

**CURRICULUM VITAE**  
**OF**  
**KHARIDZHA DZUGUDA RUFUS**

**1. BIOGRAPHICAL PARTICULARS**

1.1 Name : Kharidzha Dzuguda Rufus (Mr.)

1.2 Identity Number

1.3 Gender : Male

1.4 Residential Address

1.5 Postal Address

1.6 Contact number

1.7 Fax number

1.8 Email

## **2. EDUCATIONAL ASPECTS**

2.1 Master of Development : University of (the North) Limpopo: 2004

2.2. Bachelor of Arts Honours in Social Work: University of (the North) Limpopo: 1974

2.3. Bachelor of Arts in Social Work: University of (the North) Limpopo: 1983

2.4 Diploma in Municipal Governance: (RAU) now University of Johannesburg: 2004

2.5. Diploma in Business Management: Executive Education College of Management: 2009

2.6. Certificate in Public Relations: Executive Education College of Management and the Public Relations Institute of Southern Africa (PRISA); 1990

2.7. National Diploma: Public Relations UNISA and obtained the following study units: 1997- 1999

2.7.1 English: Public Relations

2.7.2. Media studies 1

2.7.3 Public Relations 1

2.7.4 Business Studies: Public Relations 1

2.7.5. Marketing and Advertising (Public Relations 1

2.7.6, Media Studies 2

2.7.7 Communication Science 1

2.7.6 Social Psychology

### **3. BOARDS, AND COMMISSION APPOINTMENTS**

3.1. Vice Chairman of Venda Government Welfare Board: 1986-19877.

3.2. Chairperson of Elim Hospital Board: 1999-2008

3.3 Member and Chairperson of the Finance Committee: Limpopo Tourism and Parks Board: 2002- March2005

3.4. Chairperson, Limpopo Tourism and Parks Board: April 2005- June 2008

3.5 Commissioner of the Broadcasting Complaints Commission of South Africa:  
2017 -2022

3.6. Director: Gateway Airport Authority Limpopo (GAAL) June 2017- June 2020

3.7. Member of GAAL Audit Committee: June 2017- June 2020

### **4. WORK EXPERIENCE**

4.1. Temporary Teacher: Vhafamadi Senior Secondary School: February-September 1975

4.2. Social Worker and Senior Social Worker: Department of Health and Welfare; Gazankulu Government: October 1975-November 1979

4.3. Senior Social Worker and Principal Social Worker: Department of Health and Welfare; Venda Government: December 1979-July 1987.

4.4. Schools Liaison Officer and Senior Schools Liaison Officer: University of Venda: August 1987-September 1987

4.5. Assistant Director; Public Relations and Development: University of Venda: October 1989-June 1991

4.6. Spokesperson for the University of Venda: 1990- 2008

4.7. Director and Head; Department of Public Relations and Development, University of Venda: July 1991-October 2008

4.8. Chief Executive Officer, University of Venda Foundation: July 1991-September 2008

4.9. Founder and Director of Univen Community Radio Station: 1996- 2008

4.10. Founder and Director of Nendila, a Newsletter of the University of Venda 1999-2008

## **5. ACCREDITATION/REGISTRATION**

5.1 Accredited in Public Relations and Communication Management (APR): Accreditation Council of PRISA (Public Relations Institute of Southern): 1996

5.2. Registration with the South African Council for Social Services Professions, Registration number: 1031907

5.3. Registered Skills Development Facilitator with Bank Seta: registration no: 1368

## **6. POSITIONS HELD IN THE STRUCTURES OF THE UNIVERSITY**

6.1. Member of the University of Venda's Vice-Chancellor and Principals' Management Committee: December 1989- February 2008

6.2. Member of the University of Venda Senate: December 1989- September 2008

6.3. Member of the University of Venda Executive Committee of Senate: December 1989- September 2008

6.4. Governor of the University of Venda Foundation: December 1989- September 2008

6.5. Member of the University of Venda Foundation Executive Committee: December 1989-September 2008

6.6. Member of the University of Venda Council: 1993-1998

6.7. Member of the University of Venda Institutional Forum: January 2008- October 2008

## **7. SOCIAL AND COMMUNITY RESPONSIBILITIES AND SERVICES**

7.1. Member of SASO (SOUTH AFRICAN STUDENTS ORGANISATION): 1972-1974

7.2. Vice-Chairman of the University of the North: Far North Student Association: 1973-1974

7.3. Chairman of the Transvaal Football Associations' King's Brew League in the Great North Far North Zone: 1981

7.4. Chairman of the Great North Far North Zone of the South African National Football Association (SANFA): 1982-1990

7.5. Organiser of the fourteen Traditional communities of Vuwani and Tshitale for the celebration of the International Year of the Aged: 1982.

