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No. 35435

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AIDS HELPLINE: 0800-0123-22 Prevention is the cure

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:

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IMPORTANT ANNOUNCEMENT

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

2012

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

- ▶ **29 March**, Thursday, for the issue of Thursday **5 April 2012**
- ▶ **4 April**, Wednesday, for the issue of Friday **13 April 2012**
- ▶ **19 April**, Thursday, for the issue of Thursday **26 April 2012**
- ▶ **25 April**, Wednesday, for the issue of Friday **4 May 2012**
- ▶ **2 August**, Thursday, for the issue of Friday **10 August 2012**
- ▶ **20 September**, Thursday, for the issue of Friday **28 September 2012**
- ▶ **13 December**, Thursday, for the issue of Friday **21 December 2012**
- ▶ **18 December**, Tuesday, for the issue of Friday **28 December 2012**
- ▶ **21 December**, Friday, for the issue of Friday **4 January 2013**

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

2012

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

- ▶ **29 Maart**, Donderdag, vir die uitgawe van Donderdag **5 April 2012**
- ▶ **4 April**, Woensdag, vir die uitgawe van Vrydag **13 April 2012**
- ▶ **19 April**, Donderdag, vir die uitgawe van Donderdag **26 April 2012**
- ▶ **25 April**, Woensdag, vir die uitgawe van Vrydag **4 Mei 2012**
- ▶ **2 Augustus**, Donderdag, vir die uitgawe van Vrydag **10 Augustus 2012**
- ▶ **20 September**, Donderdag, vir die uitgawe van Vrydag **28 Desember 2012**
- ▶ **13 Desember**, Donderdag, vir die uitgawe van Vrydag **21 Desember 2012**
- ▶ **18 Desember**, Dinsdag, vir die uitgawe van Vrydag **28 Desember 2012**
- ▶ **21 Desember**, Vrydag, vir die uitgawe van Vrydag **4 Januarie 2013**

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 kopie drie kalenderweke voor publikasie ingedien word

PROCLAMATION*by the**President of the Republic of South Africa*

No. 38, 2012

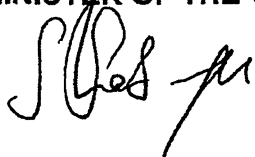
81/172488

(Z 19E)

COMMENCEMENT OF THE GEOSCIENCE AMENDMENT ACT, 2010 (ACT NO. 16 OF 2010).

In terms of section 27 of the Geoscience Amendment Act, 2010 (Act No. 16 of 2010), I hereby fix the **1st of July 2012** as the date on which the said Act shall come into operation with the exception of section 4 (c), (eA) and (f), section 5 (b) and section 8.

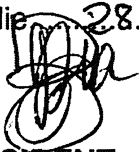
Given under my Hand and the Seal of the Republic of South Africa at Pretoria on this 28 day of May..... Two Thousand and Twelve.

**PRESIDENT****By Order of the President –in-Cabinet****MINISTER OF THE CABINET**

PROKLAMASIE*van die**President van die Republiek van Suid-Afrika***No. 38, 2012****AANVANG VAN DIE GEOWETENSKAP WYSIGINGSWET, 2010 (WET 16 VAN 2010).**

In terme van artikel 27 van die Geowetenskap Wysigingswet, 2010 (Wet No 16 van 2010), het ek hiermee, deur middel van die meegaande proklamasie in Engels en Afrikaans, los die **1 Julie 2012** as die datum waarop die genoemde Wet in werking sal tree met die uitsondering van artikel 4 (c), (eA) en (f), artikel 5 (b) en artikel 8.

Gegee onder my Hand en Seel van die Republiek van Suid-Afrika te *Pretoria* op hierdie *28*..... dag van *Mei*!..... Tweeduisend en Twaalf.

**PRESIDENT**

Op las van die President-in-Kabinet.

**MINISTER VAN DIE KABINET**

GOVERNMENT NOTICES GOEWERMENSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES DEPARTEMENT VAN LANDBOU, BOSBOU EN VISSERYE

No. 454

15 June 2012

AGRICULTURAL PRODUCE AGENTS ACT, 1992 (ACT NO. 12 OF 1992)

DETERMINATION OF MAXIMUM FINE IN TERMS OF SECTION 26 (1)(bA) OF THE AGRICULTURAL PRODUCE AGENTS ACT, 1992 (AS AMENDED) TO BE IMPOSED ON ANY AGENT OR EMPLOYEE WHO HAS BEEN FOUND GUILTY OF IMPROPER CONDUCT IN TERMS OF SECTION 26 OF THE AGRICULTURAL PRODUCE AGENTS ACT, 1992 (AS AMENDED)

I, Tina Joemat-Pettersson, Minister of Agriculture, Forestry and Fisheries, acting under section 26(1)(bA) of the Agricultural Produce Agents Act, No. 12 of 1992 (as amended), hereby determine that the maximum fine to be imposed on an agent or employee found guilty of improper conduct in terms of Section 26 (1) of the Agricultural Produce Agents Act, 1992 is R100 000 (One Hundred Thousand Rand).


TINA JOEMAT-PETTERSSON,
Minister for Agriculture, Forestry and Fisheries.

**DEPARTMENT OF HIGHER EDUCATION AND TRAINING
DEPARTEMENT VAN HOËR ONDERWYS EN OPLEIDING****No. 452****15 June 2012****SKILLS DEVELOPMENT ACT, 1998 (ACT NO. 97 OF 1998)****Amendment Notice to Government Notice No. 316
published in Government Gazette No. 34202 of 8 April 2011****AMENDMENT OF THE APPOINTMENT OF SOME ACCOUNTING AUTHORITY MEMBERS FOR
THE CULTURE, ARTS, TOURISM, HOSPITALITY SPORTS EDUCATION AND AUTHORITY
(CATHSSETA)**

I, Bonginkosi Emmanuel Nzimande, MP, Minister of Higher Education and Training, hereby amend the table reflecting the CATHSSETA members' appointment in Government Notice No. 316 of Government Gazette No. 34202 of 8 April 2011.

The following members are appointed by amending the CATHSSETA table on page 5 of Government Notice No. 316 published in Government Gazette No. 34202 of 8 April 2011 through the substitutions of rows 6; 7; 9; 15 as follows:

6.	Sibongile Simelane Quntana	Department of Trade and Industry	Government
7.	Ntombise Mene	Sports Recreation South Africa	Government
9.	Glenn Ujebe Masokoane	Department of Arts and Culture	Government
15.	Thomas Mathiba	Department of Environmental Affairs	Government


DR BE NZIMANDE, MP**MINISTER OF HIGHER EDUCATION AND TRAINING**

No. 453

15 June 2012

SKILLS DEVELOPMENT ACT, 1998 (ACT NO. 97 OF 1998)

(Amendment Notice to Government Notice No. 316 published in Government Gazette No. 34202 of 8 April 2011)

REPLACEMENT OF ACCOUNTING AUTHORITY MEMBER FOR THE FOOD AND BEVERAGES SECTOR EDUCATION AND TRAINING AUTHORITY (FOODBEV-SETA)

I, Bonginkosi Emmanuel Nzimande, MP, Minister of Higher Education and Training, hereby amend the table reflecting the FOODBEV SETA member's appointment and replaced as published in Government Notice No. 316 published in Government Gazette No. 34202 of 8 April 2011.

The following member is appointed by amending the FOODBEV SETA table as published on page 08 row 8 of Government Notice No. 316 in Government Gazette No. 34202 of 8 April 2011:

Mr Lebona Tsotetsi	United National Breweries (SA) Pty Ltd	Organised Business
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DR BE NZIMANDE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

**DEPARTMENT OF HOME AFFAIRS
DEPARTEMENT VAN BINNELANDSE SAKE**

No. 455

15 June 2012

BIRTHS AND DEATHS REGISTRATION ACT, 1992, (ACT NO. 51 OF 1992) NOTICE OF RECTIFICATION

**ASSUMPTION OF ANOTHER SURNAME IN TERMS OF SECTION 26 OF THE BIRTHS AND DEATHS REGISTRATION ACT,
1992 (ACT NO. 51 OF 1992)**

Notice is hereby given of Government Gazette Notice No. **511** which, was published in Government Gazette No. **21197** dated **26 May 2000**, is hereby rectified to read as follows:

1. Gilbert Chabaemang – 670220 5805 083 – P O Box 3925, Mmabatho – *Morwe*

Notice is hereby given of Government Gazette Notice No **933** which, was published in Government Gazette No. **30355** dated **30 October 2007**, is hereby rectified to read as follows:

2. Muziwandile Sibusiso Msiza – 820129 5364 083 – P O Box 291447, Melville, 2019 – *Sibeko*

Notice is hereby given of Government Gazette Notice No. **745** which, was published in Government Gazette No. **31220** dated **11 July 2008**, is hereby rectified to read as follows:

3. John Fisha Makhuyani – 831006 5542 081 – 8782 Mogotihori Street, Atteridgeville West, 0008 – *Nong*

No. 456

15 June 2012

BIRTHS AND DEATHS REGISTRATION ACT, 1992, (ACT NO. 51 OF 1992) NOTICE OF RECTIFICATION**ASSUMPTION OF ANOTHER FORENAME IN TERMS OF SECTION 24 OF THE BIRTHS AND DEATHS REGISTRATION ACT, 1992 (ACT NO. 51 OF 1992)**

Notice is hereby given of Government Gazette Notice No.241 which, was published in Government Gazette No. 35173 dated 30 March 2012, is hereby rectified to read as follows:

1. Costa Alexandra Constandinou - 830420 1336 086 - Department of Home Affairs, Private Bag X9031, Cape Town, 8000 - *Alexandria*
2. Charla Shirley Nicol - 860201 6317 088 - 1A Stephen Road, Tokai, 7800 - *Charl David*
3. Brian Rodney Kuck - 721009 1117 083 - Department of Home Affairs, Private Bag X11, Wynberg, 7824 - *Bianca Rylee*
4. Martyn John Jaggard - 690209 0914 087 - 9 Fairdale Road, Diep River, Cape Town, 7800 - *Simone Cleo*

Notice is hereby given of Government Gazette Notice No.916 which, was published in Government Gazette No. 22691 dated 28 September 2002, is hereby rectified to read as follows:

5. Minyamani Mphephu Simango - 610610 0855 088 - 914 Phomolong, Tembisa, 1635 - *Mphephu Johannah*

Notice is hereby given of Government Gazette Notice No.814 which, was published in Government Gazette No. 27883 dated 12 August 2005, is hereby rectified to read as follows:

6. Siyabulela Hlakahlelana - 670117 5679 080 – P O Box 1, Appletiser, Grabouw, 7160 - *Siyabulela Maxwell*

Notice is hereby given of Government Gazette Notice No.814 which, was published in Government Gazette No. 27883 dated 12 August 2005, is hereby rectified to read as follows:

7. Mangaliso Matsoso - 750302 0459 083 - 124 Nineth Road, Kew, Johannesburg, 2090 - *Lerato Mangaliso*

No. 457

15 June 2012

**ALTERATION OF FORENAMES IN TERMS OF SECTION 24 OF THE BIRTHS AND DEATHS REGISTRATION ACT, 1992
(ACT NO. 51 OF 1992)**

The Director-General has authorized the following persons to assume the surname printed in *italics*:

1. Weshley Themba Xaba - 790505 5685 088 - Department of Home Affairs, Private Bag X01, Kempton Park, 1620 - *Weshley Morapedi*
2. Jessica Maree Allen - 830707 6887 182 - P O Box 469, Parrow, 7499 - *James Michael*
3. Meta Stewart - 750224 0208 080 - -NO ADDRESS, NO ADDRESS, NO ADDRESS, NO ADDRESS, - *Meta Altenburger*
4. Jeanne Hilda Terreblanche - 771107 034 082 - NO ADDRESS, NO ADDRESS, NO ADDRESS, NO ADDRESS, - *Jeanne Esselaar*
5. Lynn Hlengile Dube - 700107 0069 084 - -30 Oran Crescent, Oran Hill, Oranmore
6. Gallway, Ireland, - *Tanya Lynn Hlengile*
7. Edward Coleman - 601011 5081 088 - Chateau Kiri, 4014-11, Shimo Ochial, Shinjuku, Japan, - *Edward Dewar*
8. Isaac Sello Mataboge - 400117 5423 080 - Department of Home Affairs, Private Bag X3074, Rustenburg, 0300 - *Sello*
9. Simpiwe Sifo - 750118 5440 088 - 2406A Ndou Street, Emdeni Extension, Kwaxuma, Soweto, 1868 - *Ricardo Simpiwe*
10. Jenealle Siobhan Feltman - 890331 0113 086 - 44 Shortmarket Street, Newlands, 2092 - *Shafeeqa*
11. Clinton Shane Rosenberg - 700125 1074 085 - 86 Mayfield Village, Abott Road, Ottery, 7800 - *Jessica*
12. Nokwanda Bhatyo - 840513 0374 088 - 24 Ertjiehout Street, Delft South, Delft, 7100 - *Ayanda Nokwanda*
13. Zandile Kama - 860220 0401 086 - 28 Bower, Westridge, Mitchells Plain, - *Charmonay Kaylisha*
14. Mpilonhle Precious Maibuko - 830319 0350 082 - Department of Home Affairs, Private Bag X11264, Nelspruit, 1200 - *Tebogo Letta*
15. Raymond Fang - 641118 5807 081 - -119 Longehill Village, The Straight Street, Estate Extention 65, Lonehille, 2191 - *Xibo*
16. Calire Marry-Anne Robert - 670831 0077 085 - 56 Wilkes Road, Salt rock, - *Claire Mary-Anne*
17. Nolizwe CharlotteMnto - 851010 1852 085 - 1587 White City, Hermanus, 7200 - *Nolizwe Charlotte Nosakhe*
18. Adam Britz - 650620 1369 089 - 30 Duckpond Village, Altina Street, Strand, - *Adele*
19. Hulisani Albertina ramalamula - 930916 0920 084 - NO ADDRESS, NO ADDRESS, NO ADDRESS, NO ADDRESS, NO ADDRESS - *Hulisani Victoria*
20. Juliet Selonwa - 660526 0303 086 - 235 Kritzinger Street, Meyerspark, 0184 - *Juliet Mamoko*
21. Thibe Johannes Ramushu - 771010 5949 082 - 25 Lombaar Avenue, Olifantsfontein, 1665 - *Thibe*

-
22. Jessica Maree Allen - 830707 6887 182 - P O Box 469, Parrow, 7499 - *James Michael*
 23. Charla Shirley Nicol 860201 6317 088 - 1A Stephen Road, Tokai, 7800 - *Charl David*
 24. Phine Lundie - 850301 0234 081 - 11 Bellcanto Street, Bellville, 7530 - *Philné*
 25. Martyn John Jaggard - 690209 5069 085 - 9 Fairdale Road, Diep River, Cape Town, 7800 - *Simone Cleo*
 26. Rasheeka Hussain - 730317 5272 080 - -38 Rustfern Sqaure, Redfern, Phoenix, 4068 - *Taslim*
 27. Christopher Ryan Johnson - 740916 1416 082 - 4 Halyard Road, Blouberg Sands, Cape Town, 7441 - *Kailyn Paige*
 28. Claudia Da Assuncao Matias Kyritsis - 721211 0221 086 - 22 Schoonspruit, Boardwakk, Fearie Glen, 0043 - *Claudia Matias*
 29. Phullis Ruth Knoetze - 731226 5945 081 - 58 Victoria Road, Rosettenville, 2190 - *Phil Matthew*
 30. Mugeyo Jack Ngenda - 741008 6009 184 - NO ADDRESS, NO ADDRESS, NO ADDRESS, NO ADDRESS - *Jacques Mugeyo*
 31. Costa Alexandra Constandinou - 830420 1336 086 - Department of Home Affairs, Private Bag X9031, Cape Town, 8000 - *Alexander*
 32. Bryan Rodney Kuck - 721009 1117 083 - Department of Home Affairs, Private Bag X11, Wynberg, 7824 - *Bianca Rylee*

