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PART 1 OF 4

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DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

NO. 807

31 MAY 2019

**FERTILIZERS, FARM FEEDS, AGRICULTURAL REMEDIES AND STOCK
REMEDIES ACT, 1947 (ACT NO. 36 OF 1947)****PROPOSED PROHIBITION NOTICE REGARDING THE USE OF NITROFURANS,
NITROMIDAZOLES, CARBADOX AND DIETHYLSTILBESTROL IN FOOD
PRODUCING ANIMALS**

I, Senzeni Zokwana, Minister of Agriculture, Forestry and Fisheries acting under section 7bis (1)(a) of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act No. 36 of 1947) hereby;

- (a) Intend to prohibit use of nitrofurans, nitromidazoles, carbadox and diethylstilbestrol in food producing animals
- (b) Invite interested institutions, organisations and persons to submit any objections to or representations concerning the proposed regulation in writing to the Registrar, Fertilizer, Farm Feeds, Agricultural Remedies and stock Remedies, Private Bag X 343, Pretoria, 0001 within four weeks from date of publication hereof.

The above mentioned proposed prohibition will be made available on DAFF website: www.daff.gov.za for public viewing at the following address route: Branch→ Agricultural Production, Health & Food Safety →Agriculture Inputs Control→ Gazette and notices→ press enter

Senzeni Zokwana,

Minister of Agriculture, Forestry and Fisheries

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

NO. 808

31 MAY 2019

**FERTILIZER, FARM FEEDS, AGRICULTURAL REMEDIES AND STOCK REMEDIES ACT, 1947
(ACT No. 36 OF 1947)****Corrigendum gazette notice No 302 of 08 March 2019****Government gazette No 302 of 2019 should read as follows:****PROPOSED REGULATIONS REGARDING STOCK REMEDIES**

I, Senzeni Zokwana, Minister for Agriculture, Forestry and Fisheries, acting under Section 23 of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act No. 36 of 1947), hereby-

- (a) make known that I intend to make regulation on Stock Remedies in the schedule; and
- (b) invite interested persons to submit any objections to or representations concerning the proposed regulation in writing to the Registrar: Fertilizer, Farm Feeds, Agricultural Remedies and Stock Remedies, Private bag X 343, Pretoria, 0001, or via email to MalutaM@daff.gov.za; within eight weeks from date of publication hereof.

S Zokwana
Minister of Agriculture, Forestry and Fisheries.

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**NO. 809****31 MAY 2019****PLANT BREEDERS' RIGHTS ACT, 1976 (ACT No. 15 OF 1976)****REGULATIONS RELATING TO PLANT BREEDERS' RIGHTS: AMENDMENT**

The Minister of Agriculture, Forestry and Fisheries acting under section 44 of the Plant Breeders' Rights Act, 1976 (Act No. 15 of 1976), has made the regulations set out in the Schedule.

SCHEDULE**Definition**

1. In this Schedule 'the Regulations' means the regulations published by Government Notice No. R. 1186 of 12 September 1997, as amended by Government Notices Nos. R. 1582 of 28 November 1997, R. 867 of 3 July 1998, R. 1285 of 16 October 1998, R. 323 of 19 March 1999, R. 604 of 14 May 1999, R. 1271 of 29 October 1999, R. 392 of 20 April 2000, R. 690 of 14 July 2000, R. 1078 of 3 November 2000, R. 387 of 18 May 2001, R. 667 of 27 July 2001, R. 512 of 3 June 2005, R. 545 of 15 June 2006, R. 1272 of 25 November 2008, R. 287 of 13 March 2009, R.103 of 19 February 2010, R.517 of 17 June 2011, R.950 of 18 November 2011, R. 713 of 7 September 2012; R. 311 of 26 April 2013, R.620 of 23 August 2013, R.416 of 30 May 2014, R. 645 of 29 August 2014, R.1027 of 19 December 2014, R.1032 of 30 December 2015 and R1217 of 07 October 2016, R. 1106 of 13 October 2017, R 1189 of 02 November 2018.

Amendment of Table 1 of the Regulations

2. Table 1 of the Regulations is hereby amended by the insertion of the entries in Annexure A in the alphabetically correct position.

ANNEXURE A

TABLE 1
KINDS OF PLANTS AND PERIOD OF RIGHTS
[Reg. 11; 11 (A)]

1		2	3	4
Kind of plant Soort Plant		Category Kategorie	Period of Plant Breeder's Right (Years) Termyn van Planttelersreg (Jare)	Period of sole Right (Years) Termyn van Alleenreg (Jare)
Botanical Name Botaniese Naam	Common Name Gewone naam			
<i>Eustachys</i> Desv. (all spp.)	Finger grass	A	20	5
<i>Phalaris</i> L. (all spp.)	Canary grass	A	20	5
<i>Tecomaria</i> (Endl.) Spach (all spp.)	Honeysuckle	B	25	8

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**NO. 810****31 MAY 2019****STANDARDS AND REQUIREMENTS REGARDING CONTROL OF THE EXPORT OF DRIED FRUIT:
AMENDMENT**

I, Billy Malose Makhafola, appointed as Executive Officer in terms of section 2(1) of the Agricultural Product Standards Act, 1990 (Act 119 of 1990), hereby give notice under section 4(3)(c) of the said Act that –

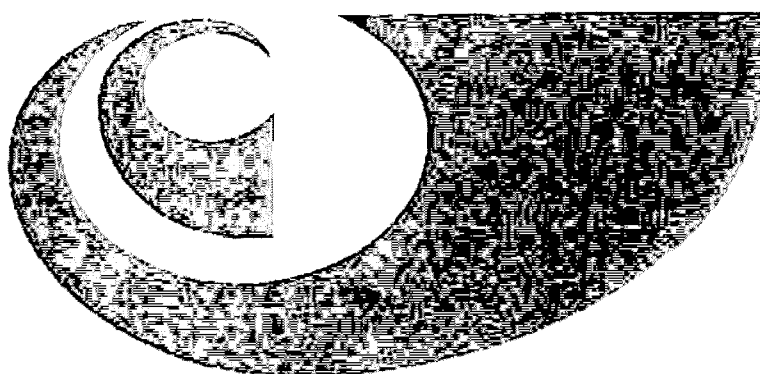
- (a) the standard and requirements regarding control of the export of dried fruit stipulated in Government Notice R.1983 of 23 August 1991 and promulgated in Government Notice No.1444 of 23 July 2004, are hereby amended; and
- (b) the standards and requirements mentioned in paragraph (a) --
 - (i) shall be available for inspection at the office of the Executive Officer: Agricultural Product Standards, Harvest house, 30 Hamilton Street, Arcadia, Pretoria;
 - (ii) may be obtained from the Executive Officer: Agricultural Product Standards, Department of Agriculture, Forestry and Fisheries, Private Bag X343, Pretoria, 0001, Telephone (012) 319-6106, Fax (012) 319 6265, via E-mail: PurityM@daff.gov.za on payment of the prescribes fees, or on the Department's website at the following link: <http://www.daff.gov.za/daffweb3/Branches/Agricultural-Production-Health-Food-Safety/Food-Safety-Quality-Assurance/Export-standards/Processed-Products>; and
 - (iii) shall come into operation seven days after publication of this Notice.

B.M. MAKHAFOLA**Executive Officer: Agricultural Product Standards**

DEPARTMENT OF ECONOMIC DEVELOPMENT

NO. 811

31 MAY 2019



competition **commission**
south africa

**AMENDED TERMS OF REFERENCE FOR THE LAND
BASED PUBLIC PASSENGER TRANSPORT MARKET
INQUIRY**

May 2019

1. BACKGROUND

On 10 May 2017, the Competition Commission ("the Commission"), in the exercise of its powers under Chapter 4A of the Competition Act 89 of 1998, published a notice in the Government Gazette (No. 40837) that it would conduct a Market Inquiry into the land-based public passenger transport ("Market Inquiry"). The Commission initiated the Market Inquiry because it has reason to believe that there are features of the sector that prevent, distort or restrict competition.

The Commission set out its Terms of Reference ("ToR") and timeframes for the inquiry in the Government Gazette. The Market inquiry officially commenced on 7 June 2017 and it was expected to be completed by May 2019.

2. AMENDMENT OF THE TERMS OF REFERENCE

In terms of section 43B(5) of the Act, the Commission may, by way of an amendment to the ToR, amend the scope of the Inquiry, or the time within which the Inquiry is expected to be completed, by further notice in the Gazette.

Having regard to the comments, submissions and information gathered by the Inquiry to date, the scope of the Inquiry remains unchanged. However, in light of the extent of this Inquiry and the emerging issues, the Commission has decided to amend the completion date to allow for sufficient time for engagement on proposed recommendations. In terms of the amendment, the Inquiry will be completed by **31 July 2019**.

Further details regarding key activities during the final phase of the Inquiry will be communicated on the Commission's website.

DEPARTMENT OF HEALTH

NO. 812

31 MAY 2019

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT No. 54 OF 1972)**REGULATIONS RELATING TO THE REDUCTION OF SODIUM IN CERTAIN FOODSTUFFS
AND RELATED MATTERS: AMENDMENT**

The Minister of Health has amended the Regulations set out in the Schedule hereto in terms of subsection 15(7)(b) of the Act.

SCHEDULE**Definitions**

1. In these Regulations “the Regulations” means the Regulations published by Government Notice No. R. 214 of 20 March 2013 as amended by Government Notice No. R. 1071 of 6 October 2017.

Amendment of Regulation 2

2. Regulation 2 is hereby amended by the substitution of items 7-9 in the Table of the following:-

Table 1.

7.	Processed meat (classes 1, 4, and 5), where products in category 5 relates to cured as per Annexure 1	1300 mg Na	30 March 2017
		1150 mg Na	30 April 2020
8.	Processed meat (classes 2, 3 and 5) where products in category relates to uncured as per Annexure 1	850 mg Na	30 June 2016
		650 mg Na	30 April 2020
9.	Raw-processed meat sausages (all types) and similar products	800 mg Na	30 April 2020
		600 mg Na	30 April 2020

Commencement

3. These Regulations shall come into operation on the day of publication.

Title

4. These Regulations are called Regulations Relating to the Reduction of Sodium in Certain Foodstuffs and Related Matters: Amendment, 2019


DR A MOTSOLEDI, MP
MINISTER OF HEALTH

27/3/2018

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 813

31 MAY 2019

CONTINUING EDUCATION AND TRAINING ACT, 2006 (ACT NO. 16 OF 2006)

POLICY FRAMEWORK FOR ADMINISTRATION AND MANAGEMENT OF STUDENT ADMISSIONS IN TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING COLLEGES

I, Grace Naledi Mandisa Pandor, Minister of Higher Education and Training, in terms of Chapter 6A, section 41A(c) read with sections 41B(4) and 41M of the Continuing Education and Training Act, 2006 (Act No. 16 of 2006) hereby publish the Policy Framework for Administration and Management of Student Admissions in Technical and Vocational Education and Training Colleges as Schedule I.


Mrs GNM Pandor, MP**Minister of Higher Education and Training****Date:** 30-3-2019



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

**POLICY FRAMEWORK FOR ADMINISTRATION AND MANAGEMENT
OF STUDENT ADMISSIONS IN TECHNICAL AND VOCATIONAL
EDUCATION AND TRAINING COLLEGES**

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LIST OF ACRONYMS AND ABBREVIATIONS

ABET /AET	Adult Education and Training
APS	Application Point Score
CET Act	Continuity Education and Training Act (16 of 2006)
DBE	Department of Basic Education
DHET	Department of Higher Education and Training
FET Act	Further Education and Training Amendment Act (No.3 of 2012)
GETC	General Education and Training Certificate
ICT	Information and Communication Technology
MIS	Management Information Systems
NC (V)	National Certificate (Vocational)
NEA	Department's National Examinations and Assessments
NSC	National Senior Certificate
NSFAS	National Student Financial Aid Scheme
NATED/REPORT 191	National Accredited Technical Education Diploma
NDP	National Development Plan
NQF	National Qualification Framework
PLP	Pre-Vocational Learning Programme
PSET	Post-School Education and Training
RPL	Recognition of Prior Learning
SAQA	South African Qualifications Authority
SSS	Student Support Services
SETA	Sector Education and Training Authority
TVET	Technical and Vocational Education and Training
WP-PSET	White Paper for Post –School Education and Training

INTRODUCTION

1. The admission policies of Technical and Vocational Education and Training Colleges are underpinned and guided by the *Constitution of the Republic of South Africa, 1996 (Act no 108 of 1996)*.
2. This admission policy framework is intended to govern the provision for all Ministerially approved programmes offered in Technical and Vocational Education and Training (TVET) Colleges.
3. The TVET College system needs to respond to the country's need to redress past imbalances and inequalities by transforming education and training in order to improve the livelihoods of individuals and contribute to the economy and broader society.
4. This policy framework seeks to provide a balance between the provision of access in TVET Colleges with the aim of redressing the imbalances of the past and ensuring rigorous success of students. This will ensure that we recruit capable students who have a keen interest in vocational and technical education.
5. The TVET college system has expanded access thus experiencing exponential growth in student enrolment. Notwithstanding this expansion colleges are still confronted by challenges of limited infrastructure to accommodate students and as such there is increased competitiveness of access in the college system. The Department of Higher Education and Training, herein after referred to as the Department, is shifting its focus from access to quality which is critical towards positioning TVET colleges as institutions of first choice.
6. Proper career guidance is important to direct our students to relevant programmes and to provide training in areas that are required for the country's economy growth.

-
7. The *White Paper for Post –School Education and Training*, 2013, herein referred to as the WP-PSET, envisages a post-school education and training system that is committed to achieving the following objectives:
 - 7.1 Education and Social Justice;
 - 7.2 A single coordinated system;
 - 7.3 Expanding access, improving quality and increasing diversity;
 - 7.4 Education and work; and
 - 7.5 Responsiveness.
 8. The TVET College sector is required to provide opportunities across a wide range of qualifications that are fit for purpose and are responsive to the changing requirements of work and social context, designed for student demands and can articulate appropriately to meaningful opportunities in employment and further study.
 9. The Department has developed this policy framework to guide TVET Colleges to administer the management of student admissions and ensure consistency in achieving the values of equity, access and redress. TVET Colleges must therefore commit themselves to provide adequate conditions and opportunities for effective teaching and learning.
 10. The Department recognises that section 17(1) of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006) as stated in Chapter 3*, herein referred to as the CET Act, entrusts the role of developing college admission policies to the Council of the respective college. This policy framework therefore is developed for TVET College Councils to adopt or adapt when developing their own policies.
 11. Due to the diversity of programme offerings in the sector, differentiated admission criteria are required to respond to the different qualification objectives. These, amongst others, will include providing opportunities for the advancement of participation in programmes that require critical and scarce skills, which will lead to filling the gap for occupations in high demand, and qualifications that are designed to absorb large numbers of learners as valuable human resource capital for the country.

12. Should the Department of Basic Education (DBE) comprehensively roll out the three stream model which is delineated into three pathways, that is, academic, technical vocational and technical occupational, learners with Grade 9 will only be accepted into programmes leading to a trade or occupation where the learner meets the admission criteria.

BACKGROUND AND CONTEXT

13. The White Paper on Post School Education and Training ushered in changes from Further Education and Training (FET) Colleges by renaming them TVET Colleges. The name change signified the specific focus of Colleges in providing mid-level vocational and occupational programmes that have direct articulation with the world of work and which includes formal employment, self-employment and other forms of work.
14. Historically TVET colleges catered to the specific needs of unemployed youth and adults, who required theoretical knowledge to support their workplace experience and practical knowledge, and to lead to some sort of tangible certification as evidence of their acquired knowledge and competencies.
15. The DHET TVET College Bursary Scheme has been a key mechanism to provide access and contributed to the growth and expansion of the TVET college sector. The rapid expansion of the TVET college sector has resulted in the system being unable to accommodate future growth without material contribution to infrastructure development.
16. The post-school education and training system is required to accommodate huge student numbers despite its limited capacity to absorb these numbers. The consequence is that significant numbers of young people remain excluded from accessing post-school opportunities. Alternative forms of post-school education, such as open learning, are critical to responding to the demands of access for young people.

OBJECTIVES OF THIS POLICY

17. The objective of this policy framework is to provide a base for all Technical and Vocational Education and Training College Councils to develop their student admission policies for their respective colleges.

APPLICATION OF THIS POLICY

18. This policy framework applies to all TVET Colleges declared or established by the Minister in terms of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)*.

RATIONALE

19. TVET Colleges have been established to expand access and to provide opportunities to young people who want to access post-school education and training (PSET).
20. In terms of section 2(1) of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)* the purpose of the CET Act is to:
 - (a) enable students to acquire—
 - (i) the necessary knowledge;
 - (ii) practical skills; and
 - (iii) applied vocational and occupational competence; and
 - (b) provide students with the necessary attributes required for—
 - (i) employment;
 - (ii) entry to a particular vocation, occupation or trade; or
 - (iii) entry into a higher education institution.
21. Public TVET Colleges have been strategically positioned to become the institutions of choice to school leavers and out of school youth. The state is mandated to ensure its youth

and communities have access to education and training that will deal with socio economic factors faced by communities and the country as a whole.

22. In the future, the Department will increase opportunities for students in the TVET sector by increasing admissions into National Qualification Framework (NQF) Level 5 and NQF Level 6 qualifications, which aligns to the mandate given both in the National Development Plan (NDP) and the White Paper for Post –School Education and Training (WP-PSET).

LEGISLATIVE AND POLICY FRAMEWORK

23. In terms of section 29(1) (b) of the *Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996)*, everyone has the right to further education, which the state, through reasonable measures, must make progressively available and accessible.
24. Section 17 of the CET Act outlines the requirements for an admission policy of public colleges as follows:
 1. Subject to applicable policy, the Council of a public college determines the admission policy of the college, after consulting with the academic board and with the approval of the Minister;
 2. The admission policy of a public college may not unfairly discriminate in any way and must provide appropriate measures for the redress of past inequalities;
 3. The Council may, subject to applicable policy, obtain the approval of the Director-General and after consultation with the academic board—
 - (a) determine admission requirements in respect of particular continuing education and training qualifications or part-qualifications;
 - (b) determine the number of students who may be admitted for a particular continuing education and training qualification or part qualification and the manner of their selection ;
 - (c) determine the minimum requirements for re-admission to study at the public college in question; and

- (d) refuse the readmission of a student who fails to satisfy the minimum requirements for readmission.
4. The Council of the College must take the necessary steps within its available resources to ensure that the college is accessible to disabled students;
25. The *White paper 6 on Special Needs Education, 2001* provides for an inclusive education framework which guides the transformation of practices related to barriers in teaching and learning. The White Paper also emphasised the need for a holistic approach to addressing disabilities, which includes, specialised technology, assistive devices, reasonable accommodation, practices for students and staff with disabilities.
26. The *White Paper on Post School Education and Training, 2013*, called for a strategic policy framework to guide the improvement of access to and success in post-school education and training for people with disabilities and this includes private institutions. The framework should include accurate definitions of multiple types of disabilities that exist in society and the differentiated response required by the post-school system. As a response to this call, the Department has developed the *Strategic Policy Framework on Disability for the Post-School Education and Training System, 2018*. The strategic policy framework is posted on the Department's website.

DETERMINATION OF CRITERIA FOR ADMISSION TO TVET COLLEGES

27. The College Council determines the requirements for admission into the College in line with the policies and regulations promulgated by the Department of Higher Education and Training, and include:
- 27.1 Determining the entrance requirements in respect of all qualifications, including developing a points systems or additional criteria that are clearly articulated in terms of performance requirements;
- 27.2 Determining the minimum and maximum duration of study pertaining to a particular qualification;
- 27.3 Determining the number of students to be admitted for a particular qualification and the manner of their selection;

-
- 27.4 Determining the minimum requirements for conditions relating to re-admission;
 - 27.5 Determining the standards and conditions under which students may be refused re-admission to the college;
 - 27.6 Determining the conditions for de-registration;
 - 27.7 Determining the medium of instruction ; and
 - 27.8 Determining all policies and processes that lead to proper selection and placement of students, bearing in mind that such policies and processes must be underpinned by the principle of ensuring student success.
28. This policy framework will provide further guidance and ensure consistency with regards to administration of students' admission processes in TVET Colleges, as it relates to:
- 28.1 Scheduling and implementation of the registration process;
 - 28.2 Guiding processes for the cancellation of registered students;
 - 28.3 Admission of students with disabilities;
 - 28.4 Admission requirements for international students; and
 - 28.5 Timeous dissemination of information relating to registration periods for all programmes, and all semesters and trimesters.
29. Students' admission into a TVET College shall be subject to the students' acceptance of the rules and academic regulations of that particular institution. Acceptance of admission at the college shall be taken to constitute acceptance of all published policies and regulations. The student will attest to such by signing a contractual agreement to this effect.
30. The college should consider implementing a mechanism of conditional acceptance offers, which will be confirmed upon final examination results. This will assist in planning for college enrolments and alleviate the pressure of backlogs during registration.
31. Whilst it is good to have an admissions policy, it is equally important to put systems in place to ensure improved students' performance and achievement. The college is therefore expected to adhere to the Department's *TVET College Student Attendance and Punctuality Policy* that will assist to promote improved attendance of the students once admitted.

32. The TVET College must, through its prospectus, indicate when and how the college will conduct and orientate students in the academic programmes, irrespective of the nature of the programme enrolled for.
33. The Council should develop a *College Student Code of Conduct* which every student must sign upon receipt during registration (as stated in paragraph 27).

ADMINISTRATION OF ADMISSIONS

34. A person may register as a student in a TVET College, only if he or she satisfies the legal requirements for admission to study at the college and satisfies any other requirements for admission that may be determined by the College Council and laid down in the *College student Code of Conduct*.
35. To be eligible for admission to a programme in a TVET College, the applicant must be a South African citizen or have a valid study permit, if the applicant is a foreign national.
36. TVET Colleges should give preference to students who:
 - 36.1 Are South African citizens;
 - 36.2 Are residing within the catchment area where the college is located unless the college does not offer the programme required by the prospective student;
 - 36.3 Have a good academic record;
 - 36.4 Have a history of good attendance in terms of returning students;
 - 36.5 Are able to provide proof of provisional funding status;
 - 36.6 Are above a specified age;
 - 36.7 Have not violated the code of conduct; and
 - 36.8 Satisfy any other requirements which the college deems necessary.
37. Colleges should commence with their application process for a new academic year, in the beginning of June of the preceding year. This will alleviate the pressure and backlogs

that colleges find themselves in and will also allow ample time for prospective students to apply.

