

	Scope of Work	Telecommunications
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1. Introduction

A Vegetation Management contract is required to carry out vegetation clearing and herbicide application at Telecommunications Radio Sites in Limpopo Province, Gauteng Province, North West Province, Mpumalanga Province and Free State Province. This document is intended to be used in establishing a contract with external parties to deliver on these services.

2. Supporting Clauses

2.1 Scope

2.1.1 Purpose

The purpose of this document is to specify the Employer's requirements of service to procure vegetation management services from an external party.

2.1.2 Applicability

This document shall apply throughout Telecommunications regions in Mpumalanga, Limpopo, Gauteng, North West and Free State Provinces

2.1.3 Effective date

This document is effective from the date of the last authorizing signature.

2.2 Normative/Informative References

Parties using this document shall apply the most recent edition of the documents listed in the following paragraphs.

2.2.1 Normative

- [1] 240-52456757 Contract Specification for Vegetation Management Services on Eskom Networks
- [2] 240-70172585 Vegetation Management and Maintenance within Eskom Land, Servitudes and Rights of Way
- [3] 240-100200485 Safe Management and use of Herbicides and Pesticides

2.2.2 Informative

- [4] 240-94148632 – Managing Vegetation Task Orders and Contractor Invoicing.
- [5] ISO 14001 Environmental Management System Standard - latest version
- [6] ISO 9001 Quality Management Systems Standard – latest version
- [7] ISO 45001 Occupational Health and Safety Management Systems Standard – latest version

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2.3 Definitions

Definition	Explanation
Telecommunications	A business unit in Eskom Transmission Division.

2.4 Abbreviations

Abbreviation	Explanation
Telecoms	Telecommunications
RS	Radio Station
PS	Power Station

2.5 Roles and Responsibilities

As defined in the document content.

2.6 Process for Monitoring

Implementation of the scope will be monitored throughout the contract process.

2.7 Related/Supporting Documents

As indicated in Scope of Work - Service Specification.

3. Scope of Work – Employer’s requirements for the service

3.1 Service Specification

The Contractor will provide the service according to the latest revision of the following standards and specifications and the standards referenced in these documents:

- i) 240-70172585 - Vegetation Management and Maintenance within Eskom Land, Servitudes and Rights of Way
- ii) 240-52456757 – Contract Specification for Vegetation Management Services on Eskom Networks
- iii) 240-100200485 Safe Management and use of Herbicides and Pesticides

Any deviation from the above documents must first be approved by the Employer’s representative.

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3.2 Sites for Vegetation Management

The table below contains information of the Radio Sites covered under this contract. Should other sites be added e.g., due to re-zoning or new sites be built during the contract period they will automatically be added to the table, the contractor will be notified of any changes.

3.2.1 Radio Sites: Free State Province

Number	Description	Housing Type	Service Centre	Access Road	Site Coordinates	Altitude
1	Bloemview RS	Brick	Bfn	Sedan	29°04'54.7"S, 26°10'24"E	1460
2	Boesmans RS	Brick	Bfn	Sedan	28°32'19"S, 26°18'10"E	1440
3	Brandfort RS	Brick	Bfn	LDV	28°43'13"S, 26°30'24"E	1578
4	Bulsberg RS	Container	Bfn	LDV	29°43'00"S, 26°31'30"E	1776
5	De Hoogte RS	Container	Bfn	LDV	28°17'33"S, 25°57'23"E	1390
6	Du Toits RS	Brick	Bfn	LDV	29°51'56"S, 25°59'05"E	1621
7	Gerrits RS	Brick	Bfn	LDV	28°50'05"S, 26°43'53"E	1540
8	GP 667 Fibre regen	Container	Bfn	LDV	29°20'36.6"S, 24°54'18.5"E	1175
9	Kloofeind RS	Brick	Bfn	Sedan	29°10'14"S, 26°02'55"E	1569
10	Ladybrand RS	Brick	Bfn	LDV	29°10'0.6"S, 27°22'56"E	1844
11	Langberg RS	Container	Bfn	LDV	29°35'26.8"S, 25°28'04"E	1508
12	Sandy Mount RS	Container	Bfn	4x4	29°46'26"S, 25°12'15"E	1623
13	Smithfield_SANDF RS	Container	Bfn	4x4	30°12'20.0"S, 26°30'58.9"E	1628
14	Springfontein RS	Brick	Bfn	LDV	30°16'10.3"S, 25°46'16.1"E	1736
15	Thaba Nchu RS	Brick	Bfn	LDV	29°14'46"S, 26°55'4.9"E	1829
16	Winburg RS	Brick	Bfn	Sedan	28°28'46"S, 27°03'12"E	1539
17	Zastron RS	Container	Bfn	LDV	30°00'27.1"S, 27°12'45.8"E	1908
18	Bethlehem RS	Brick	Beth	LDV	28°14'10"S, 28°29'50"E	1935
19	Brightside RS	Brick	Beth	LDV	28°15'44"S, 28°01'15"E	1700
20	Broodkop RS	Container	Beth	4x4	28°19'00"S, 28°12'10.7"E	1874
21	Corea RS	Container	Beth	LDV	28°23'40"S, 27°53'43"E	1921
22	Frankfort RS	Container	Beth	LDV	27°14'12"S, 28°30'05"E	1609

