



# **AUSI LE THEMBI**

Laundry & Dryclean Depot

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## **Address**

30A JOUBERT STREET  
VEREENIGING, 1930

## **Company Registration Number**

2014/247664/07

## **Ownership**

Dieketseng Rose Rampitsang - Director

Thembekile Mirriam Ngonelo - Director

## **Established**

Ausi Le Thembi Trading and Projects (Ausi Le Thembi) is an Affirmable Business Enterprise with a goal to develop and empower the expertise of all our employees within the company.

Having geared ourselves to comply to our BEEE Policy, we are ready to turn our opportunities into a profit making enterprise, with the aim at providing class competitive services at affordable rates.

Because of government policy, 'to support SMME's of the disadvantaged groups and women', we have a great opportunity to be successful in all our endeavours.

The attractiveness of our company lies within the fact that our services are greatly in demand due to the unique quality of service we at the Ausi Le Thembi, deliver.

Our company has the infrastructure needed to provide a Cleaning & Gardening Service, Laundromat and Various Materials & Equipment Supply Services for any prospective client within the Gauteng and Vaal Triangle areas.

## **Vision**

We strive to become the preferred and leading BEEE Company, delivering services of a world class standard.



## **Mission**

It is the focus point of our mission to provide all our clients with a uniquely professional service.

We appoint only pre-screened Labour and in so doing ensure that the best quality services is rendered to all our clients.

Ausi Le Thembi Management go the extra mile in equipping our workforce with the necessary skills and knowledge needed for them to perform within their highest standards.

## **Objectives**

There are a number of objectives that will be achieved with the rendering of our services to our target market.

Services rendered and the premises of our clients will at all times be controlled in the most effective way possible and the possible non-conformances will be minimised at all times.

## **Black Empowerment**

Needless to say the Ausi Le Thembi Group conforms to all state applied provisions within the Black Empowerment sector within our country, as we are 100% ' Black Owned '.

## **Employment Equity**

At Ausi Le Thembi we have committed ourselves to the regulations within our country's Employment Equity Bill by employing mostly PDI's within our ' African Communities '.

The comprehensive Ausi Le Thembi Employment Equity Policy has recently been completed and will be available for your perusal following your written request thereof.

Ausi Le Thembi is committed to creating workplaces in which no employee is denied employment and growth opportunities or benefits, for reasons unrelated to ability, and where individuals of ability and application can develop rewarding careers at all levels regardless of their background, race and or gender.

We also recognise that the goals of employment equity will require specific interventions in order that people from all ethnic groups are represented and at all levels within the workforce, and reflect the diversity of the economically active population in the regions and sectors in which the Ausi Le Thembi Companies are active.

At Ausi Le Thembi, we are committed to the promotion, development and recognition of our people on merit. To accomplish this we will neither make 'token' appointments, nor implement any practices or procedures, which establish barriers to appointment, promotion or advancement, of any of our employees.



## **Experience Gained**

The Ausi Le Thembi group of companies was born after the realisation of business opportunities in these fields was recognised.

The rapid expansion and growth of significant key industries in and around the Vaal Triangle area has therefore created a large demand for our specialised skills, which often cannot be met within the resources of one single company.

## **Core Business**

- Ausi Le Thembi specialises in the following services:
- General Cleaning Services
- General Gardening Services
- Laundromat Services
- Various Equipment / Products Supply Services:
- Cleaning Material
- Stationery
- Office Supply, and
- Refreshments

## **Our Target Market**

- Iscor
- Eskom
- Rand Water
- SASOL Group of Companies
- TRANSNET Group of Companies
- Local Town Councils
- Local Schools
- Local Businesses

## **Competitive Advantage**

We guarantee the quality of our workmanship, of which most service providers constantly fluctuate, which often leads to rework to the detriments of clients due to misunderstandings of work scope, unproductive personnel, poor project management and unsafe working procedures.

## **Empowerment & Strategic Support**

Ausi Le Thembi intends to secure the support of numerous important entities within the cleaning industry, as follows:



## ***Black Economic Empowerment Cleaning Association – BEECA***

Ausi Le Thembi will become a member of BEECA, the Association offers support, endorsement, strategic finance and training for all its members. BEECA is a non-profit trade association that has a membership of empowerment cleaning owners who are entrepreneurs and have their own companies. Through the common interest of members certain benefits become available to the members of the Association.

