

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Vol. 558

Pretoria, 23 December
Desember 2011

No. 34858

For purposes of reference, all Proclamations, Government Notices, General Notices and Board Notices published are included in the following table of contents which thus forms a weekly index. Let yourself be guided by the Gazette numbers in the righthand column:

CONTENTS and weekly Index

No.		Page No.	Gazette No.
PROCLAMATION			
68	Second-Hand Goods Act (6/2009): Partial Commencement.....	3	34837
GOVERNMENT AND GENERAL NOTICES			
Agriculture, Forestry and Fisheries, Department of			
<i>Government Notice</i>			
906	Agricultural Product Standards Act (119/1990): Standards and requirements regarding control of the export of canned fruit: Amendment.....	10	34858
Basic Education, Department of			
<i>Government Notices</i>			
1025	National Education Policy Act (27/1996): Draft School Sport Policy: Call for public comments.....	3	34830
R. 1043	South African Schools Act (84/1996): Regulations: Prohibition of the payment of unauthorised remuneration or the giving of financial benefit or benefit in kind to certain state employees	4	34840
<i>General Notice</i>			
907	National Education Evaluation and Development Unit Bill, 2011: Call for comments.....	11	34858
Higher Education and Training, Department of			
<i>General Notice</i>			
892	Higher Education Act (101/1997): Institutional Statute: Nelson Mandela Metropolitan University: Statute	3	34834
International Relations and Cooperation, Department of			
<i>Government Notice</i>			
1032	Diplomatic Immunities and Privileges Act (37/2001): Sixteenth meeting of the Adaptation Fund Board	3	34844
Justice and Constitutional Development, Department of			
<i>Government Notices</i>			
1069	Small Claims Courts Act (61/1984): Establishment of Small Claims Courts for the areas of Schweizer-Reneke and Bloemhof and withdrawal of Government Notice No. 1573 of 13 July 1990	6	34858
1070	do.: Establishment of Small Claims Courts for the areas of Wonderboom and Mamelodi and withdrawal of Government Notice No. 165 of 4 March 2011	7	34858
<i>General Notices</i>			
899	Special Investigating Units and Special Tribunals Act (74/1996): Appointment of new head of existing Special Investigating Unit and the removal of the present head of existing Special Investigating Unit.....	3	34849

Alle Proklamasies, Goewermentskennisgewings, Algemene Kennisgewings en Raadskennisgewings gepubliseer, word vir verwysingsdoeleindes in die volgende Inhoudsopgawe ingesluit wat dus 'n weeklikse indeks voorstel. Laat uself deur die Koerantnommers in die regterhandse kolom lei:

INHOUD en weeklikse Indeks

No.		Bladsy No.	Koerant No.
PROKLAMASIE			
68	Wet op Tweedehandse Goed (6/2009): Gedeeltelike inwerkingtreding.....	4	34837
GOEWERMENTS- EN ALGEMENE KENNISGEWINGS			
Arbeid, Departement van			
<i>Goewermentskennisgewing</i>			
R. 1034	Labour Relations Act (66/1995): Hairdressing and Cosmetology Services Bargaining Council (Semi-National): Extension of period of operation of Main Collective Agreement	11	34840
<i>Algemene Kennisgewing</i>			
908	Labour Relations Act, 1995: Registration of an employers' organisation	23	34858
Basiese Onderwys, Departement van			
<i>Goewermentskennisgewings</i>			
1025	National Education Policy Act (27/1996): Draft School Sport Policy: Call for public comments.....	3	34830
R. 1034	Wet op Arbeidsverhoudinge (66/1995): Haarkapper- en Kosmetologie Dienste Bedingsraad (Semi-Nasionaal): Ver- lenging van tydperk van Hoof Kolle- tiewe Ooreenkoms	11	34840
<i>Algemene Kennisgewing</i>			
907	National Education Evaluation and Development Unit Bill, 2011: Call for comments.....	11	34858
Hoër Onderwys en Opleiding, Departement van			
<i>Algemene Kennisgewing</i>			
892	Higher Education Act (101/1997): Institutional Statute: Nelson Mandela Metropolitan University: Statute	3	34834
Handel en Nywerheid, Departement van			
<i>Algemene Kennisgewing</i>			
893	Broad-Based Black Economic Empower- ment Amendment Bill, 2011: For public comments.....	3	34845
Internasionale Betrekkinge en Samewerking, Departement van			
<i>Goewermentskennisgewing</i>			
1032	Diplomatic Immunities and Privileges Act (37/2001): Sixteenth meeting of the Adaptation Fund Board.....	3	34844
Justisie en Staatkundige Ontwikkeling, Departement van			
<i>Goewermentskennisgewings</i>			
1069	Small Claims Courts Act (61/1984): Establishment of Small Claims Courts for the areas of Schweizer-Reneke and Bloemhof and withdrawal of Government Notice No. 1573 of 13 July 1990	6	34858

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
901			1070		
Traditional Courts Bill, 2012: Explanatory Summary	3	34858	Small Claims Courts Act (61/1984): Establishment of Small Claims Courts for the areas of Wonderboom and Mamelodi and withdrawal of Government Notice No. 165 of 4 March 2011	7	34858
Labour, Department of					
<i>Government Notice</i>					
R. 1034			<i>Algemene Kennisgewings</i>		
Labour Relations Act (66/1995): Hairdressing and Cosmetology Services Bargaining Council (Semi-National): Extension of period of operation of Main Collective Agreement	11	34840	899		
			Wet op Spesiale Ondersoekenhede en Spesiale Tribunale (74/1996): Aanstelling van nuwe hoof van bestaande Spesiale Ondersoekenhede en die ontheffing van die huidige hoof van bestaande Spesiale Ondersoekenhede	3	34849
<i>General Notice</i>					
908			901		
Labour Relations Act, 1995: Registration of an employers' organisation	23	34858	Traditional Courts Bill, 2012: Explanatory Summary	3	34858
South African Qualifications Authority					
<i>Government Notices</i>					
1071			Landbou, Bosbou en Visserye, Departement van		
Announcement of Intention to Extend the Accreditation of the Media, Information and Communication Technologies Sector Education and Training Authority (MICTS)	8	34858	<i>Goewermentskennisgewing</i>		
1072			906		
Announcement of Intention to Extend the Accreditation of the Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority (CATHSSETA)	9	34858	Wet op Landbouprodukstandaarde (119/1990): Standaarde en vereistes betreffende beheer oor die uitvoer van ingemaakte vrugte: Wysiging	10	34858
South African Reserve Bank					
<i>General Notice</i>					
910			Statistieke Suid-Afrika		
South African Reserve Bank Act (90/1989): The dimension of, design for and compilation of the 10c circulation coin	25	34858	<i>Algemene Kennisgewing</i>		
			909		
South African Revenue Service					
<i>Government Notices</i>					
R. 1035			Suid-Afrikaanse Inkomstediens		
Customs and Excise Act (91/1964): Amendment of Rules (DAR/94)	12	34840	<i>Goewermentskennisgewings</i>		
R. 1036			R. 1035		
do.: Amendment of Schedule No. 6 (No. 6/679)	13	34840	Customs and Excise Act (91/1964): Amendment of Rules (DAR/94)	12	34840
R. 1037			R. 1036		
do.: Amendment of Schedule No. 3 (No. 3/679)	15	34840	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 6 (No. 6/679)	14	34840
R. 1038			R. 1037		
do.: Correction Notice: Amendment of Rules (DAR/95)	17	34840	do.: Wysiging van Bylae No. 3 (No. 3/679)	16	34840
R. 1039			R. 1038		
do.: Amendment of Rules (DAR/93)	19	34840	Customs and Excise Act (91/1964): Correction Notice: Amendment of Rules (DAR/95)	17	34840
R. 1040			R. 1039		
do.: Amendment of Schedule No. 1 (No. 1/3B/15)	29	34840	do.: Amendment of Rules (DAR/93)	19	34840
Statistics South Africa					
<i>General Notice</i>					
909			R. 1040		
Consumer Price Index: November 2011	24	34858	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 1 (No. 1/3B/15)	31	34840
Trade and Industry, Department of					
<i>General Notice</i>					
893			Suid-Afrikaanse Kwalifikasie-owerheid		
Broad-Based Black Economic Empowerment Amendment Bill, 2011: For public comments	3	34845	<i>Goewermentskennisgewings</i>		
Transport, Department of					
<i>Government Notice</i>					
R. 1026			1071		
National Road Traffic Act (93/1996): National Road Traffic Regulations, 2000: Dangerous Goods Training Bodies	3	34831	Announcement of Intention to Extend the Accreditation of the Media, Information and Communication Technologies Sector Education and Training Authority (MICTS)	8	34858
			1072		
Suid-Afrikaanse Reserwebank					
<i>Algemene Kennisgewing</i>					
			910		
			South African Reserve Bank Act (90/1989): The dimension of, design for and compilation of the 10c circulation coin	25	34858
Vervoer, Departement van					
<i>Goewermentskennisgewing</i>					
R. 1026			R. 1026		
National Road Traffic Act (93/1996): National Road Traffic Regulations, 2000: Dangerous Goods Training Bodies	3	34831	National Road Traffic Act (93/1996): National Road Traffic Regulations, 2000: Dangerous Goods Training Bodies	3	34831

<i>No.</i>	<i>Page No.</i>	<i>Gazette No.</i>	<i>No.</i>	<i>Bladsy No.</i>	<i>Koerant No.</i>
BOARD NOTICES			RAADSKENNISGEWINGS		
202			202		
Project and Construction Management Professions Act (48/2000): The South African Council for the Project and Construction Management Professions: Guideline Scope of Services and Recommended Guideline Tariff of Fees..			Project and Construction Management Professions Act (48/2000): The South African Council for the Project and Construction Management Professions: Guideline Scope of Services and Recommended Guideline Tariff of Fees..		
	28	34858		28	34858
203			203		
Allied Health Professions Act (63/1982): Allied Health Professions Council of South Africa: Notice in terms of section 22			Allied Health Professions Act (63/1982): Allied Health Professions Council of South Africa: Notice in terms of section 22		
	45	34858		45	34858
204			204		
Engineering Council of South Africa: Notification of indicative time based fee rates			Engineering Council of South Africa: Notification of indicative time based fee rates		
	50	34858		50	34858

IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS** for
GOVERNMENT NOTICES, GENERAL NOTICES,
REGULATION NOTICES AND PROCLAMATIONS

2011

The closing time is 15:00 sharp on the following days:

