proven, effective and affordable marketing methods that deliver results!



Distribution

- Door To Door Distribution (D2D)
- Bulk Drops
- PO Box Inserts



Activation

- Robot Activation
- Arrow Spinners
- Store Opening Campaign



Outdoor

- Street-pole Advertising
- Mobile, Static & Digital Billboards
- Correx Posters



Commuter

- Rank Flyer Handouts
- Road Show with MC
- Megaphone
- Taxi Branding



Distribution

Delivering your message to your target market Nationwide

- ✓ 36 depots across South Africa
- ✓ Up to date demographics, LSM & quantities
- ✓ Up to date Geomapping and Pinning using .kmz files

AREA	DEMOGRAPHICS			DWELLINGS		
	INC	RACE	LSM	H/S	FLAT	TOTAL
CHATSWORTH ROUTE 1						
CROFTDENE	B/C	A	7/8	2 099	3	2 102
ARENA PARK	B/C	A	7/8	1 105		1 105
MONTFORD	B/C	A	7/8	3 222	2	3 224
RISECLIFF	B/C	A	7/8	2 402	4	2 406
SILVERGLEN	A/B	A	9	1 257	18	1 275
TOTAL						10 112





Activations

Branded professionals creating a buzz

- ✓ Impact marketing using strategically placed branded promoters at intersections, shopping centres, airports or requested points.
- ✓ Arrow spinners with over 300 different tricks pointing potential customers towards your store.
- ✓ Fully comprehensive, tailor-made marketing campaigns to suit your budget and target your market.





Activations

Arrow Spinners

- ✓ **COST** per hour
- ✓ Once off Arrow Production

Robot Activation

- ✓ 4 Branded promoters, 2-hour shift during peak hour traffic (7-9am or 3-5pm)
- ✓ 1 500 leaflets distributed





Outdoor

Mobilizing your brand

- ✓ Today's audiences are highly mobile and outdoor advertising has become a highly effective marketing medium. Outdoor media has proven to be a powerful branding exercise with full colour, eye level and eye catching messages, driving your message into the minds of your target audience.
- ✓ Mobile, Static and Digital Billboards
- ✓ Street Pole and Street Banner Ads
- ✓ Correx Event posters





Mobile Billboard-KZN Only

Mobilizing your brand

- ✓ Mobile-Change your location daily up to 50km per day at strategic intersections/positions
- ✓ Cost- daily rate and once off production and flighting fee
- ✓ 1 Month campaign special (25 Days excluding Sundays) including printing and flighting fee
- ✓ Size- 3x6m or 4x 2,25m 2 PVC Banners, artwork supplied by client





Mobile Billboard-GP & WP

Mobilizing your brand

- ✓ Mobile-Change your location daily up to 50km per day at strategic intersections/positions
- ✓ Cost- daily rate and once off production and flighting fee
1 Month campaign special (25 Days excluding Sundays) including printing and flighting fee
- ✓ Size- 2,2x4m, 2 PVC Banners, artwork supplied by client



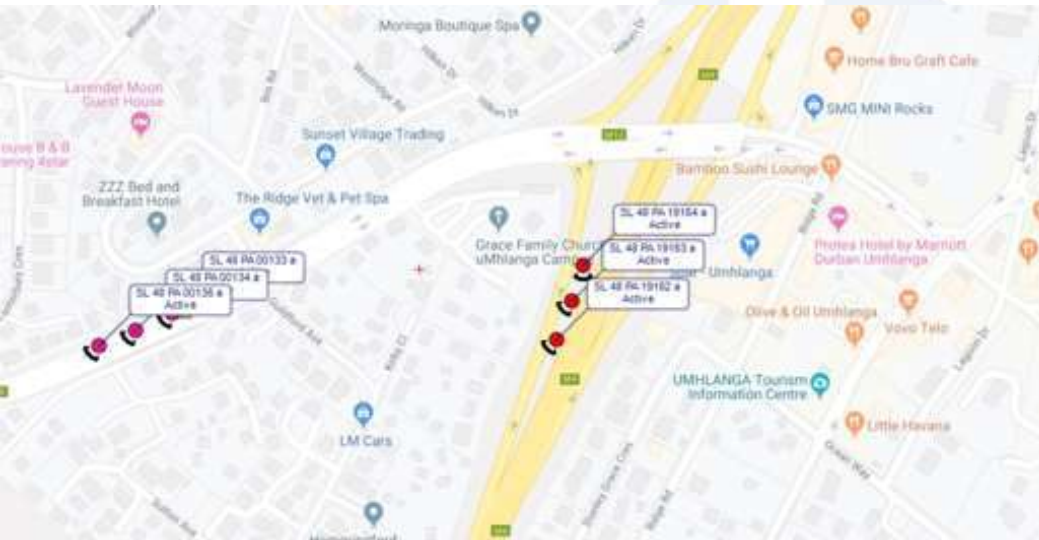


Street Pole Ads

Mobilizing your brand

- ✓ Sold in sets of 3, available Nationwide
- ✓ Cost- **On request per pole per month**
- ✓ Once off production & flighting fee

- ✓ Size- A0





Commuter

Moving in your direction

- ✓ Taxi rank activations and township marketing are the perfect opportunity to target prospective shoppers en route to their shopping destination or their place of work. We will get your message seen with flyer handouts within walking distance to your store.
- ✓ Taxi Rank handout
- ✓ Roadshow Activations using MC announcer
- ✓ Megaphone Announcer



Store Opening Campaigns

Store front teams and entertainment

- ✓ Direct and interactive approach conveying key product and brand elements
- ✓ Store front promoters
- ✓ Slush puppy, corporate gift giveaways, DJ and MC, Spin & Win Competitions
- ✓ Spin n Win, lucky draw and Pop n Win competitions



Interactive Rank Campaigns

Roadshows, and loudhailer trailer events

- ✓ Our Loudhailer Trailer roams urban & rural communities with Audio & visual ads
- ✓ Increase store foot traffic
- ✓ Our Roadshow team with MC creates hype with competitions and music in busy rank hubs to attract customers
- ✓ Spin n Win competitions or sample giveaways



Outdoor Events

Golf day and outdoor events

- ✓ Branded promoters and sample handouts
- ✓ Increase your brand target audience
- ✓ Branded gazebo, shark fin banners or pop up banners



Well Aligned

We at Vibrant Direct believe in giving back and work closely with The Gozololo Foundation and the Sunflower Fund



The Sunflower Fund
Share a Little, Save a Life



Vibrant Direct is a B-BBEE contributor and is proud to be aligned as associate members of the following organisations:



“What our clients say”

I have had the pleasure of working very successfully with the Vibrant team over several years. We have partnered with them over across different customer segments and on multiple OOH platforms. Their performance has delivered amazing results for our business. An outstanding difference is their “hands on” approach to our briefs and the effortless way they deliver quality; right across the country at very affordable rates. Incredible value delivered professionally by an engaged and passionate team would be how I would describe them.

Dave Ramsden, Head of Advertising



I have found each and every staff member that I deal with to be focused and committed to ensuring the success of each and every job, no matter how big or small. Vibrant Direct is extremely service orientated and I deal with them because they make my job easier.

Natalie Buck, Managing Director



SPAR KZN have a long standing working relationship with Vibrant Direct. Aside from being reliable and efficient, we love the passion from the Vibrant team. We consider Vibrant a partner that offers exceptional, professional service and the rates are competitive too. We would recommend Vibrant Direct for your business leaflet distribution needs.

Nelene Rampersad
Advertising, Promotions & Sponsorship Manager



Thank You

A personal message from us to you...



As an owner-managed company, our focus has always been on our customers. This means that we are flexible and attentive to your unique needs, while providing your brand with unmatched value.

