

THE FRESH EXPRESS

JOBURG MARKET NEWS



September 2024

Issue no.11

Created by Joburg Market

Marketing Department

THE FRESH EXPRESS

JOBURG MARKET NEWS

TABLE OF CONTENTS

| | | | |
|----|--|----|--|
| 3 | ACEO's Message | 4 | Board Chairperson's Foreword |
| 5 | Board Chairperson's Foreword cont. | 6 | JM Cyber Security Awareness |
| 7 | JM Grievance Procedure | 8 | Departmental Profile: Consignment Control |
| 9 | Departmental Profile: Consignment Control | 10 | Raw Liquide Entrepreneur Profile |
| 11 | JM Upgrades : First Floor | 12 | JM attends the Vereening Market Agri-Summit |
| 13 | JM attends the Youth Empowerment Programme in Soweto | 14 | JM Hosts Ntinga O.R Municipality on a tour of the Market |
| 15 | Fresh Plaza Market Tour | 16 | Wildeklawer Farm Visit |
| 17 | JM Sport Teams Pictures | 18 | WUWM Progress Meeting and Market Tour |
| 19 | JM Graduate Programme | 20 | JM Graduate Programme |
| 21 | JM New Employees | 22 | Vegetable of the Month: Avocado |
| 23 | September Birthdays | | |

CONTRIBUTORS

Sello Makhubela
Clint Jardine
Busisiwe Moagi
Mlungisi Sibeko
Nsizwazonke Bini

Noxolo Mabuza
Tshegofatso Maakwe
Nonhlanhla Mbonambi
Katlego Kgwedi
Clint Jardine

Vuyi Mashele
Nanda Mda
Ezekiel Kgomo
Mohau Takadimane

Email your story for a feature to:

jmmarketing@joburgmarket.co.za



THE FRESH EXPRESS

JOBURG MARKET NEWS



Message from the ACEO



Dear Joburg Market Team,

As we approach the second quarter of the year, it is a fitting moment to reflect on the significant strides Joburg Market (JM) has taken across various fronts.

Our new Board of Directors, under the leadership of the Chairperson, Mr Mzikayise Ndlovu has provided strategic insights into our future. In the Chairperson's opening remarks at their inaugural meeting, a renewed sense of purpose was articulated. The Board's perspective on sustainability, innovation, and empowering our community of stakeholders. This vision will guide us as we embark on key transformation initiatives that position JM as a leading market in Africa.

Our participation at the Agri-Summit held in Vereeniging was another high point. The event provided a platform for robust discussions on the future of agriculture, the role of markets in food security, and the need for collaboration across the value chain. JM was well-represented, and I am proud of the contributions made by our team in these strategic conversations.

Youth empowerment remains a cornerstone of our social investment, and our recent participation in the Youth Empowerment Program in Soweto showcased JM's commitment to nurturing future leaders in agriculture and commerce. It was inspiring to witness young people engage with industry experts, and I am confident that this generation will carry forward the legacy we are building.

Furthermore, the Ntinga Market tour was a valuable opportunity to share information with our peers and exchange best practices. Learning from other markets allows us to continuously improve

our operations, enhance service delivery, and foster better stakeholder engagement. A similar exchange took place during our visit to Wildeklawer, where discussions on stakeholder engagement and our involvement in the Sports Day provided opportunities for relationship-building and promoting our brand's community-driven values.

Looking ahead, we are thrilled about hosting the World Union of Wholesale Markets (WUWM) conference in 2025. The WUWM delegation recently visited JM for a market tour, and they left impressed with our facilities and commitment to operational excellence. This visit sets the tone for what will be the largest agricultural industry event on the continent, and we are determined to make it a landmark conference.

Internally, we are driving greater awareness of key human resources processes. Our HR department is focused on providing guidance on disciplinary hearings and the grievance process, ensuring that all employees are well-informed and that workplace fairness is upheld at all times.

On the operational side, this issue of the newsletter features a detailed profile on our Consignment Control department. This team is vital to our market's seamless operations, handling all aspects of product tracking and ensuring accuracy in inventory management.

Lastly, in a world where digital security is more critical than ever, our IT department is raising awareness of cyber security threats. The protection of our systems and data is a priority, and I urge everyone to stay vigilant and take part in the upcoming cybersecurity awareness sessions.

Thank you for your continued dedication to making Joburg Market a success. Together, we will continue to grow, innovate, and lead.