- ▶ **14 December**, Wednesday, for the issue of Friday **23 December 2011**
- ▶ **20 December**, Tuesday, for the issue of Friday **30 December 2011**
- ▶ **28 December**, Wednesday, for the issue of Friday **6 January 2012**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

The copy for a **SEPARATE Government Gazette** must be handed in not later than three calendar weeks before date of publication

BELANGRIKE AANKONDIGING

Sluitingstye **VOOR VAKANSIEDAE** vir
GOEWERMENTS-, ALGEMENE- & REGULASIE-
KENNISGEWINGS ASOOK PROKLAMASIES

2011

Die sluitingstyd is stiptelik 15:00 op die volgende dae:

- ▶ **14 Desember**, Woensdag, vir die uitgawe van Vrydag **23 Desember 2011**
- ▶ **20 Desember**, Dinsdag, vir die uitgawe van Vrydag **30 Desember 2011**
- ▶ **28 Desember**, Woensdag, vir die uitgawe van Vrydag **6 Januarie 2012**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n **APARTE Staatskoerant** verlang word moet die kople drie kalenderweke voor publikasie ingedien word

GOVERNMENT NOTICES GOEWERMENSKENNISGEWINGS

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

No. 1069

23 December 2011

SMALL CLAIMS COURTS ACT, 1984 (ACT NO. 61 OF 1984)

ESTABLISHMENT OF SMALL CLAIMS COURTS FOR THE AREAS OF SCHWEIZER-RENEKE AND BLOEMHOF AND WITHDRAWAL OF GOVERNMENT NOTICE NO. 1573 OF 13 JULY 1990

I, Andries Carl Nel, Deputy Minister of Justice and Constitutional Development, acting under the power delegated to me by the Minister of Justice and Constitutional Development, under section 2 of the Small Claims Courts Act, 1984 (Act No. 61 of 1984), hereby -

- (a) (i) establish a Small Claims Court for the adjudication of claims for the area of Schweizer-Reneke, consisting of the district of Schweizer-Reneke;
- (ii) determine Schweizer-Reneke to be the seat of the said Court; and
- (iii) determine Schweizer-Reneke to be the place in that area for the holding of sessions of the said Court.
- (b) (i) establish a Small Claims Court for the adjudication of claims for the area of Bloemhof, consisting of the district of Bloemhof;
- (ii) determine Bloemhof to be the seat of the said Court; and
- (iii) determine Bloemhof to be the place in that area for the holding of sessions of the said Court.
- (c) withdraw Government Notice No. 1573 of 13 July 1990.

Despite the withdrawal of Government Notice No. 1573 of 13 July 1990, any claim emanating from the district of Bloemhof which has already been instituted in the Small Claims Court of Schweizer-Reneke prior to the publication of this Government Notice, shall be continued and concluded in the Small Claims Court of Schweizer-Reneke as if this Government Notice has not been published.



MR A C NEL, MP

DEPUTY MINISTER OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

No. 1070

23 December 2011

SMALL CLAIMS COURTS ACT, 1984 (ACT NO. 61 OF 1984)

ESTABLISHMENT OF SMALL CLAIMS COURTS FOR THE AREAS OF WONDERBOOM AND MAMELODI AND WITHDRAWAL OF GOVERNMENT NOTICE NO. 165 OF 4 MARCH 2011

I, Andries Carl Nel, Deputy Minister of Justice and Constitutional Development, acting under the power delegated to me by the Minister of Justice and Constitutional Development, under section 2 of the Small Claims Courts Act, 1984 (Act No. 61 of 1984), hereby -

- (a) (i) establish a Small Claims Court for the adjudication of claims for the area of Wonderboom, consisting of the district of Wonderboom;
- (ii) determine Pretoria North to be the seat of the said Court; and
- (iii) determine Pretoria North to be the place in that area for the holding of sessions of the said Court.
- (b) (i) establish a Small Claims Court for the adjudication of claims for the area of Mamelodi, consisting of the district of Mamelodi;
- (ii) determine Mamelodi to be the seat of the said Court; and
- (iii) determine Mamelodi to be the place in that area for the holding of sessions of the said Court.
- (c) withdraw Government Notice No. 165 of 4 March 2011.

Despite the withdrawal of Government Notice No. 165 of 4 March 2011, any claim emanating from the district of Mamelodi which has already been instituted in the Small Claims Court of Wonderboom prior to the publication of this Government Notice, shall be continued and concluded in the Small Claims Court of Wonderboom as if this Government Notice has not been published.



MR A C NEL, MP
DEPUTY MINISTER OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

**SOUTH AFRICAN QUALIFICATIONS AUTHORITY
SUID-AFRIKAANSE KWALIFIKASIE-OWERHEID**

No. 1071

23 December 2011



Announcement of Intention to Extend the Accreditation of the Media, Information and Communication Technologies Sector Education and Training Authority (MICTS)

The South African Qualifications Authority (SAQA) hereby notifies the public that as of 01 December 2011 it has transferred the qualification listed below and the associated unit standards to the **Media, Information and Communication Technologies Sector Education and Training Authority (MICTS)**. The decision to transfer the listed qualifications is based on the declaration by the Minister of Higher Education and Training as stated in the Government Gazette, Vol. 545, No. 33756, dated 11 November 2010, wherein the Minister of Higher Education and Training increased the scope of the **Media, Information and Communication Technologies Sector Education and Training Authority (MICTS)** to include advertising and media, which were previously under the jurisdiction of the **Media, Advertising, Publishing, Printing and Packaging Sector Education and Training Authority (MAPPP SETA)**.

This qualification was incorrectly transferred to the **Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority (CATHSSETA)** on 01 April 2011 and this Notice serves to confirm the removal of the qualification from the **CATHSSETA** scope and its inclusion in the scope of the **MICT**.

The transfer includes the accreditation to quality assure the qualification listed below that is registered on the National Qualifications Framework (NQF) as well as the providers and learners currently in the system associated with them.

NO	QUALIFICATION TITLE	NQF LEVEL	NLRD NUMBER
1	National Certificate: Music Industry: Sound Technology	Level 5	48671

The accreditation will be effective for the duration of the Accreditation of the **Media, Information and Communication Technologies Sector Education and Training Authority (MICTS)** in terms of Section 2 (1) of the Education and Training Quality Assurance Regulations (SAQA Act No. 58 of 1995).

JOE SAMUELS
DEPUTY EXECUTIVE OFFICER

No. 1072

23 December 2011



Announcement of Intention to Extend the Accreditation of the Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority (CATHSSETA)

The South African Qualifications Authority (SAQA) hereby notifies the public that it intends to extend the accreditation of the **Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority (CATHSSETA)** to include the Learning Programmes in the listed area of specialisation recorded against the following Qualifications:

- Further Education and Training Certificate: Business Administration Services Level 4 ID 61595

No	Area of Specialisation – Learning Programme	ETQA	NQF Level	NLRD ID Number
1.	Further Education and Training Certificate: Business Administration Services: Sport Administration	CATHSSETA	Level 4	80767

- Further Education and Training Certificate: Community Development Level 4 ID 67509

No	Area of Specialisation – Learning Programme	ETQA	NQF Level	NLRD ID Number
1.	Further Education and Training Certificate: Community Development: Sports	CATHSSETA	Level 4	76992

The accreditation will be effective for the duration of the Accreditation of the **Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority (CATHSSETA)** in terms of Section 2 (1) of the Education and Training Quality Assurance Regulations (SAQA Act No. 58 of 1995).

Objections to this extension of accreditation must be lodged with the Chief Executive Officer of SAQA by the 21 January 2012.

The Chief Executive Officer
South African Qualifications Authority
Postnet Suite 248
Private Bag X06
WATERKLOOF
0145

Attention:
Deputy Director:
Telephone:
Fax:
E-mail:

Ms Margaret Barretto
Registration and Recognition
(012) 431 5139
(012) 431 5145
mbarretto@sqa.org.za

JOE SAMUELS
DEPUTY EXECUTIVE OFFICER

GENERAL NOTICES ALGEMENE KENNISGEWINGS

NOTICE 906 OF 2011

NATIONAL DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)

**STANDARDS AND REQUIREMENTS REGARDING CONTROL OF THE
EXPORT OF CANNED FRUIT: AMENDMENT**

I, Billy Malose Makhafola, appointed as Executive Officer in terms of section 2(1) of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby give notice under section 4(3)(c) of the said Act, that --

- (a) the standards and requirements regarding the control of the export of canned fruit as stipulated by Government Notice No. R. 1983 of 23 August 1991 and promulgated in Government Notice 1172 of 12 July 2002, are hereby amended; and
- (b) the amendments mentioned in paragraph (a) --
 - (i) shall be available for inspection at the Office of the Executive Officer: Agricultural Product Standards, Harvest House, 30 Hamilton Street, Arcadia, Pretoria;
 - (ii) may be obtained from the Executive Officer: Agricultural Product Standards, Department of Agriculture, Forestry and Fisheries, Private Bag X343, Pretoria, 0001, tel. no. (012) 319-6020 on payment of the prescribed fees or may be obtained from fax no. (012) 319-6055, or e-mail: theoivr@daff.gov.za or <http://www.daff.gov.za>; and
 - (iii) shall come into operation seven days after publication of this Notice.

B.M. MAKHAFOLA

Executive Officer: Agricultural Product Standards

KENNISGEWING 906 VAN 2011

NASIONALE DEPARTEMENT VAN LANDBOU, BOSBOU EN VISSERYE

WET OP LANDBOUPRODUKSTANDAARDE, 1990 (WET No. 119 VAN 1990)

**STANDAARDE EN VEREISTES BETREFFENDE BEHEER OOR DIE
UITVOER VAN INGEMAAKTE VRUGTE: WYSIGING**

Ek, Billy Malose Makhafola, ingevolge artikel 2(1) van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), as Uitvoerende Beampte aangewys, gee hiermee kragtens artikel 4(3)(c) van die vermelde Wet, kennis dat --

- (a) die standaarde en vereistes betreffende beheer oor die uitvoer van ingemaakte vrugte soos gestipuleer in Goewermentskennisgewing No. R. 1983 van 23 Augustus 1991 en afgekondig in Goewermentskennisgewing 1172 van 12 Julie 2002 hiermee gewysig word: en
- (b) die wysigings in paragraaf (a) vermeld --
 - (i) ter insae beskikbaar is by die kantoor van die Uitvoerende Beampte: Landbouprodukstandaarde, Harvest House, Hamiltonstraat 30, Arcadia, Pretoria;
 - (ii) teen betaling van die voorgeskrewe bedrag vanaf die Uitvoerende Beampte: Landbouprodukstandaarde, Departement van Landbou, Bosbou en Visserye, Privaatsak X343, Pretoria, 0001, tel. no. (012) 319-6020, of faks (012) 319-6055 of e-pos theoivr@daff.gov.za of <http://www.daff.gov.za> verkrygbaar is; en
 - (iii) sewe dae na publikasie van hierdie Kennisgewing in werking tree.