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**Scope of Work for Vegetation Management
Contract for Telecommunication Radio Sites in
the following provinces: Free State, Gauteng,
North West, Mpumalanga, Limpopo**

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23	Heilbron RS	Container	Beth	LDV	27°27'36"S, 28°03'45"E	1715
24	Jordan RS	Container	Beth	Sedan	28°12'04"S, 28°16'20"E	1670
25	Leeukop RS	Container	Beth	4x4	27°29'28"S, 28°51'28"E	1854
26	Libertas RS	Brick	Beth	Sedan	28°12'26"S, 27°34'34"E	1580
27	Lindley RS	Container	Beth	LDV	27°48'24"S, 27°59'47"E	1680
28	Matlwangtlwang RS	Container	Beth	LDV	27°55'32.7"S, 27°36'17.8"E	1600
29	Mooihoek FS RS	Container	Beth	LDV	28°36'02"S, 28°25'22"E	1972
30	Mpharane RS	Container	Beth	Sedan	28°52'35"S, 27°51'18"E	1840
31	Mt Paul RS	Container	Beth	4x4	28°21'40"S, 28°57'15"E	2044
32	Platberg FS RS	Container	Beth	4x4	28°16'06"S, 29°12'51"E	2393
33	Qwaqwa_Sentech RS	Container	Beth	LDV	28°31'03.3"S, 28°50'47.8"E	1798
34	Reitz RS	Container	Beth	LDV	27°49'24"S, 28°24'14"E	1726
35	Sterkfontein RS	Brick	Beth	Sedan	28°30'15"S, 29°04'04"E	1840
36	Warden RS	Container	Beth	LDV	27°47'02"S, 29°09'38"E	1975
37	Baviaanskrans RS	Container	Welko m	LDV	27°22'36"S, 26°48'50"E	1369
38	Braunskop RS	Brick	Welko m	LDV	27°51'08"S, 26°56'13"E	1469
39	Louwita RS	Brick	Welko m	Sedan	27°16'41"S, 26°50'05"E	1382
40	Mmamahabane_Tran stel RS	Container	Welko m	LDV	27°58'23.72"S, 27°13'55.95"E	1524
41	Prospect_Transtel RS	Container	Welko m	LDV	27°08'35"S, 27°39'51"E	1515
42	Rustig RS	Brick	Welko m	LDV	27°25'17"S, 27°11'04"E	1501
43	Theronskop RS	Brick	Welko m	LDV	28°18'56.01"S, 26°46'44.5"E	1567
44	Vryheid GF RS	Container	Welko m	Sedan	27°57'31.5"S, 25°42'35.1"E	1329

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3.2.2 Radio Sites: Gauteng Province