Warm Regards,
Sello Makhubela,
Chief Executive Officer (A)
Joburg Market

THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Board Chairperson Profile



Board Chairperson— Mr. Mzikayise Ndlovu

Joburg Market welcomes Mr. Mzikayise Ndlovu's appointment as the new Board Chairperson as it brings optimism, and with his expertise, there's hope for impactful leadership and progress at the market. A new chapter of growth and innovation might be on the horizon under his stewardship.

1. What are your top priorities as you assume this new role?

As we move forward, our organization will focus on several key initiatives: creating a visionary strategic roadmap for sustainable growth, developing strong relationships with industry leaders and policymakers to enhance our influence, and identifying emerging trends to capitalize on future opportunities. We will implement policies and initiatives to increase the participation of black-owned farmers and market agents in the fresh produce market, while establishing strategic partnerships and making targeted investments to drive meaningful and lasting transformation.

2. Given the dynamic nature of the fresh produce industry, how do you envision the Johannesburg Market adapting to changing consumer trends and preferences?

I am committed to steering our market towards a future of innovation, sustainability and consumer-centric practices. In response to the dynamic nature of the fresh produce industry and evolving consumer trends, I envision implementing a series of strategic initiatives to ensure our market remains at the forefront of the industry.

3. The market has a long and rich history. How do you plan to balance preserving this heritage with driving innovation and modernization?

The Johannesburg Market boasts a long and rich history that spans generations, reflecting the cultural significance and traditions of the local community. As the newly appointed board chair, the challenge lies in striking a balance

between preserving this heritage and driving innovation and modernization to meet the evolving needs of consumers and stakeholders.

To honor the market's legacy and historical significance, initiatives to document, celebrate, and preserve its heritage are essential. Through historical exhibitions, storytelling sessions, and heritage tours which can be traced from Newtown, in the square which stretched from Rissik street to Sauer street in the inner-city of Johannesburg, the rich history of the market can be showcased and shared with visitors and stakeholders. Preserving iconic structures, landmarks, and artifacts within the market premises further reinforces the market's historical value and cultural identity.

4. What role do you see the board playing in fostering a strong and collaborative relationship with the market's tenants, shareholders and stakeholders?

As a board chair, communication and transparency will be fundamental pillars of our role in fostering strong relationships with our tenants, shareholders and stakeholders. We will prioritize establishing open and transparent channels to keep all parties informed about the market's performance, decisions and strategic direction. By providing regular updates, reports and forums, we aim to build trust and accountability among everyone involved.

Engagement and consultation with stakeholders will be key to ensuring their perspectives, feedback and concerns are valued in our board discussions and decision-making processes. Through active participation in regular meetings, consultations and feedback mechanisms, we will strive to involve stakeholders in shaping the market's future and gaining their support for key initiatives and strategies.



THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Board Chairperson Profile Contd.

Governance and accountability will be cornerstones of our practices, underpinned by strong ethical standards, regulatory compliance and integrity. We will ensure that stakeholder interests are at the forefront of our deliberations, promoting a fair and inclusive decision-making process that upholds the principles of good governance.

Building strong, enduring relationships based on trust, respect and understanding will be a priority for me as the board chair. Recognizing and appreciating the contributions of our tenants, shareholders and stakeholders will be crucial for fostering.

5. Can you share your vision for the market's future and how you plan to contribute to its continued success?

As the board chair, my vision for the market's future is to drive growth, innovation, transformation and sustainability. I plan to contribute to the market's continued success by aligning our strategies with the objectives outlined in the business plan and leveraging the opportunities presented by the smart market concept. By focusing on market differentiation, customer-centricity and operational excellence, we aim to strengthen our market position, expand our market share and enhance our competitiveness.

Additionally, I will promote collaboration, transparency, and accountability within the board and across the organization to ensure that we are agile and responsive to market dynamics.

We will continue benchmarking our smart market strategies against international and local fresh produce markets, comparing key performance indicators and best practices to identify areas for improvement and innovation. By studying how other markets operate, we can gain insights into industry trends, customer preferences, technology adoption and sustainability practices. This benchmarking process allows us to evaluate our market's strengths and weaknesses, adapt to changing market conditions and implement strategies that enhance our competitiveness and operational efficiency.

Furthermore, benchmarking against both international and local markets enables us to learn from global leaders and apply relevant lessons to our specific market context, ultimately driving continuous improvement and long-term success.



THE FRESH EXPRESS

JOBURG MARKET NEWS

Cyber Security Awareness

JM's IT Department is launching a Cybersecurity Awareness Program to help protect our systems and data. The first topic for the week of October focuses on Phishing, a common cyber threat aimed at stealing sensitive information.