B.M. MAKHAFOLA

Uitvoerende Beampte: Landbouprodukstandaarde

NOTICE 907 OF 2011**DEPARTMENT OF BASIC EDUCATION****NATIONAL EDUCATION EVALUATION AND DEVELOPMENT UNIT BILL, 2011****CALL FOR COMMENTS ON NATIONAL EDUCATION EVALUATION AND
DEVELOPMENT UNIT BILL, 2011**

I, Angelina Matsie Motshekga, Minister of Basic Education, after consultation with the Council of Education Ministers, hereby publish the National Education Evaluation and Development Unit Bill, 2011, for comment.

All interested persons and organisations are invited to comment on the Bill, in writing, and to direct their comments to:

The Director-General, Private Bag X895, Pretoria, 0001, for attention: Adv. Moribishane Ramafoko, tel. 012 357 3720, email ramafoko.m@dbe.gov.za, fax 012 323 9430.

Kindly provide the name, address, telephone number, fax number and email address of the person or organisation submitting the comments.

All comments must reach the Department by Friday, 17 February 2012.



Angelina Matsie Motshekga, MP

MINISTER

DATE: 06-12-2011

REPUBLIC OF SOUTH AFRICA

**NATIONAL EDUCATION EVALUATION AND
DEVELOPMENT UNIT ACT**

(As introduced ...)

(MINISTER of BASIC EDUCATION)

| |

BILL

To provide for the establishment, governing principles and functions of the National Education Evaluation and Development Unit (NEEDU); the governance of the NEEDU; general provisions; and matters connected therewith.

PREAMBLE

WHEREAS the Constitution requires the State to respect, protect, promote and fulfil the fundamental right of everyone to a basic education;

AND WHEREAS the State is committed to the achievement of equality and redressing the inequalities of the past;

AND WHEREAS the school system is meant to open the doors of learning and culture to all;

AND WHEREAS the South African public is entitled to reliable information on whether the school system is serving learners' educational needs;

AND WHEREAS an external agency is needed to conduct independent evaluations and to report on the state of school leadership, management, teaching and learning, and on the support provided to schools and educators by districts and provincial and national departments;

AND WHEREAS such evaluations and reports must take into account the historical and social contexts of school education in the country, since the conditions under which teaching and learning take place remain deeply unequal;

AND WHEREAS the Minister and the public need independent expert advice on developmental interventions to repair dysfunction in schools where it exists and to accelerate the achievement of a school system that equips all learners to become productive citizens of 21st-century South Africa;

BE IT THEREFORE ENACTED by the Parliament of the Republic of South Africa, as follows:-

ARRANGEMENT OF SECTIONS

CHAPTER 1

DEFINITIONS, OBJECT AND APPLICATION

1. Definitions
2. Object
3. Application

CHAPTER 2

ESTABLISHMENT, GOVERNING PRINCIPLES, FUNCTIONS, AND CONSIDERATION OF REPORTS

4. Establishment
5. Governing principles
6. Functions
7. Consideration of reports

CHAPTER 3

NEEDU BOARD

8. Governance and composition
9. Vacation of office and filling of vacancies
10. Committees
11. Meetings
12. Allowances and remuneration
13. Appointment of chief executive officer and staff
14. Functions of chief executive officer
15. Funds
16. Alienation and encumbrance of property
17. Financial statements, audit and annual report

CHAPTER 4

GENERAL PROVISIONS

18. Regulations
19. Short title and commencement

CHAPTER 1

DEFINITIONS, OBJECT AND APPLICATION

Definitions

1. In this Act, unless the context indicates otherwise –

“**board**” means the board contemplated in section 8 of this Act;

“**chief executive officer**” means the chief executive officer contemplated in section 13 of this Act;

“**Constitution**” means the Constitution of the Republic of South Africa, 1996;

“**Director-General**” means the Director-General responsible for basic education at national level;

“**educator**” means a person registered in terms of chapter 4 of the South African Council for Educators Act, 2000 (Act No. 31 of 2000);

“**Head of Department**” means the head of a department responsible for education in a province;

“**NEEDU**” means the National Education Evaluation and Development Unit;

“**Minister**” means the Minister of Basic Education;

“**national department**” means the Department of Basic Education established in terms of section 7(2)(a) of the Public Service Act, 1994 (Proclamation No. 103 of 1994);

“**professional management**” means the professional management of a public school as contemplated in section 16 of the South African Schools Act, 1996 (Act No. 84 of 1996), or its equivalent in an independent school;

“**provincial department**” means a department established by section 7(2)(b) of the Public Service Act, 1994 (Proclamation No. 103 of 1994), which is responsible for education in a province;

“**school**” means a public or independent school as defined in section 1 of the South African Schools Act, 1996 (Act No. 84 of 1996);

“**school governing body**” means a school governing body contemplated in section 16 of the South African Schools Act, 1996 (Act No. 84 of 1996), or the equivalent body in an independent school;

“**this Act**” means the National Education Evaluation and Development Unit Act, 2012, and includes regulations made under the Act.

Object

2. The object of this Act is to provide for the establishment of a statutory body to be known as the National Education Evaluation and Development Unit.

Application

3. This Act applies to –

(a) public and independent schools contemplated in the South African Schools Act, 1996 (Act No. 84 of 1996);

- (b) provincial departments; and
- (c) the national department.

CHAPTER 2

ESTABLISHMENT, GOVERNING PRINCIPLES, FUNCTIONS, AND CONSIDERATION OF REPORTS

Establishment

4. The NEEDU is hereby established as a juristic person.

Governing principles

5. (1) The NEEDU must be impartial and must exercise its powers and perform its in the public interest.
- (2) No person or organ of State may interfere with the functioning of the NEEDU in terms of this Act.
- (3) The NEEDU must not appraise, or report on the performance of, an individual educator.
- (4) The NEEDU is accountable to the Minister for the performance of its functions in terms of this Act.
- (5) The NEEDU must recognise the disproportionate and unequal nature of the system of education in terms of infrastructure, resources and capacity and must identify methods and strategies for achieving equality and equity.

Functions

6. (1) The functions of the NEEDU are to –
- (a) identify, on a system-wide basis, the factors that inhibit or advance school improvement, including evidence of good practice;
 - (b) analyse and identify approaches and strategies necessary for achieving equality in the provision of quality education, with due regard to human and financial resources and other relevant institutional and governance structures;
 - (c) consider the influence of historical and social factors on the conditions under which school leadership, teaching and learning are practised;
 - (d) evaluate the monitoring and evaluation of schools by the provincial and national departments;
 - (e) evaluate the support provided to schools, school governing bodies, professional managements and educators by the districts and the provincial and national departments;
 - (f) evaluate the state of South African schools – in particular, the quality of school leadership, teaching and learning;
 - (g) make proposals for –

- (i) remedying shortcomings in educational practice;
 - (ii) eliminating barriers to quality education;
 - (iii) emulating examples of good practice;
 - (iv) developing the knowledge and professional capacity of educators:
and
 - (v) improving the support provided to school governing bodies, professional managements and educators by the provincial and national departments:
 - (h) publish reports on the state of the education system;
 - (i) undertake any task consistent with this Act at the request of the Minister: and
 - (j) do anything consistent with this Act which is necessary or expedient for the performance of its functions.
- (2) In the performance of its functions, the NEEDU has the authority to visit, after at least 14 days' notice has been given to the Head of Department, a school for the purpose of observing or assessing –
- (a) classroom teaching;
 - (b) educator knowledge;
 - (c) learner knowledge;
 - (d) professional management;
 - (e) the capacity, efficiency and effectiveness of a school governing body;
 - (f) the efficiency and effectiveness of support provided to schools, educators, professional managements and school governing bodies by a provincial or national department; or
 - (g) anything related to its functions that is consistent with this Act.
- (3) The NEEDU also has the authority to visit, after reasonable notice has been given, a district office or an office of a provincial or the national department for the purpose of assessing the efficiency and effectiveness of support provided to schools and educators.
- (4) The NEEDU's reports contemplated in subsection (1)(h) must include –
- (a) empirical findings;
 - (b) recommended actions for the improvement of school education; and
 - (c) subject to section 7, accounting measures for ensuring that the responsible parties deal with identified problems.
- (5) In order to perform its functions, the NEEDU must –
- (a) develop an appropriate theoretical foundation for its work on school improvement;
 - (b) determine an appropriate methodology or combination of methodologies;
 - (c) consider the historical, social and material contexts in which school education is offered;
 - (d) base its findings and proposals on the best available empirical evidence and, where required, statistical data or analysis;
 - (e) conduct its work in an open and transparent manner;
 - (f) conduct or commission such research as is necessary for the performance of its functions: and
 - (g) liaise with bodies having similar functions in the provinces and in other countries.

Reports

7. (1) The Minister must –
- (a) consider the reports and recommendations made by the NEEDU in terms of this Act and engage the NEEDU in regard to the content of such reports and recommendations; and
 - (b) table each NEEDU report at the following meeting of the Council of Education Ministers for consideration and action.
- (2) The Minister may, if considered necessary, apply the provisions of section 8 of the National Education Policy Act, 1996 (Act No. 27 of 1996), to a NEEDU report.

CHAPTER 3

NEEDU BOARD

Governance and composition

8. (1) The NEEDU is governed by a board comprising –
- (a) not less than seven and not more than nine persons appointed by the Minister on the basis of their expertise as contemplated in subsections (2) to (7); and
 - (b) the chief executive officer, who is an *ex officio* member of the board.
- (2) The Minister must, by notice in the *Government Gazette*, invite nominations for the appointment of members from –
- (a) persons involved in school education;
 - (b) organisations involved in school education; and
 - (c) members of the public.
- (3) The Minister must, from the nominations contemplated in subsection (2), appoint members in such a manner as to ensure, as far as is practicable, that the functions of the NEEDU are performed according to the highest professional standards.
- (4) The members appointed, taken as a whole, must –
- (a) be broadly representative of the school education sector and related interests;
 - (b) have thorough knowledge and understanding of school education;
 - (c) appreciate the role of school education in the reconstruction and development of the South African economy and society;
 - (d) have known and attested commitment to the interests of school education;
 - (e) have knowledge and understanding of school education evaluation and development matters; and
 - (f) be competent to undertake the governance and oversee the financial affairs of the NEEDU.
- (5) Particular attention must be given to the representivity of the board in terms of such factors as race, gender and disability.
- (6) A member –

- (a) holds office for a period not exceeding five years; and
 - (b) may be reappointed on the expiry of his or her term of office: Provided that no member may serve more than two consecutive terms of office.
- (7) The Minister must appoint one of the members as chairperson.
- (8) The members must elect a deputy chairperson from among their number.
- (9) The Director-General of the national department must nominate a representative of the department to attend meetings of the board for liaison purposes, but such representative is not a member of the board.