38. The college should have a closing date for all National Certificate Vocational NC (V) applications, which should preferably be the end of October of the preceding year.
39. The closing dates for all Report 191 student applications should preferably be administered six months prior to commencement of studies.
40. Colleges are reminded that any fee in addition to the tuition fee, whether it is called an application fee, registration fee or admission fee is NOT permitted. However, colleges may expect a portion of the tuition fee upfront at the point of admission from students who are paying their own fees.
41. Students who have been offered admission, have applied for, and successfully met the financial criteria for NSFAS funding will be admitted and registered. Students who do not qualify for NSFAS are obligated to pay the fees, either receiving funding from a sponsor, their family or other means. The College's *Debt Management Policy* should be followed to ensure that tuition fees are paid timeously.
42. If a college decides to implement conditional offers to students, the college should develop conditions to such offers, such as meeting a specific level of performance. Furthermore, the college must have efficient systems in place to track these conditions, and where necessary, be able to effectively revoke the placement.
43. Colleges should provide additional support and accommodate students with disabilities through guidelines for admission of students with disabilities. This will include reference to designated offices to cater for and assist students with disabilities.
44. The College Management must develop the process for provision of services for prospective students, which are inclusive, fair and transparent and present it to the academic board for final approval by council.

MINIMUM ENTRY REQUIREMENTS

45. This section of the policy framework provides guidance on the minimum entry requirements for prospective students who intend to study in any of the TVET Colleges.
46. The prospective student must be in possession of the relevant minimum entry requirements stipulated in the *National Certificate (Vocational): Qualifications at Levels 2 to 4 on the National Qualifications Framework (NQF)* and *Formal technical college instructional programmes in the RSA, Report 191 (2001/08)* for NC(V) and Report 191 programmes respectively.
47. A college should provide a balance between access and success by recognising prospective students from disadvantaged groups and ensuring quality by selecting students that demonstrate good academic capabilities.
48. A student may be funded at 80% of the total programme cost for a maximum of two years at the same NQF Level in a nationally approved qualification unless a motivation by the college is made by means of a special request to the DHET for an extension for funding as stipulated in the *Continuing Education and Training Act (16/2006): The National Norms and Standards for funding Technical and Vocational Education and Training Colleges*. This funding is essentially the 80% subsidy for all students enrolled in Ministerially-approved programmes and not NSFAS funding.
49. Students who enrol for a qualification that duplicates a previous qualification that was state-funded are not eligible for financial assistance. This implies that the National Student Financial Aid Scheme (NSFAS) bursary recipients who complete NC(V) Level 4 are not eligible for additional financial assistance should they want to enrol for another NC(V) programme or Report 191 N1 – N3. Similarly bursary recipients who complete Report 191 N6 are not eligible for financial assistance should they want to enrol for another Report 191 programme or an NC(V) programme. It must be noted that this cohort of students are liable for full payment of the programme costs and not simply 20% of the total programme cost which constitute college/tuition fees.

50. For articulation purposes, the only cohort of students eligible for financial assistance for the second qualification are bursary recipients who complete NC(V) Level 4 and Report 191 N3 and would like to enrol for Report 191 (N4 – N6).

ADMISSION REQUIREMENTS FOR NC (V) STUDENTS

51. Minimum entrance requirements are aligned to the NC(V) programme. Students must who passed an NQF level 1 qualification i.e. Grade 9; AET Level 4, General Education and Training Certificate (GETC), the use of RPL assessment programme to determine equivalence to NQF Level 1 and PLP results. Entry requirements should be guided and aligned to the NC (V) policy.

ADMISSION REQUIREMENTS FOR REPORT 191 STUDENTS

52. Minimum entrance requirements are aligned to the Report 191 programme requirements. Students who have passed Grade 12/NC (V) Level 4 may be admitted into N4 Business/Engineering Studies, subject to any other programme/faculty requirements.
53. Minimum entrance requirements for Report 191 N1 Engineering studies are a NQF Level 1 qualification, i.e. Grade 9; PLP results; AET Level 4; General Education and Training Certificate (GETC) and the use of RPL assessment programme to determine equivalence to NQF Level 1 or National Senior Certificate (NSC) Engineering studies.

ADDITIONAL ENTRY REQUIREMENTS

54. The Academic Board may determine additional requirements with the approval of the College Council. In addition, colleges may need to develop a points system or additional entry requirements for entry into qualifications.
55. The points system should weigh language, mathematics and science high on any qualification where these subjects serve as a pre-requisite. Subjects such as Accounting, Drawing, Information and Communication Technology (ICT) may also feature in the points system for certain programmes. Colleges must ensure that the points system or

additional criteria are not too high or used as a tool to further exclude prospective students from colleges.

56. A college should develop its own additional entrance requirements for students intending to enrol in specialised programmes, such as engineering studies. The Department is drafting a proposed *Guideline for Additional Admission requirements* which can assist colleges to formulate guidelines when drafting their additional admission requirements. The college can use the proposed *Guideline for Additional Admission requirements* as is or they can modify. The proposed guideline will be submitted to colleges and posted on the Department's website upon completion.

DOCUMENTS AND ADDITIONAL REQUIREMENTS FOR ADMISSION

57. All documents will become the property of the college. If documents are not in English as the medium of communication, they must be accompanied by a certified translation in English. The required documents are as follows:

57.1 Identity document or passport for foreign students with study permit;

57.2 Academic records:

- (1) Grade 9 certificate; or
- (2) Adult Education and Training (AET) Level 4 which is equivalent to the National Qualification Framework (NQF) Level 1 certificate; or
- (3) N1; and
- (4) a N2 certificate for N3 or N3 for N4 for entry into Report 191 engineering studies or
- (5) Grade 12/NCV Level 4 for entry into N4 Report 191 Business/Utility studies;
- (6) Recognition of Prior Learning RPL;
- (7) Previous student academic record for returning students;
- (8) Foreign students: South African Qualification Authority (SAQA) approved foreign qualification and Proof of medical insurance or cover. Study permit that stipulates the duration of study; and
- (9) Pre-Vocational Learning Programme (PLP) results.

57.3 Selection and Placement test results;

57.4 Completed registration form;

- 57.5 Proof of residence (home and address while studying);
- 57.6 Contact details of next of kin or responsible persons;
- 57.7 Parents' or guardian's or next of kin ID document;
- 57.8 Proof of payment for the academic year;
- 57.9 Proof of provisional funding status from NSFAS;
- 57.10 Provisional funding from repeating students and non-NSFAS applicants and
- 57.11 Attach criminal record (if applicable).

SELECTION AND PLACEMENT TESTS

- 58. As part of the recruitment and selection process of prospective students, the college should administer a selection and placement test, and conduct interviews where necessary, as this would assist in the correct placement of students into relevant programmes.
- 59. Placement tests and procedures are compulsory for prospective students, to enable them to be placed in an appropriate programme. This will allow the student to enrol in a programme for which they have the necessary capabilities, and will also enable the college to identify those learners requiring additional support.
- 60. No student should be accepted or admitted into a college without undergoing the placement test process. The selection and placement test is used to identify students who may require onward referral or learning and academic support. The college can conduct interviews and auditions in addition to the conduction of selection and placement tests.

PRE-VOCATIONAL LEARNING PROGRAMME

- 61. The Prevocational Learning Programme (PLP) is an entry level foundational learning programme for successful articulation into TVET College particularly for students who do not meet the entry requirement either for the programme or qualification as outlined in the college's admission policy. The PLP programme focus is to ensure foundational knowledge such as English, Mathematical competence and Scientific literacy since students are entering TVET Colleges from the different spheres of education.

62. The programme is primarily aimed at students who have passed at least Grade 9 (but not Grade 12) with weak/poor literacy and numeracy foundation, as determined through baseline testing. Students with Grade 10 or 11 and those who have not been part of the study environment for a few years could also be considered for PLP.
63. The PLP does not replace foundational/ bridging programmes that colleges may be using to suit any specific purpose and which are working for them. The programme prepares a student for enrolment in the relevant NC(V) and Report 191 courses, and where applicable, for occupational qualifications at NQF levels 2-4. The PLP is a Ministerially-funded programme in addition to NC(V) and Report 191.
64. The PLP is structured for delivery over one academic year. The programme is pitched more or less at NQF level 2, in terms of the level descriptors for the competencies to be demonstrated by completion.
65. There is no “pass” or “fail” for a PLP student. The mark received at the end of the year for a subject will determine suitability for a mainstream course. For example, there may be two PLP students who both want to study engineering, but one achieves a mark of 60% for Foundational Mathematics at the end of the year and the other 40%. The 60% mark is indicative that the student may cope with engineering whereas the student with 40% is unlikely to cope and should then be guided into a more suitable study choice which might not necessarily be an NC (V) or Report 191 programme.

ADMISSION OF RETURNING STUDENTS

66. For a student to be admitted in the next level in the NC (V) and Report 191 qualifications, he or she must comply with the promotion requirements of the previous level, as guided by the Department’s National Examinations and Assessment (NEA) progression policy. Progression requirements for other programmes and qualifications must be obtained either from the qualification policy, or must be determined by the college and approved as such by the Academic Board.
67. If a student has failed the level of study once he /she may be allowed to enrol again, but the college must provide compulsory academic support programmes to assist the learner

to succeed. The learner must also sign a letter of commitment to attend the academic support programmes.

68. Enrolled students who have moved from another college must provide a transfer letter and testimony of the student's behaviour, reasons, incidents and financial obligations of the previous College to the new College, upon registration. It is then the responsibility of the new college to communicate with the student's previous college for more information.

ACADEMIC EXCLUSION AND DEREGISTRATION

69. A student can be denied admission where there is evidence of poor academic performance and attendance record. If a student has failed the same course and level of study twice or more in his/her field of study, after compulsory academic support interventions reasons for exclusion must be determined by the recommendations by the academic board and approval by the College council.
70. A prospective student is denied registration if he /she had been expelled from another college as part of a disciplinary sanction or examination sanction from the department.
71. A student is deregistered due to death, disciplinary and examination sanctions or not meeting Attendance Policy requirements, or the student deregisters himself or herself. For transferring students the previous college should provide a detailed student testimonial letter that includes disciplinary incidents or reasons for cancellation or deregistration and the remaining financial obligation.
72. The student must provide valid reasons for cancellation or deregistration and the college policy must stipulate the percentage of programme cost that the student remains liable for on cancellation or deregistration.
73. A student who has been found guilty of misconduct in terms of the college's code of conduct maybe excluded from re-admission.

ADMISSION OF STUDENTS WITH PRIOR CONVICTIONS/CRIMINAL RECORD

74. TVET Colleges may screen students to assess the risks in admitting applicants who may pose a danger to themselves, students and staff.
75. All applicants must declare any relevant criminal convictions/records. The college should only use the information of prior convictions and criminal records to assist the student with rehabilitation and reintegration into society.
76. Police verification may be undertaken in respect of application to programmes or courses where criminal offences can hinder employment opportunities and safety of students and staff at the college.
77. Colleges may seek legal advice when admitting students with pending convictions.

ADMISSION OF NON-SOUTH AFRICAN CITIZENS

78. Persons classified as aliens must, when applying for admission, show evidence that they have applied with the requirements of the Department of Home Affairs to legalise their stay in the country in terms of the Aliens Control Act, 1991 (Act No. 96 of 1991), as amended in section 2 of the Aliens Control Amendment Act, 1995 (Act No. 76 of 1995).
79. A student who entered the country as a refugee or immigrant must provide proof of their academic record, approved by the South African Qualification Authority (SAQA) if it is a foreign qualification.
80. The student must pass the placement test and receive an acceptance letter from the TVET College which will stipulate which programme the student can register for and the duration thereof.
81. The student must pass the placement test and receive an acceptance letter from the college which will stipulate which programme the student can register and the duration thereof.

82. The student must then present a study visa and proof of funding when applying for admission to the college which stipulates the amount funded for the duration of study.
83. The student is considered conditionally registered in the event where the student is unable to produce the study visa during registration in the NC(V) and REPORT 191 programmes.
84. If a student does not produce required documents, registration will be terminated. The study visa should be valid for the required duration of study in a chosen programme.

STUDENTS WITH DISABILITIES

85. Taking into account the available resources, colleges should admit students with disabilities and must provide the necessary support, as far as practically possible to make teaching and learning accessible to the student. Students with disabilities who have completed grades 9 - 12 in a special school have to be assessed by the college to determine if they meet the academic requirements for admission into a college programme/qualification. Colleges must therefore incorporate the provisions and process in this regard in the institutions policy on students with disability. The student is encouraged to apply for concession for examinations during enrolment, in line with the provisions that exist for such candidates.

APPEAL PROCEDURES

86. Any student or parent /guardian of the student who has been refused admission to the College may appeal against the decision through the Academic Board, which should make recommendations to the College Council.

REGISTRATION PERIODS: NC (V)

87. College registrations should begin in the first week of reopening in a new academic year and close in the second week of January of every year. The second week makes provision if the college is not fully enrolled, and to provide for late registrations in special cases. The start of classes must ensure maximum utilisation of teaching and learning time.

REGISTRATION PERIODS: REPORT 191

88. College registrations should also open for Report 191 programmes in the first week of reopening, and close in the second week of January of every year, and applications to be encouraged in the prior year of study for new students. The second week makes provision if the college is not fully enrolled and to allow for special cases of late registration. The Report 191 programmes may be offered on a part time basis during the afternoon and evenings.
89. Report 191 registrations for Engineering studies can also take place before the start of the trimester in April, and May for trimester 2, and August and September for trimester 3.
90. The study periods for engineering studies are: first trimester (January until March); second trimester (May until July); and third trimester (September until November). Business studies and utility studies duration is three semesters N4, N5 and N6. The study periods are: first Semester (January until June) and second semester (July until November).

STUDENT REGISTRATION REGISTER

91. The Principal and Deputy Principal responsible for registration must keep a register of student admissions in the registration system of the College, which must be valid, reliable and accessible at all times.
92. The College Council must determine and document how the registration records of the TVET College will be kept. The format of the data capture tool must include information relating to biographical and demographic information of the student such as surname and full names, date of birth, age, identity number/passport number, disability, qualification details, names of students next of kin, their addresses and the address and contact details for the time of study. Colleges must ensure authenticity of registration documents and use the code of conduct or legal processes in the event of receiving fraudulent documents from a student.

93. Entries in the registration system will be verified against each student's information, such as an identity document or passport, of which a copy must be placed on record either in hard or soft copy.
94. Officials from the National and Regional offices must be able to access the electronic registration system and the register, as and when the need arises.

MONITORING AND EVALUATION

95. For this policy framework to be effective it will be supported by the set of monitoring and evaluation instruments indicated below:
- 95.1 Registration monitoring tool;
 - 95.2 Annual surveys;
 - 95.3 Annual reports;
 - 95.4 Quarterly enrolment Monitoring tools;
 - 95.5 Teaching and Learning Plan;
 - 95.6 SSS Plan monitoring tool;
 - 95.7 Functionality Assessment Tools;
 - 95.8 Annual monitoring tool;
 - 95.9 Technical and Vocational Education and Training Information Management System (TVETMIS); and
 - 95.10 Any other instruments as may be required from time to time.

SHORT TITLE

This policy framework shall be called *Policy Framework for Administration and Management of Student Admissions in Technical and Vocational Education and Training (TVET) Colleges*.

CONTINUING EDUCATION AND TRAINING ACT, 2006 (ACT NO. 16 OF 2006)**POLICY FRAMEWORK FOR ADMINISTRATION AND MANAGEMENT OF STUDENT ADMISSIONS IN TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING COLLEGES**

I, Grace Naledi Mandisa Pandor, Minister of Higher Education and Training, in terms of Chapter 6A, section 41A(c) read with sections 41B(4) and 41M of the Continuing Education and Training Act, 2006 (Act No. 16 of 2006) hereby publish the Policy Framework for Administration and Management of Student Admissions in Technical and Vocational Education and Training Colleges as Schedule I.



Mrs GNM Pandor, MP

Minister of Higher Education and Training

Date: 30-3-2019



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

**POLICY FRAMEWORK FOR ADMINISTRATION AND MANAGEMENT
OF STUDENT ADMISSIONS IN TECHNICAL AND VOCATIONAL
EDUCATION AND TRAINING COLLEGES**

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LIST OF ACRONYMS AND ABBREVIATIONS

ABET /AET	Adult Education and Training
APS	Application Point Score
CET Act	Continuity Education and Training Act (16 of 2006)
DBE	Department of Basic Education
DHET	Department of Higher Education and Training
FET Act	Further Education and Training Amendment Act (No.3 of 2012)
GETC	General Education and Training Certificate
ICT	Information and Communication Technology
MIS	Management Information Systems
NC (V)	National Certificate (Vocational)
NEA	Department's National Examinations and Assessments
NSC	National Senior Certificate
NSFAS	National Student Financial Aid Scheme
NATED/REPORT 191	National Accredited Technical Education Diploma
NDP	National Development Plan
NQF	National Qualification Framework
PLP	Pre-Vocational Learning Programme
PSET	Post-School Education and Training
RPL	Recognition of Prior Learning
SAQA	South African Qualifications Authority
SSS	Student Support Services
SETA	Sector Education and Training Authority
TVET	Technical and Vocational Education and Training
WP-PSET	White Paper for Post –School Education and Training

INTRODUCTION

1. The admission policies of Technical and Vocational Education and Training Colleges are underpinned and guided by the *Constitution of the Republic of South Africa, 1996 (Act no 108 of 1996)*.
2. This admission policy framework is intended to govern the provision for all Ministerially approved programmes offered in Technical and Vocational Education and Training (TVET) Colleges.
3. The TVET College system needs to respond to the country's need to redress past imbalances and inequalities by transforming education and training in order to improve the livelihoods of individuals and contribute to the economy and broader society.
4. This policy framework seeks to provide a balance between the provision of access in TVET Colleges with the aim of redressing the imbalances of the past and ensuring rigorous success of students. This will ensure that we recruit capable students who have a keen interest in vocational and technical education.
5. The TVET college system has expanded access thus experiencing exponential growth in student enrolment. Notwithstanding this expansion colleges are still confronted by challenges of limited infrastructure to accommodate students and as such there is increased competitiveness of access in the college system. The Department of Higher Education and Training, herein after referred to as the Department, is shifting its focus from access to quality which is critical towards positioning TVET colleges as institutions of first choice.
6. Proper career guidance is important to direct our students to relevant programmes and to provide training in areas that are required for the country's economy growth.

7. The *White Paper for Post –School Education and Training*, 2013, herein referred to as the WP-PSET, envisages a post-school education and training system that is committed to achieving the following objectives:
 - 7.1 Education and Social Justice;
 - 7.2 A single coordinated system;
 - 7.3 Expanding access, improving quality and increasing diversity;
 - 7.4 Education and work; and
 - 7.5 Responsiveness.
8. The TVET College sector is required to provide opportunities across a wide range of qualifications that are fit for purpose and are responsive to the changing requirements of work and social context, designed for student demands and can articulate appropriately to meaningful opportunities in employment and further study.
9. The Department has developed this policy framework to guide TVET Colleges to administer the management of student admissions and ensure consistency in achieving the values of equity, access and redress. TVET Colleges must therefore commit themselves to provide adequate conditions and opportunities for effective teaching and learning.
10. The Department recognises that section 17(1) of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006) as stated in Chapter 3*, herein referred to as the CET Act, entrusts the role of developing college admission policies to the Council of the respective college. This policy framework therefore is developed for TVET College Councils to adopt or adapt when developing their own policies.
11. Due to the diversity of programme offerings in the sector, differentiated admission criteria are required to respond to the different qualification objectives. These, amongst others, will include providing opportunities for the advancement of participation in programmes that require critical and scarce skills, which will lead to filling the gap for occupations in high demand, and qualifications that are designed to absorb large numbers of learners as valuable human resource capital for the country.

12. Should the Department of Basic Education (DBE) comprehensively roll out the three stream model which is delineated into three pathways, that is, academic, technical vocational and technical occupational, learners with Grade 9 will only be accepted into programmes leading to a trade or occupation where the learner meets the admission criteria.

BACKGROUND AND CONTEXT

13. The White Paper on Post School Education and Training ushered in changes from Further Education and Training (FET) Colleges by renaming them TVET Colleges. The name change signified the specific focus of Colleges in providing mid-level vocational and occupational programmes that have direct articulation with the world of work and which includes formal employment, self-employment and other forms of work.
14. Historically TVET colleges catered to the specific needs of unemployed youth and adults, who required theoretical knowledge to support their workplace experience and practical knowledge, and to lead to some sort of tangible certification as evidence of their acquired knowledge and competencies.
15. The DHET TVET College Bursary Scheme has been a key mechanism to provide access and contributed to the growth and expansion of the TVET college sector. The rapid expansion of the TVET college sector has resulted in the system being unable to accommodate future growth without material contribution to infrastructure development.
16. The post-school education and training system is required to accommodate huge student numbers despite its limited capacity to absorb these numbers. The consequence is that significant numbers of young people remain excluded from accessing post-school opportunities. Alternative forms of post-school education, such as open learning, are critical to responding to the demands of access for young people.

OBJECTIVES OF THIS POLICY

17. The objective of this policy framework is to provide a base for all Technical and Vocational Education and Training College Councils to develop their student admission policies for their respective colleges.

APPLICATION OF THIS POLICY

18. This policy framework applies to all TVET Colleges declared or established by the Minister in terms of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)*.