Number	Description	Housing Type	Service Centre	Access Road	Site Coordinates
1	Brakfontein RS	Brick	Gauteng	Sedan	26°39'9.5"S, 28°08'38"E
2	Doornkop RS	Brick	Gauteng	Sedan	26°12'51"S, 27°48'03.0"E
3	Driehoek RS	Brick	Gauteng	Sedan	26°23'48.8"S, 27°43'41"E
4	Eloff RS	Brick	Gauteng	Sedan	26°11'03.5"S, 28°35'33.5"E
5	Fontana RS	Brick	Gauteng	LDV	26°36'34.7"S, 27°33'19.3"E
6	Grootvlei RS	Brick	Gauteng	Sedan	26°46'15"S, 28°29'56"E
7	Grootvlei Pax	Brick	Gauteng	Sedan	26°46'15"S, 28°29'56"E
8	Libanon RS	Brick	Gauteng	Sedan	26°21'51.63"S, 27°35'22.37"E
9	Midrand Tower RS	Brick	Gauteng	Sedan	25°59'6"S, 28°09'35"E
10	MWP RS	Brick	Gauteng	Sedan	26°02'18.12"S, 28°05'8.87"E
11	Platberg RS	Container	Gauteng	4x4	26°23'31"S, 28°00'15"E
12	Primrose RS	Brick	Gauteng	Sedan	26°11'7.5"S, 28°08'50.5"E
13	Sunnyridge RS	Brick	Gauteng	Sedan	26°10'07"S, 28°10'36"E
14	Vancollerscop RS	Brick	Gauteng	LDV	26°40'12.5"S, 28°43'19.5"E
15	Vlakfontein RS	Brick	Gauteng	Sedan	26°18'48"S, 28°25'59"E

3.2.3 Radio Sites: North West Province

Number	Description	Housing Type	Service Centre	Access Road	Site Coordinates
1	Biesiesvlei RS	Container	Klerksdorp	Sedan	26°15'25.6"S, 25°53'33.5"E
2	Boshhoek RS	Container	Klerksdorp	Sedan	27°21'09.58"S, 24°11'57.62"E
3	Britskop RS	Brick	Klerksdorp	Sedan	26°45'58"S, 26°57'00"E
4	Carletonville RS	Container	Klerksdorp	LDV	26°24'40.53"S, 27°26'37.72"E
5	Dinokana RS	Container	Klerksdorp	LDV	25°26'46.9"S, 25°49'19.7"E
6	Dublin RS	Container	Klerksdorp	Sedan	26°27'51.25"S, 24°42'40.45"E
7	Enzelsberg RS	Container	Klerksdorp	LDV	25°25'10.5"S, 26°13'20.9"E
8	Excelsior RS	Container	Klerksdorp	Sedan	26°40'30"S, 25°14'48"E
9	Ganyesa_Vodacom RS	Container	Klerksdorp	LDV	26°41'44"S, 24°04'20"E

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10	Hartebeesfontein RS	Brick	Klerksdorp	Sedan	26°41'13.19"S, 26°16'53.2"E
11	Hebron RS	Container	Klerksdorp	Sedan	26°17'41"S, 24°08'28"E
12	Kingswood RS	Container	Klerksdorp	Sedan	27°28'28"S, 25°42'49"E
13	Makgobistad RS	Container	Klerksdorp	Sedan	25°45'14.8"S, 25°04'13.6"E
14	Mariba RS	Container	Klerksdorp	Sedan	25°51'30.7"S, 24°41'24.7"E
15	Mmabatho Bricks RS	Container	Klerksdorp	Sedan	25°54'48.6"S, 25°31'55.3"E
16	Mofufutso RS	Container	Klerksdorp	LDV	26°06'58.8"S, 25°16'41.4"E
17	Mareestane RS	Container	Klerksdorp	Sedan	26°06'58.8"S, 25°16'41.4"E
18	Parys RS	Brick	Klerksdorp	Sedan	26°48'0.3"S, 27°28'54"E
19	Pretoriuskop RS	Container	Klerksdorp	4X4	26°49'51"S, 24°27'09"E
20	Schietfontein RS	Container	Klerksdorp	LDV	26°52'39"S, 26°13'48"E
21	Schweizer-Reneke RS	Container	Klerksdorp	LDV	27°07'27"S, 25°15'29.84"E
22	Silos RS	Container	Klerksdorp	Sedan	26°23'54.03"S, 26°13'7.31"E
23	Spioenkop RS	Container	Klerksdorp	Sedan	27°07'21"S, 25°39'38.2"E
24	Uitvalskop RS	Brick	Klerksdorp	Sedan	27°16'57.9"S, 24°55'38.5"E
25	Uraniaville Office	Container	Klerksdorp	Sedan	26°52'52.07"S, 26°37'2.85"E
26	Wilkoppies RS	Container	Klerksdorp	Sedan	26°49'18.58"S, 26°40'36.39"E
27	Witpoort RS	Container	Klerksdorp	Sedan	27°11'01.5"S, 26°03'42.4"E
28	Wolmaransstad Office	Container	Klerksdorp	Sedan	27°11'26.77"S, 25°57'47.20"E
29	Zeerust RS	Brick	Klerksdorp	Sedan	25°51'42.8"S, 26°02'46.7"E
30	De Wildt RS	Container	Rustenburg	Sedan	25°41'21"S, 27°59'04"E
31	Hekpoort RS	Brick	Rustenburg	4x4	25°51'37.0"S, 27°31'49.1"E
32	Holfontein RS	Container	Rustenburg	Sedan	25°17'48"S, 26°42'20"E
33	Koster RS	Container	Rustenburg	Sedan	25°56'37.4"S, 26°43'36.8"E
34	Rustenburg SABC RS	Brick	Rustenburg	Sedan	25°36'59"S, 27°07'05"E
35	Soshanguve RS	Brick	Rustenburg	Sedan	25°31'38.9"S, 28°06'37.8"E
36	Swartruggens RS	Container	Rustenburg	Sedan	25°34'04"S, 26°39'10"E
37	Lykso RS	Container	Klerksdorp	Sedan	27°12'20.5"S, 24°06'51.4"E
38	Taung RS	Container	Klerksdorp	Sedan	27°31'50.7"S, 24°36'28.9"E
39	Taung CNC	Container	Klerksdorp	Sedan	27°34'04.4"S, 24°44'37.8"E
40	Molopo RS	Container	Klerksdorp	Sedan	25°55'59.06"S, 24°16'18.53"E

