

# COMPANY PROFILE





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# OVERVIEW



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CHITLANGU CIVIL AND CONSTRUCTION (PTY) LTD (hereinafter referred to as "CCC (PTY) LTD" is a company in the Republic of South Africa established in 09 February 2017.

CCC (PTY) LTD is 100% Black owned established by a dedicated and inspired young woman. She started this business for fundamental different reasons one of her primary goal is to meet her personal goals, such as gaining feelings of achievement, growth, accomplishment and access to opportunities which lead to enhance her professional knowledge and experience.

The founder of CCC (PTY) LTD consider financial success as an external confirmation of her ability rather than as a primary goal or motivation to start a business, although financial profitability is important in its own.

Due high rate of unemployed social work graduates in order to be recognized and given credit she rapidly moved to rendering social facilitation services for construction, infrastructure and other industrial fields. Her 10 years' experience and passion is within the helping profession more especially engaging with the disadvantaged and getting to know the heartbeat of the rural/semi-rural communities through implementation of voluntary programmes.

Our team is a team of social facilitators who possess relevant qualifications and experience in rendering social facilitation, consultation and working with communities. We employed a team which is determined and dedicated with the social services. For each project we ensure that we allocate social facilitators in order to give attention for all our projects. We have a very committed and organised team.

Our clients are important to us we therefore make sure that our team accomplishes its goals in a way that meets the standards set by those who will evaluate our performance. They are respectful and practices Batho Pele Principle when working with our communities more especially our disadvantaged communities in the rural areas.






# KEY PERSONNEL



# GOALS

CCC (PTY) LTD is a full service provider of Community Based Project Social Facilitation Services, civil and structural work consulting, and project management, offering seasoned and comprehensive professional service.

CCC (PTY) LTD strives to adhere to the highest technical standard and achievements in the industry, enabling Community members, customers/clients to achieve their goals beyond expectations.

-  increase profit margin
-  Increase efficiency
-  Capture a bigger market share
-  Provide better customer service
-  Improve employee wellness

# CORE VALUES

-  Focus on new and innovative business ideas
-  Practice high ethical standards
-  Respect and protect the environment
-  Meet the changing needs and desires of Communities, clients and consumers.

# SCOPE OF SERVICES

- Professional Social Consultants
- Intergraded Employee
- Wellness/Assistance Program
- Community Support Services
- Professional Occupational
- Health and Safety Consultants
- SETA Accredited Trainings
- Environmental Services
- Construction
- Waste Management
- Water Treatment
- Transport and Logistics



SOCIAL FACILITATION is one of the critical element in the success of infrastructure projects as it ensures effective cooperation and facilitates coordination of role-players by creating a conducive environment for the smooth implementation across and beyond the implementation of the project cycle.

CCC PTY LTD have been in the forefront of community projects capacity building. This is the reason why we remain a player in community development and project implementation. Manage relationships between communities, traditional leaders, Ward Committees, Ward Councillors, District & Local Municipalities and funders.

CCC PTY LTD has a passion for community development and we provide specialised consulting and systems development services geared towards results-driven, tailor-made solutions for Traditional Councils and Authorities.

We assist them in achieving their short and long-term economic, social and infrastructure development objectives through the provision of planning and implementation services for their Rural Economic Development plans including:

- Institutional arrangements
- Governance & Administration
- Business Planning
- Resource Mobilisation
- Enterprise Development
- Capital Raising
- Implementation support
- Project Management
- Reporting

## OBJECTIVES



Development of human and social capacity in line with Economic Development and Investment Promotion Unit goals and objectives for promoting community participation, ownership and active involvement of stakeholders throughout the life cycle of project.



To facilitate effective participation, define affected communities; beneficiary groups clearly and sharply defined



Identify realistic sense of affected localities where there is likely to be division across ethnic, cultural, class and gender divides.



A deeper and more sustained and comprehensive engagement with communities and beneficiaries is required to ensure that the projects is entrenched and integrated into the local social and economic fabric.

# SOCIAL FACILITATION

# PRIOR AND AT COMMENCEMENT OF THE PROJECT

CCC (PTY) LTD Offer The Following Services:

- Facilitation of Beneficiary Registration
- Assist in undertaking project feasibility
- Identification of existing stakeholders and their role
- Project Steering Committee formation, capacity building, monitoring and management,
- Conduct Project Awareness to community and relevant leaders
- Liaisons between land owners and the Project, and facilitation of land/crop owner compensations where applicable
- Resolving Dispute between community/residents / crop or land owners and the Project
- Formation of Labour Desk
- Facilitate Labour recruitment and retrenchment processes
- Ensure that Contractors use local labour where required by legislation
- Setting up the local governing structures, provide capacitation and ensure sign off of the Development Charters
- Ensure smooth decanting and beneficiation processes
- Manage and monitor risk