We know what matters most to you. That's why our tailor-made nationwide campaigns are competitively priced, and can be monitored and measured through the latest technology.

Our team is always available to work alongside you in taking your brand directly to your target market, the Vibrant way.



Caroline Dassonville, Managing Member

APPENDIX 3.11.4: TRANSLATORS & INTERPRETERS


AFRIKAANS TRANSLATOR

03 November 2022

DECLARATION OF INDEPENDENCY

I, the undersigned Petrus Hendrik Honiball, hereby state that I Petrus Honiball is an independent entity/individual who was contracted to provide translation/s of documents and interpretation in meetings by Triplo4.

Name: Pieter Honiball

Signature:  _____

CURRICULUM VITAE

PIETER HONIBALL

Address 4 Hebron
12 B Olympus Drive
Baysvalley
Bloemfontein
9301
Tel 0723410263
email: pieterhoniball@gmail.com

Full Names: Petrus Hendrik Honiball

Marital Status: Unmarried

Nationality: South African

Age: 51

Criminal Record: None

Identity Number: 7108105127082

Driver's License: 08 (Light Motor Vehicle)

**Persal Number
(Western Cape Department of Education):** 53831161

Languages: Afrikaans, English, Deutsch (Elementary), (Un peu de Français).

Qualifications: **2013** Life Coach and Neuro Linguistic Programming Practitioner. NLP Life Coach Training Academy, Pretoria.

2010 University of South Africa:
Honours Bachelors of Art (Philosophy)
Subjects: A thorough study of a period in the history of Philosophy. A thorough study of an approved Philosophical text. Trends in Contemporary Philosophy. A Thorough study of an approved Philosophical problem.

1999 University of the Free State:
Bachelor of Arts
Subjects: Philosophy 3 Psychology 3 English 2 History 2
Deutsch 1 B Archaeology 1 (Unisa).

Professional Experience: **2018 - 2022**
Freelance interpreter (Afrikaans/ English). Free State
Provincial Legislature.

2017
Lectured at the Faculty of Education. Practical
Education. (Classroom Management.) University of the
Free State.

2014-2016
Interpreter (Simultaneous, Afrikaans/ English). Unit for
Language Management, University of the Free State.

2012-2013
Lectured at the Faculty of Education, Department of
Philosophy and Policy Studies in Education.
Study Units Presented:
ECS 122 (Education System and Teaching as a
Profession), ELF112 Philosophy and Policy Studies in
Education (Life- and World Views), EFA 112 (Culture and
Education), FOD 622 (Democracy and Education).

Simultaneous interpreter (Afrikaans/ English
combination) Unit for Language Management, University
of the Free State.

2007-2009
Teacher, Uitkyk Primary School in Greyton, Western
Cape.
Grades 4 to 7, multi-grade, double medium. Responsible
for the following learning areas:
Mathematics (grade 6 and 7)
English (grades 4 to 7)
Social Science (History and Geography) (grades 4 to 7)
Economic and Management Science (grades 4 to 7)
Technology (grades 4 to 7)
Afrikaans (grades 4 to 7)
Arts and Culture (grades 4 to 7).

2003-2007

Interpreter at the Unit for Language Facilitation and Empowerment, University of the Free State. I am a simultaneous interpreter (Afrikaans to English, and visa-versa) and have interpreted at several top-level management meetings, seminars, workshops and lectures.

I have also interpreted at sessions of South Africa's Truth and Reconciliation Commission in Port Elisabeth in the Motherwell Bombings case, as well as consecutive interpreting in the Supreme Court.

2003

Teacher at Harold Cressi High in Cape Town.
Taught: English (grade 9) and Social Science (grades 8 & 9).

2002

Teacher at Queenstown Girls' High School.
Taught: History (grade 9), Geography (grades 9 & 10), and Biology (grades 8 & 9) Life Orientation (grade 8).
Presented cross-stitch as a life skill, coached cross-country, assisted school in very successful transformation to Outcomes Based Education.

2002

Koellenhoff Wine Farm, Stellenbosch
Manager of harvesting team with after-hours duties in wine cellar.

2000-2001

Damelin, Bloemfontein.
Office assistant, general administration, organizing matriculation examination.

1996 –2000

Bloemfontein
Child educator and caretaker (children of MR and Mrs Roodt, Mrs Bowen and Mrs Els).

1996

New Era Business College, Bloemfontein.
Temporary lecturer (Office Administration & Communication).

1993 –1995

Own Business, Stellenbosch.

Honibee gardening service.

1992

Voight & Partners Pathologists, Bloemfontein
Laboratory assistant (Hematology).

Interests and Activities: I love being in nature. I love reading and I am interested in almost everything. I love learning new things, and I am particularly fond of simply being. I am currently busy preparing to do my Masters in Philosophy with a special interest in the philosophical hermeneutics of Hans-Georg Gadamer and the works of DFM Strauss.

I have published short stories on the Internet, (http://home.global.co.za/~gfjh7up/s_jpv01.htm) and I am currently working on children's books in both English and Afrikaans.

I sang in the University of the Free State's Pro Ecclesia Choir and participated in the productions of Verdi's *Aida* and Carel Orff's *Carmina Burana*.

I create web-sites for people and I can sit for hours solving issues in programming.

References:

Mrs. E Groenewald.
Headmistress: Uitkyk Primary School
P.O. Box 9
Greyton
7233
Tel: 028 254 9605 fax: 086 5414 180
E-mail: admin@uitkyk.wcape.school.za

Mr. Richard Edkins.
Headmaster: Queenstown Girls' High School.
P.O Box 95
Queenstown
5320
Tel: 045 839 4160 fax: 045 839 3596

Dr. Adeline Grobler.
Head of the Unit for Professional Training and Service in
the Behavioural Sciences. (UNIBS)
Psychology Building

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9301
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LAERSKOOI UITKYK

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UITKYK PRIMARY SCHOOL

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GREYTON
7233

Tel 028-2549605

admin@uitkyk.wcape.school.za

HEIL DIE LESER

Graag getuig ek , Estelle Groenewald as ondergetekende die volgende aangaande

Mnr Pieter Honiball

Mnr. Honiball is vir die afgelope sewentien maande goed aan my bekend. Hy is verantwoordelik vir die onderrig van Grade vier tot sewe vir die leerareas Wiskunde, Sosiale Wetenskap, Tegnologie, Engels Huistaal sowel as Eerste Addisionele Taal en Ekonomiese Bestuurswetenskappe. Hierdie leerareas word in beide Afrikaans en Engels as onderrigtaal aangebied.

Die vereistes vir so 'n gekombineerde, dubbelmedium-klas is veeleisend en in baie gevalle uiters moeilik . Mnr. Honiball het egter bewys dat hy opgewasse is vir hierdie belangrike en moeilike taak ,aangesien hy goeie dissipline kan handhaaf en leeders kan lei tot selfstandige en onafhanklike studiemetodes. Hy is ook volkome tweetalig en het geen probleem om die klasse in beide tale aan te bied nie.Hy het 'n baie goeie algemene kennis en wye belangstellingsveld en is op hoogte van ontwikkeling en verandering. Die leiding wat hy gee , is interessant en goed beplan.

Mnr. Honiball het ook gedurende hierdie sewentien maande wat hy aan ons skool verbonde is , geweldig baie bereik deur ons skool plaaslik,sowel as internasionaal te bemark. Hy het deur skakeling met die plaaslike gemeenskap, borge gekry vir die skool en ook die belangstelling gewek wat daartoe gelei het dat meer mense uit die gemeenskap by die skool betrokke geraak het. Dit het gelei tot die ontstaan van onder meer karateklasse, sowel as die aanbieding van Duitse -klasse.