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3.2.4 Radio Sites: Mpumalanga Province

Radio Site	Co-Ordinates
Carolina RS	26°01'43"S, 030°11'25"E
Davel RS	26°24'25"S, 029°40'48"E
Devon RS	26°22'10"S, 028°48'03"E
Dewagendrift RS	25°18'49"S, 029°26'23"E
Driefontein RS	26°56'34"S, 030°29'41"E
Dullstroom RS	25°24'07"S, 030°03'33"E
Duvha North RS	25°57'31"S, 029°20'09"E
Elandsdoorn RS	25°15'51"S, 029°12'33"E
Elandsfontein RS	26°14'41"S, 029°25'03"E
Ermelo RS	26°29'50"S, 030°01'44"E
Gloria RS	26°06'16"S, 029°33'09"E
Golfsig RS	25°45'55"S, 029°26'22"E
Groblersdal RS	25°01'45"S, 029°24'47"E
Holvlei RS	27°02'37"S, 029°39'04"E
Jericho RS	26°34'37"S, 030°17'41"E
Kendal PS RS	26°05'01"S, 028°57'53"E
Komati PS RS	26°05'24"S, 029°28'09"E
Kriel PS RS	26°15'38"S, 029°10'43"E
Lammerkop RS	25°35'24"S, 029°27'18"E
Leone RS	27°12'39"S, 030°49'21"E
Mahamba RS	26°20'29"S, 030°38'12"E
Majuba PS RS	27°05'42"S, 029°46'04"E
Piet Retief RS	26°57'40"S, 030°47'08"E
Rhenostekop RS	25°35'21"S, 028°56'42"E
Sheepmoor RS	26°46'32"S, 030°15'24"E
Standerton RS	26°57'27"S, 029°12'49"E
Stoffberg RS	25°25'04"S, 029°47'55"E
Tutuka PS RS	26°46'46"S, 029°20'53"E
Vaalkop RS	26°50'17"S, 029°40'15"E
Wildebees RS	26°27'38"S, 029°09'28"E

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Witbank Tandem RS	25°53'15"S, 029°13'16"E
Bakenkop RS	25°08'03"S, 030°52'39"E
Delview RS	25°35'01"S, 031°05'39"E
Die Berg RS	25°12'33"S, 030°09'02"E
Kaapsehoop RS	25°31'02"S, 030°46'39"E
Kenmerryl RS	25°33'06"S, 030°13'35"E
Lebombo RS	25°27'53"S, 031°58'44"E
Lochiel RS	26°06'54"S, 030°46'01"E
Lydenburg Valley RS	24°57'55"S, 030°22'42"E
Machadodorp RS	25°34'35"S, 030°11'07"E
Marathon RS	25°24'38"S, 030°55'28"E
Mauchsberg RS	25°08'55"S, 030°37'10"E
Nelshoogte RS	25°51'52"S, 030°48'36"E
Origin RS	25°25'21"S, 031°46'33"E
The Brook RS	26°20'29"S, 030°38'12"E
Three Sisters RS	25°37'51"S, 031°23'14"E