RATIONALE

19. TVET Colleges have been established to expand access and to provide opportunities to young people who want to access post-school education and training (PSET).
20. In terms of section 2(1) of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)* the purpose of the CET Act is to:
 - (a) enable students to acquire—
 - (i) the necessary knowledge;
 - (ii) practical skills; and
 - (iii) applied vocational and occupational competence; and
 - (b) provide students with the necessary attributes required for—
 - (i) employment;
 - (ii) entry to a particular vocation, occupation or trade; or
 - (iii) entry into a higher education institution.
21. Public TVET Colleges have been strategically positioned to become the institutions of choice to school leavers and out of school youth. The state is mandated to ensure its youth

and communities have access to education and training that will deal with socio economic factors faced by communities and the country as a whole.

22. In the future, the Department will increase opportunities for students in the TVET sector by increasing admissions into National Qualification Framework (NQF) Level 5 and NQF Level 6 qualifications, which aligns to the mandate given both in the National Development Plan (NDP) and the White Paper for Post –School Education and Training (WP-PSET).

LEGISLATIVE AND POLICY FRAMEWORK

23. In terms of section 29(1) (b) of the *Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996)*, everyone has the right to further education, which the state, through reasonable measures, must make progressively available and accessible.
24. Section 17 of the CET Act outlines the requirements for an admission policy of public colleges as follows:
 1. Subject to applicable policy, the Council of a public college determines the admission policy of the college, after consulting with the academic board and with the approval of the Minister;
 2. The admission policy of a public college may not unfairly discriminate in any way and must provide appropriate measures for the redress of past inequalities;
 3. The Council may, subject to applicable policy, obtain the approval of the Director-General and after consultation with the academic board—
 - (a) determine admission requirements in respect of particular continuing education and training qualifications or part-qualifications;
 - (b) determine the number of students who may be admitted for a particular continuing education and training qualification or part qualification and the manner of their selection ;
 - (c) determine the minimum requirements for re-admission to study at the public college in question; and

- (d) refuse the readmission of a student who fails to satisfy the minimum requirements for readmission.
4. The Council of the College must take the necessary steps within its available resources to ensure that the college is accessible to disabled students;
25. The *White paper 6 on Special Needs Education*, 2001 provides for an inclusive education framework which guides the transformation of practices related to barriers in teaching and learning. The White Paper also emphasised the need for a holistic approach to addressing disabilities, which includes, specialised technology, assistive devices, reasonable accommodation, practices for students and staff with disabilities.
26. The *White Paper on Post School Education and Training, 2013*, called for a strategic policy framework to guide the improvement of access to and success in post-school education and training for people with disabilities and this includes private institutions. The framework should include accurate definitions of multiple types of disabilities that exist in society and the differentiated response required by the post-school system. As a response to this call, the Department has developed the *Strategic Policy Framework on Disability for the Post-School Education and Training System, 2018*. The strategic policy framework is posted on the Department's website.

DETERMINATION OF CRITERIA FOR ADMISSION TO TVET COLLEGES

27. The College Council determines the requirements for admission into the College in line with the policies and regulations promulgated by the Department of Higher Education and Training, and include:
- 27.1 Determining the entrance requirements in respect of all qualifications, including developing a points systems or additional criteria that are clearly articulated in terms of performance requirements;
- 27.2 Determining the minimum and maximum duration of study pertaining to a particular qualification;
- 27.3 Determining the number of students to be admitted for a particular qualification and the manner of their selection;

-
- 27.4 Determining the minimum requirements for conditions relating to re-admission;
 - 27.5 Determining the standards and conditions under which students may be refused re-admission to the college;
 - 27.6 Determining the conditions for de-registration;
 - 27.7 Determining the medium of instruction ; and
 - 27.8 Determining all policies and processes that lead to proper selection and placement of students, bearing in mind that such policies and processes must be underpinned by the principle of ensuring student success.
28. This policy framework will provide further guidance and ensure consistency with regards to administration of students' admission processes in TVET Colleges, as it relates to:
- 28.1 Scheduling and implementation of the registration process;
 - 28.2 Guiding processes for the cancellation of registered students;
 - 28.3 Admission of students with disabilities;
 - 28.4 Admission requirements for international students; and
 - 28.5 Timeous dissemination of information relating to registration periods for all programmes, and all semesters and trimesters.
29. Students' admission into a TVET College shall be subject to the students' acceptance of the rules and academic regulations of that particular institution. Acceptance of admission at the college shall be taken to constitute acceptance of all published policies and regulations. The student will attest to such by signing a contractual agreement to this effect.
30. The college should consider implementing a mechanism of conditional acceptance offers, which will be confirmed upon final examination results. This will assist in planning for college enrolments and alleviate the pressure of backlogs during registration.
31. Whilst it is good to have an admissions policy, it is equally important to put systems in place to ensure improved students' performance and achievement. The college is therefore expected to adhere to the Department's *TVET College Student Attendance and Punctuality Policy* that will assist to promote improved attendance of the students once admitted.

32. The TVET College must, through its prospectus, indicate when and how the college will conduct and orientate students in the academic programmes, irrespective of the nature of the programme enrolled for.
33. The Council should develop a *College Student Code of Conduct* which every student must sign upon receipt during registration (as stated in paragraph 27).

ADMINISTRATION OF ADMISSIONS

34. A person may register as a student in a TVET College, only if he or she satisfies the legal requirements for admission to study at the college and satisfies any other requirements for admission that may be determined by the College Council and laid down in the *College student Code of Conduct*.
35. To be eligible for admission to a programme in a TVET College, the applicant must be a South African citizen or have a valid study permit, if the applicant is a foreign national.
36. TVET Colleges should give preference to students who:
 - 36.1 Are South African citizens;
 - 36.2 Are residing within the catchment area where the college is located unless the college does not offer the programme required by the prospective student;
 - 36.3 Have a good academic record;
 - 36.4 Have a history of good attendance in terms of returning students;
 - 36.5 Are able to provide proof of provisional funding status;
 - 36.6 Are above a specified age;
 - 36.7 Have not violated the code of conduct; and
 - 36.8 Satisfy any other requirements which the college deems necessary.
37. Colleges should commence with their application process for a new academic year, in the beginning of June of the preceding year. This will alleviate the pressure and backlogs

that colleges find themselves in and will also allow ample time for prospective students to apply.

38. The college should have a closing date for all National Certificate Vocational NC (V) applications, which should preferably be the end of October of the preceding year.
39. The closing dates for all Report 191 student applications should preferably be administered six months prior to commencement of studies.
40. Colleges are reminded that any fee in addition to the tuition fee, whether it is called an application fee, registration fee or admission fee is NOT permitted. However, colleges may expect a portion of the tuition fee upfront at the point of admission from students who are paying their own fees.
41. Students who have been offered admission, have applied for, and successfully met the financial criteria for NSFAS funding will be admitted and registered. Students who do not qualify for NSFAS are obligated to pay the fees, either receiving funding from a sponsor, their family or other means. The College's *Debt Management Policy* should be followed to ensure that tuition fees are paid timeously.
42. If a college decides to implement conditional offers to students, the college should develop conditions to such offers, such as meeting a specific level of performance. Furthermore, the college must have efficient systems in place to track these conditions, and where necessary, be able to effectively revoke the placement.
43. Colleges should provide additional support and accommodate students with disabilities through guidelines for admission of students with disabilities. This will include reference to designated offices to cater for and assist students with disabilities.
44. The College Management must develop the process for provision of services for prospective students, which are inclusive, fair and transparent and present it to the academic board for final approval by council.

MINIMUM ENTRY REQUIREMENTS

45. This section of the policy framework provides guidance on the minimum entry requirements for prospective students who intend to study in any of the TVET Colleges.
46. The prospective student must be in possession of the relevant minimum entry requirements stipulated in the *National Certificate (Vocational): Qualifications at Levels 2 to 4 on the National Qualifications Framework (NQF)* and *Formal technical college instructional programmes in the RSA, Report 191 (2001/08)* for NC(V) and Report 191 programmes respectively.
47. A college should provide a balance between access and success by recognising prospective students from disadvantaged groups and ensuring quality by selecting students that demonstrate good academic capabilities.
48. A student may be funded at 80% of the total programme cost for a maximum of two years at the same NQF Level in a nationally approved qualification unless a motivation by the college is made by means of a special request to the DHET for an extension for funding as stipulated in the *Continuing Education and Training Act (16/2006): The National Norms and Standards for funding Technical and Vocational Education and Training Colleges*. This funding is essentially the 80% subsidy for all students enrolled in Ministerially-approved programmes and not NSFAS funding.
49. Students who enrol for a qualification that duplicates a previous qualification that was state-funded are not eligible for financial assistance. This implies that the National Student Financial Aid Scheme (NSFAS) bursary recipients who complete NC(V) Level 4 are not eligible for additional financial assistance should they want to enrol for another NC(V) programme or Report 191 N1 – N3. Similarly bursary recipients who complete Report 191 N6 are not eligible for financial assistance should they want to enrol for another Report 191 programme or an NC(V) programme. It must be noted that this cohort of students are liable for full payment of the programme costs and not simply 20% of the total programme cost which constitute college/tuition fees.

50. For articulation purposes, the only cohort of students eligible for financial assistance for the second qualification are bursary recipients who complete NC(V) Level 4 and Report 191 N3 and would like to enrol for Report 191 (N4 – N6).

ADMISSION REQUIREMENTS FOR NC (V) STUDENTS

51. Minimum entrance requirements are aligned to the NC(V) programme. Students must who passed an NQF level 1 qualification i.e. Grade 9; AET Level 4, General Education and Training Certificate (GETC), the use of RPL assessment programme to determine equivalence to NQF Level 1 and PLP results. Entry requirements should be guided and aligned to the NC (V) policy.

ADMISSION REQUIREMENTS FOR REPORT 191 STUDENTS

52. Minimum entrance requirements are aligned to the Report 191 programme requirements. Students who have passed Grade 12/NC (V) Level 4 may be admitted into N4 Business/Engineering Studies, subject to any other programme/faculty requirements.
53. Minimum entrance requirements for Report 191 N1 Engineering studies are a NQF Level 1 qualification, i.e. Grade 9; PLP results; AET Level 4; General Education and Training Certificate (GETC) and the use of RPL assessment programme to determine equivalence to NQF Level 1 or National Senior Certificate (NSC) Engineering studies.

ADDITIONAL ENTRY REQUIREMENTS

54. The Academic Board may determine additional requirements with the approval of the College Council. In addition, colleges may need to develop a points system or additional entry requirements for entry into qualifications.
55. The points system should weigh language, mathematics and science high on any qualification where these subjects serve as a pre-requisite. Subjects such as Accounting, Drawing, Information and Communication Technology (ICT) may also feature in the points system for certain programmes. Colleges must ensure that the points system or

additional criteria are not too high or used as a tool to further exclude prospective students from colleges.

56. A college should develop its own additional entrance requirements for students intending to enrol in specialised programmes, such as engineering studies. The Department is drafting a proposed *Guideline for Additional Admission requirements* which can assist colleges to formulate guidelines when drafting their additional admission requirements. The college can use the proposed *Guideline for Additional Admission requirements* as is or they can modify. The proposed guideline will be submitted to colleges and posted on the Department's website upon completion.

DOCUMENTS AND ADDITIONAL REQUIREMENTS FOR ADMISSION

57. All documents will become the property of the college. If documents are not in English as the medium of communication, they must be accompanied by a certified translation in English. The required documents are as follows:

57.1 Identity document or passport for foreign students with study permit;

57.2 Academic records:

- (1) Grade 9 certificate; or
- (2) Adult Education and Training (AET) Level 4 which is equivalent to the National Qualification Framework (NQF) Level 1 certificate; or
- (3) N1; and
- (4) a N2 certificate for N3 or N3 for N4 for entry into Report 191 engineering studies or
- (5) Grade 12/NCV Level 4 for entry into N4 Report 191 Business/Utility studies;
- (6) Recognition of Prior Learning RPL;
- (7) Previous student academic record for returning students;
- (8) Foreign students: South African Qualification Authority (SAQA) approved foreign qualification and Proof of medical insurance or cover. Study permit that stipulates the duration of study; and
- (9) Pre-Vocational Learning Programme (PLP) results.

57.3 Selection and Placement test results;

57.4 Completed registration form;

- 57.5 Proof of residence (home and address while studying);
- 57.6 Contact details of next of kin or responsible persons;
- 57.7 Parents' or guardian's or next of kin ID document;
- 57.8 Proof of payment for the academic year;
- 57.9 Proof of provisional funding status from NSFAS;
- 57.10 Provisional funding from repeating students and non-NSFAS applicants and
- 57.11 Attach criminal record (if applicable).

SELECTION AND PLACEMENT TESTS

- 58. As part of the recruitment and selection process of prospective students, the college should administer a selection and placement test, and conduct interviews where necessary, as this would assist in the correct placement of students into relevant programmes.
- 59. Placement tests and procedures are compulsory for prospective students, to enable them to be placed in an appropriate programme. This will allow the student to enrol in a programme for which they have the necessary capabilities, and will also enable the college to identify those learners requiring additional support.
- 60. No student should be accepted or admitted into a college without undergoing the placement test process. The selection and placement test is used to identify students who may require onward referral or learning and academic support. The college can conduct interviews and auditions in addition to the conduction of selection and placement tests.

PRE-VOCATIONAL LEARNING PROGRAMME

- 61. The Prevocational Learning Programme (PLP) is an entry level foundational learning programme for successful articulation into TVET College particularly for students who do not meet the entry requirement either for the programme or qualification as outlined in the college's admission policy. The PLP programme focus is to ensure foundational knowledge such as English, Mathematical competence and Scientific literacy since students are entering TVET Colleges from the different spheres of education.

62. The programme is primarily aimed at students who have passed at least Grade 9 (but not Grade 12) with weak/poor literacy and numeracy foundation, as determined through baseline testing. Students with Grade 10 or 11 and those who have not been part of the study environment for a few years could also be considered for PLP.
63. The PLP does not replace foundational/ bridging programmes that colleges may be using to suit any specific purpose and which are working for them. The programme prepares a student for enrolment in the relevant NC(V) and Report 191 courses, and where applicable, for occupational qualifications at NQF levels 2-4. The PLP is a Ministerially-funded programme in addition to NC(V) and Report 191.
64. The PLP is structured for delivery over one academic year. The programme is pitched more or less at NQF level 2, in terms of the level descriptors for the competencies to be demonstrated by completion.
65. There is no “pass” or “fail” for a PLP student. The mark received at the end of the year for a subject will determine suitability for a mainstream course. For example, there may be two PLP students who both want to study engineering, but one achieves a mark of 60% for Foundational Mathematics at the end of the year and the other 40%. The 60% mark is indicative that the student may cope with engineering whereas the student with 40% is unlikely to cope and should then be guided into a more suitable study choice which might not necessarily be an NC (V) or Report 191 programme.

ADMISSION OF RETURNING STUDENTS

66. For a student to be admitted in the next level in the NC (V) and Report 191 qualifications, he or she must comply with the promotion requirements of the previous level, as guided by the Department’s National Examinations and Assessment (NEA) progression policy. Progression requirements for other programmes and qualifications must be obtained either from the qualification policy, or must be determined by the college and approved as such by the Academic Board.
67. If a student has failed the level of study once he /she may be allowed to enrol again, but the college must provide compulsory academic support programmes to assist the learner

to succeed. The learner must also sign a letter of commitment to attend the academic support programmes.

68. Enrolled students who have moved from another college must provide a transfer letter and testimony of the student's behaviour, reasons, incidents and financial obligations of the previous College to the new College, upon registration. It is then the responsibility of the new college to communicate with the student's previous college for more information.

ACADEMIC EXCLUSION AND DEREGISTRATION

69. A student can be denied admission where there is evidence of poor academic performance and attendance record. If a student has failed the same course and level of study twice or more in his/her field of study, after compulsory academic support interventions reasons for exclusion must be determined by the recommendations by the academic board and approval by the College council.
70. A prospective student is denied registration if he /she had been expelled from another college as part of a disciplinary sanction or examination sanction from the department.
71. A student is deregistered due to death, disciplinary and examination sanctions or not meeting Attendance Policy requirements, or the student deregisters himself or herself. For transferring students the previous college should provide a detailed student testimonial letter that includes disciplinary incidents or reasons for cancellation or deregistration and the remaining financial obligation.
72. The student must provide valid reasons for cancellation or deregistration and the college policy must stipulate the percentage of programme cost that the student remains liable for on cancellation or deregistration.
73. A student who has been found guilty of misconduct in terms of the college's code of conduct maybe excluded from re-admission.

ADMISSION OF STUDENTS WITH PRIOR CONVICTIONS/CRIMINAL RECORD

- 74. TVET Colleges may screen students to assess the risks in admitting applicants who may pose a danger to themselves, students and staff.
- 75. All applicants must declare any relevant criminal convictions/records. The college should only use the information of prior convictions and criminal records to assist the student with rehabilitation and reintegration into society.
- 76. Police verification may be undertaken in respect of application to programmes or courses where criminal offences can hinder employment opportunities and safety of students and staff at the college.
- 77. Colleges may seek legal advice when admitting students with pending convictions.

ADMISSION OF NON-SOUTH AFRICAN CITIZENS

- 78. Persons classified as aliens must, when applying for admission, show evidence that they have applied with the requirements of the Department of Home Affairs to legalise their stay in the country in terms of the Aliens Control Act, 1991 (Act No. 96 of 1991), as amended in section 2 of the Aliens Control Amendment Act, 1995 (Act No. 76 of 1995).
- 79. A student who entered the country as a refugee or immigrant must provide proof of their academic record, approved by the South African Qualification Authority (SAQA) if it is a foreign qualification.
- 80. The student must pass the placement test and receive an acceptance letter from the TVET College which will stipulate which programme the student can register for and the duration thereof.
- 81. The student must pass the placement test and receive an acceptance letter from the college which will stipulate which programme the student can register and the duration thereof.

82. The student must then present a study visa and proof of funding when applying for admission to the college which stipulates the amount funded for the duration of study.
83. The student is considered conditionally registered in the event where the student is unable to produce the study visa during registration in the NC(V) and REPORT 191 programmes.
84. If a student does not produce required documents, registration will be terminated. The study visa should be valid for the required duration of study in a chosen programme.

STUDENTS WITH DISABILITIES

85. Taking into account the available resources, colleges should admit students with disabilities and must provide the necessary support, as far as practically possible to make teaching and learning accessible to the student. Students with disabilities who have completed grades 9 - 12 in a special school have to be assessed by the college to determine if they meet the academic requirements for admission into a college programme/qualification. Colleges must therefore incorporate the provisions and process in this regard in the institutions policy on students with disability. The student is encouraged to apply for concession for examinations during enrolment, in line with the provisions that exist for such candidates.

APPEAL PROCEDURES

86. Any student or parent /guardian of the student who has been refused admission to the College may appeal against the decision through the Academic Board, which should make recommendations to the College Council.

REGISTRATION PERIODS: NC (V)

87. College registrations should begin in the first week of reopening in a new academic year and close in the second week of January of every year. The second week makes provision if the college is not fully enrolled, and to provide for late registrations in special cases. The start of classes must ensure maximum utilisation of teaching and learning time.

REGISTRATION PERIODS: REPORT 191

88. College registrations should also open for Report 191 programmes in the first week of reopening, and close in the second week of January of every year, and applications to be encouraged in the prior year of study for new students. The second week makes provision if the college is not fully enrolled and to allow for special cases of late registration. The Report 191 programmes may be offered on a part time basis during the afternoon and evenings.
89. Report 191 registrations for Engineering studies can also take place before the start of the trimester in April, and May for trimester 2, and August and September for trimester 3.
90. The study periods for engineering studies are: first trimester (January until March); second trimester (May until July); and third trimester (September until November). Business studies and utility studies duration is three semesters N4, N5 and N6. The study periods are: first Semester (January until June) and second semester (July until November).

STUDENT REGISTRATION REGISTER

91. The Principal and Deputy Principal responsible for registration must keep a register of student admissions in the registration system of the College, which must be valid, reliable and accessible at all times.
92. The College Council must determine and document how the registration records of the TVET College will be kept. The format of the data capture tool must include information relating to biographical and demographic information of the student such as surname and full names, date of birth, age, identity number/passport number, disability, qualification details, names of students next of kin, their addresses and the address and contact details for the time of study. Colleges must ensure authenticity of registration documents and use the code of conduct or legal processes in the event of receiving fraudulent documents from a student.

93. Entries in the registration system will be verified against each student's information, such as an identity document or passport, of which a copy must be placed on record either in hard or soft copy.
94. Officials from the National and Regional offices must be able to access the electronic registration system and the register, as and when the need arises.

MONITORING AND EVALUATION

95. For this policy framework to be effective it will be supported by the set of monitoring and evaluation instruments indicated below:
 - 95.1 Registration monitoring tool;
 - 95.2 Annual surveys;
 - 95.3 Annual reports;
 - 95.4 Quarterly enrolment Monitoring tools;
 - 95.5 Teaching and Learning Plan;
 - 95.6 SSS Plan monitoring tool;
 - 95.7 Functionality Assessment Tools;
 - 95.8 Annual monitoring tool;
 - 95.9 Technical and Vocational Education and Training Information Management System (TVETMIS); and
 - 95.10 Any other instruments as may be required from time to time.

SHORT TITLE

This policy framework shall be called *Policy Framework for Administration and Management of Student Admissions in Technical and Vocational Education and Training (TVET) Colleges*.

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 813

31 MAY 2019

CONTINUING EDUCATION AND TRAINING ACT, 2006 (ACT NO. 16 OF 2006)

POLICY FRAMEWORK FOR ADMINISTRATION AND MANAGEMENT OF STUDENT
ADMISSIONS IN TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING
COLLEGES

I, Grace Naledi Mandisa Pandor, Minister of Higher Education and Training, in terms of Chapter 6A, section 41A(c) read with sections 41B(4) and 41M of the Continuing Education and Training Act, 2006 (Act No. 16 of 2006) hereby publish the Policy Framework for Administration and Management of Student Admissions in Technical and Vocational Education and Training Colleges as Schedule I.