### **Training**

The training that BEECA offers to members are:

- Entrepreneurial
  - Product – Equipment usage, storage and safety
  - Product – Chemical usage, dilution, storage and safety
  - Financial Management
  - H.R. Management

### **Endorsement**

BEECA secures endorsements with property owners, government, para-statal, corporate, etc. and through this process the Association secures preferential rating for members during tender / procurement awards. Furthermore, the Association aims to secure a closed tender / procurement relationship with all the entities that shall enable BEECA members secure a larger slice of the contract cleaning business.

### **Strategic Finance**

BEECA has created an avenue for members to receive suitable finance with institutions based on certain qualifying criteria. This shall allow for reduction in terms of obstacles that members encounter when winning large lucrative contracts.

## ***Safic Bee ( Black Economic Enterprises ) & Numatic***

SAFIC BEE is an economic empowerment supplier of cleaning chemicals, brush-ware and equipment to empowerment cleaning contractors. This Company has a majority empowerment shareholding and profits are re-channeled into the cleaning empowerment drive. As part of the overall products and services that SAFIC BEE have on offer, they have designed easy entry for any empowerment contractor by securing structured terms / rentals on the range of products that SAFIC BEE provide.

## ***Pioneer Communication Solutions***

- Pioneer Communication Solutions offer professional consulting services to cleaning empowerment contractors, and the main objective is to support the Small Medium Enterprise ( SME ) operator.
- With a wealth of experience in the field of business consulting services industry pioneer offers consulting services in the areas of:
  - Strategic – Company / CC registration, heads of agreement, shareholders agreements, etc.
  - Marketing – Marketing plans, sales development, company branding, business assessment, Proposal / tender quotations etc.
  - H.R. – Industrial Relations, employee personnel departmental systems, organizational behaviour. recruitment, etc. fore-casting and business brokerage.





- Training – Entrepreneurial, management, product, service provision, memory skills, etc.

### Information Technology

The main area that Pioneer Communication Solutions brings value to businesses is through skills transfer, capacity building and training.

### **South African International Business Linkages ( SAIBL )**

SAIBL is a program which was secured through ECI and their main objective is to seek transactions with Historically Disadvantaged Individuals ( HDI ), and such transactions must be with reputable large organizations / institutions.

The SAIBL program manages donor funds and the management of such funds is utilized to secure business linkages, expenditure is justified by the identification of a skills shortage, capacity building and training that is aimed at improving the HDI capabilities to render a service expectant from the client / organization / institution.

It is therefore of paramount interest to SAIBL that Ausi Le Thembi are successful.

### **GEP - Gauteng Enterprise Propeller**

GEP have the highest concentration of business in the country. In line with GEP's objective of job creation as well as developing skilled and productive people, GEP offers business support, technical assistance, fact sheets and business tools to entrepreneurs.

## **Human Resources Plan**

At Ausi Le Thembi we recognize that Human Resources are an extremely important asset, especially in a service business in which work is performed on customer's property.

Our competitors do not generally recognize this fact, and in general, the personnel standards in the cleaning industry are low. Often, unskilled unqualified individuals are hired, paid minimum wage, and worked hard until they leave. Hygiene controllers of this sort obviously do not reflect well on the company.

At Ausi Le Thembi, we shall nevertheless only hire people who are qualified or who can be trained to do the work as required, and who can interact with customers in a friendly and professional manner. Thus, we screen new applicants carefully, including in-person interviews and reference checks.

We shall strive to hire people who have a solid work ethic and work well with others. Working well with others is especially important in our system of teams, each having a consistent set of scheduled assignments and a team leader.

We shall review each employee's performance regularly, and when possible promote from within. The company's salary structure shall be in the line with conditions prescribed in the Sectoral Act or marginally higher but also competitive within the structure of current market rates.



## **Personnel and Training**

Ausi Le Thembi is prepared to train our personnel to meet any specific requirements of the client.