3.2.5 Radio Sites: Limpopo Province

Radio Site	Co-Ordinates
Alldays RS	22°38'28"S, 28°59'43"E
Beacon 7 RS	24°05'32"S, 29°11'17"E
Born Wild_MTN RS	24°05'03"S, 28°24'15.6"E
Crossing RS	24°45'17.6"S, 30°08'58.6"E
Dewagendrift RS	25°18'49.3"S, 29°26'23.6"E
Dikkop RS	22°20'47.6"S, 30°01'19.3"E
Dongolakop RS	22°15'09"S, 29°41'17"E
Dwaalboom RS	24°47'41.6"S, 26°51'29.6"E
Dwarsberg RS	22°44'54.6"S, 28°41'27.3"E
Groblersdal RS	25°01'45"S, 29°24'47"E
Grootwater RS	24°03'56.5"S, 27°55'49.2"E
Louis Trichardt RS	23°00'12.3"S, 29°45'16.5"E
Makapan RS	24°08'59.7"S, 29°14'05.4"E
Mangombe RS	23°17'43.8"S, 30°44'51"E
Mankweng RS	23°47'59"S, 29°31'36.56"E
Mathivha RS	22°59'32.0"S, 30°17'18.6"E
Matimba PS	24°12'08.6"S, 28°55'16.0"E
Medupi PS	23°41'50"S, 27°34'6.6"E

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Mulima RS	23°18'43"S, 30°02'37"E
New Thabazimbi RS	24°32'27.0"S, 27°24'10.7"E
Ofcolaco RS	24°06'26"S, 30°25'30"E
Old Thabazimbi RS	24°28'04.5"S, 27°36'43.2"E
Paulskloof RS	23°54'19"S, 27°32'09"E
Ravenshill RS	23°37'11"S, 30°15'19.9"E
Roodepan RS	25°03'10"S, 27°22'23"E
Rooirand RS	23°04'57"S, 28°27'33"E
Shakadza RS	22°39'19.6"S, 30°31'41.8"E
Spekboom RS	24°37'50"S, 30°20'21"E
Steelpoort RS	24°41'14.7"S, 30°11'35.6"E
Steilloop RS	23°36'40.3"S, 28°49'27.2"E
Stylkop RS	24°12'07.2"S, 29°38'51.9"E
Syferfontein RS	24°48'1.5"S, 28°25'57.5"E
Tafelkoppie RS	23°39'33"S, 27°57'08"E
Tweekoppies RS	24°36'45"S, 28°49'44"E
Tzaneen RS	23°46'55"S, 30°00'21"E
Waterberg RS	24°23'02"S, 28°25'07"E
Zandspruit RS	24°12'08.6"S, 28°55'16.0"E

3.3 Services Required

The list below is provided to give the contractor an idea of what skills they should possess in-house to be able to carry out requirements of this contract. Should an omission be identified later, the service can still be requested, based on establishing whether it is within the contractor's capabilities.

Vegetation Management Services
Vegetation Management to be implemented at radio sites by removing weeds, clearing of shrubs, cutting, or trimming of trees and the removal of all vegetation/garden rubble created. Application of herbicides as per the manufacturer guidelines.
Cutting of vegetation inside radio site yards
Cutting of vegetation 1m (up to 2m in some instances) outside perimeter fences of radio site yards
Cutting of vegetation 1m around power supply transformer poles outside radio site yards with care being taken not to damage power cables at the pole
Cutting of vegetation along access roads to radio site
Spraying of herbicides or use of herbicide granules inside radio site yards using glyphosate-containing herbicides (Use of other herbicides to be advised by the Contract Manager)
Herbicide usage form to be completed daily per radio site
Herbicides recommended as per area to be applied