Mrs GNM Pandor, MP

Minister of Higher Education and Training

Date: 30-3-2019



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

**POLICY FRAMEWORK FOR ADMINISTRATION AND MANAGEMENT
OF STUDENT ADMISSIONS IN TECHNICAL AND VOCATIONAL
EDUCATION AND TRAINING COLLEGES**

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LIST OF ACRONYMS AND ABBREVIATIONS

ABET /AET	Adult Education and Training
APS	Application Point Score
CET Act	Continuity Education and Training Act (16 of 2006)
DBE	Department of Basic Education
DHET	Department of Higher Education and Training
FET Act	Further Education and Training Amendment Act (No.3 of 2012)
GETC	General Education and Training Certificate
ICT	Information and Communication Technology
MIS	Management Information Systems
NC (V)	National Certificate (Vocational)
NEA	Department's National Examinations and Assessments
NSC	National Senior Certificate
NSFAS	National Student Financial Aid Scheme
NATED/REPORT 191	National Accredited Technical Education Diploma
NDP	National Development Plan
NQF	National Qualification Framework
PLP	Pre-Vocational Learning Programme
PSET	Post-School Education and Training
RPL	Recognition of Prior Learning
SAQA	South African Qualifications Authority
SSS	Student Support Services
SETA	Sector Education and Training Authority
TVET	Technical and Vocational Education and Training
WP-PSET	White Paper for Post –School Education and Training

INTRODUCTION

1. The admission policies of Technical and Vocational Education and Training Colleges are underpinned and guided by the *Constitution of the Republic of South Africa, 1996 (Act no 108 of 1996)*.
2. This admission policy framework is intended to govern the provision for all Ministerially approved programmes offered in Technical and Vocational Education and Training (TVET) Colleges.
3. The TVET College system needs to respond to the country's need to redress past imbalances and inequalities by transforming education and training in order to improve the livelihoods of individuals and contribute to the economy and broader society.
4. This policy framework seeks to provide a balance between the provision of access in TVET Colleges with the aim of redressing the imbalances of the past and ensuring rigorous success of students. This will ensure that we recruit capable students who have a keen interest in vocational and technical education.
5. The TVET college system has expanded access thus experiencing exponential growth in student enrolment. Notwithstanding this expansion colleges are still confronted by challenges of limited infrastructure to accommodate students and as such there is increased competitiveness of access in the college system. The Department of Higher Education and Training, herein after referred to as the Department, is shifting its focus from access to quality which is critical towards positioning TVET colleges as institutions of first choice.
6. Proper career guidance is important to direct our students to relevant programmes and to provide training in areas that are required for the country's economy growth.

7. The *White Paper for Post –School Education and Training*, 2013, herein referred to as the WP-PSET, envisages a post-school education and training system that is committed to achieving the following objectives:
 - 7.1 Education and Social Justice;
 - 7.2 A single coordinated system;
 - 7.3 Expanding access, improving quality and increasing diversity;
 - 7.4 Education and work; and
 - 7.5 Responsiveness.
8. The TVET College sector is required to provide opportunities across a wide range of qualifications that are fit for purpose and are responsive to the changing requirements of work and social context, designed for student demands and can articulate appropriately to meaningful opportunities in employment and further study.
9. The Department has developed this policy framework to guide TVET Colleges to administer the management of student admissions and ensure consistency in achieving the values of equity, access and redress. TVET Colleges must therefore commit themselves to provide adequate conditions and opportunities for effective teaching and learning.
10. The Department recognises that section 17(1) of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006) as stated in Chapter 3*, herein referred to as the CET Act, entrusts the role of developing college admission policies to the Council of the respective college. This policy framework therefore is developed for TVET College Councils to adopt or adapt when developing their own policies.
11. Due to the diversity of programme offerings in the sector, differentiated admission criteria are required to respond to the different qualification objectives. These, amongst others, will include providing opportunities for the advancement of participation in programmes that require critical and scarce skills, which will lead to filling the gap for occupations in high demand, and qualifications that are designed to absorb large numbers of learners as valuable human resource capital for the country.

12. Should the Department of Basic Education (DBE) comprehensively roll out the three stream model which is delineated into three pathways, that is, academic, technical vocational and technical occupational, learners with Grade 9 will only be accepted into programmes leading to a trade or occupation where the learner meets the admission criteria.

BACKGROUND AND CONTEXT

13. The White Paper on Post School Education and Training ushered in changes from Further Education and Training (FET) Colleges by renaming them TVET Colleges. The name change signified the specific focus of Colleges in providing mid-level vocational and occupational programmes that have direct articulation with the world of work and which includes formal employment, self-employment and other forms of work.
14. Historically TVET colleges catered to the specific needs of unemployed youth and adults, who required theoretical knowledge to support their workplace experience and practical knowledge, and to lead to some sort of tangible certification as evidence of their acquired knowledge and competencies.
15. The DHET TVET College Bursary Scheme has been a key mechanism to provide access and contributed to the growth and expansion of the TVET college sector. The rapid expansion of the TVET college sector has resulted in the system being unable to accommodate future growth without material contribution to infrastructure development.
16. The post-school education and training system is required to accommodate huge student numbers despite its limited capacity to absorb these numbers. The consequence is that significant numbers of young people remain excluded from accessing post-school opportunities. Alternative forms of post-school education, such as open learning, are critical to responding to the demands of access for young people.

OBJECTIVES OF THIS POLICY

17. The objective of this policy framework is to provide a base for all Technical and Vocational Education and Training College Councils to develop their student admission policies for their respective colleges.

APPLICATION OF THIS POLICY

18. This policy framework applies to all TVET Colleges declared or established by the Minister in terms of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)*.

RATIONALE

19. TVET Colleges have been established to expand access and to provide opportunities to young people who want to access post-school education and training (PSET).
20. In terms of section 2(1) of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)* the purpose of the CET Act is to:
 - (a) enable students to acquire—
 - (i) the necessary knowledge;
 - (ii) practical skills; and
 - (iii) applied vocational and occupational competence; and
 - (b) provide students with the necessary attributes required for—
 - (i) employment;
 - (ii) entry to a particular vocation, occupation or trade; or
 - (iii) entry into a higher education institution.
21. Public TVET Colleges have been strategically positioned to become the institutions of choice to school leavers and out of school youth. The state is mandated to ensure its youth

and communities have access to education and training that will deal with socio economic factors faced by communities and the country as a whole.

22. In the future, the Department will increase opportunities for students in the TVET sector by increasing admissions into National Qualification Framework (NQF) Level 5 and NQF Level 6 qualifications, which aligns to the mandate given both in the National Development Plan (NDP) and the White Paper for Post –School Education and Training (WP-PSET).

LEGISLATIVE AND POLICY FRAMEWORK

23. In terms of section 29(1) (b) of the *Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996)*, everyone has the right to further education, which the state, through reasonable measures, must make progressively available and accessible.
24. Section 17 of the CET Act outlines the requirements for an admission policy of public colleges as follows:
 1. Subject to applicable policy, the Council of a public college determines the admission policy of the college, after consulting with the academic board and with the approval of the Minister;
 2. The admission policy of a public college may not unfairly discriminate in any way and must provide appropriate measures for the redress of past inequalities;
 3. The Council may, subject to applicable policy, obtain the approval of the Director-General and after consultation with the academic board—
 - (a) determine admission requirements in respect of particular continuing education and training qualifications or part-qualifications;
 - (b) determine the number of students who may be admitted for a particular continuing education and training qualification or part qualification and the manner of their selection ;
 - (c) determine the minimum requirements for re-admission to study at the public college in question; and

- (d) refuse the readmission of a student who fails to satisfy the minimum requirements for readmission.
4. The Council of the College must take the necessary steps within its available resources to ensure that the college is accessible to disabled students;
25. The *White paper 6 on Special Needs Education*, 2001 provides for an inclusive education framework which guides the transformation of practices related to barriers in teaching and learning. The White Paper also emphasised the need for a holistic approach to addressing disabilities, which includes, specialised technology, assistive devices, reasonable accommodation, practices for students and staff with disabilities.
26. The *White Paper on Post School Education and Training, 2013*, called for a strategic policy framework to guide the improvement of access to and success in post-school education and training for people with disabilities and this includes private institutions. The framework should include accurate definitions of multiple types of disabilities that exist in society and the differentiated response required by the post-school system. As a response to this call, the Department has developed the *Strategic Policy Framework on Disability for the Post-School Education and Training System, 2018*. The strategic policy framework is posted on the Department's website.

DETERMINATION OF CRITERIA FOR ADMISSION TO TVET COLLEGES

27. The College Council determines the requirements for admission into the College in line with the policies and regulations promulgated by the Department of Higher Education and Training, and include:
- 27.1 Determining the entrance requirements in respect of all qualifications, including developing a points systems or additional criteria that are clearly articulated in terms of performance requirements;
- 27.2 Determining the minimum and maximum duration of study pertaining to a particular qualification;
- 27.3 Determining the number of students to be admitted for a particular qualification and the manner of their selection;

-
- 27.4 Determining the minimum requirements for conditions relating to re-admission;
 - 27.5 Determining the standards and conditions under which students may be refused re-admission to the college;
 - 27.6 Determining the conditions for de-registration;
 - 27.7 Determining the medium of instruction ; and
 - 27.8 Determining all policies and processes that lead to proper selection and placement of students, bearing in mind that such policies and processes must be underpinned by the principle of ensuring student success.
28. This policy framework will provide further guidance and ensure consistency with regards to administration of students' admission processes in TVET Colleges, as it relates to:
- 28.1 Scheduling and implementation of the registration process;
 - 28.2 Guiding processes for the cancellation of registered students;
 - 28.3 Admission of students with disabilities;
 - 28.4 Admission requirements for international students; and
 - 28.5 Timeous dissemination of information relating to registration periods for all programmes, and all semesters and trimesters.
29. Students' admission into a TVET College shall be subject to the students' acceptance of the rules and academic regulations of that particular institution. Acceptance of admission at the college shall be taken to constitute acceptance of all published policies and regulations. The student will attest to such by signing a contractual agreement to this effect.
30. The college should consider implementing a mechanism of conditional acceptance offers, which will be confirmed upon final examination results. This will assist in planning for college enrolments and alleviate the pressure of backlogs during registration.
31. Whilst it is good to have an admissions policy, it is equally important to put systems in place to ensure improved students' performance and achievement. The college is therefore expected to adhere to the Department's *TVET College Student Attendance and Punctuality Policy* that will assist to promote improved attendance of the students once admitted.

32. The TVET College must, through its prospectus, indicate when and how the college will conduct and orientate students in the academic programmes, irrespective of the nature of the programme enrolled for.
33. The Council should develop a *College Student Code of Conduct* which every student must sign upon receipt during registration (as stated in paragraph 27).

ADMINISTRATION OF ADMISSIONS

34. A person may register as a student in a TVET College, only if he or she satisfies the legal requirements for admission to study at the college and satisfies any other requirements for admission that may be determined by the College Council and laid down in the *College student Code of Conduct*.
35. To be eligible for admission to a programme in a TVET College, the applicant must be a South African citizen or have a valid study permit, if the applicant is a foreign national.
36. TVET Colleges should give preference to students who:
 - 36.1 Are South African citizens;
 - 36.2 Are residing within the catchment area where the college is located unless the college does not offer the programme required by the prospective student;
 - 36.3 Have a good academic record;
 - 36.4 Have a history of good attendance in terms of returning students;
 - 36.5 Are able to provide proof of provisional funding status;
 - 36.6 Are above a specified age;
 - 36.7 Have not violated the code of conduct; and
 - 36.8 Satisfy any other requirements which the college deems necessary.
37. Colleges should commence with their application process for a new academic year, in the beginning of June of the preceding year. This will alleviate the pressure and backlogs

that colleges find themselves in and will also allow ample time for prospective students to apply.

38. The college should have a closing date for all National Certificate Vocational NC (V) applications, which should preferably be the end of October of the preceding year.
39. The closing dates for all Report 191 student applications should preferably be administered six months prior to commencement of studies.
40. Colleges are reminded that any fee in addition to the tuition fee, whether it is called an application fee, registration fee or admission fee is NOT permitted. However, colleges may expect a portion of the tuition fee upfront at the point of admission from students who are paying their own fees.
41. Students who have been offered admission, have applied for, and successfully met the financial criteria for NSFAS funding will be admitted and registered. Students who do not qualify for NSFAS are obligated to pay the fees, either receiving funding from a sponsor, their family or other means. The College's *Debt Management Policy* should be followed to ensure that tuition fees are paid timeously.
42. If a college decides to implement conditional offers to students, the college should develop conditions to such offers, such as meeting a specific level of performance. Furthermore, the college must have efficient systems in place to track these conditions, and where necessary, be able to effectively revoke the placement.
43. Colleges should provide additional support and accommodate students with disabilities through guidelines for admission of students with disabilities. This will include reference to designated offices to cater for and assist students with disabilities.
44. The College Management must develop the process for provision of services for prospective students, which are inclusive, fair and transparent and present it to the academic board for final approval by council.

MINIMUM ENTRY REQUIREMENTS

45. This section of the policy framework provides guidance on the minimum entry requirements for prospective students who intend to study in any of the TVET Colleges.
46. The prospective student must be in possession of the relevant minimum entry requirements stipulated in the *National Certificate (Vocational): Qualifications at Levels 2 to 4 on the National Qualifications Framework (NQF)* and *Formal technical college instructional programmes in the RSA, Report 191 (2001/08)* for NC(V) and Report 191 programmes respectively.
47. A college should provide a balance between access and success by recognising prospective students from disadvantaged groups and ensuring quality by selecting students that demonstrate good academic capabilities.
48. A student may be funded at 80% of the total programme cost for a maximum of two years at the same NQF Level in a nationally approved qualification unless a motivation by the college is made by means of a special request to the DHET for an extension for funding as stipulated in the *Continuing Education and Training Act (16/2006): The National Norms and Standards for funding Technical and Vocational Education and Training Colleges*. This funding is essentially the 80% subsidy for all students enrolled in Ministerially-approved programmes and not NSFAS funding.
49. Students who enrol for a qualification that duplicates a previous qualification that was state-funded are not eligible for financial assistance. This implies that the National Student Financial Aid Scheme (NSFAS) bursary recipients who complete NC(V) Level 4 are not eligible for additional financial assistance should they want to enrol for another NC(V) programme or Report 191 N1 – N3. Similarly bursary recipients who complete Report 191 N6 are not eligible for financial assistance should they want to enrol for another Report 191 programme or an NC(V) programme. It must be noted that this cohort of students are liable for full payment of the programme costs and not simply 20% of the total programme cost which constitute college/tuition fees.

50. For articulation purposes, the only cohort of students eligible for financial assistance for the second qualification are bursary recipients who complete NC(V) Level 4 and Report 191 N3 and would like to enrol for Report 191 (N4 – N6).

ADMISSION REQUIREMENTS FOR NC (V) STUDENTS

51. Minimum entrance requirements are aligned to the NC(V) programme. Students must who passed an NQF level 1 qualification i.e. Grade 9; AET Level 4, General Education and Training Certificate (GETC), the use of RPL assessment programme to determine equivalence to NQF Level 1 and PLP results. Entry requirements should be guided and aligned to the NC (V) policy.

ADMISSION REQUIREMENTS FOR REPORT 191 STUDENTS

52. Minimum entrance requirements are aligned to the Report 191 programme requirements. Students who have passed Grade 12/NC (V) Level 4 may be admitted into N4 Business/Engineering Studies, subject to any other programme/faculty requirements.
53. Minimum entrance requirements for Report 191 N1 Engineering studies are a NQF Level 1 qualification, i.e. Grade 9; PLP results; AET Level 4; General Education and Training Certificate (GETC) and the use of RPL assessment programme to determine equivalence to NQF Level 1 or National Senior Certificate (NSC) Engineering studies.

ADDITIONAL ENTRY REQUIREMENTS

54. The Academic Board may determine additional requirements with the approval of the College Council. In addition, colleges may need to develop a points system or additional entry requirements for entry into qualifications.
55. The points system should weigh language, mathematics and science high on any qualification where these subjects serve as a pre-requisite. Subjects such as Accounting, Drawing, Information and Communication Technology (ICT) may also feature in the points system for certain programmes. Colleges must ensure that the points system or

additional criteria are not too high or used as a tool to further exclude prospective students from colleges.

56. A college should develop its own additional entrance requirements for students intending to enrol in specialised programmes, such as engineering studies. The Department is drafting a proposed *Guideline for Additional Admission requirements* which can assist colleges to formulate guidelines when drafting their additional admission requirements. The college can use the proposed *Guideline for Additional Admission requirements* as is or they can modify. The proposed guideline will be submitted to colleges and posted on the Department's website upon completion.

DOCUMENTS AND ADDITIONAL REQUIREMENTS FOR ADMISSION

57. All documents will become the property of the college. If documents are not in English as the medium of communication, they must be accompanied by a certified translation in English. The required documents are as follows:

57.1 Identity document or passport for foreign students with study permit;

57.2 Academic records:

- (1) Grade 9 certificate; or
- (2) Adult Education and Training (AET) Level 4 which is equivalent to the National Qualification Framework (NQF) Level 1 certificate; or
- (3) N1; and
- (4) a N2 certificate for N3 or N3 for N4 for entry into Report 191 engineering studies or
- (5) Grade 12/NCV Level 4 for entry into N4 Report 191 Business/Utility studies;
- (6) Recognition of Prior Learning RPL;
- (7) Previous student academic record for returning students;
- (8) Foreign students: South African Qualification Authority (SAQA) approved foreign qualification and Proof of medical insurance or cover. Study permit that stipulates the duration of study; and
- (9) Pre-Vocational Learning Programme (PLP) results.

57.3 Selection and Placement test results;

57.4 Completed registration form;

- 57.5 Proof of residence (home and address while studying);
- 57.6 Contact details of next of kin or responsible persons;
- 57.7 Parents' or guardian's or next of kin ID document;
- 57.8 Proof of payment for the academic year;
- 57.9 Proof of provisional funding status from NSFAS;
- 57.10 Provisional funding from repeating students and non-NSFAS applicants and
- 57.11 Attach criminal record (if applicable).

SELECTION AND PLACEMENT TESTS

- 58. As part of the recruitment and selection process of prospective students, the college should administer a selection and placement test, and conduct interviews where necessary, as this would assist in the correct placement of students into relevant programmes.
- 59. Placement tests and procedures are compulsory for prospective students, to enable them to be placed in an appropriate programme. This will allow the student to enrol in a programme for which they have the necessary capabilities, and will also enable the college to identify those learners requiring additional support.
- 60. No student should be accepted or admitted into a college without undergoing the placement test process. The selection and placement test is used to identify students who may require onward referral or learning and academic support. The college can conduct interviews and auditions in addition to the conduction of selection and placement tests.

PRE-VOCATIONAL LEARNING PROGRAMME

- 61. The Prevocational Learning Programme (PLP) is an entry level foundational learning programme for successful articulation into TVET College particularly for students who do not meet the entry requirement either for the programme or qualification as outlined in the college's admission policy. The PLP programme focus is to ensure foundational knowledge such as English, Mathematical competence and Scientific literacy since students are entering TVET Colleges from the different spheres of education.

62. The programme is primarily aimed at students who have passed at least Grade 9 (but not Grade 12) with weak/poor literacy and numeracy foundation, as determined through baseline testing. Students with Grade 10 or 11 and those who have not been part of the study environment for a few years could also be considered for PLP.
63. The PLP does not replace foundational/ bridging programmes that colleges may be using to suit any specific purpose and which are working for them. The programme prepares a student for enrolment in the relevant NC(V) and Report 191 courses, and where applicable, for occupational qualifications at NQF levels 2-4. The PLP is a Ministerially-funded programme in addition to NC(V) and Report 191.
64. The PLP is structured for delivery over one academic year. The programme is pitched more or less at NQF level 2, in terms of the level descriptors for the competencies to be demonstrated by completion.
65. There is no “pass” or “fail” for a PLP student. The mark received at the end of the year for a subject will determine suitability for a mainstream course. For example, there may be two PLP students who both want to study engineering, but one achieves a mark of 60% for Foundational Mathematics at the end of the year and the other 40%. The 60% mark is indicative that the student may cope with engineering whereas the student with 40% is unlikely to cope and should then be guided into a more suitable study choice which might not necessarily be an NC (V) or Report 191 programme.

ADMISSION OF RETURNING STUDENTS

66. For a student to be admitted in the next level in the NC (V) and Report 191 qualifications, he or she must comply with the promotion requirements of the previous level, as guided by the Department’s National Examinations and Assessment (NEA) progression policy. Progression requirements for other programmes and qualifications must be obtained either from the qualification policy, or must be determined by the college and approved as such by the Academic Board.
67. If a student has failed the level of study once he /she may be allowed to enrol again, but the college must provide compulsory academic support programmes to assist the learner

to succeed. The learner must also sign a letter of commitment to attend the academic support programmes.

68. Enrolled students who have moved from another college must provide a transfer letter and testimony of the student's behaviour, reasons, incidents and financial obligations of the previous College to the new College, upon registration. It is then the responsibility of the new college to communicate with the student's previous college for more information.

ACADEMIC EXCLUSION AND DEREGISTRATION

69. A student can be denied admission where there is evidence of poor academic performance and attendance record. If a student has failed the same course and level of study twice or more in his/her field of study, after compulsory academic support interventions reasons for exclusion must be determined by the recommendations by the academic board and approval by the College council.
70. A prospective student is denied registration if he /she had been expelled from another college as part of a disciplinary sanction or examination sanction from the department.
71. A student is deregistered due to death, disciplinary and examination sanctions or not meeting Attendance Policy requirements, or the student deregisters himself or herself. For transferring students the previous college should provide a detailed student testimonial letter that includes disciplinary incidents or reasons for cancellation or deregistration and the remaining financial obligation.
72. The student must provide valid reasons for cancellation or deregistration and the college policy must stipulate the percentage of programme cost that the student remains liable for on cancellation or deregistration.
73. A student who has been found guilty of misconduct in terms of the college's code of conduct maybe excluded from re-admission.