No. 458

15 June 2012

BIRTHS AND DEATHS REGISTRATION ACT, 1992, (ACT NO. 51 OF 1992) NOTICE OF RECTIFICATION**ASSUMPTION OF ANOTHER FORENAME IN TERMS OF SECTION 24 OF THE BIRTHS AND DEATHS REGISTRATION ACT, 1992 (ACT NO. 51 OF 1992)**

Notice is hereby given of Government Gazette Notice No. **241** which, was published in Government Gazette No. **35173** dated **30 March 2012**, is hereby rectified to read as follows:

1. Costa Alexandra Constandinou - 830420 1336 086 - Department of Home Affairs, Private Bag X9031, Cape Town, 8000 - *Alexandria*
2. Charla Shirley Nicol - 860201 6317 088 - 1A Stephen Road, Tokai, 7800 - *Charl David*
3. Brian Rodney Kuck - 721009 1117 083 - Department of Home Affairs, Private Bag X11, Wynberg, 7824 - *Bianca Rylee*
4. Martyn John Jaggard - 690209 0914 087 - 9 Fairdale Road, Diep River, Cape Town, 7800 - *Simone Cleo*

Notice is hereby given of Government Gazette Notice No. **916** which, was published in Government Gazette No. **22691** dated **28 September 2002**, is hereby rectified to read as follows:

5. Minyamani Mphephu Simango - 610610 0855 088 - 914 Phomolong, Tembisa, 1635 - *Mphephu Johannah*

Notice is hereby given of Government Gazette Notice No. **814** which, was published in Government Gazette No. **27883** dated **12 August 2005**, is hereby rectified to read as follows:

6. Siyabulela Hlakahlelana - 670117 5679 080 – P O Box 1, Appletiser, Grabouw, 7160 - *Siyabulela Maxwell*

No. 459

15 June 2012

ALTERATION OF FORENAMES IN TERMS OF SECTION 26 OF THE BIRTHS AND DEATHS REGISTRATION ACT, 1992 (ACT NO. 51 OF 1992)

The Director-General has authorized the following persons to assume the forename printed in *italics*:

1. Mack Moela - 540204 5421 081 - 1350 Masuku Street, RITHABISENG, 1026 - *Mack Kalaši*
2. Bathi Netty Kwetsi - 800913 0628 087 - P O Box 357, TSEOGGE, 8617 - *Kesego Netty*
3. Tinny Benficient Cajee - 850503 1118 086 - 14 B Champa Road, Kempville, PIET RETIEF, 2380 - *Rashida Tiny Benficient*
4. Magnus Kleynhans - 860630 5123 081 - 12 Lyster Avenue, PARYS, 9585 - *Magnus Ruben*
5. Friedel Yedidiyah Sharai Meyer - 820706 0067 082 - No 4 Pumula Terrece, WARTBURG, 3233 - *Friedel*
6. Heinrich Ronald Kennel - 840921 5089 082 - 20 Napoleon Street, Saxon
7. Sea, NTLANTIS, 7349 - *Hashim*
8. Minawathie Chetty - 801226 0219 081 - 34 Queenspark Crescent, SHASTRI PARK, 4068 - *Sarika*
9. Timothy Abe Bailey - 880427 5098 082 - 25 St Michel Courts, Hemyock Road, PLULMSTEAD, 7800 - *Tauriq*
10. Jacqueline Adams - 820704 0079 082 - 45 Robbert Dennis Street, Pellsrus, JEFFREYS BAY, 6330 - *Aisha*
11. Veronica Catharina Susanna Bates - 800714 0113 082 - 245 Outeniqua Avenue, Waterloo Heights, PRETORIA, 0182 - *Veronica Vicky*
12. Eileen Kathleen Abrahams - 800423 0066 080 - 41 Flute Street, STEENBERG, 7945 - *Ilhaam*
13. Yvonne Mohamed - 800314 0229 085 - 100 Avoca Hills Drive, Avoca Hills, DURBAN NORTH, 4051 - *Tasmeera*
14. Mohnee Chanderalall - 800107 0096 086 - 24 Jasper Hill, Halfway Gardens, MIDRAND, 1585 - *Mohini*
15. Sasha Stroebel - 830429 0103 082 - 10 Stellenbosch, 44 Natalie Street, MURRAYFIELD, 0184 - *Sasha De Beer*
16. Judy Davids - 830524 0275 086 - 26 Manlyn Walk, HANOVER PARK, 7764 - *Mushfeekah*
17. Fiona Edwina Speak - 830607 0223 089 - 113 Cradock Road, STEENBERG, 7945 - *Fa'eeqah*
18. Heinrich Alfonzo Hofstander - 811118 5111 082 - 108 Paulsberg, New Tafelsig, MITCHELLS PLAIN, 7785 - *Abdul Aziz*
19. Andra Nel - 870313 0084 081 - P O Box 1910, PARYS, 9585 - *Andra Ferreira*
20. Kurt Vaughan Henkel - 870210 5355 088 - 122 Thornton Road, ATHLONE, 7764 - *Kiyaam*
21. Angeline Magrietha Jones - 680503 0187 088 - 912 Disa Avenue, Bonitapark, HARTSWATER, 8570 - *Angeline Yvonne Magrietha*
22. Katie Johanna Josephine Hendricks - 320813 0045 087 - 21 Glen Cairn Street, Coronation, JOHANNESBURG, 2093 - *Kulsum*
23. Ryno Grobler - 681014 5052 086 - 68 Vos Street, Rensburg, HEIDELBERG, 1441 - *Ryno Douglas*
24. Pauline Ann Giraud - 420527 0124 085 - 30 Prinsloo Street, Arcadia, PORT ELIZABETH, 6000 - *Zoewayba*
25. Riyashini Summad - 861226 0178 086 - 362 Cinnmon Street, Laudium, PRETORIA, 0037 - *Rehana*
26. Sean Reginald Johnstone - 861115 5171 081 - 44 Joubert Road, Vasco Estate, GOODWOOD, 7460 - *Rushan*

27. Moegamat Shubahn Bassier - 860918 5104 080 - 17 Akkusib Court, Heideveld Road, HELDEVELD, 7764 - *Moegamat Shabaan*
28. Ruwelda Carla Gallie - 860911 0116 084 - 101 Gembok Street, Kleinvlei, EERSTERIVER, 7100 - *Ruwaydah*
29. Elsa Denise Schaff - 740902 0244 089 - 40 Domba Street, Klein Drakenstein, PAARL, 7646 - *Ilsa Denise*
30. Clive Theron - 730625 5247 086 - 27 Tees Road, MANENBERG, 7764 - *Quasiem*
31. Parmasivan Gopaul Govender - 671106 5112 084 - 9 Segal Road Halfway House, MIDRAND, 1685 - *Dion Parmasivan Gopaul*
32. Mogesveran Reddy - 650510 5211 082 - 25 1st Avenue, Woodlands, SIMON'S TOWN, 7975 - *Kevin Mogesveran*
33. Marianne Ervin - 620423 0221 089 - 1294 Villa Quattro Duff Street, CRAIGAVON, 2194 - *Marion June*
34. Jumnadas Rampersad - 601220 5137 085 - 88 Bank Terrace, HOWARDENE, 4001 - *Jim Jumnadas*
35. Shakirah Callaghan - 600928 0290 086 - 4 Kingfisher Street, Atlantic Heights, OCEAN VIEW, 7975 - *Sophia*
36. Poorandas Bassdev - 600826 5146 081 - P O Box 248, PORT SHEPSTONE, 1240 - *Dawood*
37. Hilton Esmond Williams - 600718 5207 080 - 52 Mandoosa Street, Voorbrug, DELFT, 7100 - *Hashiem*
38. Natalie Lorraine - 720125 0260 087 - 4 Cherry Lane, Astridge, MITCHELLS PLAIN, 7785 - *A'ieshah*
39. Jason Seat - 661104 5210 083 - 23 Olifantshoek Street, Fafelsig, MITCHELLS PLAIN, 7785 - *Ikeram*
40. Nontsikelelo Dipa Hliso - 751104 0535 089 - 3196 Letalila Street, Xola Naledi, GRABOUW, 7160 - *Nontsikelelo Cynthia*
41. Ndumiso Njobeni - 920505 6259 084 - Corner Sutherland & Delvil Road, MTHATHA, 5099 - *Ndumiso Ihsaan*
42. Ezeria Mooketsi - 890413 6248 080 - 385a Mokwerekwere Street, Zone 1, MEADOWLANDS, 1852 - *Ezeria Matheko*
43. Mtso Unite Mfhele - 930611 6299 084 - Nunzimbini Area, LUSIKISIKI, 4820 - *Zusiphe*
44. Lisbeth Lebusa - 891010 0295 080 - 551035 Zone 3, SEBOKENG, 1983 - *Mannini Lisbeth*
45. Tshekisho Othibeng - 781203 5343 087 - No 61, BATLHAROS, 8476 - *Dust*
46. Mthuthuzeli Tshaka - 870301 0706 084 - 3327 Zone 9, ZWELITSHA, 5608 - *Nomphele*
47. Favourite Nomagcisa Sikweqe - 560426 0800 085 - P O Box 629, AMSTERDAM, 2375 - *Favourite Faith Nomagcisa*
48. Grace Chayisile Ndlovu - 560529 0583 088 - P O Box 23109, PORT SHEPSTONE, 4240 - *Grace Sibongile*
49. Phateka Lajoboda - 861122 1089 085 - 11 Angelier Street, Homelake, RANDFONTEIN, 1759 - *Phateka Ahlumile*
50. Megan Eyssen - 910422 0342 084 - 11 Drury Court, LAVENDER HILL, 7945 - *Moeneeba*
51. Zekiel Mamela Matlou - 410101 6425 086 - 7667 Tau Street, HAMMANSKRAAL, 0400 - *Malose Ezekiel*
52. Nicholene Davids - 800809 0166 088 - A Seafire Road, Rocklands, MITCHELLS PLAIN, 7785 - *Aqeelah*
53. Anisha Umichand - 830915 0133 087 - 82 The Fields, 39 Perth Road, Buccleuch, JOHANNES, 2090 - *Anisha Naidoo*
54. Fredrik Hendrik Geysler - 850907 5151 086 - Sif Hoenders Plaas, MOOKGOPHONG, 0560 - *Eben*
55. Levania Kader - 830512 0043 083 - 9 Shelly Street, Ridgeway, JOHANNESBURG, 2091 - *Layyha*
56. Rani Ismail - 670616 0686 081 - 4399 Naickers Farm, Welbedacht East, CHATSWORTH, 4092 - *Nafisa*

57. Shabeer Singh - 661028 5026 084 - P O Box 14189, LAUDIUM, 0037 - *Shabeer Kader Karam*
58. Jacqueline Mc Mahon - 640830 0232 088 - 114 Magda Street, Kalkfontein, KUILS RIVER, 7380 - *Jacqueline Alexander*
59. Lorenzo Van Wyk - 740606 5114 086 - 165 Madeiraadrive, Costa Da Gama, MUIZENBERG, 7945 - *Lorenzo Andrew*
60. Matakobo Ramaota - 920323 1260 085 - 8933 Phase 2, FREEDOM PARK, 0308 - *Majakobo Cecelia*
61. Moroamampshe Armstrong Maja - 900530 6013 087 - P O Box 7146, GA MAJA, 0719 - *Morwamampshe Patrick*
62. Qhingaiendoda Dumisani Mthethwa - 680411 5453 085 - P O Box 77907, EMPANGENI, 3880 - *Qhinga Dumisani*
63. Mieta Rosetta Alwie - 621022 0258 080 - 18 Vygje Crescent, Roosendal, DELFT, 7100 - *Mureedah Shareefah*
64. Ielhaam Jacobs - 740922 0139 089 - 1 Mispel Road, Protea Heights, BRACKENFELL, 7560 - *Lana Sara*
65. Mahasele Mahasele - 410602 5507 089 - Kwamakhutha Area, AMANZIMTOTI, 4126 - *Pakiss*
66. Mirriam Moloi - 600324 0295 087 - 41-6th Avenue, Fordeville, ESTCOURT, 3310 - *Tselane Mirriam*
67. Gcibelo Luvuno - 881203 1198 088 - P O Box 338, DUNDONALD, 2336 - *Nomgcibelo Wilsinah*
68. Nomfundo Pearl Nhleko - 920516 0788 085 - 34 Minors Street, YEOVILLE, 2198 - *Lois*
69. Linnet Mulugo - 910925 6398 082 - Mangiwasi, WESENGANI, 0952 - *Mpho*
70. Notutu Cynthia Mtsolongo - 630622 0896 083 - 50 Canary Crescent, West Drive, KING WILLIAMS TOWN, 5600 - *Noxolo Notutu Cynthia*
71. Richard Magwaza - 630322 5643 081 - Demat Area, KLAARWATER, 3609 - *Thulani Richard*
72. Thozama Gushuza - 891206 1172 084 - 63 Spanel Street, Blybank, CARLETONVILLE, 2499 - *Thozama Nowongile*
73. Mpho Alfred Molelekoa - 841220 6229 089 - 406 Tshepo Section, TEMBISA, 1632 - *Patric Dancun*
74. Renjun Li - 591218 5865 087 - 17 Denchworth Road, ATHLONE, 7764 - *Moghamad Yaseen*
75. Juwawa Johannes Sithole - 860715 5917 085 - 10719 George Carrie, VREDENBURG, 7280 - *Thabiso Johannes*
76. Refiloe Mthembu - 911020 1178 082 - P O Box 695, EKANGALA, 1021 - *Refiloe Ntombenhle Busisiwe*
77. Mkhuku Paulus Mzizi - 560901 5804 084 - 4611 Mpangeni Street, Zone 12, SEBOKENG, 1985 - *Mkhulu*
78. Fakier Omar - 830104 5185 083 - 43 Mina Plaze, Acaciavale, LADYSMITH, 3370 - *Muneer Wochie*
79. Donatus Kwenzokwakhe Mhlambo - 720826 5612 087 - 01614 Mshozi, NGCOLOSI RESERVE, 3650 - *Kwenza*
80. Santile Bernet Makhaya - 890131 5352 089 - 1451 Ipopeng, FAURESMITH, 9978 - *Zandile Bennet*
81. Thekisho Alfred Mohlala - 720625 5855 088 - P O Box 488, MOTETEMA, 0473 - *Sebatane Alfred*
82. Lucas Joubert - 740104 5281 089 - 462 Kgotso Street, Tsakane, BRAKPAN, 1550 - *Lucas Doctor*
83. Torn Psi Dwyer - 730804 5213 089 - Lot 1104 Vitzoek, MANDERSTON, 3760 - *Taun Psi Jake Bella Jensen*
84. Elizabeth Kokong - 881214 0390 089 - 295 Zone 10, Extension 2, SEBOKENG, 1983 - *Elizabeth Jwalane*
85. Sthembile Dlungele - 911204 0915 088 - Qoloqolo Area, UMZINTO, 4200 - *Sthembile Nqobile*
86. Marry Annet Sibambo - 920303 1029 086 - 7246 Extension 5, SWANEVILLE, 1754 - *Marry Annet Anele*