Mnr. Honiball is baie goed rekenaargeletterd en is van groot waarde vir die administrasie van die skool . Hy het verskeie rekenaars vir die skool beding sodat elke klaskamer ten minste een rekenaar het en is tans besig om met Khanya te onderhandel vir die daarstelling van `n rekenaarlokaal.Hy het ook vir die skool `n webblad ontwikkel.

Mnr . Honiball het ook `n lewendige belangstelling in die natuur en is daadwerklik besig met die vestiging van `n organiese tuin by die skool.Hy toon belangstelling in die leerders en moedig hulle aan om hul beste te lewer.Dit is baie belangrik in `n skool met `n multi-kulturele samestelling.

Hy is `n vriendelike persoon met `n goeie sin vir humor. Hy is baie hulpvaardig en konsidirerend. Hy het ook bewys dat hy bereid is om meer te doen as wat verwag word. Hy is ook bereid om te waag en te leer.

Mnr. Honiball sal `n aanwys wees vir enige beroep of instansie waar hy aangestel mag word.

My beste wense vergesel hom in die toekoms.

Die uwe


.....

Estelle Groenewald
(Skoolhoof)
14-10-2008



QUEENSTOWN GIRLS' HIGH SCHOOL
P.O. BOX 95
QUEENSTOWN, 8320
Tel: 043-839-1190
Fax: 043-8398596

2002-11-21

Dear Pieter
On behalf of all associated
with Gulo's High, I thank you
most sincerely for stepping into
a substitution post. You have
helped us to paddle our way
through the "rapids" of CTH's
and all the issues surrounding
Grade 9 assessment. Thank you
for your contribution here.

I am particularly grateful to
you for your constant
willingness to help whenever
required - even when not
asked! Your spirit of generosity
is indeed admirable.

Good luck as you move ahead.
I wish you the very best.

Sincerely
R. [Signature]




19 September 2006

To Whom It May Concern:

I have known Mr Pieter Honiball for several years. He has worked as a freelance interpreter (Afrikaans/English) for the Unit for Language Management since 2003.

Mr Honiball is a dedicated worker who gives of his best at all times. In addition to his interpreting experience on all levels, he has a wide general knowledge and excellent language skills. Moreover, he is always helpful, and is willing to walk the extra mile for his colleagues and clients. He has excellent communication skills and works well in a team.

My best wishes accompany him.


Mrs Susan Lombaard
Manager



DIE UNIVERSITEIT
VAN DIE ORANJE-
VRYSTAAT



THE UNIVERSITY
OF THE ORANGE
FREE STATE

HIERMEE WORD VERKLAAR DAT DIE GRAAD THIS IS TO CERTIFY THAT THE DEGREE

Baccalaureus Artium Bachelor of Arts

TOEGEKEN IS AAN
HAS BEEN CONFERRED UPON

PETRUS HENDRIK HONIBALL

NADAT AAN DIE STATUTE EN REGULASIES VAN IN ACCORDANCE WITH THE STATUTES AND
DIE UNIVERSITEIT VOLDOEN IS. AS BEWYS REGULATIONS OF THE UNIVERSITY. AS
DAARVAN PLAAS ONS ONS ONDERSKEIE WITNESS OUR RESPECTIVE SIGNA-
HANDTEKENINGE EN DIE SEËL VAN DIE TURES AND THE SEAL OF THE
UNIVERSITEIT HIERONDER. UNIVERSITY BELOW.



A. J. Beetsze

.....
VISEKANSIELIER/VICE-CHANCELLOR

D. F. M. Strauss

.....
DEKAAN/DEAN

[Signature]
.....
REGISTRATEUR/REGISTRAR

BLOEMFONTEIN
2000-03-16



We certify that

Petrus Hendrik Homiball

*having complied with the requirements of the Higher Education Act
and the Institutional Charter, was admitted to the degree of*

HONOURS BACHELOR OF ARTS
in Philosophy

*at a convocation of the University
on 15 Aug 2011*


Registrar


Deputy Registrar




Examinations Officer



ISIXHOSA TRANSLATOR

03 November 2022

DECLARATION OF INDEPENDENCY

I, the undersigned Madoda Ndlatuse, hereby state
that Madoda Ndlatuse is an independent entity/individual who was
contracted to provide translation/s of documents and interpretation in meetings by Triplo4.

Name: Madoda Ndlatuse

Signature:  _____

MADODA NDLAKUSE'S PROFILE SUMMARY

Before the world dubbed him as Doplá the storyteller Madoda Ndlakuse is a multi-talented proud father of two daughters. He was born in the notorious dusty streets of Mdantsane in East London, Eastern Cape. Due to circumstances that one will read about in his autobiography should he decide to publish it he lived in different places. He lived in King Williams Town, deepest rural areas of Ngqamakhwe where he became a chorista and choir conductor. His Mdantsane aura never escaped him because he became famous for his Pantsula moves while still in Ngqamakhwe. He moved to Port Elizabeth in grade 8 and his English teacher inspired him to write poetry. The streets of Njoli, Kwazakhele, Mdantsane still echoes his famous poem titled "uNosipho" which articulate the notorious life of PE central. Doplá the storyteller as popular known showed interest in literature at a very young age. Mr Ndlakuse has been involved in literature and literacy development since early 2000s, he played a major in the art development not only in Port Elizabeth where he is currently based but in the entire Eastern Cape province. His ethical work speaks volumes and here is short summary of his involvement in the art, culture, literature, literacy and language development:

- 2003: Co-Founder of Spoken Word Art Movement@Vista University now NMU Missionvale Campus
- 2004: Guest Poet and Student at Mzi Mahola's Creative Writing Workshops -Zwide Library, P.E
- 2007-2008: Creative Writing & Drama Workshops around Nelson Mandela Bay
- 2012: Facilitator of Poetry Workshop for High Schools with Ntsika Tyatya and Wesley Pepper (National Book Week), Red Location Museum.
- 2012: Interpreter for Red Location Story collection and Creative writing project
- 2013: Help organised, curated, performed and hosted the successful Mandela Bay Book Fair with writers like Niq Mhlongo, Lesego Rampolokeng, Don Mattera, Jessica Mbangeni, Vonani Bila etc
- 2014: Founded, Conceptualised and directed the Eastern Cape Book Festival 2014.
- 2015: Published poetry with Jacana Media's SOL PLAATJE EUROPEAN UNION POETRY ANTHOLOGY.

- 2016: Written and published my first children's Story book entitled 'Umtshato weNtlanzi neNkukhu'
- 2016: Conducted Literacy Development Workshop for Student Leaders at Indibano Conference organised by Nelson Mandela Institute for Rural Development and Education.
- 2016-2018: Conducted Literacy Development trainings and Poetry Workshops in Grahamstown, P.E, Uitenhage, Pearston, Bizana, Stutterheim etc
- 2016-2018 Published online by BADILISHA Poetry while also serving as their Talent Scout in EC
- 2016-2018: Performed Storytelling at Puku Storytelling Festival alongside Dr Gcina Mhlophe, Dr Sindiwe Magona, Nompucuko Zakaza, Charmaine Mrwebi, Babalwa Kona etc
- 2016-2018: Presented Programs at various Conferences and Festivals like Litasa, Karoo Literary Fest, Grahamstown Arts Fest, Wordfest, Litfest, Mandela Bay Book Fair, Mandela Bay Cultural Festival, Bizana Literacy Week, National Book Week and most recently did a Storytelling performance in Durban at the NOZINCWADI STORYTELLING FESTIVAL organised by Gcinamasiko Heritage.
- 2016 until now- Been a frequent interviewee at SABC Umhlobo Wenene Fm & Tru Fm with regards to literacy development issues.
- -Published two stories with Life Righting Collective (Before the dog & One SHUSHU Day)2017-2018
- -2020 successfully completed National Diploma in Early Childhood Development at Rhodes University under Centre for Social Development.
- -Part of National Book Week storytellers for their EC IsiXhosa Literacy Festival (2019) &
- 2020: Headlined National Book Week – online storytelling sessions during 2020 Covid-19 Lockdown.
- 2020: Headlined DGMT Sikhab'iCovid radio interviews on issues like storytelling for families during Covid 19, Home Schooling, Home based reading club activism etc