## IMPLEMENTATION TO CLOSURE OF THE PROJECT

- We offer the following Social Consulting Services:
- Facilitating Stakeholder participation/engagement in the project, through formal structures.
- Facilitation of Local Community participation in the project
- We ensure that the community understand project objectives and outcomes
- We promote and communicate Client Policies and Procedures
- We ensure that communities play their role during construction, which includes inter alia, protecting the works for the contractors to implement projects within the agreed time frames.
- Advisory to the Project Management team on all social matters
- Ensure sense of ownership from local communities
- Facilitation of Skills Development
- Conflict Resolution between Contractors, Labourers and Communities
- Monitoring and Evaluation of processes involved in project cycle
- Ensure that all relevant legislation is complied with during project implementation
- To engage with communities and stakeholders on the new technologies to be used for the construction of new infrastructure going forward
- Comprehensive reporting of all incidents to project management and community leadership to avoid any delays
- Health and Hygiene
- Health and Hygiene awareness
- Coordination of other Institutional and Social Development project related activities, as and when required
- Prepare documentation for proper handover of the projects once completed

## INTEGRATED EMPLOYEE HEALTH AND WELLNESS SERVICES

The Employee Health and Wellness Programme offers integrated wellness services which include:

- Employee Assistance Programme
- Health Promotion
- Physical wellness
- HIV, TB and chronic disease management programmes

## OUR FOCUSED WELLNESS INTERVENTIONS

In addition to the above service offering, the following focused interventions are recommended for employees who are dealing with sexual offences, extreme violence crimes and other work induced stressors.

Employees are divided into the following two categories which determine the recommended intervention category :

1. Employees working in high risk areas Category
2. Employees dealing with other work –induced stress

## FOCUSED INTERVENTION FOR EMPLOYEES WORKING IN HIGH RISK AREAS

This intervention involves employees who are working in highly emotive environment and are frequently exposed to secondary and vicarious trauma due to the nature of their work. E.g Prosecutors, Social Workers, Court preparatory Officers, intermediaries, and Domestic Violence Investigators are amongst the employees that are exposed to emotionally high risk matters such as child rape and sexual offences in general and other extreme violent cases.

Stress trauma Management group Intervention sessions:

Group intervention sessions are facilitated by our professionals and are aimed at providing emotional support and coordinated awareness and training in recognising effects of trauma and in self-management and resilience techniques on a quarterly basis.

The group sessions also intends to generate primary support systems within the workplace.

The sessions focus on the following aspects:

- Psycho-education and debriefing
- Emotional impact session
- Building resilience
- Identification of internal and environmental resources.

# EMPLOYEE HEALTH AND WELLNESS INTERVENTIONS PROGRAMME

Follow up group sessions:

An initial one day workshop is recommended to create awareness and educate employees on the nature, and effects of workplace trauma.

## FOCUSED INTERVENTIONS FOR EMPLOYEES DEALING WITH WORK INDUCED STRESS

Employees in this category include the for example Maintenance Court Officers, Court Interpreters and family Counsellors and all other employees whose work performance may be impaired by work induce stressors and are at risk of experiencing burnout fatigue, low morale and relationship problems. b) Training in self-management and resilience techniques.

One Day workshop aimed at enhancing the psychological wellbeing of employees through coordinated training in self- management and resilience techniques.

The workshop is designed to develop employees' insight around the following wellness issues:

- Building resilience
- Dealing with conflict
- Effective stress management techniques and Self -care

## YOLO PROGRAMME

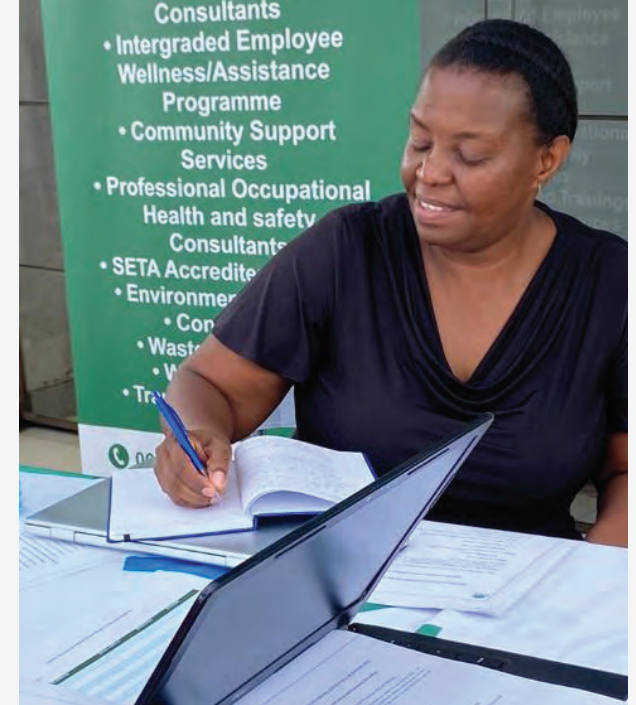
Our Facilitators are one of those trained by Department of Social Development to implement the YOLO Programme

The DSD recognised the increasing need to integrate the health and wellbeing of young people with social development services. This programme is the first step towards reducing HIV transmission and unplanned pregnancies from a DSD perspective.