Vacation of office and filling of vacancies

9. (1) A member must vacate his or her office if he or she –
- (a) resigns by giving written notice to the chairperson or, in the case of the chairperson, to the Minister;
 - (b) has, without the permission of the chairperson, been absent from three consecutive meetings of the board;
 - (c) is declared insolvent, is removed from an office of trust by a court of law or is convicted of an offence for which the sentence is imprisonment without the option of a fine; or
 - (d) is declared unable to manage his or her personal affairs by a court of law.
- (2) The Minister may remove a member of the board at any time before the expiry of the member's term of office –
- (a) on the grounds of misconduct, incapacity or incompetence; or
 - (b) for any other reasonable, sound and compelling reason.
- (3) A vacancy on the board must be filled by appointment in accordance with section 8(2) – (6).
- (4) The Minister may dissolve the entire board –
- (a) if the board fails to perform in terms of this Act;
 - (b) if there is a total breakdown in the relationship between the board and the Minister; or
 - (c) on other reasonable and justifiable grounds.
- (5) If the board is dissolved as contemplated in subsection (4), the Minister must ensure that a new board is appointed in accordance with section 8 within 60 days.

Committees

10. (1) The board may establish one or more committees, which must perform such functions as the board may determine.
- (2) A committee may co-opt a person who is not a member, but the board must consider the criteria contemplated in section 8(3) – (5) when it appoints such a person to a committee.
- (3) The board must appoint one of its members as chairperson of the committee.
- (4) A member of a committee is appointed for such period as the board may determine.

Meetings

11. (1) The board must meet at least four times a year, at such times and places as the chairperson may determine by written notice to the members.
- (2) The chairperson must convene a meeting of the board –
- (a) within 14 days of receipt of a written request signed by at least one third of the members of the board; or
 - (b) if so requested by the Minister.
- (3) If both the chairperson and the deputy chairperson are absent from any meeting of the board, the members present must elect one of their number to preside at that meeting.
- (4) The board must make rules relating to the procedure at meetings of the board and its committees, including the quorum for such meetings and any other matter necessary or expedient for the performance of the functions of the board and its committees.
- (5) The proceedings at a meeting of the board or of one of its committees are not invalid by reason only of the fact that a vacancy exists on the board or committee, as the case may be, at the time of such meeting.
- (6) The board and its committees must keep minutes of their proceedings and decisions, which, when confirmed, must be open to scrutiny by an interested person.

Allowances and remuneration

12. A board member and a committee member not in the full-time service of the State may, in respect of services rendered by him or her in connection with the affairs of the board or committee, as the case may be, be paid by the NEEDU –
- (a) such allowances; and
 - (b) in the case of the chairperson of the board, such additional remuneration, as the Minister, after consultation with the Minister of Finance, may determine.

Appointment of chief executive officer and staff

13. (1) The board must appoint a chief executive officer for the NEEDU.
- (2) The board must appoint such number of employees as it considers necessary for the performance of the NEEDU's functions.
- (3) The board may delegate the appointment referred to in subsection (2) to the chief executive officer, subject to such conditions as are consistent with the relevant provisions of the Public Finance Management Act, 1999 (Act No. 1 of 1999).
- (4) The NEEDU is the employer of the chief executive officer and other staff.
- (5) The board must, subject to the approval of the Minister, granted with the concurrence of the Minister of Finance, determine the remuneration, allowances, subsidies and other conditions of service of the chief executive officer.

Functions of chief executive officer**14. The chief executive officer –**

- (a) is responsible to the board for executing the functions of the NEEDU in terms of this Act;
- (b) must assign responsibilities and supervise the employees of the NEEDU;
- (c) is the accounting officer charged with accounting for monies received, payments made and property purchased by the board; and
- (d) must ensure that minutes are kept of the proceedings and decisions of the NEEDU.

Funds**15. (1) The funds of the NEEDU consist of –**

- (a) money appropriated by Parliament;
- (b) donations and contributions received by the NEEDU;
- (c) interest received on investments; and
- (d) any other income received by the NEEDU.

(2) The NEEDU –

- (a) must keep a record of all funds received and spent and of all assets, liabilities and financial transactions;
 - (b) must, subject to Chapter 6 of the Public Finance Management Act, 1999 (Act No. 1 of 1999), and at such time and in such manner as the Minister may determine, in each financial year submit a budget for the ensuing financial year to the Minister for his or her approval;
 - (c) may in any financial year submit adjusted budgets to the Minister for his or her approval;
 - (d) may not incur any expenditure which exceeds the total amount approved in terms of paragraphs (b) and (c).
- (3) If the Minister does not approve the budget of the NEEDU, the Minister must require the NEEDU to submit a revised budget to him or her within a specified period.
- (4) Subject to the Public Finance Management Act, 1999 (Act No. 1 of 1999), the funds contemplated in subsection (1) must be used in accordance with the approved budget.
- (5) Subject to subsection (4) and the Public Finance Management Act, 1999 (Act No. 1 of 1999), the NEEDU may invest surplus funds.

Alienation and encumbrance of property

- 16.** The board may not without the prior approval of the Minister, granted with the concurrence of the Minister of Finance, sell, exchange or otherwise alienate the immovable property of the NEEDU.

Financial statements, audit and annual report

- 17. (1)** The statements of account and balance sheet of the NEEDU must at the end of each financial year be audited by a person registered as an auditor in terms of the Auditing

Profession Act, 2005 (Act No. 26 of 2005), and appointed by the NEEDU with the approval of the Auditor-General.

- (2) The NEEDU must, not later than five months after the end of each financial year, submit to the Minister an annual report, in such form as the Minister may determine, on the performance of its functions during that financial year, including an audited balance sheet and a statement of income and expenditure.
- (3) The Minister must table the annual report, including the balance sheet and statement of income and expenditure referred to in subsection (2), in Parliament within one month after receipt thereof, if Parliament is then sitting, and if Parliament is not then sitting, within one month after the commencement of the next ordinary sitting.

CHAPTER 4

GENERAL PROVISIONS

Regulations

18. The Minister may make regulations regarding –
 - (a) allowances and remuneration of members of the board or a committee contemplated in section 5; and
 - (b) any matter that is necessary to prescribe for the proper implementation or administration of this Act.

Short title and commencement

19. This Act is called the National Education Evaluation and Development Unit Act, 2012, and comes into operation on a date determined by the Minister by notice in the *Government Gazette*.

NOTICE 908 OF 2011**DEPARTMENT OF LABOUR****LABOUR RELATIONS ACT, 1995****REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, **Johannes Theodorus Crouse**, Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that the **Kaapse Agri Werkgewersorganisasie** has been registered as an employers' organisation with effect from **9 December 2011**.....

J. T. CROUSE

REGISTRAR OF LABOUR RELATIONS

NOTICE 909 OF 2011**STATISTICS SOUTH AFRICA**

THE HEAD: STATISTICS SOUTH AFRICA notifies for general information that the Consumer Price Index is as follows:

Consumer Price Index, Rate (Base 2000 = 100)

Rate: **November 2011: 6,1**

(23 December 2011)

Consumer Price Index: Index numbers and year-on-year rates
Table A - All urban areas

P0141

Base year: 2008=100

CPI Headline

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ave- rage [1]
Year	Index/rate													
2008	Index	95,4	96,0	97,4	98,0	98,7	100,1	101,4	102,0	102,6	102,8	102,9	102,7	100,0
	Rate	..	..	..	..	..	..	..	..	..	..	..	..	..
2009	Index	103,1	104,3	105,7	106,2	106,6	107,0	108,2	108,5	108,9	108,9	108,9	109,2	107,1
	Rate	8,1	8,6	8,5	8,4	8,0	6,9	6,7	6,4	6,1	5,9	5,8	6,3	7,1
2010	Index	109,5	110,2	111,1	111,3	111,5	111,5	112,2	112,3	112,4	112,6	112,8	113,0	111,7
	Rate	6,2	5,7	5,1	4,8	4,6	4,2	3,7	3,5	3,2	3,4	3,6	3,5	4,3
2011	Index	113,5	114,3	115,7	116,0	116,6	117,1	118,1	118,3	118,8	119,4	119,7	..	..
	Rate	3,7	3,7	4,1	4,2	4,6	5,0	5,3	5,3	5,7	6,0	6,1	..	..

[1] Annual average.

NOTICE 910 OF 2011

Memo No. 41 of 2011

24 November 2011

**SOUTH AFRICAN RESERVE BANK ACT 1989
(ACT No. 90 OF 1989)****THE DIMENSION OF, DESIGN FOR, AND COMPILATION OF,
THE 10c CIRCULATION COIN**

By virtue of the powers vested in me by section 16 (2) of the South African Reserve Bank Act (Act No. 90 of 1989, I, Pravin Jamnadas Gordhan, Minister of Finance I hereby amend Schedule 2, Section (b) of the Act 90, 1989

- a) that the 10c circulation, 10c uncirculated and 10c proof circulation coin as set out in Section (b) of the Second Schedule to the said Act, which will be manufactured and will be issued by virtue of the section 16 (1) of the said Act, will be legal tender as from 1 April 2012; and
- b) that the amendment of specifications (metal composition) of the new 10c circulation coin will be the current design as shown and which is attached to this notice; and
- c) that the specifications of the said circulation coin are as follows:

DENOMINATION	DIAMETER	EDGE THICKNESS	MASS	EDGE PROFILE
10c	16mm	1,41	2 gm	100 Serrations



PRAVIN GORDHAN
Minister of Finance

Memo No. 41 of 2011

24 November 2011

**AMENDMENT OF SCHEDULE 2 SECTION (b)
OF THE SOUTH AFRICAN RESERVE BANK ACT 1989
(ACT No. 90 OF 1989)**

By virtue of the powers vested in me by section 16 (2) of the South African Reserve Bank Act (Act No. 90 of 1989), I, Pravin Jamnadas Gordhan, Minister of Finance, hereby amend Schedule 2, section (b) of the said Act as set forth in the Schedule.