ADMISSION OF STUDENTS WITH PRIOR CONVICTIONS/CRIMINAL RECORD

- 74. TVET Colleges may screen students to assess the risks in admitting applicants who may pose a danger to themselves, students and staff.
- 75. All applicants must declare any relevant criminal convictions/records. The college should only use the information of prior convictions and criminal records to assist the student with rehabilitation and reintegration into society.
- 76. Police verification may be undertaken in respect of application to programmes or courses where criminal offences can hinder employment opportunities and safety of students and staff at the college.
- 77. Colleges may seek legal advice when admitting students with pending convictions.

ADMISSION OF NON-SOUTH AFRICAN CITIZENS

- 78. Persons classified as aliens must, when applying for admission, show evidence that they have applied with the requirements of the Department of Home Affairs to legalise their stay in the country in terms of the Aliens Control Act, 1991 (Act No. 96 of 1991), as amended in section 2 of the Aliens Control Amendment Act, 1995 (Act No. 76 of 1995).
- 79. A student who entered the country as a refugee or immigrant must provide proof of their academic record, approved by the South African Qualification Authority (SAQA) if it is a foreign qualification.
- 80. The student must pass the placement test and receive an acceptance letter from the TVET College which will stipulate which programme the student can register for and the duration thereof.
- 81. The student must pass the placement test and receive an acceptance letter from the college which will stipulate which programme the student can register and the duration thereof.

82. The student must then present a study visa and proof of funding when applying for admission to the college which stipulates the amount funded for the duration of study.
83. The student is considered conditionally registered in the event where the student is unable to produce the study visa during registration in the NC(V) and REPORT 191 programmes.
84. If a student does not produce required documents, registration will be terminated. The study visa should be valid for the required duration of study in a chosen programme.

STUDENTS WITH DISABILITIES

85. Taking into account the available resources, colleges should admit students with disabilities and must provide the necessary support, as far as practically possible to make teaching and learning accessible to the student. Students with disabilities who have completed grades 9 - 12 in a special school have to be assessed by the college to determine if they meet the academic requirements for admission into a college programme/qualification. Colleges must therefore incorporate the provisions and process in this regard in the institutions policy on students with disability. The student is encouraged to apply for concession for examinations during enrolment, in line with the provisions that exist for such candidates.

APPEAL PROCEDURES

86. Any student or parent /guardian of the student who has been refused admission to the College may appeal against the decision through the Academic Board, which should make recommendations to the College Council.

REGISTRATION PERIODS: NC (V)

87. College registrations should begin in the first week of reopening in a new academic year and close in the second week of January of every year. The second week makes provision if the college is not fully enrolled, and to provide for late registrations in special cases. The start of classes must ensure maximum utilisation of teaching and learning time.

REGISTRATION PERIODS: REPORT 191

88. College registrations should also open for Report 191 programmes in the first week of reopening, and close in the second week of January of every year, and applications to be encouraged in the prior year of study for new students. The second week makes provision if the college is not fully enrolled and to allow for special cases of late registration. The Report 191 programmes may be offered on a part time basis during the afternoon and evenings.
89. Report 191 registrations for Engineering studies can also take place before the start of the trimester in April, and May for trimester 2, and August and September for trimester 3.
90. The study periods for engineering studies are: first trimester (January until March); second trimester (May until July); and third trimester (September until November). Business studies and utility studies duration is three semesters N4, N5 and N6. The study periods are: first Semester (January until June) and second semester (July until November).

STUDENT REGISTRATION REGISTER

91. The Principal and Deputy Principal responsible for registration must keep a register of student admissions in the registration system of the College, which must be valid, reliable and accessible at all times.
92. The College Council must determine and document how the registration records of the TVET College will be kept. The format of the data capture tool must include information relating to biographical and demographic information of the student such as surname and full names, date of birth, age, identity number/passport number, disability, qualification details, names of students next of kin, their addresses and the address and contact details for the time of study. Colleges must ensure authenticity of registration documents and use the code of conduct or legal processes in the event of receiving fraudulent documents from a student.

93. Entries in the registration system will be verified against each student's information, such as an identity document or passport, of which a copy must be placed on record either in hard or soft copy.
94. Officials from the National and Regional offices must be able to access the electronic registration system and the register, as and when the need arises.

MONITORING AND EVALUATION

95. For this policy framework to be effective it will be supported by the set of monitoring and evaluation instruments indicated below:
- 95.1 Registration monitoring tool;
 - 95.2 Annual surveys;
 - 95.3 Annual reports;
 - 95.4 Quarterly enrolment Monitoring tools;
 - 95.5 Teaching and Learning Plan;
 - 95.6 SSS Plan monitoring tool;
 - 95.7 Functionality Assessment Tools;
 - 95.8 Annual monitoring tool;
 - 95.9 Technical and Vocational Education and Training Information Management System (TVETMIS); and
 - 95.10 Any other instruments as may be required from time to time.

SHORT TITLE

This policy framework shall be called *Policy Framework for Administration and Management of Student Admissions in Technical and Vocational Education and Training (TVET) Colleges*.

CONTINUING EDUCATION AND TRAINING ACT, 2006 (ACT NO. 16 OF 2006)**POLICY FRAMEWORK FOR ADMINISTRATION AND MANAGEMENT OF STUDENT ADMISSIONS IN TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING COLLEGES**

I, Grace Naledi Mandisa Pandor, Minister of Higher Education and Training, in terms of Chapter 6A, section 41A(c) read with sections 41B(4) and 41M of the Continuing Education and Training Act, 2006 (Act No. 16 of 2006) hereby publish the Policy Framework for Administration and Management of Student Admissions in Technical and Vocational Education and Training Colleges as Schedule I.



Mrs GNM Pandor, MP

Minister of Higher Education and Training

Date: 30-3-2019



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

**POLICY FRAMEWORK FOR ADMINISTRATION AND MANAGEMENT
OF STUDENT ADMISSIONS IN TECHNICAL AND VOCATIONAL
EDUCATION AND TRAINING COLLEGES**

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LIST OF ACRONYMS AND ABBREVIATIONS

ABET /AET	Adult Education and Training
APS	Application Point Score
CET Act	Continuity Education and Training Act (16 of 2006)
DBE	Department of Basic Education
DHET	Department of Higher Education and Training
FET Act	Further Education and Training Amendment Act (No.3 of 2012)
GETC	General Education and Training Certificate
ICT	Information and Communication Technology
MIS	Management Information Systems
NC (V)	National Certificate (Vocational)
NEA	Department's National Examinations and Assessments
NSC	National Senior Certificate
NSFAS	National Student Financial Aid Scheme
NATED/REPORT 191	National Accredited Technical Education Diploma
NDP	National Development Plan
NQF	National Qualification Framework
PLP	Pre-Vocational Learning Programme
PSET	Post-School Education and Training
RPL	Recognition of Prior Learning
SAQA	South African Qualifications Authority
SSS	Student Support Services
SETA	Sector Education and Training Authority
TVET	Technical and Vocational Education and Training
WP-PSET	White Paper for Post –School Education and Training

INTRODUCTION

1. The admission policies of Technical and Vocational Education and Training Colleges are underpinned and guided by the *Constitution of the Republic of South Africa, 1996 (Act no 108 of 1996)*.
2. This admission policy framework is intended to govern the provision for all Ministerially approved programmes offered in Technical and Vocational Education and Training (TVET) Colleges.
3. The TVET College system needs to respond to the country's need to redress past imbalances and inequalities by transforming education and training in order to improve the livelihoods of individuals and contribute to the economy and broader society.
4. This policy framework seeks to provide a balance between the provision of access in TVET Colleges with the aim of redressing the imbalances of the past and ensuring rigorous success of students. This will ensure that we recruit capable students who have a keen interest in vocational and technical education.
5. The TVET college system has expanded access thus experiencing exponential growth in student enrolment. Notwithstanding this expansion colleges are still confronted by challenges of limited infrastructure to accommodate students and as such there is increased competitiveness of access in the college system. The Department of Higher Education and Training, herein after referred to as the Department, is shifting its focus from access to quality which is critical towards positioning TVET colleges as institutions of first choice.
6. Proper career guidance is important to direct our students to relevant programmes and to provide training in areas that are required for the country's economy growth.

7. The *White Paper for Post –School Education and Training*, 2013, herein referred to as the WP-PSET, envisages a post-school education and training system that is committed to achieving the following objectives:
 - 7.1 Education and Social Justice;
 - 7.2 A single coordinated system;
 - 7.3 Expanding access, improving quality and increasing diversity;
 - 7.4 Education and work; and
 - 7.5 Responsiveness.
8. The TVET College sector is required to provide opportunities across a wide range of qualifications that are fit for purpose and are responsive to the changing requirements of work and social context, designed for student demands and can articulate appropriately to meaningful opportunities in employment and further study.
9. The Department has developed this policy framework to guide TVET Colleges to administer the management of student admissions and ensure consistency in achieving the values of equity, access and redress. TVET Colleges must therefore commit themselves to provide adequate conditions and opportunities for effective teaching and learning.
10. The Department recognises that section 17(1) of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006) as stated in Chapter 3*, herein referred to as the CET Act, entrusts the role of developing college admission policies to the Council of the respective college. This policy framework therefore is developed for TVET College Councils to adopt or adapt when developing their own policies.
11. Due to the diversity of programme offerings in the sector, differentiated admission criteria are required to respond to the different qualification objectives. These, amongst others, will include providing opportunities for the advancement of participation in programmes that require critical and scarce skills, which will lead to filling the gap for occupations in high demand, and qualifications that are designed to absorb large numbers of learners as valuable human resource capital for the country.

12. Should the Department of Basic Education (DBE) comprehensively roll out the three stream model which is delineated into three pathways, that is, academic, technical vocational and technical occupational, learners with Grade 9 will only be accepted into programmes leading to a trade or occupation where the learner meets the admission criteria.

BACKGROUND AND CONTEXT

13. The White Paper on Post School Education and Training ushered in changes from Further Education and Training (FET) Colleges by renaming them TVET Colleges. The name change signified the specific focus of Colleges in providing mid-level vocational and occupational programmes that have direct articulation with the world of work and which includes formal employment, self-employment and other forms of work.
14. Historically TVET colleges catered to the specific needs of unemployed youth and adults, who required theoretical knowledge to support their workplace experience and practical knowledge, and to lead to some sort of tangible certification as evidence of their acquired knowledge and competencies.
15. The DHET TVET College Bursary Scheme has been a key mechanism to provide access and contributed to the growth and expansion of the TVET college sector. The rapid expansion of the TVET college sector has resulted in the system being unable to accommodate future growth without material contribution to infrastructure development.
16. The post-school education and training system is required to accommodate huge student numbers despite its limited capacity to absorb these numbers. The consequence is that significant numbers of young people remain excluded from accessing post-school opportunities. Alternative forms of post-school education, such as open learning, are critical to responding to the demands of access for young people.

OBJECTIVES OF THIS POLICY

17. The objective of this policy framework is to provide a base for all Technical and Vocational Education and Training College Councils to develop their student admission policies for their respective colleges.

APPLICATION OF THIS POLICY

18. This policy framework applies to all TVET Colleges declared or established by the Minister in terms of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)*.

RATIONALE

19. TVET Colleges have been established to expand access and to provide opportunities to young people who want to access post-school education and training (PSET).
20. In terms of section 2(1) of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)* the purpose of the CET Act is to:
 - (a) enable students to acquire—
 - (i) the necessary knowledge;
 - (ii) practical skills; and
 - (iii) applied vocational and occupational competence; and
 - (b) provide students with the necessary attributes required for—
 - (i) employment;
 - (ii) entry to a particular vocation, occupation or trade; or
 - (iii) entry into a higher education institution.
21. Public TVET Colleges have been strategically positioned to become the institutions of choice to school leavers and out of school youth. The state is mandated to ensure its youth

and communities have access to education and training that will deal with socio economic factors faced by communities and the country as a whole.

22. In the future, the Department will increase opportunities for students in the TVET sector by increasing admissions into National Qualification Framework (NQF) Level 5 and NQF Level 6 qualifications, which aligns to the mandate given both in the National Development Plan (NDP) and the White Paper for Post –School Education and Training (WP-PSET).

LEGISLATIVE AND POLICY FRAMEWORK

23. In terms of section 29(1) (b) of the *Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996)*, everyone has the right to further education, which the state, through reasonable measures, must make progressively available and accessible.
24. Section 17 of the CET Act outlines the requirements for an admission policy of public colleges as follows:
 1. Subject to applicable policy, the Council of a public college determines the admission policy of the college, after consulting with the academic board and with the approval of the Minister;
 2. The admission policy of a public college may not unfairly discriminate in any way and must provide appropriate measures for the redress of past inequalities;
 3. The Council may, subject to applicable policy, obtain the approval of the Director-General and after consultation with the academic board—
 - (a) determine admission requirements in respect of particular continuing education and training qualifications or part-qualifications;
 - (b) determine the number of students who may be admitted for a particular continuing education and training qualification or part qualification and the manner of their selection ;
 - (c) determine the minimum requirements for re-admission to study at the public college in question; and

- (d) refuse the readmission of a student who fails to satisfy the minimum requirements for readmission.
4. The Council of the College must take the necessary steps within its available resources to ensure that the college is accessible to disabled students;
25. The *White paper 6 on Special Needs Education*, 2001 provides for an inclusive education framework which guides the transformation of practices related to barriers in teaching and learning. The White Paper also emphasised the need for a holistic approach to addressing disabilities, which includes, specialised technology, assistive devices, reasonable accommodation, practices for students and staff with disabilities.
26. The *White Paper on Post School Education and Training, 2013*, called for a strategic policy framework to guide the improvement of access to and success in post-school education and training for people with disabilities and this includes private institutions. The framework should include accurate definitions of multiple types of disabilities that exist in society and the differentiated response required by the post-school system. As a response to this call, the Department has developed the *Strategic Policy Framework on Disability for the Post-School Education and Training System, 2018*. The strategic policy framework is posted on the Department's website.

DETERMINATION OF CRITERIA FOR ADMISSION TO TVET COLLEGES

27. The College Council determines the requirements for admission into the College in line with the policies and regulations promulgated by the Department of Higher Education and Training, and include:
- 27.1 Determining the entrance requirements in respect of all qualifications, including developing a points systems or additional criteria that are clearly articulated in terms of performance requirements;
- 27.2 Determining the minimum and maximum duration of study pertaining to a particular qualification;
- 27.3 Determining the number of students to be admitted for a particular qualification and the manner of their selection;

-
- 27.4 Determining the minimum requirements for conditions relating to re-admission;
 - 27.5 Determining the standards and conditions under which students may be refused re-admission to the college;
 - 27.6 Determining the conditions for de-registration;
 - 27.7 Determining the medium of instruction ; and
 - 27.8 Determining all policies and processes that lead to proper selection and placement of students, bearing in mind that such policies and processes must be underpinned by the principle of ensuring student success.
28. This policy framework will provide further guidance and ensure consistency with regards to administration of students' admission processes in TVET Colleges, as it relates to:
- 28.1 Scheduling and implementation of the registration process;
 - 28.2 Guiding processes for the cancellation of registered students;
 - 28.3 Admission of students with disabilities;
 - 28.4 Admission requirements for international students; and
 - 28.5 Timeous dissemination of information relating to registration periods for all programmes, and all semesters and trimesters.
29. Students' admission into a TVET College shall be subject to the students' acceptance of the rules and academic regulations of that particular institution. Acceptance of admission at the college shall be taken to constitute acceptance of all published policies and regulations. The student will attest to such by signing a contractual agreement to this effect.
30. The college should consider implementing a mechanism of conditional acceptance offers, which will be confirmed upon final examination results. This will assist in planning for college enrolments and alleviate the pressure of backlogs during registration.
31. Whilst it is good to have an admissions policy, it is equally important to put systems in place to ensure improved students' performance and achievement. The college is therefore expected to adhere to the Department's *TVET College Student Attendance and Punctuality Policy* that will assist to promote improved attendance of the students once admitted.

32. The TVET College must, through its prospectus, indicate when and how the college will conduct and orientate students in the academic programmes, irrespective of the nature of the programme enrolled for.
33. The Council should develop a *College Student Code of Conduct* which every student must sign upon receipt during registration (as stated in paragraph 27).

ADMINISTRATION OF ADMISSIONS

34. A person may register as a student in a TVET College, only if he or she satisfies the legal requirements for admission to study at the college and satisfies any other requirements for admission that may be determined by the College Council and laid down in the *College student Code of Conduct*.
35. To be eligible for admission to a programme in a TVET College, the applicant must be a South African citizen or have a valid study permit, if the applicant is a foreign national.
36. TVET Colleges should give preference to students who:
 - 36.1 Are South African citizens;
 - 36.2 Are residing within the catchment area where the college is located unless the college does not offer the programme required by the prospective student;
 - 36.3 Have a good academic record;
 - 36.4 Have a history of good attendance in terms of returning students;
 - 36.5 Are able to provide proof of provisional funding status;
 - 36.6 Are above a specified age;
 - 36.7 Have not violated the code of conduct; and
 - 36.8 Satisfy any other requirements which the college deems necessary.
37. Colleges should commence with their application process for a new academic year, in the beginning of June of the preceding year. This will alleviate the pressure and backlogs

that colleges find themselves in and will also allow ample time for prospective students to apply.

38. The college should have a closing date for all National Certificate Vocational NC (V) applications, which should preferably be the end of October of the preceding year.
39. The closing dates for all Report 191 student applications should preferably be administered six months prior to commencement of studies.
40. Colleges are reminded that any fee in addition to the tuition fee, whether it is called an application fee, registration fee or admission fee is NOT permitted. However, colleges may expect a portion of the tuition fee upfront at the point of admission from students who are paying their own fees.
41. Students who have been offered admission, have applied for, and successfully met the financial criteria for NSFAS funding will be admitted and registered. Students who do not qualify for NSFAS are obligated to pay the fees, either receiving funding from a sponsor, their family or other means. The College's *Debt Management Policy* should be followed to ensure that tuition fees are paid timeously.
42. If a college decides to implement conditional offers to students, the college should develop conditions to such offers, such as meeting a specific level of performance. Furthermore, the college must have efficient systems in place to track these conditions, and where necessary, be able to effectively revoke the placement.
43. Colleges should provide additional support and accommodate students with disabilities through guidelines for admission of students with disabilities. This will include reference to designated offices to cater for and assist students with disabilities.
44. The College Management must develop the process for provision of services for prospective students, which are inclusive, fair and transparent and present it to the academic board for final approval by council.

MINIMUM ENTRY REQUIREMENTS

45. This section of the policy framework provides guidance on the minimum entry requirements for prospective students who intend to study in any of the TVET Colleges.
46. The prospective student must be in possession of the relevant minimum entry requirements stipulated in the *National Certificate (Vocational): Qualifications at Levels 2 to 4 on the National Qualifications Framework (NQF)* and *Formal technical college instructional programmes in the RSA, Report 191 (2001/08)* for NC(V) and Report 191 programmes respectively.
47. A college should provide a balance between access and success by recognising prospective students from disadvantaged groups and ensuring quality by selecting students that demonstrate good academic capabilities.
48. A student may be funded at 80% of the total programme cost for a maximum of two years at the same NQF Level in a nationally approved qualification unless a motivation by the college is made by means of a special request to the DHET for an extension for funding as stipulated in the *Continuing Education and Training Act (16/2006): The National Norms and Standards for funding Technical and Vocational Education and Training Colleges*. This funding is essentially the 80% subsidy for all students enrolled in Ministerially-approved programmes and not NSFAS funding.
49. Students who enrol for a qualification that duplicates a previous qualification that was state-funded are not eligible for financial assistance. This implies that the National Student Financial Aid Scheme (NSFAS) bursary recipients who complete NC(V) Level 4 are not eligible for additional financial assistance should they want to enrol for another NC(V) programme or Report 191 N1 – N3. Similarly bursary recipients who complete Report 191 N6 are not eligible for financial assistance should they want to enrol for another Report 191 programme or an NC(V) programme. It must be noted that this cohort of students are liable for full payment of the programme costs and not simply 20% of the total programme cost which constitute college/tuition fees.

50. For articulation purposes, the only cohort of students eligible for financial assistance for the second qualification are bursary recipients who complete NC(V) Level 4 and Report 191 N3 and would like to enrol for Report 191 (N4 – N6).

ADMISSION REQUIREMENTS FOR NC (V) STUDENTS

51. Minimum entrance requirements are aligned to the NC(V) programme. Students must who passed an NQF level 1 qualification i.e. Grade 9; AET Level 4, General Education and Training Certificate (GETC), the use of RPL assessment programme to determine equivalence to NQF Level 1 and PLP results. Entry requirements should be guided and aligned to the NC (V) policy.

ADMISSION REQUIREMENTS FOR REPORT 191 STUDENTS

52. Minimum entrance requirements are aligned to the Report 191 programme requirements. Students who have passed Grade 12/NC (V) Level 4 may be admitted into N4 Business/Engineering Studies, subject to any other programme/faculty requirements.
53. Minimum entrance requirements for Report 191 N1 Engineering studies are a NQF Level 1 qualification, i.e. Grade 9; PLP results; AET Level 4; General Education and Training Certificate (GETC) and the use of RPL assessment programme to determine equivalence to NQF Level 1 or National Senior Certificate (NSC) Engineering studies.

ADDITIONAL ENTRY REQUIREMENTS

54. The Academic Board may determine additional requirements with the approval of the College Council. In addition, colleges may need to develop a points system or additional entry requirements for entry into qualifications.
55. The points system should weigh language, mathematics and science high on any qualification where these subjects serve as a pre-requisite. Subjects such as Accounting, Drawing, Information and Communication Technology (ICT) may also feature in the points system for certain programmes. Colleges must ensure that the points system or

additional criteria are not too high or used as a tool to further exclude prospective students from colleges.

56. A college should develop its own additional entrance requirements for students intending to enrol in specialised programmes, such as engineering studies. The Department is drafting a proposed *Guideline for Additional Admission requirements* which can assist colleges to formulate guidelines when drafting their additional admission requirements. The college can use the proposed *Guideline for Additional Admission requirements* as is or they can modify. The proposed guideline will be submitted to colleges and posted on the Department's website upon completion.