7.6. Founder member and Vice – chairman of the Society on Alcoholism and Drug Dependency in Venda (SAVE): 1984-1987

7.7. Founder member and Vice – chairperson of Thusanani Christian Association for the Handicapped: 1985-1988

7.8. Founder member and Chairman of Family and Marriage Guidance Society in Venda (FAMSOVE): 1986-1988

7.9. Initiator and Organiser of Tshilidzini Society for the Aged: 1982-1988

7.10. Founder member and Chairman of Venda and Districts Soccer Association (VEDSA), which was an affiliate of the then newly established South African Soccer Association (SASA) after the historic football split in 1984 which culminated in the creation of the National Soccer League which has now been escalated to the current Professional Soccer League (PSL) and SAFA: 1985- 1991

7.10. Chairperson of Ward 5 Council of Elim/Tshitale/Hlanganani/Levubu-Vuwani Transitional Local Council: 1996-2000

7.11. Chairperson of Vuwani Civic Organisation: 1998-2001

7.12 Chairperson of St Theresa Catholic Church: 1992-2003 and 2013-to date

7.13. Elder and Lay preacher at the St Theresa Catholic Church: 1976 to date

7.14. Founder of Makhado Local municipality Ward 25 now Ward 3 Home Based Care Group: 2004

7.15. Chairperson of Masia Land Claim Committee: 1998-2001

7.16. Secretary of Masia Land Claim Committee: 2008-to date

7.17 .Member of Masia Traditional Council: 2008 -2009

## 8 BUSINESS INTEREST, FINANCIAL KNOWLEDGFE, SKILLS AND EXPERIENCE

8.1. Chairman of Vuwani Investment Club: 1996 to date

8.2 Owner of Vuwani Liquor Restaurant; 1999- 2016

8.3 Director and Account Executive of D R Kharidzha Communications: (The Company produced Vhembe District Municipality Quarterly News Letter) 2008- to date

8.4.. Director of D R Kharidzha Fuel Station: 2008 to date

8.5. Director of D R Kharidzha communications: 2008 to date

8.6 Chairperson of Makhado Municipality Cooperatives Forum: 2008

8.7. Director and Chairperson of Vuwani for the Disabled Primary Cooperative Ltd: 2009-2012

8.8. Founder member, Director and Chairperson of South African National Apex Cooperative (SANACO) Vhembe District Secondary Cooperative LTD 2009- to 2014

8.9. Founder Member and Directors of the South African National Apex Cooperative (SANACO) Limpopo Secondary Cooperative Ltd: 2009 to 2015

8.10. Member of the Board of Directors of the South African National Apex Cooperative Ltd (SANACO) 2009 to 2013

8.11. Founder Member and Director of Mutapa Trading and Services: 2010-2015

8.12. Manager: Mutapa Trading and Services Coop LTD 2010 to date

8.13. Chairperson of the Board of Directors of Mutapa Financial Services Cooperative Ltd: 2011-to date

8.14. Chairperson and Managing Director: Mutapa Cooperative Financial Institution. This is a deposit taking institution Licensed by the Cooperative Bank Development Agency located in the National Treasury: 2011 to date

8.15. Director of Central Lake Trading 445: 2011- to date

8.16. Chairperson: Mutapa Funeral Benefit Scheme Licensed by the Financial Services Board: 2016 – to date

## **9. PUBLIC OFFICE BEARING**

9.1 Ward 25 Councillor: Makhado Local Municipality: December 2000-March 2006

9.2, Directly elected PR Councillor: Vhembe District Municipality October 2012 to 10 August 2016 and served in :

9.3. The Finance committee,

9.4. As chairperson of the Executive Mayoral Bursary Committee and

9.,5. As Acting Speaker of Vhembe District Council December 2016- August 2016

## **10 . INTERNATIONAL EXPOSURE**

- 10.1. Zimbabwe, Harare (2): 2002 and 2006
- 10.2. Zimbabwe, Bulawayo (2): 1998 and 2002
- 10.3. USA, State of Nevada: Rio (1) 2005
- 10.4. Lesotho: Maseru (1) 2006
- 10.5. Canada: Toronto (1) 2006
- 10.6. United Arab Emirates: Dubai (1) 2006
- 10.7. Zimbabwe, Masvingo (2): 2006 and 2007
- 10 8. The United Kingdom: London (2): 2003 and 2007
- 10.9. India: Mumbai and Chennai 2007
- 1010...Germany: Berlin (3), Stuttgart (1): 2004, 2006 and 2008
- 10.11. Switzerland: Zurich (2) 2006 and 2008
- 10.12. Nederland: Holland (1) 2008
- 10.13. Mozambique: Maputo (1) 2008