- 2020: He was amongst 100 most influential young people in South Africa by Avance Media
- 2020: Published his 1st poetry collection entitled *Iingcinga zendoda* & his 1st short story collection entitled *Mhla latsh'iBhayi* . Both books are edited by the award-winning author Mzoli Mavimbela and they were launched virtually on the International Mother tongue Day in 21 February 2021
- 2020: Did a lot of translation work and interpreting for *Clowns Without Borders* , Stellenbosch University and Online storytelling sessions.
- In September 2021 he released his 2nd poetry collection entitled *Iingcinga zendoda* as well as his 2nd short story collection entitled *Ndiza kutshat' uBeyonce*. In the same virtual launch his 6 year old daughter was off course launching her debut storybook entitled *Mholweni igama lam nguOwethu*
- In November 2021 he became the SALA Award winner under the Nadine Gordimer Category of short stories. In the same month he conceptualised, hosted and curated 1st ever Gqeberha Story Festival at Mendi Art Centre.
- Immediately after that his story *Ngumntu waphi lo* was published by the *Imbiza African Literary Journal* edited by Dr Sipiwo Mahala.
- In 2022 he co-edited 3 books namely *Ithunga lengqiqo* (a collection of artwork and poems mainly in isiXhosa by Gqeberha poets) , *Echoes of Gqeberha* (a collection of poems mainly in English by Gqeberha poets) as well as *Nganeno komlambo iQhagqiwa* (a collection of children's stories and illustrations by KwaNobuhle). All these projects Ndlakuse played a major role in workshoping and inspiring the writers before collecting and editing their body of work. 2 more projects with 2 elderly women from New Brighton to be announced soon.
- 2022 He was awarded with a 2nd national award PanSALB Multilingualism award on isiXhosa on the 15th of June 2022
- On the 30th of June 2022 Madoda together with Nal'ibali organised the 1st ever Men's Literacy Imbizo for KwaNobuhle men and their role/ involvement in children's education. Just after that he has been selected by NMBM Libraries to be part of

creatives that were to showcase African storytelling to students from Jacksonville ,America.

- 2022: Awarded for Significant role in Literacy-by-Literacy Association of South Africa on the 2nd of October 2022

From the aforementioned achievements and involvements Mr Ndlakuse remain committed to change the literacy and literature landscapes in the Eastern Cape, his unchanged love for isiXhosa language and other languages proves his rooted passion of language development. His love for children and child development is unmatched, those who follow him on social media can't help but love and admirer the relationship between Dopla the storyteller and his daughters Onez and Mila. His facebook timeline is filled with short stories, literature work and opportunities and the famous Onez/ Dopla short well written entertaining stories. The ultimate goal for this language practitioner is to build Early childhood development centre, Hub of reading excellence and a theatre hub for indigenous storytelling

REFERENCES

1. Malusi Ntoyapi- Community & Innovations Manager at HCI Foundation .072 343 3552.
2. Suzi Mjwara – Clowns Without Borders Training Manager – 079 854 8734.

03 November 2022

DECLARATION OF INDEPENDENCY

I, the undersigned DR L. NOTSHE, hereby state
that _____ is an independent entity/individual who was
contracted to provide translation/s of documents only by Triplo4.

Name: DR LWANDLEKAZI NOTSHE

Signature:  _____

LWANDLEKAZI NOTSHE

Cell Number: 0827481677

Email Address: lwandlekazi.notshe@gmail.com

Last Updated: 23/05/2022

PERSONAL DETAILS

Name	:	LWANDLEKAZI
Surname	:	NOTSHE
Title	:	DR
Gender	:	FEMALE
Date of Birth	:	13/04/1957
Identity Number	:	5704130841085
Nationality	:	SOUTH AFRICAN
Home Language	:	ISIXHOSA
Other Language	:	ENGLISH (Speak, Read or Write)
Race	:	BLACK
Home Address	:	9 WYOMING PLACE, LOVEMORE HEIGHTS, PORT ELIZABETH 6070
Health	:	Excellent
Disabilities	:	NONE

EDUCATION

BACHELOR OF ARTS (*University of Fort Hare*) 1985

(IsiXhosa 3 and Psychology 3)

BACHELOR OF ARTS HONOURS (*University of Port Elizabeth*) 1990

(IsiXhosa)

MASTERS DEGREE (*Nelson Mandela University*) 2012

Research Topic: Uphononongo nzulu lokusetyenziswa kolwimi olucengayo kwiincwadi zesiXhosa ezichongiweyo.

DOCTOR OF LITERATURE (*Nelson Mandela University*) 2017

Research Topic: Uphononongo nzulu lokusetyenziswa kweenkumbulo nokulibala kwiincwadi zesiXhosa ezichongiweyo.

PROFESSIONAL CERTIFICATE

JUNIOR SECONDARY TEACHERS' COURSE (*Lovedale Teachers' College*) 1977

CERTIFICATES OBTAINED

1. **HEADS OF DEPARTMENT** (Department of Education and Training) 1988
2. **BASIC COMPUTER LITERACY** (Port Elizabeth Technikon) 1998
3. **LEADERSHIP & MANAGEMENT WORKSHOP BASED ON IQMS, POSITIVE DISCIPLINE AND PROFESSIONAL ETHICS** (South African Principals' Association) 2015
4. **MANAGING DISCIPLINE, POOR PERFORMANCE AND GRIEVANCES IN PUBLIC SCHOOLS** (Nelson Mandela University) 2017

AWARDS AND

ACHIEVEMENTS

1. AWARDS FOR ACHIEVING 100% IN TEACHING ISIXHOSA GRADE 12 (2012-2017)
2. AWARD FOR BEING TOP ACHIEVER IN THE WESTERN REGION IN TEACHING ISIXHOSA GRADE 12 (2017)
3. AWARD FOR WRITING MA AND DLITT THESES IN ISIXHOSA BY MINISTER OF ARTS AND CULTURE (2019)

WORKING

HISTORY

(JANUARY 1984 - 1988)

DEPARTMENT OF EDUCATION

EDUCATOR

TEACHING

(JANUARY 1988 - 2009)

DEPARTMENT OF EDUCATION

HEAD OF DEPARTMENT

MANAGEMENT&TEACHING ISIXHOSA GRADE 12

DEPARTMENT OF EDUCATION

(OCTOBER 2009 TO 2018)

DEPUTY PRINCIPAL

ADMINISTRATION & TEACHING ISIXHOSA GRADE 12

MARKING OF GRADE 12 SCRIPTS P3

MARKER (1993 - 1996)

Marking of scripts P3

SENIOR MARKER (1997-1999)

Supervising the team of markers

Monitoring the standard of marking

DEPUTY CHIEF MARKER (2000-2017)

Supervising the team of Markers and Senior Markers

Monitoring the standard of marking

Supporting Chief Marker in maintaining National Standards

WORKSHOPS CONDUCTED

NATIONAL CURRICULUM STATEMENT (NCS) FACILITATOR IN THE NELSON MANDELA DISTRICT

WORKSHOP OF TEACHERS ON HOW TO TEACH AND MARK CREATIVE WRITING (P3)

NELSON MANDELA UNIVERSITY (JANUARY 2019-2020)

CONTRACT LECTURER

MODULES TAUGHT TO UNDERGRADUATES

Morphology and Semantics

Phonology & Syntax

MODULES TAUGHT TO POSTGRADUATES

Semantics

Sociolinguistics

Syntax

CREATIVE WRITING PROJECTS

Editor of IButho Magazine (isiXhosa magazine) which was aiming at the development of isiXhosa language and culture.

