



MEMORIAL SERVICE
IN HONOUR OF
TSHIDISO JACOB MPITSE

27 JULY 2020

ORDER OF PROCEEDINGS

Welcome	<i>Winnie Everett</i> <i>SALDREP National Committee Member</i>
Opening Prayer & Scripture Reading	<i>The Reverend Khobo</i> <i>Old Apostolic Church</i>
Obituary	<i>Tisetso Mile</i>
Tribute by Former Colleague	<i>President Tole</i> <i>HR Leader, Phakisa Harmony</i>
Tribute by MEIBC	<i>Chrizelda Viljoen</i> <i>MEIBC Case Management</i>
Tribute by SALDREP	<i>Sefako Mafoyane</i> <i>SALDREP National Committee Member</i>
Vote of Thanks	<i>Masodi Mpitse</i>

Closing Prayer

"My wish is for peace, and for healing
in the hearts, of the people in the world
I was told that changing the world starts
within so I'm ready!"

Lira – ***Makubenjalo***



OBITUARY: TSHIDISO MPITSE

Tshidiso Jacob Mpitse, known as Sean, aged only 39, tragically succumbed to illness on 17 July 2020 while awaiting the results of his covid-19 test. He was born on 30 January 1981 in Riverside Nyakallong, Allanridge. He attended Tshireletso Primary School and matriculated from Mosala Secondary School in 2000, both in Allanridge. He continued his education at the University of Free State where he studied Labour Law, Labour Dispute Resolution Practice and Social Security Law.

He started his career at Harmony Gold Mines in 2004 as general worker. Due to his hunger, spirit, determination, leadership skills and dispute resolution skills, he was chosen as shop steward for National Union of Mineworkers until he joined Human Resources department later on. He became Employee Relations Manager at Phakisa mine until 2017 when he left to become a CCMA commissioner and, subsequently also a panelist for Metal & Engineering Industries Bargaining Council. He performed his work with passion and dedication. Tshidiso was known for his kindness, humility and friendliness. His gentle nature touched the lives of those he met in a special way and he was deeply respected by his colleagues.

Besides his impressive career, Tshidiso was a devoted family man. He and his lovely wife Matshidiso Joyce Mpitse have two sons Prince Mpitse and Lehlohonolo Mpitse. He was a father who led his wife and sons to the church where he spent most of his time in house of pray, and he also became a church choirmaster and he enjoyed singing. He had the ability to resolve disputes wherever they arose – in the family, church and social matters. He did so with a sincere, heart-warming smile and a simple and wise approach to resolving the problem. He would do everything for his wife and kids and he would drop anything to attend to them when they needed him. There is no question that he put his family first!

Tshidiso will be dearly missed. SALDREP on behalf of all its members throughout South Africa expresses sincere condolences to Tshidiso's family, friends, colleagues and community.

Tshidiso Mpitse worked with me at Harmony Phakisa / Nyala Shaft. I first met him in 2011, when he played a role of Union Leadership and at that time I was working as HR Manager. During my



engagements with Unions I noticed that Mpitse was realistic Leader and had a potential of becoming future HR Manager. We later had vacancies of Junior HR Practitioners in Phakisa Shaft. I then approached NUM Branch Leadership to release Mpitse and Xolile, who were both Union leaders at Shaft level to come and join HR Department. My Senior Colleagues had trust concerns about my strategy. I insisted on appointment of these young men and they never disappointed me. Mpitse came upfront and chose the ER management. I supported him, and sent for necessary training and approved his study assistance. In 2014 I got promoted to HR Leader position. I then appointed Mpitse to look after ER Department, and one of the key performance areas was representing

Phakisa in CCMA. In this field he excelled. In 2019, Mpitse resigned from Harmony and went to join CCMA. His untimely passing on shocked us as Phakisa family. May his soul rest in peace.”

President Tole, Phakisa Harmony

“Commissioner Mpitse was one of few Commissioners that I loved. He was so humble and treated everyone with utmost respect. I am so privileged to have worked with such an amazing, strong person.”

Chrizelda Viljoen, MEIBC



“I first met Tshidiso from around 2014 or so when he came to represent Phakisa Harmony.

Always with an infectious smile even when disagreeing profusely with the union but always willing to resolve the dispute.

In those years, before joining the CCMA he appeared in front of me many times and I do not remember him time going through to arbitration: He truly understood the concept of ADR.

I can without fear of contradiction say that LDREP as a profession has lost a germ in the making!

As for SALDREP, we lost a young Hero who when the call was made to form and join the struggle for labour reform for independent contractors, he raised his hand and said, COUNT ME IN!”

Sefako Mafoyane, SALDREP