- In-house training ( done by Supervisors ) eg. Job Descriptions, Working Procedures, and Time Management etc.
- External Training will be provided on a merit basis as per our Ausi Le Thembi Training & Skills Development Policy.
- Training begins a month prior to the commencement of the contract. Training courses are provided by suppliers such as SAFIC BEE, and Numatic International.
- All Gardening Contracts Training shall be provided by the Thuto Lere Community Empowerment Programme (TCEP) who specialise in the training of all Agricultural / Farming / Gardening Training needs.

All remuneration is in the line with the SECTORAL ACT and Ausi Le Thembi adheres to the required contributions.

## **Operating Procedures**

Ausi Le Thembi has set Operating Procedures that apply to all our services. These include (but are not limited to) :

- Reporting on time for duty
- Adhering to the dress code
- Recording of all personnel interactions
- Keeping all work-areas and its surroundings clean and tidy at all times

In conjunction with other procedures agreed upon between the client and Ausi Le Thembi. Our Senior Personnel will strictly enforce these procedures and non-compliance by our staff will result in strict disciplinary action and possible dismissal.

## **General Requirements**

General requirements by the client such as use of company telephones, tampering with vehicles, material, products and equipment, and confidential information pertaining to all security matters, will be discussed and explained in detail to all employees.

## **Transport**

All transport needed in the rendering of our services, is provided by the Ausi Le Thembi.

## **Quality Assurance**

We strive to treat each client according to his or her unique quality requirements.





We see our services / materials as a major role player to assist our clients in achieving their unique service delivery goals and to ensure they achieve cost-effective Services delivery at all times

We provide a high quality service by ...

- Supplying only the best materials as we use only the best manufacturers;
- Committing ourselves to always quality checking all materials before it is delivered to our client;
- Striving continuously for improved productivity and service delivery.

## **SHEQ Management**

Ausi Le Thembi has a comprehensive SHE Management system in place, which complies 100% with the ISO 14001:2015 Environmental and ISO 45001:2018 Health & Safety Standards, striving towards the implementation of all safe working procedures, ensuring the prevention of injury or loss and in turn ensuring the health and safety of our employees and which are at the same time environmentally friendly.

Ausi Le Thembi places loss, incident, prevention and the health of our employees as the most important aspect of our operations and in this regard recognise and understand our responsibilities committing ourselves to active and pro-active participation during the implementation of an Accident Prevention Policy.

### Continual Project Monitoring

Ausi Le Thembi shall continue to follow our internal inspection schedules during each project. Feedback will be obtained from the client on a regular basis regarding services provided.

### Uniforms + PPE

Ausi Le Thembi employees will at all times wear a neat and clearly identifiable uniform / appropriate PPE ( Protective Clothing + Equipment ) of Ausi Le Thembi, along with a registered Ausi Le Thembi ID Card of the company, with the member's identity and file numbers on it, accompanied by his official ID Number, which will be worn on his person at all times.

### Emergency Procedures

Ausi Le Thembi employees are all well versed in the applying of emergency procedures. We provide thorough Risk and Safety training to our employees in the use of emergency control, fire fighting procedures, explosions, evacuation procedures and the handling of emergency equipment. The accent here is to provide cost-effective, multi-tasked risk free service solutions to our clients.

## **Policies**

- Disabled Employee Policy
- Disciplinary Code & Procedures Policy
- Employment Equity Policy
- Employment Procedures
- Environmental Policy



- Health & Safety Policy
- Accident Prevention Policy
- HIV / Aids Policy
- Risk Control Policy
- Sexual Harassment Policy
- Training & Skills Development Policy

### **Compliance with Statutes**

- A. Registration with the Compensation Commissioner
- B. Unemployment Insurance Fund
- D. VAT Registration
- E. Income Tax Act
- F. PAYE
- G. Regional Services Council Act
- H. SDL – Skill Development Levy
- I. Fully Compliant to the Wage Determination Act

### **Invitation to Contact**

Thank you for taking the time to peruse through our service offering to your company.

Our Team @ Ausi Le Thembi would welcome the opportunity to present our services to you personally.

We await your future instruction.