Editing and proof reading isiXhosa Poetry book 'Ezingaqhelekanga' by Mzi Mahola published in 2021

Editing and proof reading isiXhosa Poetry book 'Ndithungile selani' by Anelisa Thengimfene published in 2022

Editing and proof reading isiXhosa Idioms book 'Ubhule beselwa' by Mzi Mahola to be published this year.

Study Guides Review for Edutel Higher Education (isiXhosa Home Language)

NATIONAL CONTRIBUTION (REPORT & TERMINOLOGY DEVELOPMENT)

isiXhosa Terminology for Road signs by National Department of Arts and Culture in 2019.

PUBLICATIONS

L. NOTSHE & L.L.KWATSHA: Uphonononga lokusetyenziswa kweenkumbulo nokulibala kwiincwadi zesiXhosa ezichongiweyo. Published by SAJAL 42 (1). 2022

CURRENTLY

Translating and editing for Stellenbosch University

REFERENCES

Mr F. N. Bottoman

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ISIZULU TRANSLATORS AND INTERPRETERS



**UNIVERSITY OF
ZULULAND**

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Email: ButheleziZG@unizulu.ac.za
04 November 2022

TO WHOM IT MAY CONCERN

DECLARATION OF INDEPENDENCE

I, Zanele Gladness Buthelezi, hereby state that I am an independent individual who was contracted to provide translation/s of documents only by Triplo4.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Z. Buthelezi'.

Dr ZG Buthelezi (0760448884)
Senior Lecturer
Department of African Languages and Culture
Faculty of Humanities and Social Sciences
University of Zululand

ABRIDGED CURRICULUM VITAE

PERSONAL DETAILS

NAME: Zanele Gladness Buthelezi
PERMANENT RESIDENTIAL ADDRESS: 48 Carey Road; Pelham; Pietermaritzburg; 3200
POSTAL ADDRESS: P.O. Box 100382; Scottsville; 3209
MOBILE: 0760448884
HOME: 033 3461870
WORK: 035 9026050
EMAIL ADDRESS: ButheleziZG@unizulu.ac.za

SUMMARY OF QUALIFICATIONS

1. Junior Secondary Teachers Certificate: Amanzimtoti/Adams College (1980)
2. Secondary Education Diploma: Vista University (1989)
3. Bachelor of Arts: University of Zululand (1995)
4. BA Honours: University of Zululand (1998)
5. Master of Education: University of KwaZulu-Natal (2006)
6. Doctor of Philosophy (PhD): University of KwaZulu-Natal (2016)

PRESENT POSITIONS & ACHIEVEMENTS

1. Senior Lecturer at the University of Zululand – 2016 to date
2. Vice Chairperson of Council at the KZN CET College: 2015 – 2019
3. Chairperson of Council at the KZN CET College: 2020 to date
4. ANFASA/AGSA Award winner - 2018
5. Runner-up for the JVET Paper of the year award – 2018
6. Chairperson of Research Committee: National isiZulu Language Board - 2019 to date
7. UNIZULU Language Policy Task Team member – 2021/2022
8. UNIZULU Creative Outputs Committee member - 2022
9. Faculty of Humanities staff representative: UNIZULU Senate -2021/2022
10. Board member: Imbiza Consortium – 2019 to date
11. Treasurer – Southern African Folklore Society (SAFOS) – 2021/2022

PROFESSIONAL EXPERIENCE

1. Presently working at the University of Zululand as a Senior Lecturer in the Department of African Languages and Culture – 2016 to date.
2. Lecturer and materials developer at the University of KwaZulu-Natal; 2000 – 2015 (15 years); CAE/School of Education; Pietermaritzburg Campus, Scottsville. Duties included formal teaching, research and the weekly production of easy to read community education print material relating to a wide range of topics including health, housing, environmental education, voter education, sustainable livelihoods, local history, and the development of reading skills in isiZulu and English.
3. Qantayi High School (teacher), Empangeni, for a period of 10 years (1991 – 2000).
4. Ngangezwe High School (teacher), Catoridge, for a period of 9 years (1982 – 1990).
5. Masijabule High School (teacher), Wartburg, for one year - 1981

TEACHING AND LEARNING

1. Teaching and facilitation of AZUL152; AZUL242; AZUL321 & AZU503
2. Course design and revision of student guides, notes and workbooks for modules taught
3. Setting of tests, assignments and examination papers for all modules taught
4. Giving feedback to students timeously
5. Marking of scripts and keeping of records for all assessment marks
6. Timeous capturing of marks on the ITS
7. Printed ITS mark sheets are signed and filed properly. Signed copies sent to Exam with marked scripts.
8. Supervision of postgraduate students (Honours; Masters and PhD)
9. Participation in Departmental research proposal defense (MA & PhD)
10. Mentoring of students during registration, open day, teaching sessions and research proposal development stages
11. Serving as external examiner for different universities such as University of KwaZulu-Natal, Durban University of Technology; University of South Africa, University of Johannesburg, the University of Western Cape, and Stellenbosch University.

MA & PhD STUDENTS SUPERVISED TO COMPLETION

POSTGRADUATE STUDENTS SUPERVISED TO COMPLETION				
TITLE	CANDIDATE/STUDENT NAME	SUPERVISOR(S)	YEAR COMPLETED	MA/PhD
Classroom experiences of lecturers in implementing the new National Certificate-Marketing: Life histories of three FET college lecturers in KwaZulu-Natal.	Josephine Yandwa Towani	Z.G. Buthelezi	2011	M.Ed
Is the curriculum used at two Ladysmith NGO sites relevant to the lives of their adult learners?	Thandiwe Monica Ndlela	Z.G. Buthelezi	2012	M.Ed
The role of the learning family in developing a reading culture among adults and children.	Jeffrey Sipiwe Mkhize	Z.G. Buthelezi	2013	M.Ed
Ucwaningo ngomthelela wokubhalwa nokuqanjwa kwamagama ezinkundleni zokuxhumana olimini lwesiZulu.	Sithembiso Mthembu	Z.G. Buthelezi	2020	MA
Ukungafundiswa kolimi lwesiZulu emakolishi emfundo yamakhono (TVET Colleges): Ucwaningosimo ngeMfolozi TVET College.	Khayelihle Excellent Khumalo	Z.G. Buthelezi	2020	MA
Ukusetshenziswa kwesu lokubhala emanovelini ka-N.G. Sibiya athi 'Bengithi Lizokuna' nethi 'Kuxolelwa Abanjani'	Felicity Thulisile Ntuli	L.Z.M. Khumalo Z.G. Buthelezi	2020	MA
An investigation of language maintenance and shift: A survey of isiZulu language speakers who were born and raised in Soshanguve	Nontobeko T. Mbatha	Z.G. Buthelezi	2020	PhD
The impact of non-standard varieties of isiZulu in its language learning: A survey of students' performance in a university of technology in Gauteng	Zempilo S. Gumede	L.Z.M. Khumalo Z.G. Buthelezi	2020	PhD
Imizwa yabalaleli ngemidlalo yomoya kanye nomthelela wokuphindwaphindwa kwemidlalo emidala emsakazweni Ukhozi FM	Sibusiso S. Xhakaza	Z.G. Buthelezi S.D. Mbokazi	2022	MA
Exploring the indigenization of the music curriculum and the scope of acculturating music through maskandi in two selected South African universities	Bhekani Eugene Buthelezi	Z.G. Buthelezi S.L. Ntuli	2022	PhD
Amava abafundisi bolimi lwesiZulu ezikoleni eziqokiwe: Ucwaningoqhathaniso ngabathwasiswe ngokwe-PGCE ne-BEd emanyuvesi aKwaZulu-Natal	Samkelisiwe Mbokazi	Z.G. Buthelezi S.L. Ntuli	2022	PhD
A Survey of Non-Zulu Students' Attitude towards Learning IsiZulu as a Third Language in a Gauteng University.	Nokuthula Gertrude Mbatha	L.Z.M. Khumalo Z.G. Buthelezi	Completed Graduating 2023	PhD
A critical analysis of isiZulu Language usage and culture in the television drama 'Isibaya' Season 5.	Zanele Priscilla Msweli	Z.G. Buthelezi	Completed Graduating 2023	PhD
Gender roles and portrayal of women in two isiXhosa novels in the post-apartheid era.	Michael Ngungwini	MZ Mthembu ZG Buthelezi	Completed Graduating 2023	PhD
Umthelela Wokhuvethe (COVID-19) Osikweni Lokungcwaba eMkhanyakude KwaZulu-Natal.	Khayo Makhelwane Nhleko	Z.G. Buthelezi	Completed Graduating 2023	MA