CYBERSECURITY AWARENESS

What is Phishing?

Attempt by cyber criminals to gain access to your information.

Lookout for suspicious emails with clickable links.

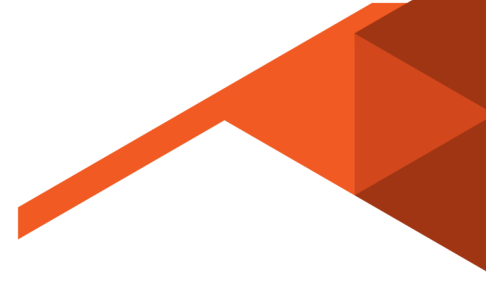
What to do?

- Delete the email and report the incident to IT.



THE FRESH EXPRESS

JOBURG MARKET NEWS



JM Grievance Procedure



GRIEVANCE PROCEDURE



Please note: The formal grievance form may be located on the JM M drive in the JM Disciplinary Code and Procedure Policy, alternatively, a physical copy of the grievance form may be collected at the JM Employee Relations office.

What is the Grievance Procedure?

When an employee raises dissatisfaction, concerns, complains or disputes about their colleagues or work environment. it could be concerns or dissatisfaction issues such as discrimination, harassment, unfair treatment, violation of policies or conflicts between colleagues or line managers.

INFORMAL GRIEVANCE PROCEDURE

The employee may confidentially discuss the grievance with their immediate supervisor/manager, where the immediate supervisor/manager should

- Give the employee a chance to tell him/her freely and privately about their problem without victimization or prejudice
- Listen to the employee's grievance and try to identify the issues raised
- Give the employee a proposed solution about the grievance as quickly as possible

FORMAL GRIEVANCE PROCEDURE

Should an employee be unsatisfied with how the matter was settled OR the matter not being resolved within 10 days, they have the right to escalate the matter to the next stage



1

Lodging a complaint in writing with their immediate supervisor on the prescribed form

2

Lodging a grievance against their immediate supervisor that they considers to be inappropriate to discuss with the supervisor to the manager

3

Lodging a grievance to the Executive where all aspects of the grievance, the evidence surrounding it and the action and findings of the supervisor and/or the manager will be considered with the attempt to achieve a consensus view, but in any event will try to resolve the grievance in discussions with the aggrieved employee(s) and where appropriate, he will attempt to conciliate or mediate between the parties to the grievance.

4

Lodging a grievance to the CEO, where all parties involved in the process thus far will be consulted and may call for any additional information considered necessary. No approach will be made to outside forums (e.g CCMA/ SALGBC) before the unresolved grievance has been referred to the CEO whose decision will be the final "in-house" step, in the grievance settlement process.

Please note: Should the employee be in dis-satisfied with the decision of the CEO, he/she will refer the matter to CCMA/SALGBC or any private Arbitration to decide on the matter.



THE FRESH EXPRESS

JOBURG MARKET NEWS

Departmental Profile: Consignment Control

The JM Consignment Control Department's primary objective is to ensure revenue protection for all stakeholders, including producers, suppliers, market agents, tenants, buyers, and the JM 5% commission structure. Key responsibilities include:

- Ensuring traceability of fresh produce from entry to exit, supporting food security legislation.
- Enforcing by-laws and supporting the Receipt of Produce Act 12 of 1992.
- Issuing gate reference numbers and maintaining accurate records of delivery notes.
- Reconciling goods received notes with the sales processing system and investigating discrepancies.
- Monitoring direct deliveries to wholesalers and ensuring compliance with SOPs.
- Aligning business processes with future developments and providing feedback for new plans.
- Improving stakeholder relations through daily engagements with transporters, producers, agents, wholesalers, and tenants.

Contribution to the overall success of the Market:

JM has once again celebrated a record-breaking month in terms of turnover, driven largely by higher prices and increased demand for available products, along with other influencing factors. However, the true success lies in the controls and effectiveness of the Consignment Control Department, which ensures accurate capturing and recording of all consignments on the SPS with 100% reconciliation from gate to sales. Each gate reference number is linked to a goods received note number, contributing to JM's turnover. The Consignment Control Department is proud to be a key part of this achievement.



Clint Jardine – Consignment Control Manager

Milestones & Achievements:

The Consignment Control Capex infrastructure upgrades have recently been completed and officially handed over. These upgrades include extended office space and additional IT stations, which streamline the capturing and accuracy of data recorded on consignment intakes, thereby enhancing the turnaround times for producer suppliers' declarations. Additionally, there has been developments in the Sales Processing System, specifically in the delivery note enquiry function, which have decreased daily queries and reconciliations.