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The sizes of the areas for vegetation clearing and herbicide application are to be mutually agreed upon by the Employer's representative and the Contractor
All inspection sheets must be made available on request and kept on the site file
Production sheets to be completed daily on work completed
Quality inspection will be conducted from time to time by the relevant Telecommunication staff.
Appropriate PPE is to be used
The Contractor is to provide all equipment required for the Service and is to remove everything upon completion of the contract
All Red Data trees specified must not be cut, but brought under the attention of the Contract Manager, unless a permit for cutting is obtained
New- and / or re-growth of trees and bush below 1m can be foliage treated only with an appropriate herbicide, if allowed by Client
No Cutting of large or tall trees at radio sites shall take place before the Eskom representative or contract Manager has been notified.
Where trimming is done, trees must be cut to accommodate prescribed clearance
Permission to be obtained from the Landowner before any tree is cut/trimmed and herbicide application is done
The big trees will be cut as close as possible to ground level
Submission of waste disposal certificate

3.4 Contractor Requirements

- 1) A contractor will be appointed per province for each of the 5 provinces under this scope of work. Therefore, the appointed contractor for each province will be responsible for all sites listed under the specific provincial area
- 2) The contractor must have a base (i.e., office with landline contact number) in the province where services will be performed, thus the contractor must only submit a proposal for services in the province/s where they have an existing base.
- 3) The contractor will perform services on an "as and when required" basis.
- 4) The contractor is expected to travel vast distances due to the radio sites being situated in remote areas.
- 5) Travel distances to site will be measured from base within the respective province where service is provided.
- 6) Have at least one 4x4 LDV vehicle in their fleet for access to some of the sites

3.5 Process of Carrying out the Work

1. The Eskom representative will provide the contractor with a request/scope of work.
2. The Contractor will then provide a quotation to the Eskom representative, based on the request / scope of work.
3. On acceptance of the quotation, the Eskom representative will provide the contractor with a Purchase or Task Order.

CONTROLLED DISCLOSURE

3.6 Verification / Quality acceptance of Work

1. All work to be checked for quality and completeness by Eskom representative before signing off and payment.
2. Photographic proof of work done, might be requested by the Eskom representative as proof of quality and completeness. This will be negotiated on a per job basis or as situations arise.

3.7 Pricing Schedule

Service area selection

Province	Confirm service request for each province (Yes/No)	Have a base in the province? (Yes/No)
Mpumalanga		
Limpopo		
North West		
Free State		
Gauteng		
Note: supplier to read section 3.4 to assist with selection of Provinces		

Costing

Sap No	Description	Unit of Measure	Unit Price
3000015064	CTRL VEG:SAVANNA;CYCLE 1;CUTTING	M ²	
3000015016	CUT GRAS:GRASSLAND;CYCLE 1;CUTTING	M ²	
3000015209	CTRL VEG:HERBICIDES;CYCLE 1	M ²	
3000015130	CLEAR, SITE:TREE LARGER THAN 400MM DIAMETER	EA	
3000015131	CLEAR, SITE:TREE SMALLER THAN 400MM DIAMETER	EA	
3000016111	CTRL VEG:FOREST;CYCLE 1;CUTTING	M ²	
3000013437	Subsistence (per person)	Per night	
3000012391	Travel: Double Cab 4 X 4	KM	

CONTROLLED DISCLOSURE

3.8 General Radio Site Conditions

1. There are no toilet facilities on sites.
2. There is no water on sites.
3. There is electricity on sites.
4. There is no cell reception in some of the radio sites.
5. Telecoms site access procedure will have to be followed on access to the Radio Site

3.9 Policies, Procedures and Standards

1. All work is to be carried out according to Eskom's Policies, Procedures and Standards. These will be provided to the contractor.
2. Non-compliance or sub-standard work will be rectified by the contractor before payment will be done. The cost to rectify anomalies will be for the contractor and will not be paid by Eskom.

4. Acceptance

This document has been seen and accepted by:

Name	Designation
Boitumelo Molapisi	Ops and Field Services Manager: Gauteng Region and Free State Region (Acting)
Johan Le Roux	Ops and Field Services Manager: Gauteng Region
Sandy Nxumalo	Ops and Field Services Manager: North West Region
Petros Masoka	Regional Manager: Northern Region
Mark Ganesan	Regional Manager: Central Region
Alison Maseko	Senior Manager: Telecommunications

5. Revisions

Date	Rev.	Compiler	Remarks
May 2023	1	Thabo Ringani	First Issue

6. Development Team

The following people were involved in the development of this document:

- James Buys
- Thabo Ringani
- Eric Tshivhotshwa
- Sandy Nxumalo
- Lynn Dowries
- Sarel Venter

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7. Acknowledgements

None

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