ACADEMIC PUBLICATIONS

- Buthelezi, Z. (2002). Researchers, Beware of your assumptions! The unique case of South African Education. *Reading online*, www.readingonline.org: International Reading Association.
- Land, S. and Buthelezi, Z. (2004). UMkhize, local hero framed: A picture story for beginner adult readers in South Africa. *Language Matters* Vol 35, No 2, 2004.
- Wedekind, V., Buthelezi, Z. (2016). *A Climate for Change? Vertical and Horizontal Collegial Relations in TVET Colleges*. In Kraak, A. et al (Eds), *Change Management in TVET Colleges: Lessons Learnt from the Field of Practice*. Johannesburg: Jet Education Services and African Minds, pp. 64 – 82.
- Towani, J., Buthelezi, Z., Wedekind, V. (2016). At the Pivot: *Classroom experiences of Marketing Lecturers in TVET Colleges in South Africa*. Pretoria: SAQA Bulletin.
- Wedekind, V., Watson, A and Buthelezi, Z. (2016). *Lecturers in Distress: Fractured Professional Identity amongst TVET College Staff in South Africa*. Pretoria: SAQA Bulletin.
- Buthelezi, Z.G. (2018). Lecturer experiences of TVET College challenges in the post-apartheid era: a case of unintended consequences of educational reform in South Africa, *Journal of Vocational Education & Training*, DOI: 10.1080/13636820.2018.1437062.
- Buthelezi, Z.G. & Khumalo, L.M.Z. (2021). *IsiZulu and Social Transformation in Southern Africa*. UNIZULU: Research Centre for African Languages.
- Mthembu, M.Z.; Ntuli, S.L.; Mbokazi, S.D. & Buthelezi, Z.G. (2021). *Quo Vadis, isiZulu Bible? A Case of Realigning the Bible with Culture, Semantics and Orthography*. In Buthelezi, Z.G. & Khumalo, L.M.Z. (ed.): *IsiZulu and Social Transformation in Southern Africa*. UNIZULU: Research Centre for African Languages.
- Buthelezi, Z.G. & Nhleko, M.K. (2021). *Ukuntuleka Okumbaxambili: Ukusetshenziswa Kolimi lwesiNgisi Enovelini yesiZulu ka-M.E. Ngcobo Kusinwa Kudedelwana*. In Buthelezi, Z.G. & Khumalo, L.M.Z. (ed.): *IsiZulu and Social Transformation in Southern Africa*. UNIZULU: Research Centre for African Languages.
- Khumalo, K.E. & Buthelezi, Z.G. (2021). *Exclusion of Indigenous Languages from the NCV Curriculum: An Ingredient in a Recipe for Destruction of Culture and Identity*. In Buthelezi, Z.G. & Khumalo, L.M.Z. (ed.): *IsiZulu and Social Transformation in Southern Africa*. UNIZULU: Research Centre for African Languages.
- Buthelezi, Z.G. & Ngema, T.N. (2021). A figurational analysis of the role of the church in handling issues of widowhood amid Covid-19 in northern KwaZulu-Natal, South Africa. *Pharos Journal of Theology* ISSN 2414-3324 online Volume 102 – Special Ed 2 (2021) Copyright: ©2021 Open Access/Author/s - Online @ [https://: www.pharosjot.com](https://www.pharosjot.com)
- Ngema, N.T.; Buthelezi, Z.G. & Mncube, D.W. (2021). Understanding the impact of Covid-19 in the spiritual life of the Church community. *Pharos Journal of Theology* ISSN 2414-3324 online Volume 102 – Special Ed 2 (2021) Copyright: ©2021 Open Access/Author/s - Online @ [https://: www.pharosjot.com](https://www.pharosjot.com)
- Buthelezi, Z.G. 2022. Translating and adapting an academic textbook from English to isiZulu: A case of the intellectualisation of a target language. *Alternation Special Edition 38*, Volume 28 (2022): 1 – 21.
- Buthelezi, Z.G.; Mbokazi, S.D.; Mthembu, M.Z. & Mthembu-Ngema, W.N. (2022). *Izisekelo Zokulungisa Okubhaliwe: Izinjulalwazi Nokwenziwayo*. Cape Town: MLA Publishers.
- Buthelezi, Z.G. 2022. Bachitheka Bugayiwe: Relevance of Zulu Proverbs amid Covid-19 Context in KwaZulu-Natal, South Africa. *South African Journal for Folklore Studies*. ISSN 2663-6697 (Online) UNISA Press. <https://doi.org/1025159/2663-6697/11074>.

SCHOOL PUBLICATIONS

(i) Co-author of IsiZulu School Books (NCS and CAPS)

1. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (1996), KUYASA, Grade 1. Cape Town: Maskew Miller Longman
2. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (1997), KUYASA, Grade 2. Cape Town: Maskew Miller Longman
3. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (1998), KUYASA, Grade 3. Cape Town: Maskew Miller Longman
4. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (1999), KUYASA, Grade 4. Cape Town: Maskew Miller Longman
5. Buthelezi Z.G., Hadebe T.E., Ngema T.L. (1997), AMAGAGASI, Grade 7. Johannesburg: MacMillan
6. Buthelezi Z.G., Hadebe T.E., Ngema T.L. (1999), AMAGAGASI, Grade 8. Johannesburg: MacMillan
7. Buthelezi Z.G., Hadebe T.E., Ngema T.L. (2000), AMAGAGASI, Grade 9. Johannesburg: MacMillan
8. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (2000), KUYASA, Grade 5. Cape Town: Maskew Miller Longman
9. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (2001), KUYASA, Grade 6. Cape Town: Maskew Miller Longman
10. Buthelezi Z.G., and Land, S (2002) *Asifunde! Incwadi yabafundi* Pietermaritzburg: Centre for Adult Education.
11. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (2004), KUYASA, Grade 7. Cape Town: Maskew Miller Longman
12. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (2005), KUYASA, Grade 8. Cape Town: Maskew Miller Longman
13. Buthelezi Z.G., Hadebe T.E., Ngema T.L. (2005) AMAGAGASI, Grade 8. Johannesburg: MacMillan
14. Buthelezi Z.G. (et al) (2005), SIFUNDA OLWETHUNGA, Grade 9. Cape Town: Nasou Via Afrika
15. Buthelezi Z.G., Ngema T.N., Hadebe B.J. (2006), KUYASA, Grade 9. Cape Town: Maskew Miller Longman
16. Buthelezi Z.G. (et al) (2006), SIFUNDA OLWETHUNGA, Grade 11. Cape Town: Nasou Via Afrika.
17. Buthelezi Z.G. (et al) (2007) SIFUNDA OLWETHUNGA, Grade 12. Cape Town: Nasou Via Afrika.
18. Buthelezi Z.G., Ngema T.L., Ntuli T.E. (2011) *Isizulu Sanamuhla Esicebile (Solutions); Grades 1 – 3*, Johannesburg, MacMillan Publishers
19. Buthelezi Z.G., Ngema T.L., Ntuli T.E. (2012) *Isizulu Sanamuhla Esicebile (Solutions); Grades 4- 6*, Johannesburg: MacMillan Publishers
20. Buthelezi Z.G., Ngema T.L., Ntuli T.E. (2012) *Isizulu Sanamuhla Esicebile (Solutions); Grades 7 – 9*, Johannesburg, MacMillan Publishers.
21. Buthelezi Z.G., Ngema T.L., Ntuli T.E.; Z Mhlungu (2014) *Phasa IsiZulu; Umhlahlandlela Wokuhlalelwa Kokuhlalelwa; Ibanga 12*; Cambridge University Press.
22. Buthelezi Z.G. (2017) *Graded Grade1 IsiZulu Readers*, Johannesburg, MacMillan Publishers.