87. Rebecca Molefe - 850210 0830 089 - 1220 Khumalo Street, HEILBRON, 9650 - *Malekhotla Rebecca*
88. Anna Moteno - 850427 0447 082 - 2032 Kanana, TEMBA, 0400 - *Basetsana Anna*
89. Thelma Basadi Motete - 821208 0731 089 - House 1119, ATAMELANG, 2732 - *Thelma Basadi Lerato*
90. Mmakgaisano Gaogakololwe Maria Mokoma - 750222 0873 085 - P O Box 60, ATAMELANG, 2732 - *Mmakgaisano Maria*
91. Jaynthee Chetty - 840623 0119 084 - 61 Kylemore Close, STANMORE, 4068 - *Stephanie*
92. Jacoleen Carelse - 841001 0055 088 - 80 Loganberry Street, BONTEHEUWEL, 7764 - *Sumayah*
93. Chaslin Terence Kallis - 871226 5106 080 - 7 Francis Court, Ocean View, CAPE TOWN, 7975 - *Rafiq*
94. Wayne Ashley Daniell - 850731 5366 084 - 28 Elbestreet, Duinefontein, MANENBERG, 7764 - *Abdul Waghied*
95. Sharlene Abubaker - 840914 0164 083 - 98 Tumcroft Road, GREYVILLE, 4068 - *Shazia*
96. Alain David Julius Human - 870601 5178 084 - 128 Voorburg Road, Voorbrug, DELFT, 7100 - *Ameer*
97. Seema Surendra Mistry - 760912 0125 084 - 333 Mink Street, LAUDIUM, 0037 - *Seema S J*
98. Jayalutchmee Khan - 761220 0159 080 - 67 Broad Street, 306 Oty Heights, DURBAN, 4001 - *Sadia*
99. Lindsay Leigh Abrahams - 790121 0051 084 - 1 Wenlock Street, Sarepta, KUILSRIVER, 7580 - *Imaan*
100. Motdalepula Joyce Mokgoje - 580720 1014 084 - 2592 Rammekwa Street, KHUMA, 2551 - *Mmotdalepula Joyce*
101. Mirriam Mandisa Maans - 710814 0614 086 - 41 Waterberry Crescent, Greenlans, BELLVILLE SOUTH, 7530 - *Mirriam Maddy*
102. Oupa Daniel Moreroa - 920126 5450 085 - 7681 Extension 8, MODIMOLLE, 0510 - *Klaas Ramokgoma*
103. Thandazile Phakati - 890724 0364 081 - Elandskop Location, PIETERMARITZBURG, 3200 - *Thandazile Londiwe*
104. Vusumzi Memani - 740510 5818 086 - 43475 Phase 3, Slenery Park, EAST LONDON, 5253 - *Vusi Michael*
105. Percy Mzwardile Zondi Mpotsang - 671119 5485 087 - 5 Shell Road, Verwoerdpark, KIMBERLEY, 8301 - *Percy Mzwardile*
106. Jakob Daniel Nel - 781010 5176 080 - 23 Rose Street, PACALTSDORP, 6529 - *Daniel Jakobus*
107. Lynette Eva Lombard - 781018 0044 088 - 44 Kitchener Road, WOODSTOCK, 7925 - *Nadeema*
108. Olga Davids - 781102 0197 086 - 96 Dorper Way, Westridge, MITCHELLS PLAIN, 7798 - *Tara*
109. A'isha Samueleen Silvana Bezuidenhoud - 781229 0139 089 - 30 Aalwyn Avenue, Ashbury, MONTAGU, 6720 - *Samueleen Silvana*
110. Lizette Roberta Adams - 761120 0090 089 - 12 Primrose Street, Newfields Village, HANOVER PARK, 7764 - *Labeekah*
111. Andries Burger - 761217 5049 084 - P O Box 2429, BELLVILLE, 7535 - *Andre*
112. Zeemat Dawood Adam - 820628 0209 086 - P O Box 13338, LAKEFIELD, 1525 - *Zeenat Dawood Salejee*
113. Llewellyn Johnson - 761015 5206 088 - 80 Lifantsoog Street, Tafelsig, MITCHELLS PLAIN, 7785 - *Abdul Aziz*
114. Faranaaz Coertzee - 760916 0193 083 - Postnet Suit 533, Private Bag X033, RIVONIA, 2128 - *Faye*

115. Bhavendharen Mahashakthie Pillay - 761125 5137 082 - 36 Hawk Street, Kharwastan, DURBAN, 4092 - *Bhavanaanda Mohiniekrishna*
116. Kelahhegile Molefe - 890916 1320 084 - 2981 Brown Gaboutlwelwe, Huhudi Location, VRYBURG, 8601 - *Keatlegile Precious*
117. Rene Sabisa - 910422 1108 088 - P O Box 616, DANNHAUSER, 3080 - *Lydia René Ruth*
118. Novaziphala Elizabeth Ncham - 670103 0199 084 - 14905 Elizabeth Street, Kraaifontein, BLOEKOMBOS, 7570 - *Queen Elizabeth*
119. Sulaymaan Davids - 760117 5121 084 - 1 Mopanie Street, Eastridge, MITCHELLS PLAIN, 7785 - *Gavin Vincent*
120. Nonkululeko Dlamini - 891111 1173 084 - H586 Umlazi Township, UMLAZI, 4031 - *Mbali Nonkululeko*
121. Nkholo Andrew Gama - 640805 5556 087 - 1708 Ghana Street, MAHWELERENG, 0600 - *Nkholo*
122. Jan William Makola - 831004 6158 080 - P O Box 878, LYDENBURG, 1120 - *Kulu William*
123. Loffie Spiers - 930119 5219 086 - 18 Daisy Street, DARLING, 7345 - *Jerome*
124. Winnifred Memani - 500204 0808 082 - 4140 Nu 2, MDANTSANE, 5219 - *Winnifred Ntombizodwa*
125. Siyamdumisa Guda - 930616 5464 084 - 33201 Khokheza Street, KHAYELITSHA, 7784 - *Siyamzukisa*
126. Tumelo Mamogobo - 930503 5781 081 - Stand No 1120, Leeufontein, MOGANYAKA, 0489 - *Tumelo Lawrence*
127. Dolly Mahlako Choenyana - 920420 0704 087 - Stand No 5220, Extension 10, WITBANK, 1039 - *Dolly Mmagomakgalemane*
128. Philani Muziwandile Manyoni - 910808 5850 081 - Private Bag X 5014, HLABISA, 3937 - *Philani Sandile*
129. Ouma Linah Motsamai - 721207 0507 086 - P O Box 9119, VERWOERD PARK, 1453 - *Lesego Ouma Linah*
130. Ntsundeni Magoro - 580102 0342 081 - P O Box 336, VUWANI, 0952 - *Ntsundeni Maria*
131. Doctor Pastor Success Khuzwayo - 490713 5180 083 - 1150 Hlophe Street, Zone1, DIEPKLOOF, 1868 - *Doctor Pastor Wordsmith Success*
132. Mpule Annah Moshaoa - 800125 0335 080 - P O Box 62001, KAREN PARK, 0118 - *Mpule Annah Lerato*
133. Ditsepu Sabie Mokwena - 800928 5539 089 - P O Box 126, LEBOWAKGOMO, 0737 - *Sabie*
134. Moreng Piet Malinga - 820401 5985 088 - 22027 Witdam, Galeshewe, KIMBERLEY, 7345 - *Piet Tebogo*
135. Desiree Boipelo Tshoke - 890430 0518 086 - 918 Block D D, SOSHANGUVE, 0152 - *Fredah Desiree Boipelo*
136. Mabu Clementine Lelisa - 880623 1041 080 - Mokopane Hospital, Private Bag X2466, MOKOPANE, 0600 - *Mamolemo Mabu Clementine*
137. Galetwaelwe Bridgett Maroku - 860204 1047 080 - 20874 Molotsane Street, Rocklands, BLOEMFONTEIN, 9323 - *Galetwaelwe Bridgett Thato*
138. Kuku Helda Masilela - 910420 0889 088 - 1322 Kwaphaahla, MDUTJANA, 0472 - *Hilda Gugu*
139. Johannah Grace Ngobeni - 840101 1433 085 - P O Box 546, GIYANI, 0826 - *Phindhani Johannah*
140. Auriël Simoné April - 921013 0195 080 - 699 Nerinaa Avenue, Bridgton, OUDTSHOORN, 6625 - *Petro-Dean Auriël Simoné*
141. Norma Jinoo - 900505 1009 082 - 5 Viljoen Crescent, Tafelsig, MITCHELLS PLAIN, 7985 - *Nishaad*

142. Ally Gibeni - 890207 6262 087 - P O Box 52533, MTHATHA, 5099 - *Yandisa*
143. Betty Mahlangu - 841222 0476 088 - 1387 Vusumuzi Section, TEMBISA, 1632 - *Beauty Betty*
144. Nkhangweleni Nengwenani - 840801 5872 085 - P O Box 2572, SIBASA, 0970 - *Nkhangweleni Duncan*
145. Linda Malindi - 890729 5259 087 - 1505 Sofasonke Street, ORLANDO EAST, 1804 - *Thembinkosi Linda*
146. Siyamamkela Dolly Swana - 920427 0718 082 - Cicile Essau Residence A111, University Western Cape, BELLVILLE, 7530 - *Khanya Siyamamkela*
147. Zukile Magutywa - 750720 5559 088 - 276 Sigcawu Stree, Walmer, PORT ELIZABETH, 6070 - *Zukile Zuko=Draj*
148. Ntombikayise Amanda Masoenyane - 830226 1084 083 - 3129 Kgase Section, PHOKENG, 0335 - *Makatlheho Amanda*
149. Fikelephi Precious Mdanda - 810930 0018 083 - 1309 Ohlange, INANDA, 4310 - *Zandile Prudence*
150. Lefa Albert Radebe - 920806 5318 081 - 113 – 16th Avenue, ALEXANDRA, 2090 - *Thembinkosi Albert*
151. Ramalumofred Khunou - 920717 5756 081 - E111 Kgamakwe Section, PHOTSANENG, 0311 - *Marumo Fred*
152. Nkhule Stevens Ditinti - 930423 5897 086 - 868 Maropeng Section, Makapanstad, TEMBA, 0404 - *Nkhule Stevens Amogelang*
153. Mbuzi Ndwandwe - 920414 6042 089 - P O Box 588, MAHLABATHINI, 3865 - *Vuyo Sthembele Mbusi*
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**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. 451

15 June 2012

**EMPLOYMENT EQUITY ACT, 1998 (ACT NO. 55 OF 1998)
Code of Good Practice on HIV and AIDS and the World of Work**

I, Mildred Nelisiwe Oliphant, Minister of Labour, hereby give notice that the Code of Good Practice on HIV and AIDS and the World of Work set out in this schedule is issued on the advice of the Commission for Employment Equity in terms of Section 54 (1)(a) of the Employment Equity Act, 1998 (Act No. 55 of 1998).


MN OLIPHANT
MINISTER OF LABOUR

23/04/2012

Department of Labour
Employment Equity Act, No. 55 of 1998

**South African
Code of Good Practice on HIV and AIDS
and the World of Work**

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PREAMBLE

HIV and AIDS continue to negatively impact on the livelihoods of millions of persons living with or affected by the epidemic in South Africa. Within the world of work, HIV and AIDS impact severely on productivity as a consequence of ill health resulting in increased absenteeism, low morale, and increased staff turnover due to early deaths and possibly a change in markets and demands for services.

In 2000, South Africa published a Code of Good Practice on Key Aspects of HIV and AIDS and Employment (the Code) in line with the Employment Equity Act. The Code's primary objective was to guide employers, workers and trade unions to develop and implement HIV and AIDS workplace policies and programmes. The Code was intended to protect and promote mutual respect, dignity and the workers' rights through the elimination of unfair discrimination against people living with or affected by HIV and AIDS.

This Code has been utilised and referred to extensively in the development and implementation of HIV and AIDS workplace *Policies* and Programmes. It has also been taken into account in some of the judgments by the Courts in cases of unfair discrimination in relation to HIV.

Subsequent to the adoption of the International Labour Organization (ILO) Recommendation concerning HIV and AIDS and the World of Work, 2010 (No.200), South Africa as a member state took a decision to review its Code and align it to the ILO Recommendation. The revised Code seeks to assist employers, workers and their organizations in developing appropriate responses in order to manage HIV and AIDS, TB and STIs in the world of work within the framework of decent work in both the formal and informal sectors and in the public and the private sectors.

In line with the ILO Recommendation No.200, this Code provides for further emphasis on the fundamental human rights of all workers, including the principle of gender equality and the broadening of the scope to cover all those involved in the world of work.

1. DEFINITIONS

In this Code, unless the context indicates otherwise:

- "Affected Persons"** : means persons whose lives are changed by HIV and AIDS owing to the broader impact of the pandemic;
- "AIDS"** : means Acquired Immunodeficiency Syndrome which results from advanced stages of HIV infection and is characterized by opportunistic infections or HIV-related cancers, or both;
- "CCMA"** : means the Commission for Conciliation, Mediation and Arbitration;

- “Confidentiality”** : means the right of every person, worker, job applicant, jobseekers, interns, apprentices, volunteers and laid-off and suspended workers to have their information, including medical records and HIV status kept private;
- “Counseling”** : means a confidential interactive session between a professional and a client aimed to explore and identify the risks of the client to HIV and AIDS;
- “EAP”** : means Employee Assistance Programme offered by many employers which is intended to help workers deal with personal problems that might adversely impact their work performance, health, and well-being;
- “the Act”** : means the Employment Equity Act, 1998 (Act No. 55 of 1998);
- “HIV”** : means the Human Immunodeficiency Virus, a virus that weakens the human immune system;
- “Informed consent”** : means a process of obtaining consent from a patient/worker to ensure that the person fully understands the nature, implications and future consequences of the HIV test before such person consents to take the test;
- “PLHIV”** : means persons living with HIV;
- “Post Exposure Prophylaxis”** : means antiretroviral, including medicines that are taken after exposure or possible exposure to HIV. The exposure may be occupational, as in a needle stick injury, or non-occupational, as in unprotected sex with a person with HIV infection. The latter is sometimes referred to as Non Occupational-Post Exposure Prophylaxis;
- “Reasonable Accommodation”** : means any modification or adjustment to a job or to the working environment that enables a person living with HIV and AIDS to have access to or participate or advance in employment;
- “STIs”** : means Sexually Transmitted Infections which are spread by the transfer of organism from person to person during sexual contact e.g. syphilis;
- “Stigma”** : means the social mark which, when associated with a person, usually causes marginalisation or presents an obstacle to the full enjoyment of social life by the person living with or affected by HIV and AIDS;
- “TB”** : means tuberculosis which is an infectious disease characterised by the growth of nodules (tubercles) in the tissues, especially the lungs. Tuberculosis is more common in persons with immune system problems such as HIV and AIDS;

“Unfair

Discrimination” : means any distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;

“VCT”

: means Voluntary Counseling and Testing, which provides the opportunity for the client to confidentially explore and understand his or her HIV risks and to learn his or her HIV status with the support of a counselor;

“Vulnerability”

: means the unequal opportunities, social exclusion, unemployment or precarious employment, resulting from the social, cultural, political and economic factors that make a person more susceptible to HIV infection and to developing AIDS;

“Worker”

: means any person working under any form or arrangement;

“Workplace”

: means any place where workers work;

“World of

Work” : means a working environment in which persons are in some way or another associated with and also includes persons as reflected in Clause 4 of this Code.

2. INTRODUCTION

- 2.1 HIV and AIDS are a serious public health challenge which has socio economic, employment and human rights implications.
- 2.2 HIV poses a significant obstacle to the attainment of decent work and sustainable development. It has led to the loss of the livelihoods of millions of persons living with or affected by HIV and AIDS. Its effects are concentrated among the most productive age groups and it imposes huge costs on enterprises through falling productivity, increased labour costs and the loss of skills and experience.
- 2.3 HIV and AIDS affect every workplace, with prolonged staff illness, absenteeism, and death, which impacts on productivity, employee benefits, occupational health and safety, production costs, workplace morale and escalating HIV associated with TB and STIs.
- 2.4 HIV thrives in an environment of poverty, rapid urbanisation, violence and destabilisation. Transmission is exacerbated by disparities in resources and patterns of migration from rural to urban areas. Women are particularly more vulnerable to infection in cultures and economic circumstances where they have limited sexual reproductive choices and rights.
- 2.5 Through this Code, the country commits to mitigate the impact of the epidemic in the world of work taking into account all relevant Conventions of the International Labour Organization, including Recommendation No. 200.
- 2.6 One of the most effective ways of reducing and managing the impact of HIV and AIDS in the workplace is through the implementation of workplace HIV and AIDS policies and programmes.

Addressing aspects of HIV and AIDS in the workplace will enable employers, workers and their organisations and government to actively contribute towards local, national and international efforts to prevent and control HIV and AIDS.

- 2.7 Every person should take personal responsibility in relation to HIV and AIDS to educate themselves, prevent transmission, seek available treatment and treat others with dignity and respect. All persons have the responsibility to support the achievement of the objectives of this Code.
- 2.8 Partnerships between government, employers, workers and their organisations and other relevant stakeholders are encouraged to ensure effective delivery of services and increased coverage.