The provisions of this notice shall come into operation on 1 April 2012.



PRAVIN GORDHAN
Minister of Finance

SCHEDULE 2, SECTION (B) OF THE ACT 90, 1989**"(b) Standard mass and least current mass of alloy circulation coins"****OLD**

Denomination	Standard mass (gram)	Remedy allowable mass per circulation coin (gram)	Least current mass (gram)	Metal composition
Five rand (Bi-metal)	9,5	$\pm 0,285$	9,215	Bi-metal alloy
Five rands	5,5 4,0	$\pm 0,165$ $\pm 0,12$	5,225 3,80	{ Layered composition of nickel, copper, zinc and tin
Two rands				
One rand				
Fifty cents	5,0	$\pm 0,15$	4,75	{ Layered composition of copper, tin and steel
Twenty cents	3,5	$\pm 0,015$	3,325	
Ten cents	2,0	$\pm 0,06$	1,9	
Five cents	4,5	$\pm 0,135$	4,274	{ Layered composition of copper and steel

NEW

Denomination	Standard mass (gram)	Remedy allowable mass per circulation coin (gram)	Least current mass (gram)	Metal composition
Five rand (Bi-metal)	9,5	$\pm 0,285$	9,215	Bi-metal alloy
Five rands	5,5 4,0	$\pm 0,165$ $\pm 0,12$	5,225 3,80	{ Layered composition of nickel, copper, zinc and tin
Two rands				
One rand				
Fifty cents	5,0	$\pm 0,15$	4,75	{ Layered composition of copper, tin and steel
Twenty cents	3,5	$\pm 0,015$	3,325	
Ten cents	2,0	$\pm 0,06$	1,9	{ Layered composition of copper and steel

**BOARD NOTICES
RAADSKENNISGEWINGS**

BOARD NOTICE 202 OF 2011

SACPCMP

**The South African Council for the
Project and Construction Management Professions**

**Guideline Scope of Services and Recommended
Guideline Tariff of Fees**

For

**Persons Registered in terms of the
Project and Construction Management Professions Act, 2000**

(Act No. 48 of 2000)

The South African Council for the Project and Construction Management Professions has, under Section 34(2) of the Project and Construction Management Profession Act, 2000 (Act No. 48 of 2000) determined the guideline scope of services and tariff of fees in the Schedule.

Any amount mentioned in or fee calculated in terms of this Schedule is exclusive of Value Added Tax.

The commencement date of these Rules shall be January 2012

SCHEDULE**Guideline Scope of Services and Tariff of Fees
for Registered Persons****Index**

Heading	Sections
GENERAL PROVISIONS	
1 DEFINITIONS	3
2 SHORT TITLE	4
GUIDELINES SCOPE OF SERVICES	
3 STANDARD SERVICES	5
4 ADDITIONAL/SUPPLEMENTARY SERVICES	12
5 COMMISSION TERMINATION	13
RECOMMENDED GUIDELINES TARIFF OF FEES	
6 APPLICATION OF TARIFF OF FEES	14
7 FEES FOR STANDARD SERVICES	15
8 SERVICES PROVIDED PARTIALLY OR IN STAGES	16
9 FEES FOR ADDITIONAL SERVICES	16
10 TIME BASED FEES	16
11 EXPENSES AND COSTS	18

GENERAL PROVISIONS

1.0 DEFINITIONS

Where the words and phrases are highlighted in the text of this Tariff of Fees they shall bear the meaning assigned to them in clause 1 and where such words and phrases are not highlighted they shall bear the meaning consistent with the context:

"Built Environment" refers to the functional area in which registered persons practice. The Built Environment includes all structures that are planned and/or erected above or underground, as well as the land utilized for the purpose and supporting infrastructure.

"Construction Management" is the management of the *physical construction process* within the Built Environment and includes the co-ordination, administration, and management of resources. The Construction Manager is the one point of responsibility in this regard.

"Construction Project Management" is the management of projects within the Built Environment *from conception to completion, including management of related professional services*. The Construction Project Manager is the one point of responsibility in this regard.

"Project" means the total development envisaged by the client, including the professional services.

"Works" means all work executed or intended to be executed in accordance with the construction contracts.

"Principal Agent" means the person or entity appointed by the client and who has full authority and obligation to act in terms of the construction contracts.

"Principal Consultant" means the person or entity appointed by the client to manage and administer the services of all other consultants.

"Cost Consultant" means the person or entity appointed by the client to establish and agree all budgets and implement and manage the necessary cost control on the project.

"Contractor" means any person or legal entity entering into contract with the client for the execution of the **works** or part thereof.

"Nominated Subcontractors" are specialists and other subcontractors executing work or supplying and fixing any goods who may be nominated by the Principal Consultant.

"Selected Subcontractors" are specialists and other subcontractors executing work or supplying and fixing any goods and who are selected by the contractor in consultation with the Principal Consultant.

"Domestic Subcontractors" are specialists and other subcontractors executing work or supplying and fixing any goods and who are selected by the contractor.

"Direct Contractors" are contractors appointed by the client to execute work other than the works.

"Suppliers" mean a person or entity appointed by the client to supply goods and products for incorporating into the works.

"Construction Programme" is the programme for the works indicating the logic sequence and duration of all activities to be completed by the contractors, subcontractors, and suppliers, in appropriate detail, for the monitoring of progress of the works.

"Contract programme" is the construction programme for the works agreed between the contractor and the Principal Agent.

"Procurement Programme" is the programme indicating the timeous purchasing requirements for the project, including, but not limited to, the services of consultants, contractors, subcontractors, and suppliers required for the execution of the project programme.

"Project Initiation programme" is the programme devised by the Principal Consultant in consultation with the client and other consultants for all the work necessary to be completed prior to commencement of work by the contractors.

"Documentation programme" is schedule prepared by the Principal Consultant and agreed to by other consultants indicating the timeous provision of all necessary design documentation required by the contractors and subcontractors for the construction of the works.

"The South African Council for the Project and Construction Management Professions" means the South African Council for the Project and Construction Management Professions established by section 2 of the Project and Construction Management Professions Act, 2000 (Act No. 48 of 2000), and **"SACPCMP"** has the same meaning.

"Project and Construction Management Professions Act" means the Project and Construction Management Professions Act, 2000 (Act No. 48 of 2000).

"Construction Project Management Work" means the work identified under section 4 of this document

"Construction Management Work" means the work identified under section 4 of the Identification of Work document for Construction Managers

"Improper Conduct" as contemplated in section 27(3) of the Project and Construction Management Professions Act, means failure to comply with the code of conduct for registered persons.

"Public" means any person or group of persons who is, or whose environment is, either directly or indirectly affected by any project and construction management activity, or by a product, outcome or influence of a project and construction management activity, which may impact on the health, safety and interest of such person or group of persons.

"Substantially Practise" means regularly and consistently carry out project and construction management work identified in section 4 of this document, and charging a professional fee for such work and accruing professional responsibility to a client or an employer for the performance of such functions.

"The Council" means the Council for the Built Environment established under section 2 of the Council for the Built Environment Act, 2000 (Act No 43 of 2000)

2.0 **SHORT TITLE**

This Schedule is called *The Scope of Services and Recommended Guideline Tariff of Fees for Registered Construction Project Managers, Rev January 2012*.

GUIDELINES SCOPE OF SERVICES

3.0 STANDARD SERVICES

Construction Project Managers shall perform the following standard services under the following stages:

PROJECT STAGES	DESCRIPTION
1	Inception
2	Concept and Viability
3	Design Development
4	Documentation and Procurement
5	Construction
6	Close-out

1.0 STAGE 1 - INCEPTION

Definition

Agreeing client requirements and preferences, assessing user needs and options, appointment of necessary consultants in establishing project brief, objectives, priorities, constraints, assumptions and strategies in consultation with the client.

Standard Services

- 1.1. Facilitate the development of a Clear Project Brief
- 1.2. Establish the client's Procurement Policy for the Project
- 1.3. Assist the client in the procurement of the necessary and appropriate consultants including the clear definition of their roles, responsibilities and liabilities.
- 1.4. Establish in conjunction with the client, consultants, and all relevant authorities the site characteristics necessary for the proper design and approval of the intended project

- 1.5. Manage the integration of the preliminary design to form the basis for the initial viability assessment of the project
- 1.6. Prepare, co-ordinate and monitor a Project Initiation Programme
- 1.7. Facilitate the preparation of the Preliminary Viability Assessment of the project
- 1.8. Facilitate client approval of all Stage 1 documentation

Project Management Deliverables

- Project Brief
- Project Procurement Policy
- Signed Consultant/Client Agreements
- Project Initiation Programme
- Record of all meetings
- Approval by Client to proceed to Stage 2

2.0 STAGE 2 - CONCEPT AND VIABILITY**Definition**

Finalization of the project concept and feasibility

Standard Services

- 2.1. Assist the client in the procurement of the necessary and appropriate consultants including the clear definition of their roles, responsibilities and liabilities.
- 2.2. Advise the client on the requirement to appoint a Health and Safety Consultant
- 2.3. Communicate the project brief to the consultants and monitor the development of the Concept and Feasibility within the agreed brief
- 2.4. Co-ordinate and integrate the income stream requirements of the client into the concept design and feasibility
- 2.5. Agree the format and procedures for cost control and reporting by the cost consultants on the project.
- 2.6. Manage and monitor the preparation of the project costing by other consultants
- 2.7. Prepare and co-ordinate an Indicative Project Documentation and Construction Programme
- 2.8. Manage and integrate the concept and feasibility documentation for presentation to the client for approval
- 2.9. Facilitate client approval of all Stage 2 documentation

Project Management Deliverables

- Signed Consultant/Client Agreements
- Indicative Project Documentation and Construction Programme.
- Approval by Client to proceed to Stage 3

3.0 STAGE 3 - DESIGN DEVELOPMENT**Definition**

Manage, co-ordinate and integrate the detail design development process within the project scope, time, cost and quality parameters.