(ii) IsiZulu school books co-authored under maiden name

1. Dlamini Z.G., Ntuli T.E., Ngema T.L. (2002), AMAZA, Grade 1. Johannesburg: MacMillan.
2. Dlamini Z.G., Ntuli T.E., Ngema T.L. (2002), AMAZA, Grade 2. Johannesburg: MacMillan.
3. Dlamini Z.G., Ntuli T.E., Ngema T.L. (2002), AMAZA, Grade 3. Johannesburg: MacMillan.
4. Dlamini Z.G., Ntuli T.E., Ngema T.L. (2003), AMAZA, Grade 4. Johannesburg: MacMillan.
5. Dlamini Z.G., Ntuli T.E., Ngema T.L. (2003), AMAZA, Grade 5. Johannesburg: MacMillan.
6. Dlamini Z.G., Ntuli T.E., Ngema T.L. (2003), AMAZA, Grade 6. Johannesburg: MacMillan.
7. Dlamini Z.G., Ntuli T.E., Ngema T.L. (2007), *IsiZulu Sanamuhla Esicebile*, Grades 1- 3. Johannesburg: MacMillan.
8. Dlamini Z.G., Ntuli T.E., Ngema T.L. (2008), *IsiZulu Sanamuhla Esicebile*, Grades 4 - 6. Johannesburg: MacMillan.

(iii) Books on Life Skills

1. Buthelezi Z.G., Ntuli T.E., Ngema T.N. (1996) *The Learning Locomotive (Learner's Book)*, Grade1. Cape Town: Nasou Via Afrika
2. Buthelezi Z.G., Ntuli T.E., Ngema T.N. (1996) *The Learning Locomotive (Teacher's Guide)*, Grade1. Cape Town: Nasou Via Afrika

(iv) Creative work

1. Buthelezi Z.G., TE Hadebe, LMMS Madondo, TN Ngema (2008). *Masifundisane izindaba*. Durban: Umtapo Publishers.
2. Buthelezi Z.G. (2010). *Imbila nezayo*. Pietermaritzburg: Tembaletu Trust.
3. Buthelezi Z.G. (2010). *The Lazy Dassie*. Pietermaritzburg: Tembaletu Trust.

PAPERS PRESENTED IN CONFERENCES

1. Buthelezi Z.G. (2002). *The making of Mkhize stories*. Paper presented at the ALASA Conference; University of Natal, Durban, South Africa.
2. Buthelezi Z.G. (2002). *Local hero framed*. Paper presented at the International Reading Association Conference. University of Edinburgh, Scotland.
3. Buthelezi Z.G. (2002). *Researchers, beware of your assumptions: A unique case of South African Education*. A paper

presented at a post conference symposium on multi-language literacy. University of Edinburgh, Scotland.

4. Buthelezi, Z.G. (2003). *Learn with Echo: Developing a culture of reading through a newspaper supplement*. Paper presented at the 3rd Pan African Reading for All Conference organised by the International Reading Association, the Reading Association of Uganda and UNESCO. Kampala: Uganda
5. Buthelezi, Z.G. (2004). *The use of civic education pages in the Learn with Echo newspaper supplement as an educational resource in selected adult education classrooms*. Paper presented at the Seminario Regionale Sobre Investigaçao Educational Pos-Graduacao: University of Eduardo Mondlane: Mozambique
6. Buthelezi, Z.G. (2004). Literacy learning experiences of adult MTL learners using Learn with echo: A case of perspective transformation. Paper presented at Kenton Khahlamba Conference, Drakensburg: KwaZulu-Natal, South Africa.
7. Buthelezi, Z.G. (2005). *Is it a woman thing? A case of gender imbalance in South African rural adult literacy programs*. Paper presented at an Adult education, Work and Civil Society Conference. University of Joensuu: Finland
8. Buthelezi, Z.G. (2008) *Ukuntuleka kumbaxambili: Izinselelo zokufunda nokufundiswa ngezilimi okungezona ezebele emakolishi ezamakhona KwaZulu-Natali* (A double deficit: The case of FET college lecturers and the language of instruction). Paper presented at 12th Annual ALTA Conference, African Languages and Globalization – Challenges, Expectations and possibilities. University of Wisconsin: USA.
9. Buthelezi, Z.G. (2010) *Challenges facing teaching staff in FET colleges of KwaZulu-Natal*. Paper presented at the 37th Southern African Society for Education conference, Quality teaching and learning for sustainable development – building bridges – exploring realities. University of Venda: South Africa.
10. Buthelezi, Z.G. (2011). *FET college lecturers' perceptions of their student in the post apartheid era*. Paper presented at the 38th Southern African Society for Education conference. Central University of Technology, Free State, South Africa.
11. Buthelezi, Z.G. (2017). *The impact of not treating isiZulu as a phonetic and a tonal language in Education*. Paper presented at the African Languages Research Institute Conference. University of Zimbabwe, Harare.
12. Buthelezi, Z.G., Nzuzo, N.M.A.R. (2018). *Colourism and its impact on young African women in contemporary South African society*. Paper presented at the Theta Sizwe conference, University of Pretoria, South Africa.
13. Hlela, Z; Buthelezi, Z.G. (2018). *Making the road by walking it: Reflections on the establishment of the KwaZulu-Natal Community Education and Training College*. Paper presented at the 3rd Teaching and Learning Conference, University of Zululand, Empangeni.
14. Buthelezi, Z.G., (2019). *Translating an academic book from English into isiZulu: A case of intellectualisation of a target language*. Paper presented at the Indigenous Language Symposium, University of KwaZulu-Natal, Durban, South Africa.
15. Buthelezi, Z.G., (2021) *Umthelela wolimi lwezinkundla zokuxhumana ekufundeni nasekufundisweni kolimi lwesiZulu ezikoleni ezikhethiwe KwaZulu-Natali, eNingizimu Afrika*. Paper presented at the 2021 ALTA Virtual Conference – The Collective Mission of African Languages in the Next Decade, Columbia, USA.
16. Buthelezi, Z.G., (2021) *Bachitheka Bugayiwe: Relevance of Zulu idiomatic expressions amid Covid-19 context in KwaZulu-Natal, South Africa*. Paper presented at the SAFOS Virtual International Conference, University of Zululand, Richards Bay, KwaZulu-Natal.
17. Buthelezi, Z.G., (2021) *A Double Deficit: A case of using English in ME Ngcobo's Zulu novel titled Kusinwa Kudedelwane*. Paper presented at the ALASA Hybrid International Conference, University of Fort Hare, East London, South Africa.
18. Buthelezi, Z.G. (2022). *Indigenous Languages and Text Editing*. Presented at the Durban International Book Faire, Durban, KwaZulu-Natal.