The purpose of the was to enhance and develop specific social and life skills that can aid the process of decreasing risky sexual behaviors that lead to HIV infections and unplanned pregnancies among young people. The DSD aimed to work with facilitators within the various provinces to implement YOLO Programme.

Chitlhangu Civil and Construction is fortunate to employ facilitators who are trained on this programme. Our Facilitators uses manuals as a tool to build resilience, increase the autonomy, self-esteem and self-efficacy of the individual, and to minimise risky behaviours that expose young people to HIV and unplanned pregnancy.

This Social and Behaviour Change Communication (SBCC) programme seeks to create a safe and enabling environment in which young people can engage in discussion about HIV prevention and teenage pregnancy (youth dialogues) and where positive values and quality decisions related to the sexuality of young people can emerge.



## OBJECTIVES OF OUR FACILITATORS

To take participants through a range of participatory activities to enhance skills for behaviour change using SBCC skills and understanding towards the reduction of HIV transmission and teenage pregnancy.

The programme has been developed in five building blocks, which are situated in Section 5, namely:

- Building Block One: 'I am important': building social skills
- Building Block Two: Understanding Sexual Health Building
- Building Block Three: My rights and responsibilities
- Building Block Four: Taking chances and dealing with consequences
- Building Block Five: 'Others are important': improving my relationships



Means any work in connection with the construction, erection, alteration, renovation, repair, demolition or dismantling of or addition to a building or any similar structure; or the construction, erection, maintenance, demolition or dismantling of any bridge, dam, canal, road, railway, runway, sewer or water reticulation system; or the moving of earth, clearing of land, the making of excavation, pilling, or any similar civil engineering structure or type of work.

## BUILDING









-  Ceiling fitting
-  Painting
-  Partitioning
-  Roofing

## CIVIL



-  Brick works
-  Paving
-  Plant hiring

# CONSTRUCTION

## ELECTRICAL

-  Electrical, Mechanical and Instrumentation site installations.
-  Conclusive Fault Finding (diagnostics) in Maintenance of Electrical, Mechanical and industrial communication networks, using advanced testing equipment.
-  Jointing of various cable sizes.
-  Calibration of electrical testing equipment.
-  Rewiring of various control panels.
-  HV (High Voltage) cable testing and diagnosing of faults.
-  Commissioning of electrical installations.
-  Asset Management and Reliability Engineering

## ASBESTOS

-  Demolition
-  Dismantling and removal
-  Gleaning
-  Rehabilitation



Environmental Impact Assessment and Monitoring



Environmental Management Systems (Plans)



Waste Management



Environmental Risk Assessment



Landscaping



## HORTICULTURE SERVICES

CCC (PTY) LTD Garden Services will provide any Green area Requirement a client request. It will also provide a menu of services, including:



Design planning and services.



Garden / 'Green area' – Construction, landscaping & planting services.



Lawn care and maintenance.



Planting / trimming / pruning of plants, hedges, trees.



Removal of Clipping etc.



Special features; water, decking, outdoor architectural features etc.

## OBJECTIVES



Successfully launch the company in February 2017.












Started to establish CCC (PTY) LTD Garden services as the leading quality 'green area' design, development and maintenance Service Company in Gauteng. We aim to be the only supplier our customers will need to meet their landscaping and gardening requirements.

# HAZARDOUS WASTE

Waste is classified as any material, substance, or by-product eliminated or discarded as no longer useful or required after the completion of a process. Hazardous waste is waste that has substantial or potential threats to public health or the environment.

Hazardous wastes characteristics are materials that are known or tested to exhibit one or more of the following hazardous traits:

Ignitability, Reactivity, Corrosively and Toxicity.

-  Spill
-  Spill clean-up
-  Disposal of asbestos waste
-  Hazardous chemicals removal and transport
-  Supply of spill kit (equipment)
-  Transport of dangerous goods
-  Compile an inventory and classify waste
-  Supply of cleaning chemicals
-  Sludge removal and disposal



# DIRECTOR EXPERIENCE

Mrs. Lerato Kate Tefu  
Social Worker (SACSSP REG No.1043397)  
Ten (10) Years' Experience

## Qualifications:

- Bachelor of Social Work with Honors status (Completed at UNISA)
  - Social Auxiliary Work Certificate ( Completed at UNISA)
  - Basic and advanced Computer Certificate (Completed at University Of Pretoria)
  - Currently studying Bachelor Of Environmental Management (At UNISA)
  - Short Course In Employee Wellness Program at UNISA (completed)
  - HIV, TB and chronic disease management programmes
  - Short course in Employee Wellness (Completed 2021 UNISA)
- Short course in Project Management (Completed 2022 University of Pretoria)  
SETA Accredited Assessor Course (Completed 2022)  
SETA Accredited Moderator Course (Completed 2022)

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