Consignment Control Team

THE FRESH EXPRESS

JOBURG MARKET NEWS

Departmental Profile: Consignment Control contd.

Future Projects:

SMART Market Initiative: The Consignment Control Department is exploring new technologies and innovations to review and streamline all SOPs.

This initiative aims to enhance efficiency and accuracy across all processes, ensuring the department remains at the forefront of industry standards.

As part of the SMART Market initiative, the department will continue to investigate and implement cutting-edge solutions to optimize operations. These projects will focus on integrating advanced technologies to improve traceability, record-keeping, and overall process management, contributing to the department's ongoing success and adaptability in a dynamic market environment.

Meet the team:

Mr. C Jardine, Ms. T Mbedzi, Ms. L Mahlangu, Ms. M Maduna, Ms. MR Masoetsa, Ms. TT Marebane, Ms. J Phasha, Mr. SA Makgato, Mr. JM Molefe, Mr. LM Mqobo, Ms. ZJ Gumede, Ms. M Ntlele, Ms. YG Nonkoyana, Ms. MM Tsotetsi, Ms. TP Ngobeni, Ms. TL Marebane, Mr. AV Singh, Ms. FGL Nkosi, Ms. NT Magugu, Mr. TC Selwane, Mr. FC Nemaconde, Ms. C Garson, Mr. MK Mokhatla, Mr. AN Mashamaite, Mr. SG Ndlovu, Ms. T Rikhotso, Mr. E Mokotjhiemela, Ms. G Gabela, Mr. DE Buys, Ms. MK Madiba, Mr. G Longwe, Ms. K Simba, Ms. ORF Shongwe, Mr. M Zuma, Mr. D Sishaba, Ms. A Tshabalala, Ms. NJ Mbheki, Ms. J Shiba, Ms. ZM Khumalo, Mr. TZ Mosia, Mr. GS Msibi, Ms. SS Siyoni, Ms. K Mvelase, Ms. JH Bhembe, Ms. SC Machakela, Ms. MS Mohale, Mr. M Makgamathe, Ms. PT Motholo, Mr. HS Buthelezi, Ms. S Legotsa, Mr. MR Mabaso, Mr. GP Masotla, Mr. B Mkhwanazi, Ms. DC Maseko, Mr. LP Mange, Ms. N Ntsimbi, Mr. TP Maponyane, Mr. TE Zihle, Ms. M Dube, Ms. NP Nohlovu, Mr. M Mgwili, Mr. FA Thiko, Ms. A Mgadi, Ms. A Langa, Mr. L Shipalana, Mr. TBP Majola, Mr. PB Masuku, Ms. XM Zikalala, Mrs. MD MC Cloen, Mr. M Moleko, Ms. PA Mkulisi, Mr. TG Sibisi.



THE FRESH EXPRESS

JOBURG MARKET NEWS

Tenant Profile: Vuyisile Sibozza Raw Liquide Juice Entrepreneur

Starting in his home kitchen with just natural fruits and domestic equipment, Vuyisile Sibozza founded Raw Liquide Juice with a clear purpose: to offer nutritious, delicious, and natural cold-pressed juices that promote a healthier lifestyle. Driven by his commitment to wellness, Sibozza aims to help individuals and communities embrace better health through whole foods, natural remedies, and wellness education. With years of experience and a deep passion for health, he continues to push boundaries and make a lasting impact on his customers' lives .



Far Left: Rakisabeso Thage Raw Liquide Assistant and Vuyisile Sibozza – Raw Liquide Founder

What inspired you to start the Raw Liquide Juice?

"I discovered the power of juicing in 2011 and officially registered Raw Liquide with the CIPC in 2017. The amazing health benefits I experienced from juicing fresh ingredients inspired me to share this with others," Sibozza explained.

As the business grew from a kitchen operation into a full-fledged commercial facility, so did its customer base and target market. With the support of the eKasiLab incubation program, Sibozza acquired commercial equipment, enabling Raw Liquide to meet the growing demand for its products. The move to

the Joburg Market also became essential to counter challenges like load shedding, water outages, and power disruptions in his original area. "Relocating has allowed us to work more efficiently and source ingredients directly from farmers, ensuring fresher products," said Sibozza.

Raw Liquide prides itself on using only whole food ingredients with no preservatives. The juices are frozen to provide a natural shelf life of up to six months. "Our products were tested for nutritional value and shelf life at the SABS through the SEDA and SABS SMME Support Program, which boosted both our credibility and product quality," Sibozza added.