REFEREES

1. Prof Volker Wedekind; Head of Department, Adult Education; University of Nottingham; United Kingdom; 0836803696; Volker.Wedekind@Nottingham.ac.uk
2. Prof Mpume Zondi; Head of Department: African Languages – University of Pretoria. 0828905885; 0124203715; mpume.zondi@up.ac.za
3. Prof Evangeline Zungu; Senior Lecturer; School of Literature, Language & Media; University of Witwatersrand; 0833309518; boni.zungu@wits.ac.za

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Date: 03 November 2022

DECLARATION OF INDEPENDENCY

I, the undersigned, Dr MDK Mthembu, hereby state that I am an independent individual who is contracted to provide translation/s of documents only by Triplo4.

Name: Dr Mlamuli Delani Kuthula Mthembu

Signature:

A handwritten signature in black ink, appearing to be 'MDK Mthembu', written over a horizontal line.



Dr. Mlamuli Delani Kuthula Mthembu: Co-Founding Partner of Thuto Education Development Agency, and Executive Chairperson- Delani M International (Pty) Ltd.

Experience: Dr. Mthembu holds a unique work experience covering public, civil society and private sector and has worked as an educator, a school principal, and a leading figure in community development for sustainability, school leadership, strategy facilitation, coaching and mentoring, leadership transformation and personal transition and organisational change. He has worked for the South African Council of Churches (SACC), the then Kohler Packaging and consulted for several ecumenical organisations locally and internationally, NGOs, private companies in various sectors and chapter 9 institutions and Government Departments. Dr Mthembu has work in several countries outside South Africa with private and Government institutions on leadership change and governance. His passion for education has led to secondary schools turn around on performance in Gauteng, and Free States.

Professional work and Accreditation: Delani is experienced on HRD, HRM, and is a Middlesex University trained coach specialising on Executives and Board members, and team facilitation. He has worked with on scenario planning and public speaking. He has served as a Board member for private companies (locally and internationally). Dr Mthembu has served as a CEO, Chairperson and Deputy Chairperson in several public & private organisations. Delani career highlights were working as an Associate Partner, Master Facilitator working with the Founder for Franklin Covey Southern and East Africa for two decades, member of Kairos Foundation-More to Life international member since 1995 to date licensed as mentor/trainer, trained on Open Space Technology for group sessions and provided mediation and facilitation in the early 90's on peace initiatives between the ANC and the IFP in Gauteng. He is an accredited practitioner on MAP4LIFE leadership and mentoring methodology, Ennea International 5 Senses Assessment process for leaders and team high performance and Happiness at Work. He is a member of International Coaching Federation (ICF), COMENSA and board member for ABCCCP, an Africa wide coaching organisation. Has been a part-time tutor at Gibs, NWU, and FPD. He worked with **Matthew Goniwe School of Leadership and Governance** and co-authored a manual on Coaching and Mentoring for School Principals and Educators in 2008.

Academic and Creative Writing: He holds BA (UNISA), BA (Hons-HRD-UJ, MSc in Leadership (UKZN) and has graduated for PhD-Leadership Studies on the 22nd of September 2022 at UKZN. He has written and contributed to several publications on poetry (IsiZulu and English), folklore (IsiZulu), essays (IsiZulu), and short stories (IsiZulu) Furthermore, he has written a chapter on African Management in a book, *Sawubona Africa* by Prof. Ronnie Lessem and Barbara Nausbaum (1996) and completed a book on Team Coaching (2007), participated as a Translator of a book "Ilifilosofi Phezu Komngcele-ukudilizwa kobuKoloniyali nokuZanyazanyiswa kokuPhenjwa KweZwe" edited by Leonhard Praeg, published by the University of Kwa-Zulu Natal Press (2019). He is a regular sort after contributor, writer, course designer and on thought leadership papers. Lately contributed and article for Community of Resurrection Review, No. 472. Epiphany, January 2021, translations from English to isiZulu for UP, co-designed Tuwashe Moto programme on prejudice and diversity and has developed a teaching manual on Leadership and Self Leadership for the Foundation for Personal Development (FPD).

Board and Governance current roles

- Non-Executive Independent Board Member for Volvo Group Southern Africa since 2015 to date.
- Non-Executive Board member for Orion Real Estate Group since January 2013 to date.
- Deputy Chairperson for the Anglican Board of Education for Southern Africa (ABESA) since 2014 and chairs the Diocesan Education Task Team for the Diocese and Board member for Social Responsibility.
- Founding Chairperson for Possibility to Purpose Foundation (2015 to date).

CURRICULUM VITÆ

OF

NKOSINGIPHILE

GRATITUDE

JELE

PERSONAL DETAILS

Surname : Jele

First Names : Nkosingiphile Gratitude

Date of Birth : 24 December 1968

I D Number : 6812240614083

Gender : female

Marital Status : Married

Nationality : South African

Home Language : isiZulu

Other Languages : English

Residential Address : B 2053
: Sundumbili
: 4491

Postal address : Private Bag X 602
KwaDukuza
4450

Telephone Number : 032-5511201

Cell phone Number : 0824214776

Alternative Number : 0824281335

Drivers Licence : code 8

SECONDARY SCHOOL

Last School Attended : Impande High School

Highest standard Passed : Matric

Year : 1987

Subjects Passed : English HG C

: isiZulu HG D

: Afrikaans HG D

: History HG E

: Biology SG E

: Geography SG E

TERTIARY EDUCATION

Name of Institution : UNISA

Course : BA with specialisation in
Court Interpreting

Duration : 2001-2005

Courses : Criminal Procedure 101, 102

: Court interpreting 101,102 &103

: Criminology 101

: Linguistics 101

: Introduction to interpreting

: African languages 103

: Criminal procedure

: Introduction to the theory of
law 101, 102

: Court practice 301

: Simultaneous interpreting 301

- : IsiZulu 201,301, 303, 305
- : Criminal law 101, 102
- : African languages 821
- : English 103, 104, 106, 204
- : Evidence 101
- : Linguistics 306

Name of Institution

: FET- MTASHANA

Course

: Public Management N4

Courses

: Management Communication N4

Public administration N4

Entrepreneurship and Business
Management N4

Computer Practice N4

: Business Administration N4

SPECIAL TRAINING

COURSES ATTENDED:

- : 1. Beginners interpreters course- 1995
- : 2. Advanced interpreters course-2007
- : 3. Public Sector Applied Computer

Literacy and Office Management (PALCOM)

- : UNIVERSITY OF PRETORIA – 2006
- : 5. Management Training Course – 2008

CURRENT EMPLOYMENT

COMPANY NAME : Department of Justice and Constitutional Development

RANK : Principal Interpreter

DUTIES

- Managing court interpreters in the cluster
- Training and developing court interpreters
- Concluding performance agreements in the cluster
- Monitoring performance of court interpreters in the cluster
- Securing attendance of foreign language interpreters according to regulations
- Applying discipline in the section of Language Service
- Maintaining sound relationship amongst all stakeholders

DURATION : From 2008 up to date-11 YEARS

REFERENCES :

1. Mr C Majola- Area Court Manager- Nongoma

CONTACT DETAILS: 035-8310303

2. Mr MI Dlamini- Area Court Manager-KwaDukuza

CONTACT DETAILS: 0726563019