Standard Services

- 3.1. Assist the client in the procurement of the balance of the consultants including the clear definition of their roles, responsibilities and liabilities.
- 3.2. Establish and co-ordinate the formal and informal communication structure, processes and procedures for the design development of the project.
- 3.3. Prepare, co-ordinate and agree a detailed Design and Documentation Programme, based on an updated Indicative Construction Programme, with all consultants
- 3.4. Manage, co-ordinate and integrate the design by the consultants in a sequence to suit the project design, documentation programme and quality requirements.
- 3.5. Conduct and record the appropriate planning, co-ordination and management meetings
- 3.6. Facilitate any input from the design consultants required by Construction Manager on constructability.
- 3.7. Facilitate any input from the design consultants required by Health and Safety consultant
- 3.8. Manage and monitor the timeous submission by the design team of all plans and documentation to obtain the necessary statutory approvals
- 3.9. Establish responsibilities and monitor the information flow between the design team, including the cost consultants.
- 3.10. Monitor the preparation by the cost consultants of cost estimates, budgets, and cost reports
- 3.11. Monitor the cost control by the cost consultants to verify progressive design compliance with approved budget, including necessary design reviews to achieve budget compliance
- 3.12. Facilitate and monitor the timeous technical co-ordination of the design by the design team
- 3.13. Facilitate client approval of all Stage 3 documentation

Project Management Deliverables

- Signed Consultant/Client Agreements
- Detailed Design & Documentation Programme
- Updated Indicative Construction Programme
- Record of all meetings
- Approval by Client to proceed to Stage 4

4.0 STAGE 4 – DOCUMENTATION AND PROCUREMENT**Definition**

The process of establishing and implementing procurement strategies and procedures, including the preparation of necessary documentation, for effective and timeous execution of the project.

Standard Services

- 4.1. Select, recommend and agree the Procurement Strategy for contractors, subcontractors and suppliers with the client and consultants
- 4.2. Prepare and agree the Project Procurement Programme.
- 4.3. Co-ordinate and monitor the preparation of the tender documentation by the consultants in accordance with the Project Procurement Programme.
- 4.4. Facilitate and monitor the preparation by the Health and Safety Consultant of the Health and Safety Specification for the project
- 4.5. Manage the tender process in accordance with agreed procedures, including calling for tenders, adjudication of tenders, and recommendation of appropriate contractors for approval by the client.
- 4.6. Advise the client, in conjunction with other consultants on the appropriate insurances required for the implementation of the project.
- 4.7. Monitor the reconciliation by the cost consultants of the tender prices with the project budget
- 4.8. Agree the format and procedures for monitoring and control by the cost consultants of the cost of the works.
- 4.9. Facilitate client approval of the tender recommendation(s).

Project Management Deliverables

- Contractors, subcontractors, and suppliers Procurement Strategy
- Project Procurement Programme
- Project Tender/Contract Conditions
- Record of all meetings
- Approval by Client of tender recommendation(s).

5.0 STAGE 5 - CONSTRUCTION**Definition**

The management and administration of the construction contracts and processes, including the preparation and co-ordination of the necessary documentation to facilitate effective execution of the works.

Standard Services

- 5.1. Appoint contractor(s) on behalf of the client including the finalization of all agreements.
- 5.2. Instruct the contractor on behalf of the client to appoint subcontractors.
- 5.3. Receive, co-ordinate, review and obtain approval of all contract documentation provided by the contractor, subcontractors, and suppliers for compliance with all of the contract requirements.
- 5.4. Monitor the ongoing projects insurance requirements.
- 5.5. Facilitate the handover of the site to the contractor.
- 5.6. Establish and co-ordinate the formal and informal communication structure and procedures for the construction process.
- 5.7. Regularly conduct and record the necessary site meetings
- 5.8. Monitor, review and approve the preparation of the Contract Programme by the contractor.
- 5.9. Regularly monitor the performance of the contractor against the Contract Programme.
- 5.10. Review and adjudicate circumstances and entitlements that may arise from any changes required to the Contract Programme.
- 5.11. Monitor the preparation of the contractor's Health and Safety Plan and approval thereof by the Health and Safety Consultant.
- 5.12. Monitor the auditing of the Contractors' Health and Safety Plan by the Health and Safety Consultant.
- 5.13. Monitor the compliance by the contractors of the requirements of the Health and Safety Consultant.
- 5.14. Monitor the production of the Health and Safety File by the Health and Safety Consultant and contractors
- 5.15. Monitor the preparation by the Environmental Consultants of the Environmental Management Plan
- 5.16. Establish the construction information distribution procedures.
- 5.17. Agree and monitor the Construction Documentation Schedule for timeous delivery of required information to the contractors.
- 5.18. Expedite, review and monitor the timeous issue of construction information to the contractors.

- 5.19. Manage the review and approval of all necessary shop details and product propriety information by the design consultants.
- 5.20. Establish procedures for monitoring, controlling and agreeing all scope and cost variations.
- 5.21. Agree the quality assurance procedures and monitor the implementation thereof by the consultants and contractors.
- 5.22. Monitor, review, approve and certify monthly progress payments.
- 5.23. Receive, review and adjudicate any contractual claims.
- 5.24. Monitor the preparation the preparation of monthly cost reports by the cost consultants.
- 5.25. Monitor long lead items and off-site production by the contractors and suppliers.
- 5.26. Prepare monthly project reports including submission to the client
- 5.27. Manage, co-ordinate and monitor all necessary testing and commissioning by consultants and contractors.
- 5.28. Co-ordinate, monitor and issue the Practical Completion Lists and the Certificate of Practical Completion.
- 5.29. Co-ordinate and monitor the preparation and issue of the Works Completion List by the consultants to the contractors.
- 5.30. Monitor the execution by the contractors of the defect items to achieve Works Completion.
- 5.31. Facilitate and co-ordinate adequate access with the occupant for the rectification of defects by the contractors

Project Management Deliverables

- Signed Contractor(s) Agreements
- Agreed Contract Programme
- Adjudication and award of contractual claims
- Construction Documentation Schedule
- Monthly progress payment certificates
- Monthly project progress reports.
- Record of all meetings
- Certificates of Practical Completion.

6.0 STAGE 6 - CLOSE OUT**Definition**

The process of managing and administering the project closeout, including preparation and co-ordination of the necessary documentation to facilitate the effective operation of the project

Standard Services

- 6.1. Issue the Works Completion Certificate
- 6.2. Manage, co-ordinate and expedite the preparation by the design consultants of all as-built drawings and design documentation.
- 6.3. Manage and expedite the procurement of all operating and maintenance manuals as well as all warranties and guarantees.
- 6.4. Manage and expedite the procurement of all statutory compliance certificates and documentation.
- 6.5. Manage the finalization of the Health and Safety File for submission to the Client.
- 6.6. Co-ordinate, monitor and manage the rectification of defects during the Defects Liability Period.
- 6.7. Manage, co-ordinate and expedite the preparation and agreement of the final account by the cost consultants with the relevant contractors.
- 6.8. Co-ordinate, monitor and issue the Final Completion Defects list and Certificate of Final Completion.
- 6.9. Prepare and present Project Closeout Report.

Project Management Deliverables

- Works Completion Certificate
- Certificate of Final Completion
- Record of all meetings
- Project closeout report

General Notes

- As these stages might overlap, the Standard Services stated hereunder may be required to be undertaken during any one of the Project Work Stages
- The order of the Standard Services does not necessarily reflect the actual sequence of implementation

4.0 ADDITIONAL/SUPPLEMENTARY SERVICES

1. Development Management Services

The Project Construction Manager may, by prior mutual consent, provide the following supplementary services. This will require agreement of both the Client and Project Construction Manager on the adjustment of the fees and disbursements.

- a. Facilitate the opportunity realisation process
- b. Procuring of land and finance
- c. Procuring of tenants, tenant co-ordination and tenant installations
- d. Drafting of appointment contracts for other members of the professional team
- e. Project management services in relation to direct contractors engaged by the client, such as those engaged for furniture, fittings and equipment
- f. Mediation, arbitration proceedings and similar services. Such services will commence upon the notification of a dispute or the initiation of such proceedings
- g. All work arising out of the failure of any consultant, contractors, suppliers or other external party to perform its obligations
- h. Services required in respect of damage to or destruction of the works, insurance matters, postponement or cancellation of agreements
- i. Additional services resulting from changes by the client to previously issued instructions
- j. Any other services not specifically incorporated in the identified scope of services mentioned in this document

2. Supplementary Services Pertaining to all Stages of the Project

The following services are additional to the normal services provided by the construction project manager, and shall be performed by agreement between the construction project manager and the client. The agreement on scope of additional services and remuneration shall be in writing and should, if at all possible, be concluded before such additional services are rendered

- a. Appointment as agent in accordance with Regulation 4.(5) of the Construction Regulations 2003, issued in terms of the Occupational Health and Safety Act, 1993 (Act 85 of 1993), to specifically ensure compliance in terms thereof
- b. Procuring of land and finance
- c. Procuring of tenants, tenant co-ordination and tenant installations
- d. Drafting of non-standard contracts
- e. Project management services in relation to direct contractors engaged by the client, such as those engaged for furniture, fittings and equipment
- f. Mediation, arbitration and litigation proceedings and similar services.
- g. Where the client requires the construction project manager to, on his behalf, perform the services listed hereunder or similar work, the extent thereof and remuneration therefore is subject to agreement between the client and the construction project manager:

- i. Dealing with matters of law, obtaining parliamentary or other statutory approval, licenses or permits
- ii. Assisting with or participating in contemplated or actual mediation, arbitration or litigation proceedings
- iii. Officiating at or Attending courts and commissions of enquiry, select committees and similar bodies convened by statute, regulation or decree
- h. All work arising out of failure of any consultant, contractor, supplier or other external party to perform its obligations, provided that such failure is not due to default by the Construction Project Manager
- i. Services resulting from damages to or destruction of the works, insurance matters, postponement or cancellation of agreement
- j. Additional services resulting from the client changing previously issued instructions
- k. Construction management
- l. Calculation and certification of professional fees applicable to other professionals engaged by the client on the project
- m. Any other services not specifically incorporated in this Guideline Scope of Services and Tariff of Fees for Registered Persons

5.0 COMMISSION TERMINATION

1. Should a commission be terminated the fee for the services completed shall be calculated in accordance with the Tariff of Fees and the fee for services partially completed shall be determined *pro rata* to the complete service
2. Should a commission be terminated by the client after the commencement of the commission then, in addition to the fee calculated in accordance with 5.1, a surcharge of 10 percent shall be payable on the difference between the full fee calculated in accordance with the Tariff of Fees for the services commissioned and the fee calculated in accordance with 5.1.
3. For purposes of 5.1 and 5.2, a commission shall be deemed to be terminated where the services are deferred or suspended for a period of more than 90 calendar days in the aggregate, unless otherwise agreed in writing by the parties.