3. OBJECTIVES OF THE CODE

The primary objective of this Code is to provide guidelines to assist employers, workers and their organisations to develop and implement comprehensive gender sensitive HIV and AIDS workplace policies and programmes. These policies and programmes must be developed within the framework of decent work in the formal and informal sectors in both the public and private sectors to:

- a) eliminate unfair discrimination and stigma in the workplace based on real or perceived HIV status, including dealing with HIV testing, confidentiality and disclosure;
- b) promote access to education, equitable employee benefits and employment protection;
- c) manage grievance procedures in relation to HIV and AIDS;
- d) create a safe and healthy working environment;
- e) promote appropriate and effective ways of managing HIV and AIDS and TB in the workplace; and
- f) give effect to the international and regional obligations of the Republic of South Africa on HIV and AIDS and TB in the world of work.

4. SCOPE OF THE CODE

This Code applies to:

- 4.1 All workers working under all forms or arrangements, and at all workplaces, including:
- a) persons in any employment or occupation;
 - b) those in training, including interns and apprentices;
 - c) volunteers;
 - d) jobseekers and job applicants; and
 - e) laid-off and suspended workers.
- 4.2 All sectors of economic activity, including the private and public sectors and the formal and informal economies.
- 4.3 Armed forces and uniformed services.

5. KEY PRINCIPLES

The guiding principles in this Code are based on International Conventions and Recommendations, The Constitution of the Republic of South Africa and national laws, which include:

5.1 Respect for human rights, fundamental freedoms and equality

The response to HIV and AIDS must be recognised as a contributing factor to the realization of human rights, dignity, fundamental freedoms, responsibility and equality for all, including workers and their dependants.

5.2 HIV and AIDS is a workplace issue

HIV and AIDS is a workplace issue and must be treated like any other serious illness or condition in the workplace. HIV and AIDS must be included among the essential elements of the national, provincial, local and sectoral response to the pandemic with full participation of all stakeholders.

5.3 Reduce HIV-related stigma and unfair discrimination and promote equality of opportunity and fair treatment

Elimination of unfair discrimination remains a key principle for protection of the rights of individuals. There must be no unfair discrimination against or stigmatisation of workers on the grounds of real or perceived HIV status. It is the responsibility of every worker and employer to eliminate unfair discrimination in the workplace.

5.4 Gender Equality

Women and girls are at greater risk and more vulnerable to HIV infection and are disproportionately affected by HIV compared to men as a result of gender inequality. Women's empowerment is a key factor in responding to HIV and AIDS and the world of work. Measures must be taken in the world of work to ensure gender equality, prevent violence and harassment, protect sexual and reproductive health and rights and involve men and women workers, regardless of their sexual orientation, in the HIV response.

5.5 The right to access and continuation of employment

Real or perceived HIV status is not a valid cause for termination of employment. Workers with HIV-related illness must not be denied the possibility of continuing to carry out their work unless proven medically unfit to do so. As with many other conditions, workers with HIV and AIDS must be reasonably accommodated and be able to work for as long as medically fit. Medical examination should be limited to the capacity of a worker to perform the task(s) of a particular job.

5.6 Prevention

Prevention of all modes of HIV transmission and TB is a fundamental priority for the country. In keeping with this principle the workplace must facilitate access to comprehensive information and education to reduce the risk of HIV transmission and HIV-TB co-infection and STI's.

5.7 Treatment, Care and Support

Treatment, care and support services on HIV and AIDS must be accessible to all workers and their dependants. All workers must have access to affordable health services, social security, insurance schemes or other employment-related benefits either through the employer, the State or non-governmental organisations. Programmes of care and support must include measures of reasonable accommodation in the workplace for persons living with HIV or HIV-related illnesses.

5.8 Social Dialogue/Consultations

Implementation of policies and programmes on HIV and AIDS should be based on cooperation and trust amongst government, employers and workers and their representatives. Employers and workers should engage in the design, implementation and evaluation of national and workplace programmes, with the active involvement of persons living with HIV and AIDS.

5.9 Occupational Health and Safety

The workplace must be safe and healthy for all workers, and they must benefit from programmes to prevent specific risks of occupational transmission of HIV and related transmissible diseases, such as TB, especially in jobs most at risk, including the health care sector.

5.10 Testing, Confidentiality and Disclosure

Workers and their dependants must enjoy protection of their privacy, including confidentiality relating to their own HIV status or that of their co-workers. Workers must not be required to undergo HIV testing or other forms of screening for HIV unless found to be justified by the Labour Court. The results of HIV testing must be confidential and not endanger access to jobs, tenure, job security or opportunities for advancement.

6. LEGAL FRAMEWORK

6.1 This Code must be read in conjunction with The Constitution of the Republic of South Africa, 1996 (Act, No. 108 of 1996) and all relevant legislation as amended, which includes:

- a) Basic Conditions of Employment Act, 1997 (Act No. 75 of 1997);
- b) Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993);
- c) Employment Equity Act, 1998 (Act No. 55 of 1998);
- d) Labour Relations Act, 1995 (Act No. 66 of 1995);
- e) Occupational Health and Safety Act, 1993 (Act No. 85 of 1993);
- f) Unemployment Insurance Act, 2001 (Act No. 63 of 2001);
- g) Children's Act, 2005 (Act No. 38 of 2005);
- h) Medical Schemes Act, 1998 (Act No. 131 of 1998);
- i) Mine Health and Safety Act, 1996 (Act No. 29 of 1996);
- j) National Health Act, 2003 (Act No. 61 of 2003);
- k) Occupational Diseases in Mines and Works Act, 1973 (Act No. 78 of 1973);

- l) Promotion of Access to Information Act, 2000 (Act No. 2 of 2000); and
 - m) Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act No. 4 of 2000).
- 6.2 The contents of this Code must be taken into account when developing, implementing or reviewing any workplace policies or programmes and must be read in conjunction with the following legislative provisions as amended:
- 6.2.1 In accordance with both the common law and Section 14 of The Constitution of the Republic of South Africa, all persons with HIV and AIDS have a right to privacy, including privacy concerning their HIV status. Accordingly, there is no general legal duty on a worker to disclose his or her HIV status to his or her employer or to other workers;
 - 6.2.2 This Code is issued in terms of Section 54(1)(a) of the Employment Equity Act and is based on the principle that no person may be unfairly discriminated against on the basis of real or perceived HIV status;
 - 6.2.3 Section 6(1) of the Employment Equity Act provides that no person may unfairly discriminate against a worker or an applicant for employment, in any employment policy or practice, on the basis of his or her HIV status;
 - 6.2.4 Section 6(3) of the Employment Equity Act prohibits harassment of a worker based on his or her HIV status. Measures must be adopted at the workplace to reduce the transmission of HIV and AIDS to alleviate its impact by ensuring actions to prevent and prohibit violence and harassment in the workplace;
 - 6.2.5 Section 7(2) of the Employment Equity Act prohibits testing of a worker to determine that worker's HIV status unless such testing is determined to be justifiable by the Labour Court in terms of section 50(4) of the Employment Equity Act;
 - 6.2.6 In accordance with Section 187(1)(f) of the Labour Relations Act, a worker with HIV and AIDS must not be dismissed based on his or her HIV and AIDS status;
 - 6.2.7 In terms of Section 8(1) of the Occupational Health and Safety Act, an employer is obliged to provide a safe workplace.;
 - 6.2.8 Sections 2(1) and 5(1) of the Mine Health and Safety Act provide that an employer is required to create a safe workplace;
 - 6.2.9 A worker who is infected with HIV as a result of an occupational exposure to infected blood or bodily fluids must apply for benefits in terms of Section 22(1) of the Compensation for Occupational Injuries and Diseases Act;
 - 6.2.10 In accordance with the Basic Conditions of Employment Act, every employer is obliged to ensure that all workers receive certain basic standards of employment, including the minimum number of sick leave days [Section 22(2)];
 - 6.2.11 In accordance with Section 24(2)(e) of the Medical Schemes Act, a registered medical aid scheme must not unfairly discriminate directly or indirectly against its members on the basis of their "state of health";

- 6.2.12 In accordance with Section 20 of the Unemployment Insurance Act, every employer is obliged to ensure that all workers are able to exercise their right to illness benefits;
- 6.2.13 Section 20(1) of the National Health Act states that Health Care personnel must not be unfairly discriminated against on account of their health status. However, the head of the health establishment concerned, subject to any applicable law and in accordance with any guidelines determined by the Minister, may impose conditions on the service that may be referred by a health care provider or health care worker on the basis of his or her health status;
- 6.2.14 In terms of section 13(1)(b) of the Children's Act, every child has the right to have access to information regarding his or her HIV Status;
- 6.2.15 In accordance with section 16(5) of the Labour Relations Act an employer is not required to disclose the HIV status of a worker unless that worker consents to the disclosure of his or her HIV status;
- 6.2.16 Sections 37(1) and 63(1) of the Promotion of Access to Information Act provide that employers must not disclose the HIV status of a worker unless that worker agrees to or consents to the disclosure of his or her HIV status;
- 6.2.17 In terms of section 1(c) of the Occupational Diseases in Mines and Works Act, TB is a compensable disease where it is found, in the opinion of the certification committee, that a person contracted such disease while the person was performing risk work or where such person was already affected at any time within the twelve month period immediately following the date on which that person performed such work for the last time; and
- 6.2.18 According to section 99(3) of the Occupational Diseases in Mines and Works Act, where the certification committee has found that a person is suffering from TB which is attributable partly to HIV but not mainly to work at a mine or works and where such person is not in receipt of full benefits for the TB in terms of the Compensation for Occupational Injuries and Diseases Act, or any other law, such person may receive benefits not exceeding one half of the benefits provided for in terms of the Occupational Diseases in Mines and Works Act..

7. ELIMINATION OF UNFAIR DISCRIMINATION AND PROMOTION OF EQUAL OPPORTUNITY AND TREATMENT

Policies and programmes must respect national guidelines on Counseling, HIV Testing, Confidentiality and Disclosure.

7.1 Counseling and Informed Consent

- 7.1.1 HIV testing of workers must be provided with informed consent and proper counseling. Where employers or workers facilitate provision of HIV testing facilities, they must ensure a conducive environment for counseling.
- 7.1.2 Pre-Test counseling should take place prior to a worker being tested to determine his or her HIV status.

- 7.1.3 Post-Test counseling should take place to determine whether a worker has tested negative or positive. Proper procedures should be followed in advising the worker on the next steps, depending on the HIV test results.
- 7.1.4 No employer may require a worker or an applicant for employment to undertake an HIV test in order to ascertain that worker's HIV status. Testing must be with consent and voluntary.

7.2 HIV Testing

- 7.2.1 Authorisation for mandatory HIV testing of workers may only be obtained from the Labour Court in terms of Section 7(2) of the Employment Equity Act.
- 7.2.2 Mandatory Testing for HIV is not a requirement in the world of work, including the following circumstances:
- a) during an application for employment;
 - b) as a condition of employment;
 - c) during procedures related to termination of employment; and
 - d) as an eligibility requirement for training or staff development programmes.
- 7.2.3 Anonymous, unlinked surveillance or epidemiological HIV testing in the workplace may occur provided it is undertaken in accordance with ethical and legal principles. The information obtained must not be used to unfairly discriminate against workers. Testing will not be considered anonymous if there is a reasonable possibility that a worker's HIV status can be deduced from the results.

7.3 Confidentiality and Disclosure

- 7.3.1 All persons, including those with HIV and AIDS have the legal right to privacy. A worker is therefore not legally required to disclose his or her HIV status or related medical information to his or her employer or to other workers.
- 7.3.2 The results of HIV testing must be confidential and not endanger access to jobs, tenure, job security or opportunities for advancement.
- 7.3.3 Where a worker chooses to voluntarily disclose his or her HIV status to the employer or to other workers, this information must not be disclosed to others without the worker's express written consent. Where written consent is not possible, steps must be taken to confirm that the worker wishes to disclose his or her HIV status.
- 7.3.4 Mechanisms must be created to encourage openness, acceptance and support for those employers and workers who wish to voluntarily disclose their HIV status within the workplace.
- 7.3.5 Access to personal data relating to a worker's HIV status and related medical data must be bound by the rules of confidentiality consistent with the relevant national laws.

7.4 Reasonable Accommodation

- 7.4.1 Section 15(2)(c) of the Employment Equity Act requires employers to provide reasonable accommodation for all workers, including persons living with HIV and AIDS, in order for them to access and enjoy equal employment opportunities.
- 7.4.2 The obligation to make reasonable accommodation may arise when a worker voluntarily discloses his or her HIV status.
- 7.4.3 Employers must also accommodate workers when the work or the work environment changes or impairment varies which affects the worker's ability to perform the essential functions of the job.
- 7.4.4 Reasonable accommodation includes but is not limited to:
- a) adapting existing facilities to make them accessible;
 - b) adapting existing equipment or acquiring new equipment including computer hardware and software;
 - c) re-organizing workstations;
 - d) changing training and assessment materials and systems;
 - e) restructuring jobs so that non-essential functions are re-assigned;
 - f) adjusting working time and leave; and
 - g) providing specialised supervision, training and support in the workplace.

7.5 Employee Benefits

- 7.5.1 Workers with HIV and AIDS must not be unfairly discriminated against in the allocation of employee benefits.
- 7.5.2 Where an employer offers a medical benefit, that employer must ensure that this benefit does not unfairly discriminate, directly or indirectly, against any worker on the basis of his or her real or perceived HIV status.
- 7.5.2.1 There should be no unfair discrimination against workers or their dependants based on real or perceived HIV status to access social security systems and occupational insurance schemes or in relation to benefits under such schemes, including health care and disability, death and survivor's benefits.

7.6 Grievance Procedures

- 7.6.1 Grievance mechanisms and procedures must be easily accessible to ensure effective redress in cases of violation.
- 7.6.2 Employers must make workers aware of the grievance procedures, particularly to address unfair discrimination relating to HIV in the workplace.

- 7.6.3 Employers should ensure that the rights of workers with regard to HIV and AIDS, TB and other illnesses and the remedies available to them in the event of a breach of such rights become integrated into existing grievance procedures.
- 7.6.4 Where all internal dispute resolution process has been exhausted and the grievance remains unresolved, any party to the dispute may refer the dispute to the CCMA for the unfair discrimination within six months in terms of section 10(2) of the Employment Equity Act.

7.7 Termination of Employment

- 7.7.1 Real or perceived HIV status in itself is not a valid cause for termination of employment. Workers with HIV-related illness must not be denied the opportunity of continuing to carry out their work.
- 7.7.2 Where a worker has become too ill to perform his or her current work, an employer is obliged to explore alternatives, including reasonable accommodation and redeployment.
- 7.7.3 Where a worker has become too ill to perform his or her current work, an employer is obliged to follow accepted guidelines regarding dismissal for incapacity before terminating a worker's services, as set out in the Code of Good Practice on Dismissal contained in Schedule 8 of the Labour Relations Act.
- 7.7.4 The employer must ensure that as far as possible, the worker's right to confidentiality regarding his or her HIV status is maintained during any incapacity proceedings. A worker must not be compelled to undergo an HIV test or to disclose his or her HIV status as part of such proceedings unless the Labour Court has authorized such a test.
- 7.7.5 Where a worker alleges unfair dismissal for HIV and AIDS, he or she should refer the matter to the CCMA for unfair dismissal in terms of sections 185 or 187 of the Labour Relations Act within 30 days of the dismissal.

8. PROMOTING A HEALTHY AND SAFE WORKING ENVIRONMENT

Prevention strategies must be adapted to national conditions and the type of workplace and must take into account gender, cultural, vulnerable populations, social and economic concerns.