## **10. EXPOSURE TO FIFA AND UEFA FOOTBALL EVENTS**

In my capacity as a member of the Limpopo Tourism and Parks Board 2002-2005 and later Chairperson 2005-2008 I had the privilege of:

10.1 2006: Formed part of the Limpopo Government delegation led by the then MEC for Sports, Arts and Culture Mr. Joe Maswanganyi. We visited Germany, Berlin where



we had the opportunity to attend the FIFA related workshops, the FIFA/SOUTH AFRICA 2010 LOGO unveiling and the handing over of the torch by FIFA President S. Blatter to the then South African State President Mr. Thabo Mbeki. We also attended the 2006 World Cup quarter final and had several meetings with individuals and service providers assisting with the preparations of the 2010 world soccer Cup/.

10.2 2007: Formed part of the Limpopo Government delegation led by the subsequent MEC for Sports, Arts and Culture Mrs. Joyce Mashamba to Germany- Berlin and Switzerland-Zurich to learn about the impact of the 2006 World Cup that Germany hosted and to study how Switzerland was organizing the 2008 UEFA Cup.

10.3 2007: Led a Limpopo Tourism and Parks delegation to Dubai and attended the 2007 Soccerex event.

10.4 2008: Formed part of a Limpopo Government delegation led by the then Acting MEC for Sports, Arts and Culture Mrs. D. Magadzi and the former MEC for Public Works Ms. R. Semanya to Switzerland, Zurich to observe the roll out of the UEFA, EURO 2008 Austria- Switzerland organizing machinery. We had the privilege of attending a UEFA EURO 2008 semi-final match, from a VIP grand stand, in Basel St. Jacob's Park.

**11. Full Disclosure on how I resigned from the University Of Venda on 30 September 2008 where I worked from 1st August 1987- 30 September 2008.**

On the 16 February 2008 an article appeared on the City Press of Protest by students to the effect that I have **authorized** payment of a bursary meant for poor students to my daughter.

Soon after the news the University management caused an investigation by Pricewater House Coopers. The findings of the investigation were that public relations being the department I was in charge of requested for approval and the Finance department approved the granting of the bursary request list that included the name of my daughter; This then meant that the accusation of unethical behavior and conflict of interest did not hold.

The University management did not disclose the report findings to the public but instead decided to prefer charges against me. Not a single of the charges levelled against me referred to what caused the hullabaloo,

The Director of Finance was also charged on other things and he appeared for the DC on the 5 June wherein he opted for a separation settlement which was granted.

A date for my hearing was set for the 6 June 2008. Upon arrival with my legal representative we were taken aside by the University's prosecutor who said to me "we noticed that you are over 55 years old as such it will be advisable for you to go for a separation settlement instead of going through the DC process which you will loose internally and even if you appeal will still loose and only win two years down the line at the CCMA and by that time there will be nobody to notice the outcome".

My response was that the matter was not in my mind. I will have to be given time to think about it. The DC hearing was then postponed. I was given the necessary documents including the Pricewater House Coopers report to help me make up my mind.

After consulting my family and relevant others I decided to opt for separation settlement and inform the employer accordingly. When we went to the University for Feedback in August the employer without any feedback instructed that the hearing should continue there and then.

We were not prepared as that was not the purpose for being at the University that day. The hearing was then postponed to the 3 October 2008. I subsequently wrote a letter to the employer asking for clarifications on the reasons for their change of heart and reconsideration on their latest stance, The employer's response was negative.

I then realised that I was being punished for the role I played when the University was selecting a candidate for the Vice-Chancellorship. I was management representative in the Institutional forum and member of the University senate. In those capacities I opposed the appointment of the very person who was now prosecuting me and had taken office in the month of my ordeal, namely February 2008.

The grounds for my opposition were namely that out of 7 structures including the University senate none had shortlisted the candidate. A candidate who was shortlisted by all the 7 structures was overlooked. When senate was asked to confirm the appointment of the candidate I opposed that on the basis that it was unfair to ask senate to support the recommendation by a Council committee for the appointment by Council of a candidate that the senate had not shortlisted.

On the 30 September 2008, after consulting relevant others I realised that I fell on my own sword. It was also clear that even if I were to gain victory it would not be possible for the two of us to work harmoniously so I decided to call it quit.

The DC scheduled for the 3 October took note of my resignation and did not proceed,

The bursary that my daughter was granted was never deducted from my benefits and I was not even criminally charged to date. If the clock was to be re-winded I would still do the same.

## **12. REFEREES**

SECURITY AND LIAISON EMPLOYEES