RECOMMENDED GUIDELINES TARIFF OF FEES

6.0 APPLICATION OF TARIFF OF FEES

1. The guideline tariff of fees contained in this Schedule applies in respect of normal services
2. The client should remunerate the construction project manager, for the normal services rendered, on the basis of clauses 6 to 9. In cases where the client and construction project manager have agreed that clauses 6 to 9 are not applicable, payment should be on the basis of clause 10 or as agreed according to clause 6(4)
3. The client shall reimburse the construction project manager for all expenses and costs incurred in terms of clause 11 in performing his services, irrespective of whether fees are charged in terms of clauses 6 to 9, as well as for all costs incurred on behalf, and with the approval, of the client.
4. Should the tariff of fees contained in this Schedule be found to be inappropriate to any project, works, services or part thereof, the client and construction project manager may agree, in writing, a fee deemed more appropriate, prior to the commencement of the works. Contributing factors to be taken into account, although not limited to, may include all or any of the following:
 - a. *Complexity*: Where the works call for the application of new, unusual or untried techniques or designs or application of complex project delivery, systems or processes or excessive complexity of the whole or part of the works
 - b. *Small projects*: Where projects are small in monetary value and the tariff of fees for normal projects does not compensate the construction project manager reasonably for the normal services to be rendered
 - c. *Cost of the works*: Where the cost of the works is abnormally low relative to the normal services required from the construction project manager
 - d. *Time duration*: Where the works are executed over an appreciably shorter or longer than normal or realistic time periods during any of the stages defined in clause 3, or where the client orders suspension of the services between stages for periods in excess of 21 calendar days in the aggregate for any stage.
 - e. *Level of responsibility, liability and risk*: Where unusually high demands in respect of these factors are expected to be carried by the construction project manager
5. Agreement on any adjustment of or special fees should be reached in writing at the time of the engagement of the construction project manager and be concluded prior to the construction project manager rendering services which may be affected.
6. Where at the instance and with the consent of the client the works are undertaken on separate non-contiguous sites, continuity is interrupted or are unusually fragmented or are constructed as separately documented phases or sections, the fee for *normal services* is:
 - a. the sum of the fees calculated separately for each site, contract, phase or section as if they were separate works; or
 - b. the fee agreed to, in writing, between the client and the construction project manager, prior to the commencement of the works, and which fee lies between the fee calculated on the total cost of the works and the sum of the fees contemplated in clause 6(6)(1).

7. The following fees may be claimed after each stage of services or monthly or as agreed between the construction project manager and the client:
- Percentage fees determined on the basis of the cost of the works prevailing at the time of the fee calculation and pro-rata to the completed normal services
 - Time based fees as specifically agreed on in writing by the client, applicable when additional services were rendered
8. Disbursements as set out in clause 11 may be claimed monthly

7.0 FEES FOR STANDARD SERVICES

Construction project management services pertaining to building projects

The basic fee for normal services in the field of construction project management, pertaining to building projects, is calculated at the percentage mentioned against the cost of the works contained in following table:

Cost Bracket	From	To	Primary Fee	Plus Secondary Fee	
				Add %	For Value Over
1	0	10 000 000	10 000	6.35%	0
2	10 000 000	20 000 000	645 000	5.72%	10,000,000
3	20 000 000	40 000 000	1 217 000	5.14%	20,000,000
4	40 000 000	80 000 000	2 245 000	4.63%	40,000,000
5	80 000 000	160 000 000	4 097 000	4.07%	80,000,000
6	160 000 000	320 000 000	7 353 000	3.58%	160,000,000
7	320 000 000	640 000 000	13 081 000	3.08%	320,000,000
8	640 000 000	1 280 000 000	22 937 000	2.65%	640,000,000
9	1 280 000 000	2 560 000 000	39 897 000	2.28%	1,280,000,000
10	2 560 000 000	And Above	69 081 000	1.96%	2,560,000,000

8.0 SERVICES PROVIDED PARTIALLY OR IN STAGES

The following table shall be used for proportioning the basic fee for standard services over the various stages of the services:

Project Stage	Description	Percentage of Total Fee
1	Initiation	10%
2	Concept and Viability	10%
3	Design Development	25%
4	Documentation and Procurement	10%
5	Construction	40%
6	Close Out	5%

9.0 FEES FOR ADDITIONAL/SUPPLEMENTARY SERVICES

The fees for additional/supplementary services contemplated in clause 4 are to be agreed to, in writing, between the client and the construction project manager, prior to the commencement of the works.

10.0 TIME BASED FEES

1. Time based fees are all-inclusive fees, including allowances for overhead charges incurred by the construction project manager as part of normal business operations, including the cost of management, as well as payments to administrative, clerical and secretarial staff used to support professional and technical staff in general and not on a specific project only.
2. The time based fee rates and any applicable annual increase to rates are to be agreed to by the parties at the start of the commission, failing which applicable reasonable market related or gazetted rates shall be applied.
3. For the purposes of this clause, the total annual cost of employment of a person means the total amount borne by an employer in respect of the employment of such a person per year, calculated at the amounts applicable to such a person at the time of appointment of such staff to the project, including –
 - a. Basic salary, or a nominal market related salary, excluding profit share and asset growth
 - b. benefits not reflected in the basic salary, including:
 - i. normal annual bonus;
 - ii. contribution to medical aid;
 - iii. group life insurance premiums borne by the employer;
 - iv. contribution to a pension or provident fund; and
 - v. all other benefits or allowances payable in terms of a letter of appointment, including any transportation allowance or company vehicle benefit, telephone and/or computer allowances, etc; and

- c. Amounts payable in terms of a Act, including:
 - i. contributions to the Compensation Fund in terms of the Compensation for Occupational Injuries and Diseases Act;
 - ii. contributions to unemployment insurance in terms of the Unemployment Insurance Fund Act; and
 - iii. recoverable levies to all spheres of government
4. The applicable Hourly Fee Rates shall be the *Hourly Fee Rates For Consultants* as published by the Department of Public Service and Administration (dpsa). The latest Fee Rates are available at <http://www.dpsa.gov.za> and can be found under Document Archive, All Documents. The SACPCMP hereby makes it known that the Rates set out therein are recommended guidelines.

11.0 EXPENSES AND COSTS

1. For disbursements and for reasonable travelling and subsistence expenses additional payment shall be claimed over and above the fee payable under any other provision of this Tariff of Fees
2. Recoverable expenses include;
 - a. Travelling expenses for the conveyance of the construction project manager or a member of the construction project manager's staff by means of:
 - i. private motor transport, including any parking charges, toll fees and related expenses;
 - ii. a scheduled air line or a train, bus, taxi or hired car; or
 - iii. non-scheduled or privately owned air transport
 - b. Travelling time on the basis of the rate set out in clause 10, for all time spent in travelling by the construction project manager or members of his staff shall be as follows:
 - i. when fees are paid on a time basis, all hours spent on travelling are reimbursable
 - ii. when fees are paid on a percentage basis, reimbursement for travelling time shall be for all time spent in travelling minus the first hour per return journey
 - c. Reasonable accommodation and subsistence expenses incurred by the construction project manager or a member of his staff;
 - d. Agreed costs of typing, production, copying and binding of contract documents, pre-qualification documents, feasibility reports, preliminary design reports, final reports and manuals, excluding general correspondence, minor reports, contractual reports, progress reports, etc.
 - e. Expenses on special reproductions, copying, printing, artwork, binding and photography, etc. requested by the client
 - f. Alternatively, a lump sum or percentage of the total fees payable to the construction project manager may be determined and agreed between the construction project manager and the client to cater for all or any of the above

BOARD NOTICE 203 OF 2011

THE ALLIED HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA hereby gives notice in terms of **section 22** of the Allied Health Professions Act (Act No.63 of 1982), as amended, and published by Government Notice No. R 127 of 12 February 2001, that the following names have been removed from the relevant registers after consultation with the relevant professional boards, in terms of section 21 of the said Act:

Application code under 'Reason'**NPF..... Non-Payment of Fees****Other..... Non-Compliance****Deceased..... As per Home Affairs Database**

Registration #	Lastname	Firstname	Modality	Date	Reason
A00087	Abdool Razak	Sabeeha	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A00129	Adams	Elsabe	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A00129	Adams	Elsabe	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A10380	Alexander	Daniella	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A00051	Alexander	Elizabeth	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A00051	Alexander	Elizabeth	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A00057	Andersen	Gillian	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A00057	Andersen	Gillian	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A10577	Archary	Nigel	CHIROPRACTIC	05/12/2011	NPF
A00774	Bhasdaw	Sharmila	THERAPEUTIC REFLEXOLOGY	24/08/2011	Other
A00774	Bhasdaw	Sharmila	THERAPEUTIC AROMATHERAPY	24/08/2011	Other
A00747	Bonham	Frances	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A00659	Borg	Dorinda	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A00662	Botha	Dorothea	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A00759	Bown	Margaret	THERAPEUTIC REFLEXOLOGY	21/11/2011	Own request
A00788	Britten	Victoria	THERAPEUTIC REFLEXOLOGY	08/09/2011	Own request
A00788	Britten	Victoria	THERAPEUTIC AROMATHERAPY	08/09/2011	Own request
A01027	Cajee	Khadija	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A00898	Cloete	Linda	THERAPEUTIC REFLEXOLOGY	17/11/2011	Own request
A01017	Coetzer	Patricia	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A10599	Coetzer	Hendrika	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A10853	Conradie	Aletta	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A11012	Couchman	Kate	HOMOEOPATHY	07/11/2011	Own request
A03039	Cunningham	Stella	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A01296	Dalgety	Yvonne	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A01296	Dalgety	Yvonne	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A01368	Daniels	Janine	THERAPEUTIC MASSAGE THERAPY	05/12/2011	NPF
A10197	de Jager	Elizabeth	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A09950	Dhlamini	Makhwaya	THERAPEUTIC REFLEXOLOGY	06/07/2011	Own request
A01363	Dineva	Penka	THERAPEUTIC REFLEXOLOGY	06/07/2011	Own request
A10445	Du Plessis	Sylvia	THERAPEUTIC REFLEXOLOGY	06/07/2011	Own request
A01340	du Plessis	Maria	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A01312	du Toit	Hendrina	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A01312	du Toit	Hendrina	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A09915	During	Helen	THERAPEUTIC AROMATHERAPY	02/08/2011	Other