Ranges of raw liquid juices

The company offers four primary juice flavors, each tailored to support different health goals:

Green Juice: Made with spinach, cucumber, celery, mint, ginger, lemon, and apple, it promotes detoxification and boosts energy.

Beetroot Juice: Combining beetroot, celery, carrots, lemon, and apple, it supports heart health and circulation.

Carrot Juice: With carrots, pear, lemon, and ginger, it is rich in beta-carotene for healthy skin and digestion.

Pineapple Juice: A refreshing mix of pineapple, lemon, and mint, it aids digestion and boosts immunity.

Products Price List:

- Raw liquid cold priced juice– R35.00 300ml
- Smoothie–R25.00 350ml
- Nu Seed Snacking– R10.00 30g
- Ginger Shot– R20.00
- Kidney Tea Cup – R10.00

Challenges you have dealt with and how did you overcome them?

Running a business, however, has not been without its challenges. Rising input costs, such as petrol and packaging, and increased operating expenses post-COVID have tested Sibozza's resilience. "Despite these hurdles, my team and I have managed to overcome them through strategic planning and maintaining our focus on delivering value to our customers," he said. Currently, Sibozza is the sole full-time employee, but he has trained three individuals who benefit directly from his community wellness programs and workshops.

Future Plans

Looking ahead, Sibozza envisions Raw Liquide becoming a leading brand across Africa. In the next five years, he hopes to see the brand's juices in neighboring countries and beyond. "We are export-ready, thanks to three years of training through the Export Readiness Programme, a collaboration between JCCI and COJ," Sibozza concluded.



Raw Liquide Juice flavours



THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Upgrades

In September, Joburg Market initiated renovations at the first floor, which involved upgrading the switchboard office, security CCTV office, kitchen, and storeroom. These enhancements are designed to improve the functionality of the area and provide a more welcoming environment for all JM staff in the newly updated space.



First floor kitchen



First floor kitchen



Switch-board office



Security CCTV office



First floor store-room



THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Events

1. JM Attends the Vereeniging Market Agri– Summit

Joburg Market attended the Agri-Summit hosted by Vereeniging Market on the 6th of September 2024, joining key stakeholders in the agricultural industry to discuss challenges and opportunities within the sector. As one of Africa's largest fresh produce markets, Joburg Market's participation was vital in exploring innovative strategies for enhancing food security, fostering collaboration, and driving sustainable growth.

During the summit, Joburg Market's Fruit Hall Manager, Ms. Boitumelo Legadimana, engaged with the MMC of Local Economic Development & Tourism, Cllr. Lulama Gamede of the Sedibeng Local Municipality, and the MEC for Agriculture and Rural Development, Ms. Vuyiswa Ramokgopa, to discuss ways to strengthen partnerships and enhance the agricultural value chain.



Marketing team alongside MEC of Agriculture Ms. Vuyiswa Ramokgopa and JM Fruit Hall Manager Ms. Boitumelo Legadimana.



Marketing team alongside MMC of Local Economic Development & Tourism, Cllr. Lulama Gamede and JM Fruit Hall Manager, Ms. Boitumelo Legadimana.



JM Fruit Hall Manager, Ms. Boitumelo Legadimana with Agri-summit attendees.



JM Marketing team alongside MEC of Agriculture Ms. Vuyiswa Ramokgopa.

THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Events

2. Youth Empowerment Program

Joburg Market participated in the Youth Empowerment Program held at the Orlando West People's Centre in Soweto on the 6th of September 2024. The program aimed to inspire and motivate young people to invest in skills that enhance their employability.

Ms. Tshegofatso Maakwe, Senior Manager: Marketing and Communications (A) at Joburg Market, addressed the youth about the services offered by the Joburg Market Opportunity Centre and the available internship programs. She encouraged them not to limit themselves and to consider pursuing careers in the agricultural sector. Ms. Maakwe advised the youth to be willing to go the extra mile and explore the many opportunities available to them.



Ms. Tshegofatso Maakwe: JM Marketing Senior Manager(A), speaking at the Youth Empowerment Program Event.



Mr. Mpho Ratswana: Director of RR Business Projects alongside RR Business Project students.



Ms. Tshegofatso Maakwe: JM Marketing Senior Manager, Mr. Mpho Ratswana: Director of RR Business Project, Gugu Ndlela: Customer Service Agent.

THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Events

3. Ntinga Municipality Market Tour

Joburg Market recently hosted delegates from the Ntinga Municipality on the 11th of September 2024 for an insightful tour led by our Chief Executive Officer (A) Mr. Sello Makhubela in conjunction with Ms. Rachel Nkhwashu Specialist: Property Optimization (A) and Ms Lesego Seyama Senior Manager: Commercial Services (A).

Among the delegates were Loyiso Mbiko and Zama Xalisa, Bulelwa Capa, and Mvuyisi Mbhede who were given a comprehensive overview of key facilities, including the Tshiamo Market, Fruit Hall, Cold Rooms, and Pack-House.



JM ACEO Mr. Sello Makhubela alongside OR Tambo District Municipality delegates.



JM ACEO Mr. Sello Makhubela alongside Ntinga Municipality delegates. Loyiso Mbiko and Zama Xalisa, Bulelwa Capa, and Mvuyisi Mbhede.



JM ACEO Mr. Sello Makhubela alongside Ms. Noxolo Mabuza, Executive Manager: Strategy (A), Specialist: Property Optimization (A) Ms. Rachel Nkhwashu and Banana Ripening team.



ACEO Mr Sello Makhubela, alongside Ntinga Municipality delegates, Specialist: Property Optimization (A) Ms Rachel Nkhwashu and Senior Manager: Commercial Services (A) Ms. Lesego Seyama.

THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Events

4. Fresh Plaza Market Tour

The Fresh Plaza took a quick tour of the Joburg Market to prepare for an upcoming feature on the market. This visit follows Joburg Market's impressive achievement of surpassing a 1 billion turnover mark in August 2024.

The market is also celebrating its 50th anniversary at its City Deep location and gearing up for the much anticipated Farmer's and SMME Day scheduled for October 2024.



Far left: Ms. Lesego Seyama – Senior Manager: Commercial Services (A) , Fresh Plaza journalist, Ms. Tshegofatso Maakwe –Marketing Senior Manager (A).



Far left: Ms . Lesego Seyama – Senior Manager: Commercial Services(A) , Fresh Plaza journalist and photographer.



Far left: Ms. Lesego Seyama – Senior Manager: Commercial Services (A), Fresh Plaza journalist and photographer , and Clint Jardine – Consignment Control Manager and Consignment team.

THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Events

5. Wildeklawer Farm visit - Kimberly

Joburg Market executives, including senior management, visited Wildeklawer Farms in Kimberley on the 21st of September 2024 as part of JM's stakeholder engagement efforts. Led by JM's Employee Wellness Specialist, Ms. Nozipho Mokgoro and ACOO Mr. Charles Park, alongside HR Senior Manager: Mr. Ezekiel Kgomo, Stakeholder relations Senior Manager: Mr. Hope Mabaso, Senior Manager: Commercial Services: Ms. Lesego Seyama, Executive Manager: Core Operations, Mr. Cedric Nephawe.



Far left: JM Executive Management at the Wildeklawer Farm, Mr. Cedric Nephawe, Mr. Charles Park, Mr. Louis de Kock, Mr. Ezekiel Kgomo, Mr. Hope Mabaso and Ms. Nozipho Mokgoro.



Far Left: JM Executive Management at the Wildeklawer sports grounds, Mr. James Raborolo, Mr. Cedric Nephawe, Mr. Ezekiel Kgomo, Mr. Hope Mabaso, and Mr. Charles Park



Far Left: JM Executive Management at the Wildeklawer sports ground, Mr. Moses Mabunda, Mr. Charles Park, Mr. Cedric Nephawe, Mr. Hope Mabaso and Mr. Ezekiel Kgomo.



THE FRESH EXPRESS

JOBURG MARKET NEWS

JM Events

JM sport teams participating in Sports Wildeklawer sports ground



JM Men's Soccer Team



JM's Women Soccer Team



JM Netball Team



JM Volley Ball Team



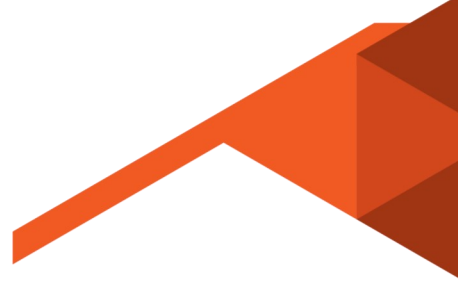
JM's Men's Soccer Team.



Medals and trophies won by JM sport teams.