8.1 Prevention Programmes

Workplace prevention programmes must ensure:

- a) That accurate and up to date relevant and timely information is made available and accessible to all in a culturally sensitive format and language through the different channels of communication available;
- b) Comprehensive education programmes to help women and men understand and reduce the risk of all modes of HIV transmission. This must include mother-to-child transmission and to understand the importance of changing risk behaviours related to infection;

- c) Effective occupational safety and health measures, including harm-reduction strategies;
- d) Measures to encourage workers to know their own HIV status through voluntary counseling and testing;
- e) Access to all means of prevention, including male and female condoms, medical male circumcision, elimination of mother-to-child transmission and where appropriate information about correct use and the availability of post-exposure prophylaxis; and
- f) Effective measures to reduce high-risk behaviours, including for the most at-risk groups with a view to decreasing the incidence of HIV and AIDS.

8.2 Treatment, Care and Support

- 8.2.1 Employers must ensure that workplace policies and programmes pertaining to health interventions are determined in consultation with workers and their representatives and should be linked to public health services.
- 8.2.2 Employers must ensure that those workers and their dependants living with HIV and AIDS related illnesses benefit from access to health care, whether this is provided under public health, social security systems or private insurance or other schemes.
- 8.2.3 All persons covered by this Code, including workers and their dependants living with HIV and AIDS, must be entitled to health services in terms of clause 8.2.2 of this Code including access to free or affordable:
 - a) Voluntary counseling and testing;
 - b) Antiretroviral treatment and adherence education, information and support;
 - c) Nutrition consistent with treatment requirements;
 - d) Treatment for opportunistic infections and STIs, and any HIV-related illnesses, in particular tuberculosis; and
 - e) Support and prevention programmes including psychosocial support.
- 8.2.4 Programmes of care and support must include measures of reasonable accommodation in the workplace for workers living with HIV or HIV-related illnesses.
- 8.2.5 Care and support are critical elements that must guide a workplace in responding to HIV and AIDS. Mechanisms must be created to encourage openness, acceptance and support for workers infected and affected by HIV and AIDS and to ensure that they are not unfairly discriminated against nor stigmatised.
- 8.2.6 Workplaces must endeavour to provide counseling and other forms of social support to workers infected and affected by HIV and AIDS. Where health-care services exist at the workplace, appropriate treatment must be provided. Where these services are not possible, workers must be informed about the location of available outside services.
- 8.2.7 Workers with HIV and AIDS must be treated no less favourably than workers with other serious illnesses in terms of benefits, workers' compensation and reasonable accommodation.

- 8.2.8 Workers with HIV and AIDS should be encouraged to use expertise and assistance from within the organisation for counseling. Where this is not available, employers may then acquire the necessary assistance and expertise from the outside.

8.3 Occupational Health and Safety

- 8.3.1 An employer is obligated to provide and maintain a workplace that is safe and without risk to the health of its workers.
- 8.3.2 HIV and AIDS must form an integral part of any workplace Occupational Health and Safety strategy.
- 8.3.3 The working environment must be safe and healthy in order to prevent transmission of HIV and TB in the workplace.
- 8.3.4 Every workplace must ensure that it complies with the provisions of the Occupational Health and Safety Act, including the Regulations on Hazardous Biological Agents and the Mine Health and Safety Act. Every workplace must also ensure that its policy deals with, amongst others, the risk of transmission, appropriate training, awareness, education on the use of universal infection control measures so as to identify, deal with and reduce the risk of HIV transmission in the workplace.
- 8.3.5 All workers must be made aware of the procedures to be followed in applying for compensation for occupational infections and diseases and the reporting of all occupational accidents.
- 8.3.6 Health and safety measures adopted at the workplace to prevent workers' exposure to HIV and TB and to minimise the risk of such workers contracting HIV and TB, must include universal precautions, accident and hazard prevention strategies, work practice control, personal protective equipment, environmental control measures and post exposure prophylaxis.
- 8.3.7 Employers, workers and their organizations must take responsibility for contributing towards a safe and healthy working environment as per the Occupational Health and Safety Act.

8.4 Children and Young Persons

- 8.4.1 Government, employers and workers, including their organisations, must adopt appropriate measures to combat child labour and child trafficking that may result from the death or illness of family members or caregivers due to HIV and AIDS and to reduce the vulnerability of children to HIV and AIDS and TB. This is considered in view of the relevant International, Regional and National standards on Fundamental Principles and Rights of children and young persons. Special measures must be taken to protect these children from sexual abuse and sexual exploitation.
- 8.4.2 Measures must be taken to protect children and young workers against HIV and TB infection. Such measures must include the special needs of children and young persons

in the response to HIV and AIDS in national, provincial, local, sectoral and workplace policies and programmes. These should include objective sexual and reproductive health education, in particular the dissemination of information on HIV and AIDS through vocational training and in youth employment programmes and services.

9. MANAGEMENT OF HIV AND AIDS IN THE WORKPLACE

9.1 Assess the impact of HIV and AIDS in the Workplace

Employers, trade unions and employees must develop and effectively implement integrated gender sensitive strategies to respond to the impact of HIV and AIDS, including TB and STIs, in the workplace. This must be done as far as possible in cooperation with national, provincial, local and sectoral initiatives, including:

- a) Impact assessment that includes risk profiling, resource implications, environmental assessment, vulnerability and susceptibility to HIV infection, and
- b) The development and implementation of HIV and AIDS workplace policies and programmes that are free from unfair discrimination and promote human rights.

9.2 Developing HIV and AIDS Workplace Programmes

In developing and implementing long and short term measures to deal with and reduce this impact, the following must be taken into account:

- a) Compliance with legal obligations;
- b) Management commitment;
- c) Consultation with relevant stakeholders;
- d) Development and effective implementation of HIV and AIDS and TB Workplace Policies, Prevention and Wellness Programmes;
- e) Resources, including human, financial and operational resources must be allocated for the effective development and implementation of policies and programmes;
- f) Policies and programmes must be informed by the outcomes of research and evidence; and
- g) Monitoring and Evaluation of HIV and AIDS policies and programmes must be put in place.

9.3 Education, Training and Information

All social partners have the responsibility to promote education, training and information about HIV and AIDS in the world of work.

- 9.3.1 Training, safety instructions and any necessary guidance in the workplace related to HIV and AIDS must be provided in a clear and accessible form for all workers.

- 9.3.2 Training, instructions and guidance must be sensitive to gender and cultural concerns and adapted to the characteristics of the workforce, taking into account the risk factors for the workforce.
- 9.3.3 Up to date scientific and socio-economic information and, where appropriate, education and training on HIV and AIDS must be available to employers and workers' representatives, in order to assist such employers and workers' representatives to make informed decisions and take appropriate measures in the workplace.
- 9.3.4 Workers including the most vulnerable must receive awareness raising information and appropriate training on HIV infection control procedures in the context of workplace accidents and first aid. All Workers, including those whose jobs put them at risk of exposure to human blood, blood products and other body fluids must receive additional training in exposure prevention, exposure registration procedures and post-exposure prophylaxis.
- 9.3.5 Workers and their representatives must be informed and consulted on measures taken to implement workplace policies and programmes related to HIV and AIDS, TB and other related illnesses.

10. MONITORING AND EVALUATION (M&E)

- 10.1 Employers and workers, including their organisations, should:
- a) design and implement a HIV and AIDS workplace M&E plan that includes strategies to address TB and STIs in the world of work;
 - b) identify the key elements needed to make the M&E system work;
 - c) select and make use of indicators that are specific, measurable, attainable, relevant and time-bound; and
 - d) gather and analyse qualitative and/or quantitative information and communicate it effectively.
- 10.2 Employers in collaboration with the workers must establish monitoring and evaluation mechanisms for workplace programmes in order to track implementation and strategically respond to the epidemic.
- 10.3 Data should be disaggregated in order to prioritise targeted intervention measures.
- 10.4 The monitoring mechanism strategies should take into account and support the national monitoring and evaluation efforts that relates to curbing HIV and AIDS, TB and STIs.
- 10.5 Small businesses that are not in a position to have sophisticated monitoring and evaluating mechanisms in place must adopt simple strategies to monitor and evaluate the HIV and AIDS, TB and STIs programmes in order to track implementation.

**GENERAL NOTICES
ALGEMENE KENNISGEWINGS**

**NOTICE 492 OF 2012
NATIONAL CONSUMER COMMISSION**

SERVICE CHARTER

I, Mamodupi Mohlala-Mulaudzi, Commissioner of the National Consumer Commission hereby publish for public comment a draft service charter setting down the standard of service that customers interfacing with the Commission can expect.

Interested parties are granted a period of two weeks commencing from the date of publication of this notice to submit comments to the Commission for consideration.

Comments may be forwarded to:

Ms Phumeza Mlungu

National Consumer Commission

P O Box | 30251

Sunnyside

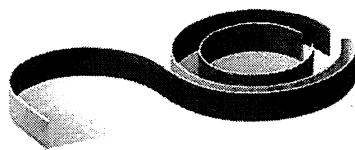
0132

Fax: 086 7584 990; e-mail: education.thencc@gmail.com



.....
**MS MAMODUPI MOHLALA-MULAUDZI
COMMISSIONER: NATIONAL CONSUMER COMMISSION**

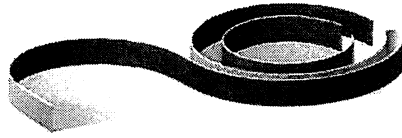
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NATIONAL CONSUMER COMMISSION

The National Consumer Commission

Service Charter



N A T I O N A L C O N S U M E R C O M M I S S I O N

Alternative Dispute Resolution (ADR)

Complaints Handling Unit (CHU)

Consumer Protection Act No.68 of 2008 (CPA)

Information and Communications Technology (ICT)

National Consumer Commission (NCC)

Public Finance Management Act No. 1 of 1999 (PFMA)

Preferential Procurement Policy Framework Act No.5 of 2000 (PPPFA)

The Service Charter for the National Consumer Commission informs you about:

1.	WHO WE ARE
2.	OUR ORGANISATION
3	OUR VALUES
4.	OUR STAKEHOLDERS
5.	OUR COMMITMENT TO YOU
6.	OUR SERVICE STANDARDS
7.	HELP US SERVE YOU BETTER
8.	HOW TO CONTACT US

WHO WE ARE

The National Consumer Commission is a juristic body established by the Consumer Protection Act No.68 of 2008 (the CPA). The NCC is mandated to carry out the functions and exercise the powers assigned to it in terms of the CPA. The NCC undertakes advocacy and awareness initiatives on the CPA, receives and investigates consumer complaints alleging prohibited conduct by suppliers and monitors the consumer market to ensure that prohibited conduct and offences are detected, prevented or prosecuted.

OUR ORGANISATION

The National Consumer Commission (NCC) is made up of the following divisions:

The Advocacy, Education and Awareness Division aims to:

- Protect consumer from hazards through advocacy, education and awareness.
- Ensure effective management of stakeholder relations.
- Create the NCC brand as South Africa's consumer voice.

The Enforcement and Investigations Division aims to:

- Protect consumers from unethical business practices and misconduct through investigating contraventions of the CPA.
- Improve consumer redress through the amicable resolution of consumer complaints.
- Achieve customer and stakeholder expectations.

The Research and Development Division aims to:

- Conduct research for policy, legislative and regulatory improvement.
- Plan, manage and coordinate systemic and integrated consumer research.
- Develop and maintain knowledge management systems for the NCC.

The Corporate Services Division aims to:

- Implement effective financial and procurement management systems.
- Manage all Human Resources Development initiatives in .
- Provide an effective Information Communication Technology infrastructure and network.

The Legal Services Department aims to:

- Protect consumers from unethical business practices and misconduct through law enforcement and compliance.

OUR VALUES**The NCC stands to:**

- Promote and maintain high standards of professional ethics.
- Promote efficient, effective and economic use of resources.
- Provide services impartially, fairly, equitably and without bias.
- Be responsive to consumer needs and the public.
- Foster accountability and transparency.
- Maximise and cultivate human capital development and practices.
- Promote broad public participation.

OUR STAKEHOLDERS

Our stakeholders are essential to our successes. They include:

- Local, Provincial and National Government (including Portfolio Committees)
- Provincial Consumer Protection Authority
- Sector Regulators
- Non - Governmental Organisation

- Consumer Activists
- Community
- Media
- Educational Institution

OUR COMMITMENT TO YOU

- The Commission will interact with our customers in a polite and professional manner.
- Clear communication, in the customer's language of choice, will be maintained at all times.
- Guidelines on the Commission's services will be published to set the service standards and facilitate access to services.
- The Commission will reply to all correspondence using the most appropriate contact method timely, in recognition of timelines and the urgency of each situation.
- The contact details of the Commission will be made available to ensure that customers are able to reach us.
- The Commission will take the customer needs into consideration and seek their views in order to offer the best service.
- The Commission will monitor its performance against standard set in the Consumer Protection Act and publish the result in an annual report.
- The Commission's offices will be open from 08:30-17:00 from Monday to Friday.

OUR SERVICE STANDARDS

Advocacy; Education and Awareness

Development of Educational Material:

- Plain and simple language will be used in all material developed for public consumption.
- Educational material will be reproduced in all indigenous languages of South Africa.
- Website content will be developed for regular update.

Media Engagement:

- Media enquiries will be attended to within two days of receipt.
- A suitable official will be nominated to undertake media interviews taking into account the content of the interview.

Stakeholder Engagement:

- Stakeholder forums will be established to allow for fruitful engagement towards achieving the mandate of the Commission.
- Founding documents (MoUs, ToRs, etc.) will be developed to govern stakeholder relations of the Commission.

Meetings:

- Meeting details (agenda, time, venue, etc.) will be confirmed in writing to the meeting parties 5 days before the meeting.
- Officials of the Commission will always be punctual and well prepared at all times.
- A record of the meeting will be kept and circulated to the meeting parties 5 days after the meeting.
- The meeting parties will be informed of a change in the meeting details or cancellation at least 24 hours before the scheduled meeting.

Workshops/Seminars:

- The content of the presentations will be specific to the audience being engaged.
- Copies of the presentation will be made available to the audience.
- Brochure/ pamphlets on the Commission's work will be circulated at the event.
- Language used will be tailored to suite the audience.

Enforcement and Investigation**Walk-in Consumers:**

- NCC staff will identify themselves when engaging consumers.
- Consumers will be assisted with putting their complaints in writing where required.
- The complaints handling process and turnaround times will be explained.

Call Centre Services:

- All calls will be answered promptly and unattended phones will be redirected to an available line.
- Call centre agents will identify themselves when speaking to the customer.
- Enquiries that cannot be attended to by the call centre agent will be referred to an appropriate official within the Commission to deal with.
- A recording facility will be provided to leave messages should all lines be busy.
- Customer contact details will be taken down to facilitate for calling back.

Complaints Handling:

- A letter acknowledging receipt of the complaint, bearing a unique reference number, will be forwarded to the complainant within 3 days of complaint receipt.

- Complaints found to be falling out of the Commission's jurisdiction will be referred to an appropriate body and the consumer will be advised accordingly.
- A complaint will be forwarded to the supplier complained about to respond.
- The Commission will consider both the consumer complaint and respondent's response in coming to a decision, guided by the provisions of the CPA.
- The consumer will receive the final outcome to a complaint within a period not exceeding 6 (six) months.

Investigations:

- The Commission shall exercise fairness, objectivity and professionalism when carrying out investigations.
- Investigations will be conducted in line with the standards as set out in the CPA.
- Information/ documents collected for an investigation will be treated with an appropriate level of confidentiality.
- Where a breach of the CPA is observed with the certain business practices, the respondent will be advised accordingly and given an opportunity to rectify the said breach.
- The Commission may employ any of the enforcement instruments provided for in the CPA to ensure that the breach is rectified.

Research and Development

- Sound research methods will be utilised to gain thorough understanding of the consumer market.
- Benchmarks with other similar jurisdictions will be undertaken to ensure quality and relevant research.

- Accurate research reports will be produced for informed decision making on consumer related matters.