DOCUMENTS AND ADDITIONAL REQUIREMENTS FOR ADMISSION

57. All documents will become the property of the college. If documents are not in English as the medium of communication, they must be accompanied by a certified translation in English. The required documents are as follows:

57.1 Identity document or passport for foreign students with study permit;

57.2 Academic records:

- (1) Grade 9 certificate; or
- (2) Adult Education and Training (AET) Level 4 which is equivalent to the National Qualification Framework (NQF) Level 1 certificate; or
- (3) N1; and
- (4) a N2 certificate for N3 or N3 for N4 for entry into Report 191 engineering studies or
- (5) Grade 12/NCV Level 4 for entry into N4 Report 191 Business/Utility studies;
- (6) Recognition of Prior Learning RPL;
- (7) Previous student academic record for returning students;
- (8) Foreign students: South African Qualification Authority (SAQA) approved foreign qualification and Proof of medical insurance or cover. Study permit that stipulates the duration of study; and
- (9) Pre-Vocational Learning Programme (PLP) results.

57.3 Selection and Placement test results;

57.4 Completed registration form;

- 57.5 Proof of residence (home and address while studying);
- 57.6 Contact details of next of kin or responsible persons;
- 57.7 Parents' or guardian's or next of kin ID document;
- 57.8 Proof of payment for the academic year;
- 57.9 Proof of provisional funding status from NSFAS;
- 57.10 Provisional funding from repeating students and non-NSFAS applicants and
- 57.11 Attach criminal record (if applicable).

SELECTION AND PLACEMENT TESTS

- 58. As part of the recruitment and selection process of prospective students, the college should administer a selection and placement test, and conduct interviews where necessary, as this would assist in the correct placement of students into relevant programmes.
- 59. Placement tests and procedures are compulsory for prospective students, to enable them to be placed in an appropriate programme. This will allow the student to enrol in a programme for which they have the necessary capabilities, and will also enable the college to identify those learners requiring additional support.
- 60. No student should be accepted or admitted into a college without undergoing the placement test process. The selection and placement test is used to identify students who may require onward referral or learning and academic support. The college can conduct interviews and auditions in addition to the conduction of selection and placement tests.

PRE-VOCATIONAL LEARNING PROGRAMME

- 61. The Prevocational Learning Programme (PLP) is an entry level foundational learning programme for successful articulation into TVET College particularly for students who do not meet the entry requirement either for the programme or qualification as outlined in the college's admission policy. The PLP programme focus is to ensure foundational knowledge such as English, Mathematical competence and Scientific literacy since students are entering TVET Colleges from the different spheres of education.

62. The programme is primarily aimed at students who have passed at least Grade 9 (but not Grade 12) with weak/poor literacy and numeracy foundation, as determined through baseline testing. Students with Grade 10 or 11 and those who have not been part of the study environment for a few years could also be considered for PLP.
63. The PLP does not replace foundational/ bridging programmes that colleges may be using to suit any specific purpose and which are working for them. The programme prepares a student for enrolment in the relevant NC(V) and Report 191 courses, and where applicable, for occupational qualifications at NQF levels 2-4. The PLP is a Ministerially-funded programme in addition to NC(V) and Report 191.
64. The PLP is structured for delivery over one academic year. The programme is pitched more or less at NQF level 2, in terms of the level descriptors for the competencies to be demonstrated by completion.
65. There is no “pass” or “fail” for a PLP student. The mark received at the end of the year for a subject will determine suitability for a mainstream course. For example, there may be two PLP students who both want to study engineering, but one achieves a mark of 60% for Foundational Mathematics at the end of the year and the other 40%. The 60% mark is indicative that the student may cope with engineering whereas the student with 40% is unlikely to cope and should then be guided into a more suitable study choice which might not necessarily be an NC (V) or Report 191 programme.

ADMISSION OF RETURNING STUDENTS

66. For a student to be admitted in the next level in the NC (V) and Report 191 qualifications, he or she must comply with the promotion requirements of the previous level, as guided by the Department’s National Examinations and Assessment (NEA) progression policy. Progression requirements for other programmes and qualifications must be obtained either from the qualification policy, or must be determined by the college and approved as such by the Academic Board.
67. If a student has failed the level of study once he /she may be allowed to enrol again, but the college must provide compulsory academic support programmes to assist the learner

to succeed. The learner must also sign a letter of commitment to attend the academic support programmes.

68. Enrolled students who have moved from another college must provide a transfer letter and testimony of the student's behaviour, reasons, incidents and financial obligations of the previous College to the new College, upon registration. It is then the responsibility of the new college to communicate with the student's previous college for more information.

ACADEMIC EXCLUSION AND DEREGISTRATION

69. A student can be denied admission where there is evidence of poor academic performance and attendance record. If a student has failed the same course and level of study twice or more in his/her field of study, after compulsory academic support interventions reasons for exclusion must be determined by the recommendations by the academic board and approval by the College council.
70. A prospective student is denied registration if he /she had been expelled from another college as part of a disciplinary sanction or examination sanction from the department.
71. A student is deregistered due to death, disciplinary and examination sanctions or not meeting Attendance Policy requirements, or the student deregisters himself or herself. For transferring students the previous college should provide a detailed student testimonial letter that includes disciplinary incidents or reasons for cancellation or deregistration and the remaining financial obligation.
72. The student must provide valid reasons for cancellation or deregistration and the college policy must stipulate the percentage of programme cost that the student remains liable for on cancellation or deregistration.
73. A student who has been found guilty of misconduct in terms of the college's code of conduct maybe excluded from re-admission.

ADMISSION OF STUDENTS WITH PRIOR CONVICTIONS/CRIMINAL RECORD

74. TVET Colleges may screen students to assess the risks in admitting applicants who may pose a danger to themselves, students and staff.
75. All applicants must declare any relevant criminal convictions/records. The college should only use the information of prior convictions and criminal records to assist the student with rehabilitation and reintegration into society.
76. Police verification may be undertaken in respect of application to programmes or courses where criminal offences can hinder employment opportunities and safety of students and staff at the college.
77. Colleges may seek legal advice when admitting students with pending convictions.

ADMISSION OF NON-SOUTH AFRICAN CITIZENS

78. Persons classified as aliens must, when applying for admission, show evidence that they have applied with the requirements of the Department of Home Affairs to legalise their stay in the country in terms of the Aliens Control Act, 1991 (Act No. 96 of 1991), as amended in section 2 of the Aliens Control Amendment Act, 1995 (Act No. 76 of 1995).
79. A student who entered the country as a refugee or immigrant must provide proof of their academic record, approved by the South African Qualification Authority (SAQA) if it is a foreign qualification.
80. The student must pass the placement test and receive an acceptance letter from the TVET College which will stipulate which programme the student can register for and the duration thereof.
81. The student must pass the placement test and receive an acceptance letter from the college which will stipulate which programme the student can register and the duration thereof.

82. The student must then present a study visa and proof of funding when applying for admission to the college which stipulates the amount funded for the duration of study.
83. The student is considered conditionally registered in the event where the student is unable to produce the study visa during registration in the NC(V) and REPORT 191 programmes.
84. If a student does not produce required documents, registration will be terminated. The study visa should be valid for the required duration of study in a chosen programme.

STUDENTS WITH DISABILITIES

85. Taking into account the available resources, colleges should admit students with disabilities and must provide the necessary support, as far as practically possible to make teaching and learning accessible to the student. Students with disabilities who have completed grades 9 - 12 in a special school have to be assessed by the college to determine if they meet the academic requirements for admission into a college programme/qualification. Colleges must therefore incorporate the provisions and process in this regard in the institutions policy on students with disability. The student is encouraged to apply for concession for examinations during enrolment, in line with the provisions that exist for such candidates.

APPEAL PROCEDURES

86. Any student or parent /guardian of the student who has been refused admission to the College may appeal against the decision through the Academic Board, which should make recommendations to the College Council.

REGISTRATION PERIODS: NC (V)

87. College registrations should begin in the first week of reopening in a new academic year and close in the second week of January of every year. The second week makes provision if the college is not fully enrolled, and to provide for late registrations in special cases. The start of classes must ensure maximum utilisation of teaching and learning time.

REGISTRATION PERIODS: REPORT 191

88. College registrations should also open for Report 191 programmes in the first week of reopening, and close in the second week of January of every year, and applications to be encouraged in the prior year of study for new students. The second week makes provision if the college is not fully enrolled and to allow for special cases of late registration. The Report 191 programmes may be offered on a part time basis during the afternoon and evenings.
89. Report 191 registrations for Engineering studies can also take place before the start of the trimester in April, and May for trimester 2, and August and September for trimester 3.
90. The study periods for engineering studies are: first trimester (January until March); second trimester (May until July); and third trimester (September until November). Business studies and utility studies duration is three semesters N4, N5 and N6. The study periods are: first Semester (January until June) and second semester (July until November).

STUDENT REGISTRATION REGISTER

91. The Principal and Deputy Principal responsible for registration must keep a register of student admissions in the registration system of the College, which must be valid, reliable and accessible at all times.
92. The College Council must determine and document how the registration records of the TVET College will be kept. The format of the data capture tool must include information relating to biographical and demographic information of the student such as surname and full names, date of birth, age, identity number/passport number, disability, qualification details, names of students next of kin, their addresses and the address and contact details for the time of study. Colleges must ensure authenticity of registration documents and use the code of conduct or legal processes in the event of receiving fraudulent documents from a student.

93. Entries in the registration system will be verified against each student's information, such as an identity document or passport, of which a copy must be placed on record either in hard or soft copy.
94. Officials from the National and Regional offices must be able to access the electronic registration system and the register, as and when the need arises.

MONITORING AND EVALUATION

95. For this policy framework to be effective it will be supported by the set of monitoring and evaluation instruments indicated below:
- 95.1 Registration monitoring tool;
 - 95.2 Annual surveys;
 - 95.3 Annual reports;
 - 95.4 Quarterly enrolment Monitoring tools;
 - 95.5 Teaching and Learning Plan;
 - 95.6 SSS Plan monitoring tool;
 - 95.7 Functionality Assessment Tools;
 - 95.8 Annual monitoring tool;
 - 95.9 Technical and Vocational Education and Training Information Management System (TVETMIS); and
 - 95.10 Any other instruments as may be required from time to time.

SHORT TITLE

This policy framework shall be called *Policy Framework for Administration and Management of Student Admissions in Technical and Vocational Education and Training (TVET) Colleges*.

DEPARTMENT OF HOME AFFAIRS

NO. 814

31 MAY 2019

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 forename printed in *italics*:

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 84. Jesse Sydney Townsend - 951019 5020 085 - 19 Jakaranda Avenue, Parel Valley, SOMERSET WEST, 7130 - *Jesse*
 85. Miceale Lauren Arendse - 950808 0400 081 - 59 – 3rd Street, Kensington, CAPE TOWN, 8000 - *Mushfiqhah*
 86. Zanup Venter - 951115 0330 089 - 7 Ysterplaat Street, BROOKLYN, 7405 - *Robyn Jane*
 87. Brenda Mosadiamarope Mojaki - 810816 0427 087 - NO 1 Village, TAUNG, 8584 - *Brenda Gosego*
 88. Modjadjji Mmaboshago Magabane - 970306 0590 080 - NO 735, RIBA CROSS, 1100 - *Mmaboshago Lesego Prudence*
 89. Zandile Sawuli - 890330 0468 086 - 376 Ferguson Road, New Brighton, PORT ELIZABETH, 6001 - *Vanessa Zandile*
 90. Adelaide Ntombikayise Lethala - 800222 0821 084 - 35 Blesbok, CARLETONVILLE, 2502 - *Adelaide Makamohelo*
 91. Tsiane Phillimon Maganedisa - 740806 5851 089 - Stand no 163, Zone 1 A, BOLEU, 0484 - *Modupi Phillimon*
 92. Martha Nyl - 620904 0117 088 - 44 Pine Mews, Northpine, BRACKENFELL, 6101 - *Tina Martha*
 93. Masedi Dibeco - 950316 5519 087 - 425 Mpikwane Street, Vergenoeg, KIMBERLEY, 8345 - *Marcus Masedi Mxolisi*
 94. Alfred Peko - 930226 5913 088 - Maphoitsile Village, TAUNG, 8584 - *Kgosiemang Alfred*
 95. Johnque Suzette Campher - 970522 0225 085 - 2 Le Seuer Street, WORCESTER, 6849 - *Johnique Suzette*
 96. Maria Seikotegelo - 910829 0647 082 - HOus eno 1267, Matang Street, PAMPIERSTAD, 8566 - *Keitumetse Maria*
 97. Shannon Oakes - 971121 0149 087 - 26 Guernsey Close, Westridge, MITCHELLS PLAIN, 7789 - *Insaaf*

98. Abel Manyane - 790916 5358 081 - 5205 Makinta Street, PHAGAMENG, 0510 - *Sello Abel*
99. Armstrong Memani - 571215 5853 083 - 16 Pitwell, Matshikwe Way, LANGA, 7455 - *Mongami Armstrong*
100. Edward Rdzilani Masindi - 990309 5978 082 - Lwamondo, THOHOYANDOU, 0950 - *Edward Radzilani*
101. Tshiane Madavha - 961201 6010 087 - Mianzwi, THOHOYANDOU, 0950 - *Tsumbedzo*
102. Ongezwa Jolwayo - 920822 1089 089 - Thembeni, LIBODE, 5160 - *Babalwa Ongezwa*
103. Zikhona Magqazana - 980919 1096 085 - 20473 Manengele Street, Nomzama, STRAND, 7140 - *Zikhona Amanda*
104. Christiaan Johannes Brandsen - 900929 5080 081 - 3 Glanville Street, BELLVILLE, 7530 - *Kara*
105. Mmamolatel Sinkie Madiope - 960612 6527 089 - Stand no 50, LESFONTEIN, 0700 - *Molatelo Sechaba*
106. Babongile Mjokane - 980318 1150 085 - Goso, MOUNT AYLIFF, 5100 - *Nozuko*
107. TOngeise Dlamini - 990725 1152 085 - AH 15, Bhambayi, INANDA, 4310 - *Ntombikayise*
108. Thabang Supreme Lekhuleni - 980714 6195 085 - D 3148, Ward 9, OSIZWENI, 2952 - *Darling Devilson*
109. Mapaseka Mirriam Rakauoane - 680424 0444 082 - 649 Extension 2, Zone 6, SEBOKENG, 1987 - *Mapaseka Rebecca*
110. Glrondy Sibongiseni Maduna - 610522 5459 081 - Medium C, Suncity Prison, JOHANNESBURG, 2000 - *Cloud Sibongiseni*
111. Shaun Dane Bailey - 890511 5151 088 - 27 B John Down Walk, HANOVER PARK, 7764 - *Shareef*
112. Nowandile Rebecca Maphitshi - 801204 1060 085 - Nkungwibini, LUSIKISIKI, 4820 - *Luleka Rebecca*
113. Asanda Baba - 840714 1047 083 - 7968 Phase 3, Kwanokuthula, PLETTENBERG BAY, 6600 - *Lithemba Asanda*
114. Annah Olga Jele - 820216 1254 085 - 999 Block AA, SOSHANGUVE, 0152 - *Liza Olga*
115. Olwethu Mnyango - 870922 6488 086 - Arthur Homes, LUSIKISIKI, 4820 - *Mohammed*
116. Mampe Sarah Maphike - 790303 2660 084 - 5 Rothman, SASOLBURG, 1947 - *Masentle Sarah*
117. Lungisani Owen Mathonsi - 870515 6405 082 - HOus eno 309, Kwamnyandu Location, PIETERMARITZBURG, 3200 - *Zothani*
118. Phewsa Jostina Mnyanda - 880923 1299 088 - P O Box 82, WITELSBOS, 6304 - *Phelisa Jostina*
119. MOlebogeng Martha Lebepe - 870628 1259 089 - 1728 Mountain View, MOKOPANE, 0600 - *Ramasela Finki*
120. Halvisa Jamnecke-April - 970822 0216 088 - 75 Guava Street, TAFELSIG, 7786 - *Ammarah*
121. Busisiwe Dladla - 850607 0512 080 - 10 Lesfield Road, NEWLANDS WEST, 4037 - *Busisiwe Mary Winner Gugu Sinothile Celica*
122. Stacey Kyle Richard Hutton - 861209 5161 083 - 30 Forest Glade, Tokai Road, CAPE TOWN, 7945 - *Kyle Richard*
123. Tyrone Lee-Roy Thomas Kandan - 880109 5197 086 - 20 Windmeul Street, CAPE TOWN, 7100 - *Tauheer*
124. Jene Cathlene Omdardien - 880214 0095 085 - 140 Hartwig Avenue, Esselen Park, WORCESTER, 6850 - *Jinaan*
125. Amy Dale Van Niekerk - 881214 0255 084 - 21 Katbos Street, Welgevonden Estate, STELLENBOSCH, 7600 - *Amy*
126. Nkosingiphile Ngakuphara Khoza - 931225 5547 085 - Stand no 91, STEENBOK, 1347 - *Nkosingiphile Trustworthy*
127. Celeste Pretorius - 880123 0161 088 - 30 Kamassie Street, DELFT, 7100 - *Kauthar*
128. Selona Leigh Stewart - 890925 0361 080 - 35 Fletching Avenue, Essexwold, BEDFORDVIEW, 2007 - *Séona Leigh*
129. Sibusisiwe Ntombi Mthethwa - 870517 0285 080 - 3782 Corner Cynthia & Siyabonga Street, LAWLEY 2, 1717 - *Kali*
130. Dasney Moahlodi - 720513 0497 082 - 145 Extension 1, Dlamini, SOWETO, 1717 - *Dineo Dasney*

131. Malefo Rahab Komane - 811212 0645 085 - 4009 Red Eyed Damsel, Leopard Rest, ALBERTON, 1450 - *Rabie Malefo*
132. Sarah Bhebe - 920831 0443 080 - B 200 Newstand Section, Modderspruit, BRITS, 0181 - *Sarah Tshegofatso*
133. Vika William Mpisane - 730906 5505 081 - 28 Millbrook, 2 Segal Street, Halfway Gardens, MIDRAND, 1685 - *Walter*
134. Clife Chuene Boshomane - 920723 5546 084 - 30 Phakoe Street, SAULSVILLE, 0125 - *Clive*
135. Prathibha Singh - 621006 0199 089 - 52 Charclay Gardens, Clayfield, PHOENIX, 4068 - *Prathisha*
136. Jennifer Ntombela - 950928 1188 087 - Nyamvubu Areaw, GREYTOWN, 3250 - *Andile Seluleko*
137. Mandisa Njapa - 950505 6623 084 - 7109 Mvuzane Reserve, UMBUMBULU, 4105 - *Nkosinathi*
138. Dushina Pillay - 811215 0264 088 - 28 Fern Road, Preston Dale, UMLHANGA, 4319 - *Duschania*
139. Preetesh Nagin Nathoo - 811218 5054 082 - 459 Bangalore Drive, Extension 11 A, LENASIA, 1700 - *Preetesh*
140. Ngonyama Ngonyama - 000730 0910 085 - Nqanda Area, NGQELENI, 5140 - *Sinazo*
141. Phumla Nkulisa Nsibande - 001113 0923 086 - 4211 Ward 9, OSIZWENI, 2952 - *Phumla*
142. Ndivhuho Gloria Mudau - 000827 0384 087 - Tshishivhe, MUTALE, 0956 - *Ndivhuho Eva*
143. Phiwekuhle Angie Tiba - 020720 0230 085 - 842 Gama Street, Zone 6, MEADOWLANDS, 1854 - *Phiwokuhle Angie*
144. Ndzalama Harmfree Mabasa - 000217 5755 087 - P O Box 1010, GIYANI, 0826 - *Ndzalama Humphrey*
145. Napo Godfrey Martin - 001205 5236 082 - 1194 Lakeside Estate, Extension 1, VEREENIGING, 1930 - *Nape Godfrey*
146. Manapo Vivian Martin - 001205 0193 080 - 1194 Lakeside Estate, Extension 1, VEREENIGING, 1930 - *Manape Vivian*
147. Senzeni Dzanibe - 001101 0371 083 - P O Box 120, UMZIMKULU, 3297 - *Senzeni Esethu*
148. Mthobeli Nongciki - 000805 6017 083 - Mantusini Area, PORT ST JOHNS, 5120 - *Zukile Mthobeli*
149. No Assa Jennet - 000607 1022 088 - Mpoza Area, TSOLO, 5170 - *Asavela*
150. Ngehlisele Nzama - 001224 1158 083 - Deda Area, OZWATINI, 3242 - *Aphiwe Lwandle*
151. Lesibe Sammy Mokoena - 000714 5966 086 - 3350 Potash Street, Extension 27, Clayville, OLIFANTSFONTEIN, 1666 - *Mokwaleng Jayden*
152. Thubelehle Sinetheba Malevu - 000317 6184 087 - Kosdale, ESTCOURT, 3310 - *Thubelihle Sinthemba*
153. Khalipha Pumeza Sikiti - 870723 0697 080 - Unit 301, Manoir Flat, Justice Mohammed Street, PRETORIA, 0001 - *Khalipha Onke*
154. Promise Thokozani Ngobese - 900714 6067 083 - Thembalihle Location, PIETERMARITZBURG, 3200 - *Thokozani*
155. Shodeness Khanyisile Chauke - 940504 0562 086 - Flat 503, Kiaat Building, Troye & Walker Street, PRETORIA, 0001 - *Nkoka Khanyisile*
156. Luyanda Decosta - 860225 5854 080 - Monti Location, BIZANA, 4800 - *Luyanda Dickson*
157. Okuhle Luvalo - 930916 5702 081 - 85 Naidoo Street, Kamvelihle, MOTHERWELL, 6211 - *Sithembokuhle*
158. Tease Langa - 970203 0517 082 - 86 Kopano Street, Tsakane, BRAKPAN, 1550 - *Tessa*
159. Bradley Eric Aspelung - 951031 5191 089 - 10 Mlnora, ST FRANCISBAY, 6312 - *Speartiran Eric*
160. Lotanang Hlahu - 961215 0470 089 - P O Box 131, KEDIKETSE, 0454 - *Ramogohlo Lotanang*
161. Lebogang Mokomane - 960720 0544 081 - P O Box 131, KEDIKETSE, 0454 - *Mammeswane Lebogang*
162. Thokozile Princess Ndimande - 880907 1023 085 - 105 Bouren Street, VRYHEID, 3100 - *Athokozile Princess*
163. Daya Naidoo - 900928 5179 083 - 176 Floss Street, Bayview, CHATSWORTH, 4092 - *De-Jai Maharaj*
164. Dineo Magedi - 960325 0908 086 - Tanzania, Mamone, SEKWATI, 1063 - *Dineo Koshane*