A10725	Dyasi	Vuyiswa	UNANI-TIBB	05/12/2011	NPF
A01640	Erasmus	Georgina	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A01659	Erasmus	Hercules	CHIROPRACTIC	05/12/2011	NPF
A01643	Estany	Jackqueline	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A01643	Estany	Jackqueline	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A02091	Foye	Dorothy	THERAPEUTIC REFLEXOLOGY	07/11/2011	Own request
A02120	Fulford	Vicki	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A02634	Gardner	Jane	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A02502	Gosling	Heather	THERAPEUTIC REFLEXOLOGY	22/11/2011	Own request
A02510	Green	Avrii	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A02510	Green	Avril	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A02617	Groenewald	Pauline	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A02909	Haffenden	Julie	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A02909	Haffenden	Julie	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A03086	Hall	Katinka	AYURVEDA YOGA THERAPIST	05/12/2011	Own request
A03005	Hampton	Lorraine	THERAPEUTIC REFLEXOLOGY	07/07/2011	
A03103	Hathorn	Amy	THERAPEUTIC MASSAGE THERAPY	02/08/2011	Other
A02855	Henning	Beyers	HOMOEOPATHY	05/12/2011	NPF
A10755	Herbst	Robin	THERAPEUTIC MASSAGE THERAPY	05/12/2011	NPF
A03113	Hiralall	Renuka	AYURVEDA PRACTITIONER	24/05/2011	Error/fraud
A03113	Hiralall	Renuka	AYURVEDA PRACTITIONER	05/12/2011	NPF
A10219	Hurley	Gina	THERAPEUTIC REFLEXOLOGY	30/05/2011	Own request
A03226	Imrith	Shamilla	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A03226	Imrith	Shamilla	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A10750	Jensen	Tyrone	PHYTOTHERAPY	05/12/2011	NPF
A03693	Julius	Lynette	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A04219	Kappers	Caroline	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A04186	Kleinecke	Annegret	THERAPEUTIC REFLEXOLOGY	07/07/2011	Own request
A04152	Koch	Lesley	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A04152	Koch	Lesley	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A10787	Kochanattu Koickal	Sajith	AYURVEDA PRACTITIONER	05/12/2011	NPF
A04187	Kok	Edna	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A04047	Kumaic	Joseph	NATUROPATHY	23/09/2011	Deceased
A04047	Kumaic	Joseph	HOMOEOPATHY	23/09/2011	Deceased
A04449	la Grange	Colin	HOMOEOPATHY	07/07/2011	Own request
A04449	la Grange	Colin	ACUPUNCTURE	07/07/2011	Own request

A04449	la Grange	Colin	CHINESE MEDICINE & ACUPUNCTURE	07/07/2011	Own request
A04649	Laidlaw	Joyce	THERAPEUTIC AROMATHERAPY	01/12/2011	Own request
A10055	Lee	Renee	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A10055	Lee	Renee	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A04635	Lin	Shun-Yu	ACUPUNCTURE	23/09/2011	Deceased
A04635	Lin	Shun-Yu	CHINESE MEDICINE & ACUPUNCTURE	23/09/2011	Deceased
A04538	Lofthouse	Anna	ACUPUNCTURE	29/11/2011	Own request
A10554	Lupuwana	Nomandla	UNANI-TIBB	05/12/2011	NPF
A05110	Mahomed	Mona	THERAPEUTIC REFLEXOLOGY	22/11/2011	Deceased
A10454	Mashilane	Noah	HOMOEOPATHY	05/12/2011	NPF
A10159	Maslo	Philippe	ACUPUNCTURE	05/12/2011	NPF
A10556	Mayet	Zubeidabibi	UNANI-TIBB	05/12/2011	Own request
A05054	Mc Whinnie	Paula	THERAPEUTIC REFLEXOLOGY	24/08/2011	Own request
A08970	McCluskey	Carmen	THERAPEUTIC REFLEXOLOGY	29/11/2011	Own request
A08970	McCluskey	Carmen	THERAPEUTIC AROMATHERAPY	29/11/2011	Own request
A10604	Mini	Phamphita	UNANI-TIBB	05/12/2011	NPF
A01450	Moffat	Natalie	THERAPEUTIC REFLEXOLOGY	23/09/2011	Own request
A01492	Motara	Farhad	HOMOEOPATHY	05/12/2011	NPF
A05342	Naidoo	Saraspathee	THERAPEUTIC REFLEXOLOGY	11/11/2011	Own request
A05342	Naidoo	Saraspathee	THERAPEUTIC AROMATHERAPY	11/11/2011	Own request
A05331	Nel	Natalie	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A05658	Otridge	Susan	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A06091	Parker	Michell	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A10173	Pieterse	Frida	HOMOEOPATHY	05/12/2011	NPF
A10211	Pillay	Desigan	CHIROPRACTIC	05/12/2011	NPF
A10506	Pistorius	Liesl	HOMOEOPATHY	05/12/2011	NPF
A06829	Rault	Michael	HOMOEOPATHY	05/12/2011	NPF
A06829	Rault	Michael	NATUROPATHY	05/12/2011	NPF
A06829	Rault	Michael	PHYTOTHERAPY	05/12/2011	NPF
A06922	Richardson	Cornelia	THERAPEUTIC REFLEXOLOGY	11/11/2011	Own request
A10472	Richardson	Grant	CHIROPRACTIC	05/09/2011	Own request
A06923	Roberts	Patricia	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A10589	Saunders	Sheena	THERAPEUTIC AROMATHERAPY	20/06/2011	Own request
A07499	Scholtz	Hester	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A10494	Scott-Goldman	Judy	THERAPEUTIC AROMATHERAPY	05/09/2011	Own request
A07269	Sekonyela	Tshediso	HOMOEOPATHY	05/12/2011	NPF

A07305	Shepherd	Birgit	HOMOEOPATHY	05/12/2011	NPF
A07383	Simpson	Elizabeth	ACUPUNCTURE	05/12/2011	Deceased
A07558	Singh	Venezia	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A07425	Smit	Maria	THERAPEUTIC MASSAGE THERAPY	05/12/2011	NPF
A10396	Smith	Johannes	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A07308	Smith	Peter	ACUPUNCTURE	05/12/2011	NPF
A07308	Smith	Peter	HOMOEOPATHY	05/12/2011	NPF
A07565	Smith	Meriel	THERAPEUTIC MASSAGE THERAPY	02/08/2011	Other
A10253	Stander	Leandra	THERAPEUTIC REFLEXOLOGY	30/11/2011	Own request
A07453	Straiton	Deidre	THERAPEUTIC AROMATHERAPY	14/11/2011	Other
AC7527	Sunder	Jayshree	THERAPEUTIC AROMATHERAPY	23/05/2011	Own request
A07527	Sunder	Jayshree	THERAPEUTIC REFLEXOLOGY	23/05/2011	Own request
AC1551	Swanepoel	Barbara-Ann	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A07728	Tanova	Polia	THERAPEUTIC MASSAGE THERAPY	23/05/2011	Own request
A07704	Thompson	Lesley	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A07722	Thresher	Kim	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A07561	Trope	Daniel	CHIROPRACTIC	05/12/2011	NPF
A07655	Tseng	Shui	CHINESE MEDICINE & ACUPUNCTURE	05/12/2011	NPF
A10268	Uys	Lizette	CHIROPRACTIC	05/12/2011	NPF
A08404	van den Berg	Marthienes	ACUPUNCTURE	15/06/2011	Deceased
A08404	van den Berg	Marthienes	NATUROPATHY	15/06/2011	Deceased
A10803	van den Berg	Natasha	THERAPEUTIC REFLEXOLOGY	21/11/2011	Own request
A10592	van den Berg	Linda	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A10073	van der Westhuizen	Tersia	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A08636	van Rooyen	Alwiena	THERAPEUTIC REFLEXOLOGY	02/08/2011	Other
A10098	van Tonder	Jarne	HOMOEOPATHY	05/12/2011	NPF
A10451	van Tonder	Anchen	HOMOEOPATHY	05/12/2011	NPF
A08540	van Tonder	Maria	THERAPEUTIC AROMATHERAPY	02/08/2011	Other
A08540	van Tonder	Maria	THERAPEUTIC MASSAGE THERAPY	02/08/2011	Other
A08583	van Zyl	Suzanna	THERAPEUTIC REFLEXOLOGY	22/11/2011	Own request
A08562	van Zyl	Gert	THERAPEUTIC MASSAGE THERAPY	05/12/2011	NPF
A08547	Vayancs	Mersyne	THERAPEUTIC REFLEXOLOGY	02/06/2011	Own request
A10586	Wagenstroom	Trudy	THERAPEUTIC AROMATHERAPY	05/12/2011	NPF
A08936	Wilson	Candice	THERAPEUTIC REFLEXOLOGY	05/12/2011	NPF
A10346	Xu	Youyan	CHINESE MEDICINE & ACUPUNCTURE	05/12/2011	NPF
A10346	Xu	Youyan	ACUPUNCTURE	05/12/2011	NPF

BOARD NOTICE 204 OF 2011

Engineering Council of South Africa

**Notification of
INDICATIVE TIME BASED FEE RATES**

This schedule contains sets of tariffs of fees that serve as a guideline for the use by Clients and Professional Service Providers in determining fees to be paid for engineering services that are fair and equitable to all parties.

The Engineering Council of South Africa hereby makes it known that the Rates set out in the table below are the indicative time based fee rates referred to in Clause 4.5 of the Guideline Scope of Services and Tariff of Fees Rules published under Notice 206, Government Gazette No. 34875 of 20 December 2011.

Category of Staff	Indicative Rate
A	R 1 920 per hour
B	R 1 630 per hour
C	R 970 per hour
D	R 700 per hour

For ease of reference the definitions of Categories A to D, are quoted below:

Category A, in respect of a private consulting practice in engineering, shall mean a top practitioner whose expertise and relevant experience is nationally or internationally recognized and who provides advice at a level of specialization where such advice is recognized as that of an expert.

Category B, in respect of a private consulting practice in engineering, shall mean a partner, a sole proprietor, a director, or a member who, jointly or severally with other

partners, co-directors or co-members, bears the risks of the business, or a person that takes responsibility for the projects and related liabilities of such practice and where his/her level of expertise and relevant experience is commensurate with the position, performs work of a conceptual nature in engineering design and development, provides strategic guidance in planning and executing a project and/or carries responsibility for quality management pertaining to a project.

Category C, in respect of a private consulting practice in engineering, shall mean all salaried professional staff with adequate expertise and relevant experience performing work of an engineering nature and who carry the direct technical responsibility for one or more specific activities related to a project. A person referred to in Category B may also fall in this category if such person performs work of an engineering nature at this level.

Category D, in respect of a private consulting practice in engineering, shall mean all other salaried technical staff with adequate expertise and relevant experience performing work of an engineering nature with direction and control provided by any person contemplated in categories A, B or C.