Legal Department

- The Commission will adopt sound legal principles in its handling of legal matters.
- Advisory Opinions provided by the Commission will be thoroughly research taking into account SA juris prudence and that of similar international jurisdictions.
- Interpretation of the CPA

Corporate Services

- The Commission will employ accounting practices in line with public sector prescripts in managing the Commission's finances.
- The Commission will adopt efficient procurement processes in line with provisions of the PPPFA.
- Human Resource Management will be open and transparent in line with public service policies and procedures.
- The Commission endeavours to provide World Class ICT Systems

HELP US SERVE YOU BETTER

- Tell us if you have special needs so we can accommodate them.
- When lodging a consumer complaint, please provide clear details of the complaint, supporting documents and your contact details so that we are able to contact you.
- Let us know as soon as possible when we do not attend to your request/complaint so as to take corrective action.
- Provide us with changes in your circumstances, contact details, etc. promptly so that we can take them into account when dealing with your matter.
- To help us give you the best possible service, we welcome suggestions for improvement to address any difficulties you are experiencing.

How to Contact Us

Our Physical Address is: Building 10
 Berkley Office Park
 08 Bauhinia Street
 Highveld Technopark
 Centurion
 0157

Our Postal Address is: National Consumer Commission
 P O Box 30251
 Sunnyside
 0132

Call Centre: 012 940 4450

E-mail: complaints@thenc.org.za, complaints@thenc.co.za

NOTICE 493 OF 2012**DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**

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

**PROPOSED NEW REGULATIONS RELATING TO THE GRADING, PACKING AND MARKING OF
MALTING BARLEY INTENDED FOR SALE IN THE REPUBLIC OF SOUTH AFRICA**

I, Tina Joemat-Pettersson, Minister of Agriculture, Forestry and Fisheries has, under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990) hereby -

- (a) make known that I intend to make regulation in the Schedule;
- (b) invite interested persons to submit comments and any representations concerning the proposed regulations in writing within eight (8) weeks from the date of publication to the following address:

Executive Officer: Agricultural Product Standards Act, 1990 (Act No. 119 of 1990),
Department of Agriculture, Forestry and Fisheries,
Private Bag X343, Pretoria, 0001,
Tel. (012) 319 6291/6171, Fax (012) 319 6055
Email: CarolineL@nda.agric.za or VictorMa@daff.gov.za

- (c) regulation may be obtained from the departmental website:
<http://www.daff.gov.za/pages/sideMenu/FoodSafety.html> or can be send through electronic mail or posted by mail to any person upon request.

T. Joemat-Pettersson,
The Honourable Minister of Agriculture, Forestry and Fisheries

NOTICE 494 OF 2012**COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION (CCMA)****AMENDMENT OF RULES FOR THE CONDUCT OF PROCEEDINGS BEFORE THE CCMA**

In terms of section 115(2A) of the Labour Relations Act, No 66 of 1995, the Governing Body of the Commission for Conciliation, Mediation and Arbitration has amended the Rules for the Conduct of Proceedings before the CCMA, published under Government Notice R1448 of 10 October 2003, as amended by Government Notice R1512 of 17 October 2003, Government Notice R1748 of 5 December 2003, Government Notice R 1793 of 12 December 2003, Government Notices R530, R531 and R532 of 30 April 2004, Government Notice R380 of 22 April 2005, Government Notice R97 of 9 February 2007 and Government Notice R705 of 2 September 2011 by the substitution for Schedule One to the Rules of the following Schedule:

SCHEDULE ONE**ADDRESSES OF THE COMMISSION****National Office**

28 Harrison Street, Johannesburg 2001
Private Bag X94, Marshalltown 2107
Tel: (011) 377-6650; Fax: (011) 834-7351
E-mail: ho@ccma.org.za

Eastern Cape - East London

Ground Floor, Rennies Building,
Cnr Church & Oxford Street, East London 5201
Private Bag X9068, East London 5200
Tel: (043) 743-0826; Fax: (043) 743-0810
E-mail: pe@ccma.org.za

Eastern Cape - Port Elizabeth

97 Govan Mbeki Avenue, Port Elizabeth 6001
Private Bag X22500, Port Elizabeth 6000
Tel: 041 509 1000; Fax: (041) 586-4410/4585
E-mail: pe@ccma.org.za

Free State

NBS Building, Cnr. Elizabeth & West Burger Streets
Bloemfontein 9301
Private Bag X20705, Bloemfontein 9300
Tel: (051) 505-4400; Fax: (051) 448-4468/9
E-mail: blm@ccma.org.za

Gauteng – Ekurhuleni

CCMA Place, Cnr. Woburn & Rothsay Street
Benoni 1501
Private Bag X23, Benoni 1500
Tel: (011) 845 9000; Fax: (011) 421 4723/48
E-mail: gauteng@ccma.org.za

Gauteng - Johannesburg

CCMA House, 127 Fox Street,
Johannesburg 2001
Private Bag X96, Marshalltown 2107
Tel: (011) 220-5000; Fax: (011) 220-5101/ 02/03/04/
0861 392 262
E-mail: gauteng@ccma.org.za

Gauteng - Pretoria

Metro Park Building, 351 Schoeman Street,
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Private Bag X176, Pretoria 0001
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E-mail: pta@ccma.org.za

KwaZulu Natal - Durban

6th & 7th Floor, Embassy House,
199 Smith Street, Durban 4001
Private Bag X54363, Durban 4000
Tel: (031) 362-2300; Fax: (031) 368-7387/7407E-mail: kzn@ccma.org.za

KwaZulu Natal - Newcastle

71 Scott Street, Newcastle 2940
Private Bag X6622, Newcastle 2940
Tel: 034 328 2400; Fax: (034) 312-5964
E-mail: kdp@ccma.org.za

KwaZulu Natal - Pietermaritzburg

3rd Floor, Gallwey House, Gallwey Lane,
Pietermaritzburg 3201
PO Box 72, Pietermaritzburg 3200
Tel: (033) 345-9271/49; Fax: (033) 345-9790;
E-mail: kzn@ccma.org.za

KwaZulu Natal - Port Shepstone

The Chambers, 68 Nelson Mandela Drive
Port Shepstone 4240
Private Bag X849, Port Shepstone 4240
Tel: (039) 684-1773; Fax: (039) 684-1795
E-mail: kzn@ccma.org.za

KwaZulu Natal - Richards Bay

1st Floor, ABSA Building, Lakeview Terrace
7 Trinidad Parking Area, Richards Bay 3901
Private Bag X1026, Richards Bay 3900
Tel: 035 799 3300; Fax: (035) 789-7148
E-mail: kzn@ccma.org.za

Limpopo

CCMA House, 104 Hans Van Rensburg Street,
Polokwane 0699
Private Bag X9512, Polokwane 0700
Tel: (015) 297-5010; Fax: (015) 297-1649
E-mail: ptb@ccma.org.za

Mpumalanga

CCMA House, 69 President Kruger Street,
Private Bag X7290, Witbank 1035
Tel: (013) 656-2800; Fax: (013) 656-2885/6;
E-mail: wtb@ccma.org.za

Northern Cape

CCMA House, 5-13 Compound Street,
Kimberley 8301
Private Bag X6100, Kimberley 8300
Tel: (053) 831-6780; Fax: (053) 831-5947/8
E-mail: kmb@ccma.org.za

North West

47 Siddle Street, Klerksdorp 2570
Private Bag X5004, Klerksdorp 2571
Tel: (018) 487 4600 Fax: (018) 462-4126/4053
Email: kdp@ccma.org.za

North West - Rustenburg

43-45 Boom Street, Old Sanlam Building, Rustenburg 0300
Private Bag X82104, Rustenburg 0300
Tel: (014) 591-6400; Fax: (014) 592-5236
E-mail: kdp@ccma.org.za

Western Cape - Cape Town

CCMA House, 78 Darling Street, Cape Town 8001
Private Bag X9167, Cape Town 8000
Tel: (021) 469-0111; Fax: (021) 465-7193/97/87/462-5006
E-mail: ctn@ccma.org.za

Western Cape - George

62 Cathedral Street, Cathedral Square 2, George 6529
Private Bag X6650, George 6530
Tel: 044 805 7700; Fax: (044) 873-2906

E-mail: ctn@ccma.org.za.

NOTICE 495 OF 2012**DEPARTMENT OF ENVIRONMENTAL AFFAIRS****NATIONAL ENVIRONMENTAL MANAGEMENT: AIR QUALITY ACT, 2004
(ACT NO. 39 OF 2004)****DECLARATION OF THE WATERBERG NATIONAL PRIORITY AREA**

I, Bomo Edith Edna Molewa, Minister of Water and Environmental Affairs, hereby declare the Waterberg National Priority Area in terms of section 18(1) of the National Environmental Management: Air Quality Act, 2004 (Act No. 39 of 2004).

I am satisfied that the ambient air quality within the Waterberg District Municipality in the Limpopo Province may exceed the national ambient air quality standards in the near future; and that a trans-boundary situation exists between the Waterberg District Municipality and the Bojanala Platinum District Municipality in the North West Province which may cause a significant negative impact on air quality in both areas. I am, therefore, satisfied that the area requires specific national air quality management action to ensure that air pollution levels remain within the national ambient air quality standards. Further, that there may be a trans-boundary air pollution impact between the Republic and its neighbours, particularly Botswana.

A description of the boundary of the Waterberg National Priority Area is set out in the Schedule attached hereto.



**BOMO EDNA EDITH MOLEWA
MINISTER OF WATER AND ENVIRONMENTAL AFFAIRS**

SCHEDULE



The identified area to be known as the Waterberg Priority Area includes the areas illustrated on the map above and contained within the boundaries of: (i) the Waterberg District Municipality in the Limpopo Province; (ii) the Thabazimbi Local Municipality (Waterberg) in the Limpopo Province; (iii) the Modimolle Local Municipality (Waterberg) in the Limpopo Province; (iv) the Mogalakwena Local Municipality (Waterberg) in the Limpopo Province; (v) the Bela-Bela Local Municipality (Waterberg) in the Limpopo Province; (vi) the Mookgopong Local Municipality (Waterberg) in the Limpopo Province; and (vii) the Lephalale Local Municipality (Waterberg) in the Limpopo Province, the Moses Kotane Local Municipality in the North West Province, the Rustenburg Local Municipality in the North West Province, and the Matiberg Local Municipality in the North West Province.

NOTICE 496 OF 2012**DEPARTMENT OF HUMAN SETTLEMENTS****NON-EXECUTIVE MEMBERS OF THE NATIONAL HOME BUILDERS
REGISTRATION COUNCIL (NHBRC)**

The Minister of Human Settlements appointed members of the Council in terms of section 4(3) of the Housing Consumers Protection Measures Act ,1998 (Act No. 95,1998).

The Department of Human Settlements hereby publishes for public information the names of the non-executive members of the National Home Builders Registration Council (NHBRC).

1. Ms Motsehoa Brenda Madumise (Chairperson)
2. Mr Suping Paul Hlahane
3. Ms Salaminah Mabusha Maja
4. Mr Itumeleng William Kotsoane
5. Mr Sibusiso Peter-Paul Ngwenya
6. Ms Melanie Elephant
7. Ms Zimbini Vazi
8. Ms Busisiwe Nwabisa Nzo
9. Ms Xoliswa Daku
10. Mr Shoayb Loonat
11. Mr Goolam Manack

Enquiries

James Dlamini
Department of Human Settlements
Private Bag X644
PRETORIA
0001

Tel no. (012) 421 1735
E-mail: james.dlamini@dhs.gov.za

NOTICE 497 OF 2012**NOTICE OF WITHDRAWAL IN TERMS OF SECTION 11A(3) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)**

Notice is hereby given in terms of section 11A (3) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994), that a claim for restoration of land rights lodged by Elias Ndlovu on behalf of the Emhlangeni Community, in the District of Lions River, KwaZulu-Natal, which was published under Reference Number **KRN6/2/2/E/19/0/0/10**, in terms of Notice No. 1417 of 2004, in *Government Gazette* No. 26552 dated 16 July 2004, has been withdrawn by the Acting Regional Land Claims Commissioner: KwaZulu-Natal as claimants have opted for alternative redress in the form of financial compensation.

SUNJAY SINGH**ACTING REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL****DATE:**

NOTICE 498 OF 2012**NOTICE OF WITHDRAWAL IN TERMS OF SECTION 11A(3) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)**

Notice is hereby given in terms of section 11A (3) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994), that the notice of withdrawal in respect of a claim lodged by Hugh Thamsanqa Madonsela on behalf of the Malangane Community, which was published under Notice No.688 of 2008 in *Government Gazette* No. 31107 dated 6 June 2008 (**Reference Number KRN6/2/2/E/50/0/0/280**), has been withdrawn by the Acting Regional Land Claims Commissioner: KwaZulu-Natal, thereby reinstating the original notice of the claim lodged which was published under Notice No. 1871 of 2004 in *Government Gazette* No. 26724 dated 3 September 2004 and the amendment notice published under Notice No. 2790 of 2004 in *Government Gazette* No. 27018 dated 3 December 2004.

SUNJAY SINGH**ACTING REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL****DATE:**

NOTICE 499 OF 2012

AMENDMENT NOTICE

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Amending Notice 222 of 2006 published in *Government Gazette* No. 28485 on 17 February 2006 to EXCLUDE the properties listed in the table below:

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
1	Remainder of Portion 2 of the farm De Wet Stream No. 3309	121, 5576 ha	T14005/1979	Petrus de Villiers Smit	B25904/1985
2	Remainder of the farm Imbizana No. 4292	438, 0211 ha	T12717/2005	Petrus de Villiers Smit	K578/1972s

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit under reference number **KRN6/2/2/E/31/0/0/67** within **30 days** from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120, Pietermaritzburg 3200

Tel: (033) 355 - 8400

Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

NOTICE 500 OF 2012

AMENDMENT NOTICE

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

1. Notice is hereby given in terms of section 11(A)(3) of the Restitution Act, 1994 (Act No. 22 of 1994), that a claim for restoration of Land Rights lodged by Jim Masangeni on behalf of the Makhukhuza Community, in the district of Uthukela, KwaZulu Natal, which was published under Reference Number KRN6/2/IE/10/0/0/43, in terms of NOTICE 1179 OF 2002 PUBLISHED IN GOVERNMENT GAZETTE NO. 23594 ON 12 JULY 2002, has been withdrawn by the Acting Regional Land Claims Commissioner: KwaZulu Natal in terms of a Court Order dated 18 November 2010

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER
1	Portion 1 of the farm Badenhorst's Vallei No. 1196	296, 9739 ha	T22626/1995 T3799/1947 T3799/1947	Gretchen Dawn Fourie Susara Magrietha Maria Muller Lodewijk Josef Jurgens Muller
2	Remainder of the farm Groote Hoek No. 1242	800 dum	T69/1884	Charles Coventry
3	Remainder of Portion 2 of the farm Groote Hoek No. 1242	800 dum	T873/1910	Charles Coventry
4	A portion of the consolidated Portion 23 of the farm Venters Lager No. 1291, known before consolidation as Remainder of the farm Venters Lager No. 1291	800 dum	T1419/1980	Barry Clement Coventry
5	A portion of the consolidated Portion 26 of the farm Venters Lager No. 1291, known before consolidation as Remainder of Portion 3 of the farm Venters Lager No. 1291	343, 1472 ha	T5261/1991	Frans Engelbertus Mentz
6	Portion 5 of the farm Venters Lager No. 1291	13, 6122 ha	T582/1898	William Newton
7	Remainder of Portion 7 of the farm Venters Lager No. 1291	800 dum	T582/1898	William Newton
8	Remainder of Portion 9 of the farm Venters Lager No. 1291	283, 8589 ha	T2822/1959	Republic of South Africa
9	Portion 12 of the farm Venters Lager No. 1291	4, 7939 ha	T11633/1969	Meshack Tshongwe
10	Portion 13 of the farm Venters Lager No. 1291	12, 7853 ha	T1892/1926	Walter Dirdli Buthelezi
11	Portion 14 of the farm Venters Lager No. 1291	9, 6922 ha	T5852/1973	Jasper Butelezi
12	Portion 15 of the farm Venters Lager No. 1291	6, 8865 ha	T1665/1922	Solomon Dlamini
13	Portion 16 of the farm Venters Lager No. 1291	16, 2126 ha	T4807/1928	Tshanibezwe Mdlunge
14	Portion 17 of the farm Venters Lager No. 1291	2, 4255 ha	T1687/1976	Lincoln Buthelezi
15	Portion 18 of the farm Venters Lager No. 1291	79, 5491 ha	T2248/1918	Johannes Butelezi
16	Portion 19 of the farm Venters Lager No. 1291	23, 9726 ha	T28736/1981 T810/1972	Ishborn Mzwani Buthelezi and Zebulon Ziqubu
17	Portion 21 of the farm Venters Lager No. 1291	517, 8155 ha	T15169/1973	Republic of South Africa
18	Remainder of the farm Smailhoek No. 1282	800 dum	T601/1909	John William B-E Kidson
19	Portion 5 of the farm Arcadia No. 2179	280, 2045 ha	T30224/1999	Republic of South Africa
20	Portion 6 of Portion 1 of the farm Arcadia No. 2179	10, 9458 ha	T37452/1999	Republic of South Africa
21	Portion 7 of Portion 3 of the farm Arcadia No. 2179	44, 5449 ha	T3587/2000	Republic of South Africa
22	Portion 8 of the farm Arcadia No. 2179	207, 3279 ha	T3022/1999	Republic of South Africa
23	Portion 10 of the farm Kleine Fontein No. 1160	56, 7723 ha	T26199/1988	Republic of South Africa
24	Portion 4 of the farm Alexandria No. 2180	7183 sqm	T50416/1999	Republic of South Africa
25	Remainder of Portion 1 of the farm Alexandria No. 2180	555, 8589 ha	T40587/2000	Republic of South Africa
26	Portion 5 of Portion 1 of the farm Alexandria No. 2180	137, 6609 ha	T40587/2000	Republic of South Africa