THE FRESH EXPRESS

JOBURG MARKET NEWS



JM Events

6. WUWM Progress Meeting and Market Tour

The WUWM delegation toured Joburg Market's facilities on the 23rd of September 2024, reviewing the site's readiness to host Africa's first-ever WUWM Conference in May 2025. The Tour was led by the Joburg Market Chief Executive Officer (A) Mr Sello Makhubela, the Board Chairperson, Mr. Mzikayise Ndlovu, and the Company Secretary, Mr. Keeran Singh.



WUWM Delegates alongside JM executives



WUWM Delegates alongside JM executives



Far left: Ms. Surieganthi Perumal :Manager Talent Acquisition and Development (A) , Mr. Keeran Singh: Company Secretary, Ms. Landiwe Buthelezi :Administrator Supervisor alongside WUWM delegates



Far left: Ms.. Landiwe Buthelezi– Administarator Supervisor, Ms. Surieganthi Perumal and Ms. Tshegofatso Maakwe– Marketing Senior Manager (A)

THE FRESH EXPRESS

JOBURG MARKET NEWS

Empowering Growth: Celebrating Employee Achievements in Training and Development at Joburg Market

The primary purpose of the Training and Development Department is to create a structured pathway for employees to advance their skills and knowledge.

At Joburg Market, we believe in nurturing a culture of continuous learning and growth. The Human Resources Training and Development Department plays a pivotal role in enhancing employee skills, fostering professional development, and ensuring that our workforce is equipped to meet both current and future challenges.

Furthermore we encourage all staff members to utilize the various opportunities and resources available for professional development. Our strategic focus is on cultivating a diverse talent pool, achieved through a range of targeted training and development initiatives. Here's an overview of the key programs available:

1. In-house and Off-site Trainings

JM provides both in-house and off-site trainings this is done by various service providers sessions tailored to the specific needs of its employees. These programs aim to enhance skills relevant to their roles, ensuring that staff remain competitive and effective in the workplace. Examples of training topics include regular updates on labor laws, the Municipal Finance Management Act, Institute of Internal Audit training, and the King IV Code of Corporate governance.

JM recognizes the critical importance of adopting accredited training interventions as we move forward. We are transitioning away from training programs that only provide attendance certificates, which have limited value for our staff's professional development.

Accredited training offers significant advantages, including the establish-

ment of unit standards that serve as a foundation for designing and evaluating qualifications. These standards provide clear guidance for both learners and assessors.

JM is committed to enhancing the skills and capabilities of our workforce through meaningful, accredited training that truly supports our employees' growth and development.

2. Study Assistance Programmes

Employees with over one year of service can access JM's funded bursary scheme. This program supports a variety of educational pursuits, from advanced certificates to postgraduate degrees. In the past financial year, Joburg Market proudly funded 89 employees, empowering them to expand their knowledge and advance their careers.

JM recognizes the diverse generational makeup of our staff. To support their varied needs, the Training and Development Unit is finalizing a proposal for the "Exit Skills Program." This program will provide valuable skills, including New Venture Creation, financial literacy, and other lifelong skills that can be utilized during retirement. The aim is to empower our employees for their future endeavors, regardless of their stage in life.

3. Skills Development Programmes

These programs are aimed at equipping employees with essential skills that are critical to their job functions and future opportunities. They cover a wide range of competencies and are designed to keep our workforce agile and adaptable, for an example RPL Artisan (this is done through our Mandatory grants from W&RSETA) where we intend to position our Plumbers, Electricians and Aircon & Refrigeration.

4. Internships and Apprenticeship Programmes

JM provides internships and apprenticeship opportunities in collaboration with various SETAs, allowing employees to gain practical experience while learning under the guidance of experienced professionals. These programs help bridge the gap between academic learning and real-world application.

5. Expanded Public Works Programme (EPWP)

Mandated by the City of Johannesburg, this initiative provides work opportunities for individuals in various sectors. It aims to promote skills development and offer employment opportunities while addressing unemployment and reducing poverty.

6. Leadership and Management Development Programmes

Through strategic partnerships with organizations like SETA, JM offers specialized leadership and management training. These programs are designed to cultivate future leaders within our organization, preparing them for higher responsibilities.

7. WIL (work integrated learning) Experiential Workplace Exposure

Upon approval it is an opportunity offered to employees / unemployed Youth to gain experience, this proposed through a tertiary institution and on a voluntary basis.