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165. Khanyiswa Magolorheni - 950123 1096 080 - 25566 Ntuntu Street, Wallacedene, KRAAIFONTEIN, 7570 - *Khanyisa*
166. Mokgaetji Margaret Mashao - 980716 0461 082 - 200 Lithuli 9 L, SESHEGO, 0742 - *Mokgaetji*
167. Monique Stephanie Wentzel - 900312 0174 086 - 88 Suringa Crescent, BELHAR, 7493 - *Maliyah*
168. Baby Xoli Jatu - 961125 6105 086 - 6 Geoff Nettleton, CHISELHURST, 5247 - *Xola*
169. Tshaka Sotshongaye - 980523 5968 081 - 15467 Thabang, WELKOM, 9463 - *Ntembiso*
170. Llelynn Bueche Peters - 961209 0206 080 - 745 Klapperbos Street, Reiger Park, BOKSBURG, 1500 - *Clelynn Bueché*
171. Sandile Mpokiseng Maphoyi - 000202 1720 087 - C 531 Georgedale Area, HAMMARSDALE, 3700 - *Zandile Happyness*
172. Mmakgoko Pride Phasha - 000410 6092 085 - P O Box 471, APEL, 0739 - *Pitsiekgolo Pride*
173. Nathaniel Mamogoto Mashedi - 001124 5371 080 - Ga-Radingwana, JANE FURSE, 1085 - *Nathaniel Monakalo*
174. Dimpho Moedi Phatlane - 000726 0989 087 - Mogoroane, JANE FURSE, 1085 - *Ngwakoane Dimpho*
175. Dineo Thaky Mhlongo - 020204 0816 086 - 10 Reentboog, Sunset Manor, KIMBERLEY, 8200 - *Dineo Tayla*
176. Qalangani Nokia Nqulunga - 990411 0973 082 - Imboyi Area, Table Mountain, CAMBERWOOD, 3235 - *Qala Zamokuhle*
177. Sibusiso Ganephi Sibeko - 970505 6320 083 - Ophuzano Area, PAULPIETERSBURG, 3130 - *Sibusiso Junior*
178. Akhona Tshingilane-Sogiba - 910727 1209 086 - 34713 Ngqina Street, Harare, KHAYELITSHA, 7784 - *Lingama*
179. Lahliwe Shallot Mmela - 920901 1313 085 - 26 Hawadern Court, Cnr Bok & Wanderers, JOUBERT PARK, 2001 - *Lehumo Shallot*
180. Ntombizethu Chichi Mkhabela - 910207 1371 087 - C 2576 Isihle Drive, NTUZUMA, 4359 - *Ntombizethu Senetile Chichi*
181. Khulekani Ngubane - 970825 6039 081 - P O Box 608, UBOMBO, 3970 - *Khulekani Bandile*
182. Thembi Shabangu - 840403 0757 088 - 1942 Smangaliswa, MAMELODI, 0122 - *Thembi Veronicah*
183. Gomolema Louisa Mpukana Mafatle - 840209 0870 080 - 841 Unit 7, Maloka Street, GA-RANKUWA, 0208 - *Gomolemo Louisa Mpukane*
184. Sebusiso Phakamani Mthembu - 920408 6369 088 - Nkambule Area, VRYHEID, 3100 - *Sbusiso Phakamani*
185. Khanyelwe Goba - 980913 6035 081 - Ogunjini Area, NDWEDWE, 4400 - *Nqobani Khanyelwe*
186. Mosa Phineas Lesele - 910416 5901 084 - F 184 Kloppe Farm, ONVERWACHT, 0337 - *Mosa*
187. Raymond Ngulele - 941105 6004 088 - Stand no 485, LILLYDALE, 1281 - *Ryamon Trevor*
188. Ganta Mbhombi - 950923 1451 080 - 105 Xitlakati, GIYANI, 0826 - *Glad*
189. Sipesihle Ndelela - 991118 6111 083 - Lindokuhle Location, IMPENDLE, 3227 - *Siphesihle*
190. Mphakiseng Pertunia Motloung - 980621 0914 082 - 171 Thubelitsa, GROOTVLEI, 2420 - *Bonolo Pertunia*
191. Sphiwe Phyllis Maluleka - 870214 5969 088 - Stand no 704, Schoemansdal Trust, NELSPRUIT, 1331 - *Sikhumbuzo Calvin*
192. Dumisani Nelson Mkhathswa - 900619 6019 085 - 2308 Magic Street, Extension A, KWAGGAFONTEIN, 1022 - *Nhloko Piet Dumisani*
193. Sinelisiwe Millicent Luthuli - 900609 1394 088 - 228 New German Road, RESERVOIR HILLS, 4090 - *Sindisiwe Millicent*
194. Mapontseo Ntsoe - 930721 6205 088 - 209 Finetown, GRASMER, 1828 - *Bohloeki Christopher*
195. Thabang Hemane Brian Mmakola - 940313 5965 082 - 1162 Oliehouth Street, RONDEWATER, 1005 - *Thabang Brian Hemane*
196. Ntshakisang Motitswe - 910824 6037 081 - Ramothajwe Village, MADIKWE, 2852 - *Ntshakisang Joel*
197. Obert Astandile Ngqoyiyana - 970507 6226 088 - 4568 Desmond Tutu Street, PHILLIPI, 5400 - *Obert Asithandile*

198. Siyabonga Simandla - 020711 1069 085 - 39661 Ngoyingoyi Street, MOTHERWELL, 6211 - *Likhona*
199. Nhlabisa Mjoli - 020101 1555 087 - P O Box 23, PORT EDWARD, 4295 - *Nwabisa*
200. Khethukuthula Cele - 020620 0899 089 - Kwa-Mbonambi, RICHARDS BAY, 3900 - *Khethukuthula Scungile Senamile*
201. Makhwale Revonia Mmachacha - 020824 0616 085 - Ga-Mashabela, JANE FURSE, 1085 - *Makgwale Revonia*
202. Mazhakadila Tshedza Sophy Masiavhula - 020312 1307 086 - Maebane Village, KUTUMA, 0900 - *Tshedza*
203. Kamogelo Keabetswe Lethamaga - 020407 5794 089 - Stand no 396, MOKWETE, 1085 - *Ngwato Mokebjane*
204. Institut Malatjie - 020126 5867 089 - Stand no, BUSHBUCKRIDGE, 1280 - *Institut Bohlale*
205. Obakwe Lekgetho - 980624 5620 084 - E 106 Tsweleng Street, GANTATELANG, 8460 - *Aobakwe Antonio*
206. Sina Sylvia Tshabalala - 960905 1524 089 - 2595 Extension 3, VREDE, 9835 - *Pretty Sylvia*
207. Ntombovuyo Mgcitha - 971224 1243 089 - 1848 B Dam Se Bos, KNYSNA, 6570 - *Asanda Christina Ntombovuyo*
208. Thabelo Percy Gelebe - 970920 6414 085 - Block J, Muledane, THOHOYANDOU, 0900 - *Thabelo Jannik*
209. Fhulufhelo Netshivhangani - 960721 1235 083 - Tshidaulu, RIVERSIDE, 0945 - *Fulufhelo*
210. Maipato Thubela - 950213 1115 087 - 3 Thomas Street, KING WILLIAMSTOWN, 5600 - *Tiholeho Maipato*
211. Valentine Buyisile Buthelezi - 830331 0853 080 - D 59 Mbokodo Road, UMLAZI, 4031 - *Nsindiso*
212. Mottalepyla Erens Mofokeng - 961130 5180 080 - 5057 Extension 2, Bohlakong, BETHLEHEM, 9701 - *Mottalepula Ernest*
213. Noxolo Zazela - 960411 1132 080 - 8269 Mnenge Crescent, Lower Cross Road, CAPE TOWN, 7525 - *Thandolwethu Noxolo*
214. Albert Baitsomedi - 900409 6302 081 - B 273 Slovo Park, JOHANNESBURG, 2001 - *Abel Kagiso*
215. Nhlanhla Mqwathi - 960202 1338 086 - 19174 Ndambi Street, Extension 24, ETWATWA, 1501 - *Mimosa Nhlanhla*
216. Lukhanyo Precious Nomnqa - 900309 6050 088 - 24 Umbilo Court, Delft, LEIDEN, 7100 - *Lukhanyo*
217. Vhutshivha Oscar Ntsiene - 970712 6016 089 - Ha-Mphego, THOHOYANDOU, 0900 - *Oscar*
218. Makhosazane Mbokazi - 941017 1167 085 - Mbokodo Area, NQUTU, 3135 - *Fezile*
219. Prudence Kulani Ngulele - 921229 6111 083 - 15993 Albertros Street, Glenridge, Extension 16, PROTEA GLEN, 1818 - *Dumisani Kulani*
220. Nkosikhona Griffith Myeni - 950412 6348 087 - P O Box 467, EMPANGENI, 3882 - *Nkosikhona Griffiths*
221. Busisiwe Patricia Mtshali - 910614 0974 086 - 6 Browning Road, Observatory, WYNBERG, 7925 - *Busisiwe*
222. Phumla Zabo - 951127 1125 087 - Kutshuze Location, BIZANA, 4800 - *Phumla Thabisile*
223. Nomvula Fortunate Dlungwana - 940105 1262 088 - P O Box 6, HARDING, 4680 - *Nomvula Puleng*
224. Raesibe Naomi Motshegoa - 830521 0761 081 - 10050 Kgopeng, BAKENBERG, 0611 - *Mmakosa Naome*
225. Nkosiphendule Qeqe - 810329 5917 086 - 38 T Crescent, PHILLIPI, 7785 - *Abraham*
226. Kesentseng Jeanette Motha - 810101 2901 086 - 222 Unit 8, MOGWASE, 0314 - *Busisiwe Jeanette*
227. Chauke Gift Bogashu - 831206 6113 086 - 70 Thabo Mbeki Drive, MOKOPANE, 0601 - *Gift*
228. Maripe Richard Moklapa - 831201 5912 083 - ThabampsheVillage, NEBO, 0081 - *Richard*
229. Patrick Mpongoshu - 911024 6162 083 - 2 Sikhova Street, Extension 3, MFULENI, 7100 - *Patric Nkcubeko*
230. Ragele Rachel Masetloa - 950829 0916 082 - P O Box 122, GROOTHOEK, 0628 - *Ragele Chantel*
231. Linda Nwelende - 900501 0912 087 - 52 Radebe Section, KATLEHONG, 1431 - *Ubanabo Linda*

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232. Wandile Absolom Mzimela - 930711 5625 089 - 4012 Mfeka Place, LAMONTVILLE, 4027 - *Wandile Israel*
233. Sphephelo Mnomyi - 921213 0855 085 - 84 – 14th Avenue, ALEXANDRA, 2090 - *Zinhle Snenhlanhla*
234. Analo Mandongomani - 930525 6300 082 - Xhorha Mouth Area, ELLIOTDALE, 5070 - *Asithandile*
235. Nothanduxolo Cornelia July - 840716 1101 083 - 23 Blenton Road, RESERVOIR HILLS, 4091 - *Dieketseng Cornelia*
236. Primrose Mathebula - 960618 1380 085 - 2850 Hector Peterse Avenue, Extension 5, HALFWAY HOUSE, 1685 - *Tintswalo Primrose Lali*
237. Josias Koena Mothabela - 890523 6004 083 - 1073 Tink-Tinkie Street, Windmill Park, BOKSBURG, 1460 - *Koena*
238. Luyanda Recardo Sofute - 840915 6499 084 - 15 Chelsea Street, CHISELHURST, 5247 - *Luyanda*
239. Shayshayn Letsatsi Rantshonyane - 841228 5999 081 - House no 16353, Extension 6, JOUBERTON, 2619 - *Sunshine Letsatsi*
240. NOkhanyo Jojisa - 840315 1220 082 - Bhobhoyi Location, PORT SHEPSTONE, 4240 - *Nokhanya*
241. Petronella Dimpho Mahlake - 870922 1132 085 - P O Box 499, BUCHBUCKRIDGE, 1280 - *Esther*
242. Ida Baile Batsalelwang - 870328 1133 083 - P O Box 12521, MAFIKENG, 2745 - *Duduetsang Reneilwe Ida*
243. Khutsiwe Cindy Mabena - 861116 1103 086 - 128 Carnation Street, LINDOPARK, 0186 - *Grace Cindy*
244. Hendrik Frederik Bezuidenhout - 881219 5024 088 - 213 Van Rensburg Street, MAYVILLE, 0118 - *José Frederik*
245. Khanyiswa Yakele - 890213 0772 089 - 8 Hyde Park, LADYSMITH, 3370 - *Siyolise Khanyiswa*
246. Selaelo Mudzhadzi - 890411 1026 089 - 81 Nyiko Street, Extension 2, LOTUS GARDENS, 0008 - *Selaelo Confidence*
247. Siniko Nyembezi - 850912 6580 085 - Ndeza Location, BIZANA, 4800 - *Siniko Joseph*
248. Simeingile Mbungwana - 850512 6342 088 - GM 139, Bhongweni Location, EAST LONDON, 5201 - *Simcingile Dean*
249. Emily Kgomotso Phiri - 890704 0144 089 - 43 Eugene Marais Street, Unit 10, Vanilla Mansions, RENSBURG, 1441 - *Kgomotso Emily*
250. Carol Danisile Siziba - 870920 1343 082 - Extension 4, THOKOZA, 1400 - *Carol*
251. David Tsietsi Tshabalala - 871205 5989 083 - 5038 / 18 Boikhutso Street, Ikageng, POTCHEFSTROOM, 2520 - *Kingston David*
252. Osvaldo Phillimon Mogofe - 950111 6246 081 - 93 Nana Sita Street, PRETORIA, 0001 - *Phillimon*
253. Janrie Swanepoel - 961017 0166 083 - 502 Joseph Bosman Street, SILVERTON, 1001 - *Jandrie*
254. Neo Phenyio Francina Moeti - 961030 0182 083 - House no 10609, Magogoe Tihabologo, MAHIKENG, 2745 - *Phenyio Neo*
255. Njabulo Charlie Dladla - 980726 5854 082 - Rookdale Area, BERGVILLE, 3350 - *Njabulo Sphamandla Charlie*
256. Ntombeziningi Qhamukile Khumalo - 910701 0803 082 - P O Box 200, MTUBATUBA, 3935 - *Ntombeziningi Thobile*
257. Nkgono Maria Mokgatla - 930809 1064 087 - 20155 Zone 7, MAREETSANE, 2715 - *Resegofetse*
258. Sello Ratlala - 951222 6099 088 - 40125 Ninifa Section, RAMOKOKASTAD, 0195 - *Sello David*
259. Maina Moshadiki Mohlala - 930504 1004 080 - 7 Black Wattle Avenue, HEUWELOORD, 0152 - *Mainah-Leigh Mosadiki*
260. Mamachangane Gresenzian Nikani - 900803 1228 087 - 6569 Doornpan, Thabang, WELKOM, 9463 - *Moratuwa Gresenzian*
261. Hawa Kazari Ngcobo - 971017 1035 087 - P O Box 704, Taylors HP School, PIETERMARITZBURG, 3200 - *Pinky Luyanda*
262. Thabile Raxoti - 950527 6101 085 - Mfabantu Area, TSOLO, 5170 - *Thabile Felix*
263. Eneg Manganyi - 951025 6344 085 - 7101 Block F 4, EERSTERUS, 0407 - *Felix*
264. Moselatlala Maloka - 910127 1162 080 - P O Box 36, Mamatsha, POLOKWANE, 0700 - *Lucy Moselatlala*

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266. Nothando Mthisi - 930626 1242 087 - Situnialala Trust, MIDDELBURG, 1050 - *Nothando Nobuhle*
267. Molatelo Altonia Mogola - 931003 1426 087 - Stand no 9734, Extension 44, POLOKWANE, 0699 - *Moloko Molatelo Altonia*
268. Mmadikana Persiance Radebe - 910603 1160 084 - 1063 Zone 10, Winnie Mandela Park, TEMBISA, 1620 - *Mmadikana Patience*
269. Bianca Isedene Jacobs - 900911 0337 088 - 5 Charnwood Close, Sherwood Park, ATLANTIS, 7301 - *Naseefah*
270. Mthobisi Mxolisi Nxele - 991004 5802 080 - M 383, RIDGEVIEW, 4013 - *Mthokozisi Mxolisi*
271. Daphney Mokone - 900810 1133 084 - 1116 Manyebethwana, MDUTJANA, 0472 - *Daphney Nthabiseng*
272. Mezwi Isaac Shange - 841224 6420 086 - 40709 Emphusheni Area, UMBUMBULU, 4105 - *Nezwi Isaac*
273. Lumphumlo Magam - 880824 6014 086 - 10404 George Kerridge, VREDENBURG, 7380 - *Snenjongo Lumphumlo*
274. Darren Wayne Ward - 891227 5117 081 - 8 Avenue, Renee Southfield, CAPE TOWN, 7800 - *Riyaz*
275. Julia Gqabi - 730112 0356 089 - 64 Draai Location, GRAAF-REINET, 6280 - *Julia Nomfundo*
276. Moegmat Faakir Vogt - 020301 5107 089 - 28 Essenhout Street, Eastridge, MITCHELLS PLAIN, 7789 - *Moegamat Faakhir*
277. Nonzamo Singapi - 790131 0690 088 - 40 Ngxungxu Street, Nu 1, PORT ELIZABETH, 6200 - *Nomzamo*
278. Thobile Jokiwe - 630403 5300 086 - Mbalisweni Area, QUMBU, 5180 - *Ntobeko*
279. Majegaupane Fanie Mantsie - 701220 5685 082 - Stand no A060, Diphagane, MARISHANE, 1064 - *Masegaupane Fani Nape*
280. Nomakhephu Mjika - 880510 0685 084 - 21519 Mini Street, Bloekombos, KRAAIFONTEIN, 7570 - *Xolelwa*
281. Nolwaka Mhlahleki - 780521 0488 081 - NO 1 Block 103, Sihlana Avenue, NYANGA, 7750 - *Nocwaka Ivy*
282. Katse Pretty Mabusela - 970724 1093 088 - 1589 Extension 17, MOKOPANE, 0600 - *Mahlatse Pretty*
283. Reneilwe Elias Chacha - 990610 1340 080 - House no 505, MAGOGONG, 8575 - *Reneilwe Elsie*
284. Gaseitsiwe Victoria Tihame - 890208 1324 088 - 18 Killarney Hotel, Florida, JOHANNESBURG, 2001 - *Lerato Leigh*
285. Tania Mlungu - 891011 1006 088 - 303 Tudhope Heights Flat, Tudhope Cnr Primrose Street, JOHANNESBURG, 2001 - *Tania Thandeka*
286. Nceduyise Albert Msesiwe - 870530 5866 085 - 2929 Termip Street, Extension 3, RONDEBOSCH, 1401 - *Nceduyise George*
287. Anna Morema - 850527 1165 086 - 4739 Mangopeng, MMAKAU, 0280 - *Daniel*
288. Refiloe Wentvoel Babili - 891109 6208 087 - 1153 Marokolong, HAMMANSKRAAL, 0407 - *Refiloe Philly*
289. Given Modika - 871209 0292 089 - 455 B Twala Street, KLIPSPRUIT, 1809 - *Kefilwe*
290. Sibusiso Mhlana - 870220 6011 085 - 6764 Malebogo Street, Zone 14, DIEPKLOOF, 1864 - *Sibusiso Thapelo*
291. Maisha Daniel Molepo - 850922 6061 085 - 239 Block 20, Brazzaville, SAULSVILLE, 0001 - *Kelvin*
292. Tsatsa Melicent Aphane - 841110 0765 081 - 193 Dougall Street, MUCKLENEUK, 0100 - *Nomvula Millicent*
293. Steven Lubuzo - 830912 6172 086 - 74 Pan Mar Park, King Edward, Willows, BLOEMFONTEIN, 9300 - *London Steven*
294. Thabo John Dvashe - 860731 5462 089 - 328 Block AA, SOSHANGUVE, 0152 - *Thabo Joab*
295. Keenan Smart - 890406 5182 086 - 38 Akasia Avenue, Bridgetown, ATHLONE, 7764 - *Ra'iq*
296. Boy Johannes Motaung - 870118 5226 086 - 7799 Location, BETHLEHEM, 9700 - *Pule Johannes*
297. Nomsebenzi Agnes Pheko - 891205 1482 089 - 135 Foreman Road, DURBAN, 4023 - *Nontsebenzo Agnes*
298. Hendrik Petrus Januarie - 890209 5121 082 - 80 Avon Road, Groenheuwel, PAARL, 7646 - *Hendrie*