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER
27	Remainder of the farm Rhenoster Fontein No 1051	800 dum	T380/1972	Republic of South Africa
28	Remainder of Portion 1 of the farm Rhenoster Fontein No 1051	166, 5130 ha	T8917/1971	Republic of South Africa
29	Remainder of Portion 2 of the farm Rhenoster Fontein No 1051	762, 6953 ha	T380/1972	Republic of South Africa
30	Remainder of Portion 4 of the farm Rhenoster Fontein No 1051	25, 6700 ha	T8917/1971	Republic of South Africa
31	Portion 5 of the farm Rhenoster Fontein No 1051	296, 8371 ha	T8918/1971	Republic of South Africa
32	Portion 6 of the farm Rhenoster Fontein No 1051	376, 5603 ha	T380/1972	Republic of South Africa
33	Portion 9 of the farm Rhenoster Fontein No 1051	1, 3995 ha	T15169/1973	Republic of South Africa
34	Portion 10 of the farm Rhenoster Fontein No 1051	1, 0084 ha	T15169/1973	Republic of South Africa
35	Portion 11 of the farm Rhenoster Fontein No 1051	46, 7127 ha	T3552/1977	National Monuments Council
36	A portion of the consolidated Portion 14 of the farm Rhenoster Fontein No. 1051, known before consolidation as Portion 13 of the farm Rhenoster Fontein No 1051	8, 3989 ha	T85/2000	Damview Trust-Trustees
37	Portion 14 of the farm Rhenoster Fontein No 1051	175, 6645 ha	T85/2000	Damview Trust-Trustees

2. AMENDING NOTICE 294 OF 2011 PUBLISHED IN GOVERNMENT GAZETTE NO. 34303 ON 20 MAY 2011 TO REPLACE

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER
1	A Portion of the consolidated Portion 22 of the farm Kleine Fontein No. 1160, known before consolidation as the Remainder of Portion 12 of the farm Kleine Fontein No. 1160	375, 4372 ha	T13699/1991	Alan Jeremy Green

WITH

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER
1	A Portion of the consolidated Portion 22 of the farm Kleine Fontein No. 1160, known before consolidation as the Remainder of Portion 1 of the farm Kleine Fontein No. 1160	375, 4372 ha	T13699/1991	Alan Jeremy Green

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit under reference number **KRN6/2/2/E/10/0/0/43** within 30 days from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120
Pietermaritzburg 3200

Tel: (033) 355 - 8400
Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

SUNJAY SINGH
ACTING REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

NOTICE 501 OF 2012

NOTICE OF INTENTION TO AMEND IN TERMS OF SECTION 11 A (4)

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

A Notice of Intention to amend is hereby given for Notice 1471 of 2008 published in *Government Gazette* No. 31625 on 28 November 2008 in the Zagila Community to EXCLUDE the properties listed in the table below:

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
1	Remainder of the farm Bergendal No. 17047	749, 7084 ha	T60681/2003	Stephanus Johannes Paulus Kruger	I-10048/2000LG I-10049/2000LG I-5133/1997LG I-75/1987LG B40233/2003
2	Portion 1 of the farm Bergendal No. 17047	233, 4838 ha	T45772/2000	P J W Schutte Familie Trust-Trustees	B27222/2000
3	Portion 2 of the farm Bergendal No. 17047	275, 6301 ha		Not Registered	I-5134/1997LG B40233/2003
4	Remainder of the farm Schuilhoek No. 243	887, 2076 ha	T11921/1967	Siegfried Karl Heinrich Hellberg	B22453/1985 B6427/1997 B65942/2005 B7661/1967
5	Remainder of Portion 1 of the farm Schuilhoek No. 243	223, 6558 ha	T31225/1997	Zaaiman Exploration Drilling cc	None
6	Portion 2 of the farm Schuilhoek No. 243	72, 0802 ha	T31225/1997	Zaaiman Exploration Drilling cc	None
7	Remainder of the farm Twyfelhoek No. 17817	305, 9699 ha	T60172/2004	Johannes Andries Strydom	B13019/2003
8	Portion 1 of the farm Twyfelhoek No. 17817	461, 6156 ha	T60173/2004	Crystal Rock Inv cc	B52482/2004
9	Remainder of Portion 2 of the farm Weltevreden No. 371	387, 3449 ha	T58537/2004	Opperman Boerdery Trust-Trustees	I-3729/2004LG B51607/2004
10	Portion 5 of the farm Weltevreden No. 371	283, 2814 ha	T58537/2004	Opperman Boerdery Trust-Trustees	B51607/2004
14	Portion 1 of the farm Vaalkop No. 17046	607, 0271 ha	T45714/2006	Megaphase Trading 578 cc	B56784/2006
15	Portion 1 of the farm Onverwacht No. 169	459, 3996 ha	T48555/2001	Michael Banguyise Nkosi	None

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit under reference number **KRN6/2/2/E/50/0/0/69** within **30 days** from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120, Pietermaritzburg 3200

Tel: (033) 355 - 8400

Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

NOTICE 502 OF 2012**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994
(ACT NO.22 OF 1994)**

Notice is hereby given in terms of section 11 of the Restitution of Land Rights Act, 1994 (Act No.22 of 1994 as amended) that a claim for restitution of land rights on:

REFERENCE : 6/2/3/D/617/1225/0/0/3
CLAIMANT : Leon Green
PROPERTY : Erf 145
DISTRICT : Lady Grey / Joe Gqabi
MEASURING : 1116.0000 sqm
DEED OF TRANSFER : T33256/1982, T25568/1997, T115307/2003,
T115307/2003
DATE SUBMITTED : 01/12/1998
BONDHOLDER :
CURRENT OWNER : Hyman Kobie

Has been submitted to the Chief Director Land Restitution Support and that the Commission on Restitution of Land Rights will investigate the claim in terms of the provisions of the Act in due course. Any person who has an interest in the above-mentioned land is hereby invited to submit, within sixty (60) days from the publication of this notice, any comments/information to:

The Chief Director:
P O Box 1375
East London
5200
Tel No.: (043) 7006000
Fax No.: (043) 7433687


Mr. Z. Pityi

Chief Director: Land Restitution Support, Eastern Cape

NOTICE 503 OF 2012

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994
(ACT NO. 22 OF 1994)

Notice is hereby given in terms of section 11(1) of the restitution of land rights act, 1994 (Act No. 22 of 1994 as amended), that a claim for restitution of land rights on:

REF NO	CLAIMANT	PROPERTY	CURRENT LANDOWNER	DEED OF TRANSFER	DISTRICT
ZZ 052 / AR 008	Mr. Sanki S Masilela	Portion 3 (the remaining extent) of farm Honigfontein 339 IR	Johmeysen cc.	T 94031/2008	Sedibeng
		Portion 9 (a portion of portion 3) of farm Honigfontein 339 IR	Meyers Frederik Andries	T 303961/1994	
Z 0074	Mr. Nicolus Fisher	Portion 2 of farm Grootspruit 455 JR	G & P Buitendag Trust	T 26107/2008	City of Tshwane Metropolitan
Z 0250	Mr. Danisa Mabena	Portion 21 of farm Donkerhoek 365 JR	Mr. Botha Cathleen Adel	T 83324/2001	City of Tshwane Metropolitan
		Portion 25 of Donkerhoek	Prinsloo Nicolaas Martinus	T 129725/2000	
		Portion 79 of 23 of farm Donkerhoek 365 JR	Estom Eiendomme cc.	T 146243/2000	

has been submitted to the Regional Land Claim Commissioner for Gauteng and North West Province and that the Commission on Land Rights will investigate the claim in terms of the provisions of the Act in due course. Any person who has an interest in the above-mentioned land is hereby invited to submit, within 21 days from the publication of this notice, any comments/information to:

Mr L. H Maphutha
Regional Land Claims Commissioner
Gauteng & North West Provinces
Private Bag X 03
ARCADIA
0007
TEL: (012) 310 -6620
FAX: (012) 323 - 2961

NOTICE 504 OF 2012**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994
(ACT NO. 22 OF 1994)**

Notice is hereby given in terms of section 11(1) of the restitution of land rights act, 1994 (Act No. 22 of 1994 as amended), that a claim for restitution of land rights on:

REF NO.	CLAIMANT	PROPERTY	DISTRICT	TITLE DEED
Z 0148	Maphogo Swartbooï Kabini	Portion 9 of Bossemanskraal 538 JR	Tshwane Metropolitan Municipality	T23682/1995

has been submitted to the Regional Land Claim Commissioner for Gauteng and North West Province and that the Commission on Land Rights will investigate the claim in terms of the provisions of the Act in due course. Any person who has an interest in the above-mentioned land is hereby invited to submit, within 21 days from the publication of this notice, any comments/information to:

Mr. L. H Maphutha
Regional Land Claims Commissioner
Gauteng and North West Provinces
Private Bag X 03
Arcadia
0007

Tel: (012) 310 6620

Fax: (012) 323 2961

NOTICE 505 OF 2012**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994
(ACT NO. 22 OF 1994)**

Notice is hereby given in terms of section 1(1) of the restitution of land rights act, 1994 (Act No. 22 of 1994 as amended), that a claim for restitution of land rights on:

REF NO.	CLAIMANT	PROPERTY	DISTRICT	TITTLE DEED
Z 0205	Piet Butiman Ntuli	Portion 8 of Leeuwfontein 492 JR	Tshwane Metropolitan Municipality	T107527/2003

has been submitted to the Regional Land Claim Commissioner for Gauteng and North West Province and that the Commission on Land Rights will investigate the claim in terms of the provisions of the Act in due course. Any person who has an interest in the above-mentioned land is hereby invited to submit, within 21 days from the publication of this notice, any comments/information to:

Mr L. H Maphutha
Regional Land Claims Commissioner
Gauteng and North west Provinces
Private Bag X 03
ARCADIA
0007

Tel: (012) 310 6620
Fax: (012) 323 2961

NOTICE 506 OF 2012**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994
(ACT NO. 22 OF 1994)**

Notice is hereby given in terms of section 11(1) of the restitution of land rights act, 1994 (Act No. 22 of 1994 as amended), that a claim for restitution of land rights on:

REF NO.	CLAIMANT	PROPERTY	DISTRICT	TITLE DEED
Z 0210	Mabena Ndabazonke Johannes	Portion 9 of Bossemanskraal 538 JR	Tshwane Metropolitan Municipality	T23682/1995

has been submitted to the Regional Land Claim Commissioner for Gauteng and North West Province and that the Commission on Land Rights will investigate the claim in terms of the provisions of the Act in due course. Any person who has an interest in the above-mentioned land is hereby invited to submit, within 21 days from the publication of this notice, any comments/information to:

Mr. L. H Maphutha
Regional Land Claims Commissioner
Gauteng and North West Provinces
Private Bag X 03
Arcadia
0007

Tel: (012) 310 6620

Fax: (012) 323 2961

NOTICE 507 OF 2012

OF GENERAL NOTICE 1598 OF 2005 IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

PUBLISHED IN GOVERNMENT GAZETTE NO 27913 DATED 26 AUGUST 2005

REF NO.	CLAIMANTS	PROPERTY	PORTION	DISTRICT	CURRENT LANDOWNER	DEED OF TRANSFER
R0086	Mr Kobete August Ramokoka on behalf of the Baphalane Ba Ramokoka Tribe	Vlakplaas 74 JQ	Remainder	Bojanala	Crofor Prop Pty Ltd	T48149/2004
			Remainder of portion 1	Bojanala	Kaya Wengi Hunting Lodge Pty Ltd	T76584/1995
			Remainder of portion 2	Bojanala	Niemand Familie Trust & Rooibosprag Landgoed Pty Ltd	T17212/2000 & T34808/1974
			Portion 3	Bojanala	Vlakplaas Trust	T75948/1996
			Portion 4	Bojanala	Els Gysbertus Van Rooyen	T2379/1963, T38923/1979 & T4766/1975
			Portion 5 of portion 2	Bojanala	Rooibosprag Landgoed Pty Ltd	T17211/2000
		Doornkloof 141 JQ	Remainder of Ptn 14	Bojanala	Hoewal Boerdery CC	T46141/1995
			Remainder of Ptn 14	Bojanala	Hoewal Boerdery CC	T46141/1995
			Ptn 0 of Farm 5 JQ	Bojanala	Assen Trust	T38612/1998
			Remainder of Assen 161 JQ	Bojanala	Pretoria Portland Cement Co LTD	T49656/1997
			Remainder of portion 4	Bojanala	Daniel Johannes Fourie	T12992/1990
			Ptn 0 of Farm 5 JQ	Bojanala	Assen Trust	T38612/1998
			Remainder of Ptn 14	Bojanala	Hoewal Boerdery CC	T46141/1995
			Remainder of portion 7	Bojanala	Daniel Johannes Fourie	T12992/1990
			Remainder of portion 8	Bojanala	Daniel Johannes Fourie	T12992/1990
			Ptn 0 of Farm 5 JQ	Bojanala	Assen Trust	T38612/1998
			Ptn 0 of Farm 5 JQ	Bojanala	Assen Trust	T38612/1998
			Ptn 0 Tamboitie 146 JQ	Bojanala	Johanne Grobler Family Trust	T99821/2001

Sishen Iron Ore PTY LTD	Bojanala	Sishen Iron Ore Co Pty Ltd	T30430/2004		
	Bojanala	Assen Trust	T38612/1998		
	Bojanala	Hoewal Boerdery CC	T46141/1995		
	Bojanala	Johan Grobler Familie Trust	T136314/2007		
	Bojanala	Hoewal Boerdery CC	T46141/1995		
	Bojanala	Johan Grobler Familie Trust	T136314/2007		
	Waterberg	Felix Du Plessis Trust	T25600/2009		
	Waterberg	Rossee Anna-Marie	T10341/2001		
	Waterberg	Lezmin 2350 CC	T95608/2003		
	Waterberg	Horn Willem Clarke	T11674/1967		
Nooitgedacht 136 KR	Waterberg	Coetzee Stephanus Jan Hendrik	T109156/2002		
	Waterberg	Pendragon Material & transport CC	T52068/1010		
	Waterberg	Philip Walfsohn's Farms 1979 Pty Ltd	T19829/1982		
	Waterberg	P. J De Beer Pty Ltd	T44362/ 1968		
	Waterberg	P. J De Beer Pty	T44362/ 1968		
	Bojanala	Fingrace Inv cc	T4529/2003		
	Bojanala	Fingrace Inv cc	T49436/2005		
	Bojanala	Mabonyana Farm CC	T32531/2001		
	Bojanala	Lapperman Miles Derek	T70925/1988		
	Bojanala	Fingrace INV CC	T41777/2002		
Makayskraal 18 JQ	Bojanala	Fingrace INV CC	T4529/2003		
	Bojanala	Fingrace INV CC	T4529/2003		
	Klipkopspruit 127 JQ	Bojanala	Fingrace INV CC	T4529/2003	
		Boschkop 138 JQ	Remainder of ptn 1		