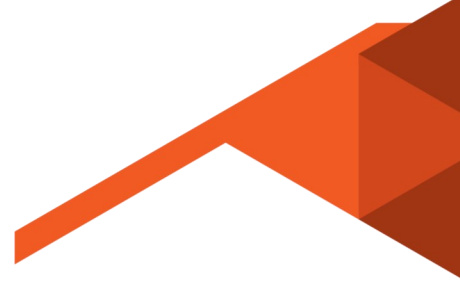
Planned Interventions

- Implementation of the Skills Audit Outcomes by all departments.
- Develop our artisans through mandatory our received grants.
- Final stage of approval for peaceofficer training.



THE FRESH EXPRESS

JOBURG MARKET NEWS



Empowering Growth: Celebrating Employee Achievements in Training and Development at Joburg Market

We are thrilled to celebrate and congratulate all the employees who have successfully completed their studies through our study assistance program, YOUR HARDWORK, DEDICATION AND COMMITMENT HAS TRULY PAID OFF, KEEP REACHING FOR NEW HEIGHTS!

For more information on how to apply for study assistance or to learn more about our training programs, please contact the Training and Development Unit Mohau Takadimane and Sandile Ngwenya.

Remember, your growth is a shared success, and together we can continue to achieve great things! Keep striving for excellence!



Clive Mabugana



Mohau Takadimane



Keamohetsoe Lethata



Landiwe Buthelezi



Mpho Matsheketsheke



Mqhele Mlotshwa



Jaqueline Mabaso



Mbali Sibeko



THE FRESH EXPRESS

JOBURG MARKET NEWS

JM New Employees

Joburg Market is thrilled to extend a warm welcome to all the new employees who joined the Market in September 2024. We are excited to have you on board and look forward to the fresh perspectives and energy you will bring to our team.



Sello Sethole– SHESE Intern



Itumeleng Ngobeni– SHESE Intern



Keamogetse Mohulatsi– Recruitment Officer



Khentsani Valankulu—Employee Relations Officer



Landiwe Buthelezi– Administrator Supervisor

THE FRESH EXPRESS

JOBURG MARKET NEWS

Vegetable of the Month: Avocado

Avocados are produced in the humid, subtropical regions of South Africa, most notably the Limpopo and Mpumalanga provinces during the months of March to September.

Avocado is also known as alligator pear, aguacate and palta in Spanish, or avokado in Afrikaans.

The light-green to cream-coloured buttery flesh contains dietary fibre (the highest of any fruit), monounsaturated fat and more than 20 vitamins.

Benefits of avocado

They're rich in nutrients that are often lacking in many people's diets, including magnesium, B6, vitamin C, vitamin E, and folate.

Avocados also provide nutrients that are essential for the health of the immune system, including vitamin C, B6, and E.

Avocados contain an abundance of nutrients that are essential for optimal health, and regularly consuming avocados could help improve overall diet quality.

Eating avocados can also help you reach the recommended intake levels for nutrients that are needed in greater amounts during pregnancy and breastfeeding, like vitamin C, potassium, and B6.

Did you know?

The avocado is thought to have originated in Mexico from where cultivation may have spread southwards through Central America to Peru and then to the West Indies.

Its introduction to the rest of the world was most probably facilitated by European traders around 1519.

Similarly, it is believed that the first avocado seedlings were brought to South Africa either by traders or early settlers. Vegetative propagation of avocados began in America in the 1890s

Sources:

[7 Health Benefits of Avocados \(healthline.com\)](https://www.healthline.com/health/avocado)

[Paleo Baked Eggs in Avocado Recipe \(allrecipes.com\)](https://www.allrecipes.com/recipe/258181/paleo-baked-eggs-in-avocado/)

[About Avocados, South Africa](#)

Paleo Baked Eggs in Avocado Recipe:

Ingredients:

2 small eggs

1 avocado, halved and pitted

2 teaspoons chopped fresh chives, or to taste

1 pinch dried parsley, or to taste

1 pinch sea salt and ground black pepper to taste

2 slices cooked bacon, crumbled

Directions

Preheat the oven to 425 degrees F (220 degrees C)

Crack eggs into a bowl, being careful to keep the yolks intact.

Arrange avocado halves in a baking dish, resting them along the edge so avocado won't tip over. Gently spoon 1 egg yolk into the avocado hole. Continue spooning egg white into the hole until full. Repeat with remaining egg yolk, egg white, and avocado. Season each filled avocado with chives, parsley, sea salt, and pepper.

Gently place baking dish in the preheated oven and bake until eggs are cooked, about 15 minutes. Sprinkle bacon over avocado.



THE FRESH EXPRESS

JOBURG MARKET NEWS

Staff Birthdays: September