R0472	Remainder of Ptn 2	Bojanala	Ludnic Beleggings CC	T89507/1995
	Portion 24	Bojanala	Sunward Ranch INV Pty Ltd	T63241/2002
	Remainder of portion 4	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Portion 24	Bojanala	Gavin Eired Mersich	T100324/1995
	Portion 24	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Portion 20	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Portion 8	Bojanala	Sunward Ranch INV Pty Ltd	T63241/2002
	Remainder of portion 9	Bojanala	Mersich Gavin Eired	T72585/1998
	Portion 10	Bojanala	Sunward Ranch INV Pty Ltd	T63241/2002
	R/E of Ptn 11 of Ptn 2	Bojanala	Wenakker Trust	T16317/2000
	Ptn 24	Bojanala	W & J Trust, Viljoen Walta, Viljoen Walta	T70307/1989 & T63686/2002
	Portion 13	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Ptn 14 of Ptn 12	Bojanala	Barend Daniel Bouwer Becker	T32138/1983
	Portion 15	Bojanala	Hannes Steyn Familietrust	T107125/2002
	Ptn 24	Bojanala	Gavin Eired Mersich	T72585/1998
	Ptn 24	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Ptn 20	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Ptn 24	Bojanala	Sunward Ranch INV Pty Ltd	T63241/2002
	Ptn 20	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Ptn 24	Bojanala	Sunward Ranch INV Pty Ltd	T63241/2002
	Ptn 24	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Ptn 23 of Ptn 22	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Ptn 24	Bojanala	Giland Trust	T123877/2004
	Ptn 0	Bojanala	Silver Charm INV 97 Pty Ltd	T123879/2004
	Ptn 6	Waterberg	Pylkop Beleggings Pty Ltd	T39696/1968
	Ptn 6	Waterberg	Daantjie Donnerbos CC	T77810/1989
Ptn 5	Waterberg	Daantjie Donnerbos CC	T77810/1989	
Ptn 5	Waterberg	Globegro Pty Ltd	T56539/2000	
Ptn 5	Waterberg	Globegro Pty Ltd	T56539/2000	
Portion 6	Waterberg	Globegro Pty Ltd	T56539/2000	
Portion 0	Waterberg	Globegro Pty Ltd	T56539/2000	
Remainder of Portion 1	Bojanala	Daantjie Donnerbos CC	T77810/1989	
Portion 2	Bojanala	Interswart Ingenieursdienste Pty Ltd	T75937/2007	
Portion 0	Bojanala	Buffelsgras Boedery Pty Ltd	T22638/1976	
Roodepan 19 JQ				
Uitduiker 17 JQ				
			P J De Beer Pty Ltd	T44362/1968

R0012	Brosdoringhoek 433 KQ	Portion 1	Waterberg	Razorbill Prop 32 Pty Ltd	T108192/2001
				Alers Johannes Jacobus	T26621/1969
R0012		Remainder of Portion 2	Waterberg	Engelbrecht Aletta Fransina Jacoba	T29048/1956
				Alers Johannes Jacobus	T49112/1981
				Alers Johannes Jacobus	T51299/1984
				Alers Martha Catharina	T51299/1984
				Engelbrecht Willem Sternberg Pertoors	T51299/1984
				Greuning Petrus Ignatius Lourens Van	T51299/1984
				Pieterse Phillipus Grundlingh	T51299/1984
				Pieterse Wilhemus Johannes	T51299/1984
				Alers Sarel Chritiaan	T51299/1984
				Alers Susanna Gertruida	T51301/1984
R0012			Waterberg	Engelbrecht Aletta Fransina Jacoba	T51301/1984
				Alers Johannes Jurgens	T77771/2004
				Goudveld Wynkelder Pty Ltd	T77771/2004
				Alers Martha Catharina	T9719/1956
				Engelbrecht Willem Sternberg Pertoors	T9719/1956
				Greuning Petrus Ignatius Lourens Van	T9719/1956
				Pieterse Phillipus Grundlingh	T9719/1956
				Pieterse Wilhemus Johannes	T9719/1956
				Bundutu Pty Ltd	T7218/1975
				Susanna Gertruida Alers Goudveld Wynker Pty Ltd	T51301/1984
R0012	Tambotie 146 JQ	Portion 1	Bojanala	Johan Grobler Familie Trust	T99821/2001
				Hoewal Familie Trust	T134812/2002
R0012	Zwartdoorns 421 KQ	Portion 1	Waterberg	G & M Kloppers Family Trust	T21191/2008
				Tortilis Boedery Pty Ltd	T27700/1994
R0012	Bultfontein 126 JQ	Portion 0	Bojanala	Republic Of South Africa	T547/1992
				Frank Creig De beer	T14349/1976
R0012	Langrand 143 JQ	Portion 5	Bojanala	H L C Engelbrecht Trust	T60636/1998
				Langrand Plaas trust	T76668/1995
R0307	Palmietfontien 72 JQ	Ptn 0 of Mankwe 925 JQ	Bojanala	Frank Venter Familie Trust	T41593/2004
				Jan Harm Du Plessis	T53281/2006
				Jurie Jacobus & Leonie Van Dyk	T69453/1990
				Coert Smit Eiendomme CC	T107930/1998
		Ptn 0 of Mankwe 925 JQ	Bojanala	Frank Venter Familie Trust	T107931/1998

		Bojanala	RSA	
	Remainder of portion 14 of Ptn 4	Bojanala	RSA	T546/1992BP
	Portion 15	Bojanala	Jacob Hendrik Steenkamp	T156248/2002
	Massekier 107 JQ	Bojanala	Sarel Johannes Pretorius	T59444/1995
	See Ptn Remainder of Ptn 3	Bojanala	Marius Swart Family Trust	T17196/1998
	Portion 19 of Ptn 14	Bojanala	Crofor Prop Pty Ltd	T58586/2007
	Portion 20	Bojanala	Christo de Jager	T105084/2004
	Portion 21	Bojanala	Christo De Jager	T39471/2004
	Ptn 38	Bojanala	Jan Harm Du Plessis	T19075/1995
	See Remainder of Ptn 3	Bojanala	Jan Harm Du Plessis	T53281/2006
	Matunyane 112 JQ	Bojanala	Crofor Prop Pty Ltd	T58586/2007
	Portion 28	Bojanala	Marius Swart Family Trust	T17196/1998
	Ptn 31	Bojanala	Jurie Jacobus & Leonie Van Dyk	T69453/1990
	Ptn 32	Bojanala	Frank Venter Familie Trust	T107931/1998
	Portion 31	Bojanala	Coert Smit Eiendomme CC	T107930/1998
	Portion 32	Bojanala	Frank Venter Familie Trust	T107931/1998
	Portion 33	Bojanala	Coert Smit Eiendomme CC	T107930/1998
	Portion 34	Bojanala	Frank Venter Familie Trust	T41593/2004
	Portion 35 of Ptn 18	Bojanala	Marlothi Garne Lodge	T41592/2004
	Ptn 0 of Mankwe 924 JQ	Bojanala	Pretorius Johannes Hermanus	TT58588/2007
	Ptn 0 of Mankwe 924 JQ	Bojanala	Friedcorp 483 CC	T66389/2010
	Ptn 0 of Mankwe 924 JQ	Bojanala	Friedcorp 483 CC	T66389/2010
	Ptn 0 of Mankwe 924 JQ	Bojanala	Friedcorp 483 CC	T66389/2010
	Ptn 0 of Mankwe 924 JQ	Bojanala	Friedcorp 483 CC	T66389/2010
	Ptn 0 of Mankwe 924 JQ	Bojanala	Friedcorp 483 CC	T66389/2010
	Ptn 0 of Mankwe 924 JQ	Bojanala	Friedcorp 483 CC	T66389/2010
	Ptn 0 of Mankwe 924 JQ	Bojanala	Friedcorp 483 CC	T66389/2010
	Ptn 8	Bojanala	Mphela Rakgokong B-E	T15179/1962BP
	Portion 1	Bojanala	Wide World Imports & Exports Pty Ltd	T 157703/2000
	Remainder of portion 2	Bojanala	Defacto INV 260 Pty Ltd	T162302/2002
	Remainder of Portion 3	Bojanala	Johan Grobler Familie Trust	T5522/1999
	Portion 9	Bojanala	Defacto INV 260 Pty Ltd	T162302/2002
	Remainder of Portion 5	Bojanala	Expectra 761 Pty Ltd	T13927/2003
	Ptn 9	Bojanala	Fourie Daniel Johannes	T22851/1986
	Ptn 8	Bojanala	Expectra 761 Pty Ltd	T13927/2003
	Ptn 9	Bojanala	Wide World Imports & Exports Pty Ltd	T 157703/2000
R0307				

Any party who has interest in the above-mentioned land is hereby invited to submit within 30 days from the publication of this notice, any objections, comments/information to:

Mr. L H Maphutha

Regional Land Claims Commissioner

Gauteng and North West Provinces

Private Bag X03

ARCADIA

0007

Tel: (012) 310 – 6620

Fax: (012) 323 -2961

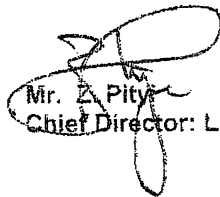
NOTICE 508 OF 2012**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994
(ACT NO.22 OF 1994)**

Notice is hereby given in terms of section 11 of the Restitution of Land Rights Act, 1994 (Act No.22 of 1994 as amended) that a claim for restitution of land rights on:

REFERENCE : 6/2/2/D/1004/0/0/10
CLAIMANT : Lungile Mlalandle (On behalf of Nobumba Community)
PROPERTY : Unsurveyed, unspecified state land formerly known as
Gcebula, Mbaxa, Lalini and Dasi
DISTRICT : Peddie
MEASURING : Approx. 2 434 Hactares
DEED OF TRANSFER : Unsurveyed
DATE SUBMITTED : 20/03/1996
BONDHOLDER :
CURRENT OWNER : Communally Owned State land under Chief Matomela
Has been submitted to the Chief Director Land Restitution Support and that the Commission on Restitution of Land Rights will investigate the claim in terms of the provisions of the Act in due course. Any person who has an interest in the above-mentioned land is hereby invited to submit, within sixty (60) days from the publication of this notice, any comments/information to:

The Chief Director:
P O Box 1375
East London
5200

Tel No.: (043) 7006000
Fax No.: (043) 7433687



Mr. Z. Pity
Chief Director: Land Restitution Support, Eastern Cape

NOTICE 509 OF 2012**CO-OPERATIVES TO BE STRUCK OFF THE REGISTER**

**BORUA LEROU BJA THABAMOPO AGRICULTURAL CO-OPERATIVE LIMITED
DINOKANA PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
ELLENDALE PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
GASEHUNELO PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
KROMSPRUIT PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
MAKHUTSWI AGRICULTURAL CO-OPERATIVE LIMITED
MANYEDING PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
MAPHANICK PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
MARICO PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
MATSEPE PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
MOLOTO BALEMI CO-OPERATIVE & MARKETING SERVICES LIMITED
MOOMANE PRIMARY CO-OPERATIVE LIMITED
MOTHAPO PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
MOTSHOTSHO AGRICULTURAL CO-OPERATIVE LIMITED
PABELO MORAFE PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
PHAPOSANE PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
PHIRING CO-OPERATIVE LIMITED
REIKEMISEDITSE PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
SAD 1998 PRIMARY CO-OPERATIVE LIMITED
SEOTSWI PRIMARY AGRICULTURAL CO-OPERATIVE LIMITED
SHIKOANE FARMERS PRIMARY CO-OPERATIVE LIMITED**

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of sixty days from the date of this notice, be struck off the register in terms of the provisions of section 73(1) of the Co-operatives Act, 2005, and the co-operatives will be dissolved unless proof is furnished to the effect that the co-operatives are carrying on business or are in operation.

Any objections to this procedure, which interested persons may wish to raise, must together with the reasons therefore, be lodged with this office before the expiration of the period of sixty days.

REGISTRAR OF CO-OPERATIVES

Office of the Registrar of Co-operatives
Dti Campus 77 Meintjies Street
Private Bag X237
PRETORIA
0001

NOTICE 510 OF 2012

**DEPARTMENT OF TRANSPORT
INTERNATIONAL AIR SERVICE ACT, (ACT NO.60 OF 1993)
GRANT /AMENDMENT OF INTERNATIONAL AIR SERVICE LICENSE**

Pursuant to the provisions of section 17 (12) of Act No.60 of 1993 and Regulation 15 (1) and 15 (2) of the International Air Regulations,1994, it is hereby notified for general information that the applications, detail of which appear in the Schedules hereto, will be considered by the International Air Services Council (Council) Representation in accordance with section 16(3) of the Act No. 60 of 1993 and regulation 25(1) of International Air Services Regulation, 1994, against or in favour of an application, should reach the Chairman of the International Air Services Council at Department of Transport, Private Bag X 193, Pretoria, 0001, within 28 days of the application hereof. It must be stated whether the party or parties making such representation is/ are prepared to be represent or represented at the possible hearing of the application

APPENDIX II

(A) Full name, surname and trade name of the applicant. (B) Full business or residential address of the applicant. (C) Class of licence applied for. (D) Type of International Air Service to which application pertains. (E) Category or kind of aircraft to which application pertains. (F) Airport from and the airport to which flights will be undertaken. (G) Area to be served. (H) Frequency of flight.

(A) S. A. Airlink Regoinal (Pty) Ltd; Airlink. (B) S. A. Airlink Building, 3 Greenstone Hill Office Park, Emerald Boulevard, Greenstone Hill, Modderfontein. (C) Class I; I/S031. (D) Type S1. (E) Category A1. (F) O. R. Tambo International Airport. (G) and (H) **Adding the following.**

State.	Destination.	Frequencies.
Botswana.	Kasane.	Seven (7) return flights per week

NOTICE 511 OF 2012

**DEPARTMENT OF TRANSPORT
AIR SERVICE LICENSING ACT, 1990 (ACT NO.115 OF 1990)
APPLICATION FOR THE GRANT OR AMENDMENT OF DOMESTIC AIR
SERVICE LICENCE**

Pursuant to the provisions of section 15 (1) (b) of Act No. 115 of 1990 and Regulation 8 of the Domestic Air Regulations,1991, it is hereby notified for general information that the application detail of which appear in the appendix, will be considered by the Air Service Licensing Council. Representation in accordance with section 15 (3) of the Act No.115 of 1990 in support of, or in position, an application, should reach the Air Service Licensing Council. Private Box X 193, Pretoria, 0001, within 21 days of date of the publication thereof.

APPENDIX II

(A) Full Name and trade name of the applicant. (B) Full business or residential address the applicant. (C) The Class and number of license in respect of which the amendment is sought (D) Type of air service and the amendment thereto which is being applied for (E) Category of aircraft and the amendment thereto which is being applied for. (F) Amendment referred to in section 14(2) (b) to (e).

(A) GASA- Geotech Aviation South Africa (Pty) Ltd; GASA. (B) 121 Rosen Office Park, 37 Invicta Road, Halfway Gardens, Midrand. (C) Class III; G1045D. (D) Type G3 and G15. (E) Category A3 and H2. **Changes to the Shareholding:** Geotech Malta has 25% and GALSA (Pty) Ltd has 75%, **changes to the Voting Rights:** R. A. Wilson has 20%, M. H. Moreton has 20%, E. Morrison has 25% and C. W. P. Siepman has 35% and **changes to the Management Plan:** Terry Zuk replaces Richard Adelson as the Chief Executive Officer, Jean Kichenbrand replaces Mathew Beresford-Carter as the Responsible Person: Flight Operations and Craig Siepman replaces Richard Adelson as the Responsible Person: Aircraft.

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