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299. Success Granny Mkhonto - 950313 1117 081 - P O Box 937, THULAMASHASHE, 1365 - *Success Katlego*
300. Mphikwa Mabuza - 950519 6029 085 - P O Box 209, SIBHAYI, 3967 - *Nkanyiso Cebolakhe*
301. Sipho Patrick Mpolweni - 841106 5834 088 - Nikhwe Area, BIZANA, 4800 - *Allah Kuseni*
302. Madimabe Valleria Sethe - 820929 1560 083 - P O Box 292, PAULUSWEG, 0814 - *Valleria*
303. Joanah Madonsela - 850623 1240 084 - Stand no 790, Extension 22, EMBALENHLE, 2285 - *Joanah Sesana*
304. Thamsanqa Hector Hadebe - 860512 5988 087 - 212 South Street, A 406 Riverside Place, CENTURION, 0157 - *Thamsanqa*
305. Nolusapho Magqakra-Lite - 820825 1357 084 - Skiti, BUTTERWORTH, 4960 - *Vuyiswa Virginia Nolusapho*
306. Pertunia Lamula - 820527 0917 088 - 1490 Palm Ridge, Extension 1, JOHANNESBURG, 2000 - *Mbalizethu Pertunia*
307. Ntombentsha Makubalo - 850604 0298 083 - 6 Stroep Krammer, Branovlei, WORCESTER, 6850 - *Ntombentsha Cleopatra*
308. Raesibe Dorcus Moleke - 841211 0968 087 - Madibong, JANE FURSE, 1085 - *Mologadi Dorcus*
309. Lesetja James Sathekge - 880414 6156 085 - 349 Witch Hazel Avenue, Eco Origing Block B, Extension 9, CENTURION, 0157 - *Mohweletjane Jim Mphuti*
310. Karabo Violet Emily Lebelo - 890417 0261 080 - 374 Sun Valley, MAMELODI WEST, 0122 - *Aminah Karabo*
311. Mmatlala Lydia Matshega - 850506 1212 080 - 410 Extension X, SOSHANGUVE, 0152 - *Maria Moikiledi*
312. Keobiditse Selao - 871110 1019 085 - 128 Selao Street, MAPOTENG, 8400 - *Keobiditse Nono*
313. Nteseng Edith Raloobo - 861227 0899 085 - 2695 Concerntina Street, KAALFONTEIN, 1685 - *Lerato Edith*
314. Zama Themba Mthombeni - 870729 5980 082 - 4366 Ntuli Street, LAMONTVILLE, 4027 - *Zamokuhle Themba*
315. Ntombizoduma Nokwazi Khumalo - 890925 1430 082 - AA 367, UMLAZI, 4031 - *NOkwazi Ntombizodumo*
316. Zithulele Mbokazi - 970913 1116 086 - Skhambe Area, VRYHEID, 3100 - *Zama Zithulele*
317. Nomhlangano Pretty Hlubi - 880207 0877 080 - Matiwane Skop, LADYSMITH, 3370 - *Nomhlangano Pretty Thandazile*
318. Favourite Sonto Malinga - 860831 0870 086 - 621 Mlaba Village, HAMMARSDALE, 3699 - *Favourite Sonto Ayanda*
319. Margaret Bronwin Smouse - 890410 0090 088 - 30 Vauxhall Street, Edenpark, ALBERTON, 1450 - *Bronwin Margaret*
320. Nomanyasa Mgodeni - 551227 0375 081 - V 350 Site B, KHAYELITSHA, 7500 - *Nolindile*
321. Lindiwe Letty Kabini - 790822 0806 084 - 1174 Kwaggafontein D, MKOBOLA, 0458 - *Lindiwe Rose*
322. Serengwane Rogers Mahlase - 850805 6688 082 - Mogaladi, KEDIKETSE, 0454 - *Serengwane Mahlase*
323. Roxanne Davies - 881103 0064 085 - 3 Jacana, Eagle Ridge Estate, HOWICK, 3290 - *Roxanne Longueira*
324. Lizie Xoseka - 840903 1470 086 - 153 – 2nd Avenue, Delmont Park, KRAAIFONTEIN, 7570 - *Lizzie Kutala*
325. Maria Ntshabi Modise - 850413 1012 083 - 4830 Panda Street, Chief Albert Luthuli, BENONI, 1501 - *Wisdom Maria*
326. Luzuko Makholwa - 831003 6231 087 - 3066 Block 7, NORTHAM, 0300 - *Innocent Luzuko*
327. Monareng Jeffrey Mathole - 861105 6184 084 - P O Box 6, BOYNE, 0728 - *Pheagane Japhta*
328. Johannes Oboheng Sediti - 850607 6126 083 - 1573 Giraff Street, S/RENEKE, 2780 - *Oboifeng Johannes*
329. Gladys Nhlapo - 850123 0879 081 - 5 Berlin Road, Waldrift, VEREENIGING, 1939 - *Deliwe Gladys*
330. Zakkiyya Saloojee - 890907 0237 080 - 13 Heathcock Avenue, Extension 1, LENASIA, 1827 - *Zakiyya Farouk Abdulhaq*
331. Lloyo Xolane Silubane - 951013 6059 085 - T 54, Spooktown, BEKKERSDAL, 1779 - *Lloyd Xolane*

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332. Nolani Mbatha - 910704 6110 080 - 3721 Eight Sixth Street, ZONKIZIZWE, 1401 - *Xolani*
333. Shwelezile Gwala - 911024 1015 088 - Ntaba Road, KWAYUSNA, 3601 - *Shwelezile Sanelisiwe*
334. Azwimbavhi Ramudzuli - 850725 6479 086 - 1874 Sasewood Street, Extension 1, PROTEA GLEN, 1818 - *Azwimbavhi Shaun*
335. Sakhile Steven Mtshali - 870508 6077 084 - 735 Meerat Street, Extension 6, GROBLERSDAL, 1700 - *Akhumuzi Steven*
336. Manka Molefe - 990120 1418 084 - 202 Block G, KANANA, 0400 - *Manka Pretty*
337. Anslin Freeman - 900408 5149 089 - 32 Slabbert Street, Salsoneville, PORT ELIZABETH, 6020 - *Ashraf Anslin*
338. Motshidisi Leteba - 950919 0943 085 - 2581 – 18th Avenue, CLERMONT, 3610 - *Motshidisi Cindy*
339. Akhona Mbatha - 000417 0540 084 - P O Box 6252, NONGOMA, 3950 - *Akhona Nokwethemba*
340. Selina Malifu Mpange - 800618 0983 081 - 1016 Extension 1, ORANGE FARM, 1805 - *Selina Malifu Antoinette*
341. Stribo Isaia Mathabela - 930312 6374 080 - 11105 Mahlabathini Street, PALM RIDGE, 1458 - *Sifiso Isaia*
342. Renaldo Robert Snyman - 900623 5155 080 - 2 Taaibos Street, BONTEHEUWEL, 7764 - *Rafique*
343. Nomvula Nxenye - 910813 1190 086 - 2473 Kena Street, Masiphumelele, FISHHOEK, 7975 - *Nomvula Linda*
344. Zuko Nqaba - 901010 6374 085 - 6575 Kheyaletu, KNYSNA, 6570 - *Zuko Justice*
345. Nandipha Nompula - 920105 1102 080 - Silangwe Location, BIZANA, 4800 - *Nandipha Phamela*
346. Infeoma Cebisa Mdletye - 930731 0990 080 - NOMhacu Area, BIZANA, 4800 - *Cebisa Infeoma*
347. Mpunzi Sigqoko - 940916 6522 080 - Mamolweni Area, NGQELENI, 5140 - *Mpumzi*
348. Sebzile Londiwe Ntuli - 950709 0901 088 - Room 723, Silvester Ntuli Road, Killarney, DURBAN, 4000 - *Seluleko Londiwe*
349. NOMqondiso Mkhokeli - 921019 1038 088 - Mcothama Area, CENTANE, 4980 - *Abongile Nomqondiso*
350. PHophi Khorommbi - 960619 1121 081 - 23 Escombe Street, Mimosa Park, GERMISTON, 1400 - *Phophi Kathleen*
351. Deverencia Rayners - 890531 0896 081 - 4 Oribi Street, Gelvandale, PORT ELIZABETH, 6000 - *Dilshaad*
352. Dumazile Candlovu - 860328 1404 080 - Kwa Nositha Location, MARGATE, 4275 - *Dumazile Nokwazi*
353. Malouisa Arendinah Kwago - 880723 0859 084 - 3885 Extension 3, KHUMA, 2551 - *Baby*
354. Dineo Rebeccah Mokone - 890428 1300 082 - A 2028, SIYABUSWA, 0472 - *Dineo Glander*
355. Tracy Lenie Fortune - 900301 0211 089 - 8 Sugarloaf Road, MANENBERG, 7764 - *Tharwah*
356. Lee-zhan Fortuin - 901202 0026 080 - 7 Marmer Court Buck Road, Lotus River, CAPE TOWN, 7800 - *Janaan*
357. Modjadji Mavis Diale - 851002 1360 086 - 10421 Winnie Mandela, Zone 4, TEMBISA, 1632 - *Modjadji Nelcah*
358. Nyawedzeni Phophi - 890108 1082 084 - Guyuni, MUTALE, 0956 - *Thivhadini*
359. Morewane Matthews Sekgothe - 800407 5881 080 - 50010 Ga-Mampuru, STEELPOORT, 1133 - *Kgomo*
360. Lusanda Sitshomo - 870619 5673 086 - 222 Khuthalo Hostel, GERMISTON, 1401 - *Sabelo Patric*
361. Mpho Patricia Olifant - 880413 1003 086 - 6417 Zone 1, THABA NCHU, 9780 - *Jerusalem Mpho*
362. Nonhlahla Betty Mathibela - 951215 1148 082 - 8457 Extension 6, Section C, PHOMOLONG, 1020 - *Nonhlanhla Bella*
363. Confidency Mkansi - 951021 0832 084 - 35250 Khanyile Street, TSAKANE, 1550 - *Desire Confidence*
364. Jacobs Nhaveni - 901215 6280 089 - Q 8027 Songololo Street, Walmer Location, PORT ELIZABETH, 6000 - *Luyanda Jacobs Whaveni*

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365. Mzuzu Phillip Simelane - 970828 6311 088 - Stand no 720, MZINTI, 1352 - *Sunday Phillip*
366. Lwandile Nompumelelo Nzimande - 900403 1417 085 - H 23 Welbedaght, CHATSWORTH, 4092 - *Lwandle Nompumelelo*
367. NOmacebo Mfola - 960429 0990 084 - Ncembu Area, TSOLO, 5100 - *Asanda*
368. Ceroline Sebothoma - 951201 0797 087 - 32900 Tlonkana Street, Extension 12, MAMELODI, 0400 - *Caroline*
369. Bongsi Ndhlovu - 920215 6328 083 - Stand no 66, MARITE, 1212 - *Bongsi Bongani*
370. Veronica Selahle - 970515 1050 080 - P O Box 32, PENGE, 1160 - *Veronica Buhlebendalo*
371. Molly Pieterse - 961216 1373 082 - Plot 39, Dorothy Road, HENINGKLIP, 1739 - *Faith*
372. Aphiwe Zuma - 990809 6246 082 - Mpophomeni Township, HOWICK, 3291 - *Aphiwe Justice*
373. Gezephzi Apretiate Mashego - 991126 0972 087 - 255 Esiphethweni Section, TEMBISA, 1632 - *Appreciate Amogelang*
374. Thamsanqa Alack Mabele - 951214 1139 084 - Mqedandaba, Loskop, ESTCOURT, 3310 - *Nompumelelo Alacksina*
375. Sizamkele Siko - 990404 0518 080 - 29548 Wahlitzwa Street, STRAND, 7140 - *Sizamkele Yonwaba*
376. Zimasa Mlungelwa - 930409 6147 084 - Chibini Area, NTABANKULU, 5130 - *Mzimasi*
377. Nathan Rodick Balata - 880308 5209 087 - 7 Maidstone Street, BELHAR, 7493 - *Nattheer*
378. Jack Maboke-Tshaba Shokane - 840707 6077 089 - 9453 Extension, MODIMOLLE, 0510 - *Jack*
379. Ntombiyenkosi Mkhwanazi - 840112 0991 080 - H 29 Polmiet Road, Sydenham, DURBAN, 4001 - *Ntombiyenkosi Clementia*
380. Asmita Kathawaroo - 891220 0171 088 - 345 A.G. De Witt Drive, BEDFORDVIEW, 2007 - *Anara*
381. Patricia Ntombizodwa Mathole - 870701 1276 088 - 1556 Block R, SOSHANGUVE, 0152 - *Daniel Ntombizodwa*
382. Thabo Thage - 800630 5895 087 - 1261 B Seriri Street, Mofolo Central, SOWETO, 1717 - *Teboho Thabo*
383. Mmatlthapi Caroline Nkuna - 800212 0708 084 - 097 Thembelihle Village, 83 Struben Street, PRETORIA, 0001 - *Mogau Caroline*
384. Phelelwa Dipu - 851002 0947 081 - Caguba Area, PORT ST JOHNS, 5120 - *Phelelwa Sinalo*
385. Matlokotsi Emily Mandries - 841017 0805 082 - 6291 Mmatsa Street, Thabang, WELKOM, 9460 - *Mmakatlego*
386. Zikhona Hlalukana - 880604 1242 084 - Mandela Park, MTHATHA, 5099 - *Zikhona Philasande*
387. Thabo Joseph Mogale - 870101 6704 087 - 4632 Ipelegeng Location, SCHWEIZER RENEKE, 2780 - *Thabo*
388. Lebogang Mpho Mokgosi - 840105 0981 085 - 12516 Dastile Street, Extension 3, KAGISO, 1754 - *Lebogang Seageng Mpho*
389. Jenneth Ngcofe - 840311 0088 083 - 34 Modungwa Street, Ikhutseng Location, WARRENTON, 8530 - *Jeanette*
390. Bongani Ntuli - 900715 5796 085 - 647 Bonginfundo, SIYABUSWA, 0470 - *Khayelihle Bongani*
391. Mafu Mahlabela - 980223 5991 080 - 23 Douglas Harris Crescent, Meyersdal, ALBERTON, 1448 - *Mlondolozu Oluwadare Mafu*
392. Candile Nicole Kent - 870828 0188 087 - 34 Berghshoop Estate, DURBANVILLE, 7550 - *Candile Rhodes*
393. Lebothang Thubela - 990615 6573 080 - Mangolong Location, MT FLETCHER, 4700 - *Lebohang*
394. Nomavitsheka Gretta Qulu - 7009026 0818 087 - Mdikisweni Area, BIZANA, 4800 - *Bongiswa Gretta*
395. Phephelaphi Gladys Khoza - 910710 0541 089 - P O Box 443, Manzowandle, KWALUGEDLANE, 1341 - *Gladys*
396. Maria Bapela - 970921 0789 084 - Stand no 523, Sephaku, MPUDULLE, 1057 - *Maria Mathibela*
397. Barbara Van Rheenen - 830519 0249 081 - 11 Friedberg Street, Wahlsig, UPINGTON, 8800 - *Shahida Barbara*
398. Entwin Francis Esbie - 840902 5215 083 - 3 Masimo Extension, JAN KEMPDORP, 8550 - *David*

399. Antonia Angela Groenewald - 841128 0254 088 - 4 Quinton Brand Road, EDENVALE, 1609 - *Angela Antonietta*
400. Gail Victoria Jacobs-Davids - 850124 0184 084 - 94 Electra Crescent, Eastridge, MITCHELLS PLAIN, 7785 - *Galidja*
401. Shuwea Mthimkhulu - 010117 1331 081 - 93 Barry Street, DANVILLE, 0182 - *Shuwea Mariah*
402. Sindy Ivenna Watson - 810905 0206 086 - 37 Essenhout Street, BONTEHEUWEL, 7764 - *Laaiah*
403. Lekete Milton Thuisse - 900304 5714 081 - 3927 Kiribat Street, Cosmo City, RANDBURG, 2188 - *Milton*
404. Mzwakhe Petros Jezile - 970206 5320 089 - 1060 Ngculu Street, ORLANDO EAST, 1710 - *Mzwakhe*
405. Mampheng Maria Motsoeng - 900822 0727 089 - 62686 Zone 17, SEBOKENG, 1985 - *Mampheng Motheo Precious*
406. Lerato Mikia Mosesi - 930222 5396 085 - 3245 Mosig Street, Diepkloof, SOWETO, 1717 - *Lerato Michael*
407. Phindile Precious Mvula - 991016 0571 080 - 70653 Mathambo Road, ADAMS MISSION, 4100 - *Crystal Precious*
408. Leonora Estelle Van Sittert - 810512 0208 086 - 42 Villa Martine, Amberfield Crescent Estate, CENTURION, 0157 - *Estelle*
409. Nivolance Dzimba - 850522 0467 088 - Stand no 243, Lillydale, XIMHUNGWE, 1281 - *Nhlanhla Nevolence Masesi*
410. Jana Botha - 980927 0104 081 - 167 Watsonia Avenue, KNYSNA, 6570 - *Jana Leoné*
411. Charlene Kathlene Gallow - 770420 0116 085 - 47 Dieman Road, GRASSY PARK, 7800 - *Shakira*
412. Sphamandla Artwell Posselt Luthuli - 821231 5500 085 - D 106 Sangwana Road, KWAMASHU, 4359 - *Miniyokulinda Sphamandla*
413. Johanna Moleko Motsiri - 850628 5943 088 - 136 Geluksoord, CHRISTIANA, 2680 - *Johan*
414. Gladys Dianah Makutwane Leshage - 870927 1453 084 - 88 Plein Street, JOHANNESBURG, 2001 - *Mpho Esther*
415. Angelige Wright - 880901 0014 088 - 2 Laramie Street, BLOEMFONTEIN, 9301 - *Angelique*
416. Lerato Piet Kgomo - 830403 6436 085 - 891 Panyane Street, Batho, BLOEMFONTEIN, 9300 - *Lerato*
417. Mndeni Mabaso - 850622 6349 080 - Lindizwe Area, INGWAVUMA, 3968 - *Mndeni Harmony*
418. Semenekane Jerry Motsitsi - 860615 6254 084 - 15206 Extension 9, ORANGE FARM, 1841 - *Thapelo Jerry*
419. Alfred Jelwana - 860901 5918 089 - 3401 Qomogi Street, Old Cross Road, NYANGA, 7785 - *Alfred Bayanda*
420. Lahliwe Emma Mari - 860623 1221 082 - Unit 16, Valley View, Gibson Drive, BUCCLEUCH, 1610 - *Philile Emma*
421. Nonkuruleko Mofokeng - 860105 0814 083 - 18234 Abbot Street, Phase 4, BRAAFISHCERVILLE, 1875 - *Nonkululeko Mbali Pertunia*
422. Nonyathi Sibongile Skosana - 850422 1072 088 - 741 Vanalphen Street, MONTANA GARDENS, 0159 - *Sibongile Naomi*
423. Jean Unathi Matiwana - 890326 0934 085 - 2533 Myeza Road, Masiphumelele, FISHHOEK, 7975 - *Lelethu Unathi*
424. Kelebohile Nthabiseng Senkhane - 851027 0959 083 - 6891 Mophethe Street, Phahomeng Location, BLOEMFONTEIN, 9300 - *Kelebohile Kethabile*
425. Mantwa Sarah Mosia - 830502 0992 082 - 5364 Zone 7, Siyathemba, BALFOUR, 2410 - *Ofentse Sarah*
426. Maudu Jan Modiba - 830711 5833 080 - 1158 Block PP, SOSHANGUVE, 0152 - *Maudu Thabo Jan*
427. Frans Ledwaba - 890224 6030 083 - 1853 Section 1, Kanana, HAMMANSKRAAL, 0400 - *Frans Thabo Madimetja*
428. Motlapele Clarence Modisha - 891202 5905 082 - Ga-Tisana, MARISHANE, 1064 - *Matsobane Clarence*
429. Mathaku Maria Makgoa - 860423 0822 083 - Unit 10902, Thatch Hill Estate, CENTURION, 0028 - *Shalmal*
430. Thembinkosi Mahlaba - 831014 6080 085 - 4006 Extension 6, Sakhile, STANDERTON, 2430 - *Thembinkosi Paxston*
431. Maganong Jacinta Mongale - 890205 0879 088 - 25 Euphorbia Street, Flora Park, POLOKWANE, 0699 - *Jacinta*

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432. Iketleng Wait Gaosirwe - 851011 5891 087 - House no 7528, Extension 39, MMABATHO, 2746 - *Leano Franklin*
433. True Love Mazibuko - 840321 1000 086 - 17514 Agron Street, Protea Glen, GLEN RIDGE, 1818 - *Makhosazane Twana True-Love*
434. Jackina Lesetja Mafa - 841008 0898 086 - 1907 Zone 5G, SESHEGO, 0742 - *October*
435. Searchmore Mohlalifi Lentsoane - 830220 5507 082 - Unit 320, Murrayfield, 16 Corlett Drive, ILLOVO, 2196 - *Mohlalefi*
436. Tshepisho Promise Mokgehle - 851123 5850 086 - 835 Kruger Park Street, Maokeng, TEMBISA, 1632 - *Pelebetla Tsepo*
437. Dido Cele - 821003 5987 087 - 05 Suzuki Road1, WESTMEAD, 3601 - *Muzi Blessing Dido*
438. Manelisi Mfiki - 991103 6015 088 - Tora Area, NGCOBO, 5100 - *Manelisi Sibabalo*
439. Ntokozo Nkosiyabantu Nkosi - 851106 5917 088 - R 19 Section 2, Ward 27, MADADENI, 2951 - *Happy Ntokozo*
440. Pappa Ngema - 830715 6021 082 - P 709, UMLAZI, 4001 - *Alfred Pappa*
441. Lwazi Delani - 870622 6141 087 - 36 Dindeka Street, Hakaza, KHAYELITSHA, 7500 - *Lwazi Lucas*
442. Petros Ramaila - 830517 6013 089 - 401 Sebokwane Street, White City Jabavu, KWA XUMA, 1868 - *Petrus Papitshelang*
443. Khayakazi Falentsini - 891031 1038 089 - 32 Oaktree, Hazelwood, PRETORIA, 0001 - *Cynthia Angela*
444. Mohlahledi Clifton Ranape - 870508 5950 083 - Phase 1, G 0118 Merryyme, MAMELODI EAST, 0182 - *Chelebe Clifton*
445. Maria Thobeka Simane - 820920 1217 089 - 12 Micheal Daniel Street, Pine Valley, WOLSELEY, 6820 - *Thobeka*
446. Freeman Nanyamso Marepula - 801231 5828 084 - Upper Lahlangule, WHITTLESEA, 5360 - *Free-Man Nangamso*
447. Xiyiviso Tshivhase - 880423 0187 087 - 762 Battleleur Drive, Jukskei View, MIDRAND, 1885 - *Xitiviso*
448. Life Marley Sikhauli - 870903 6381 083 - Unit 19, Block B, Pharoe Park, GERMISTON, 1401 - *Vhutshilo Marley*
449. Sinenhlanhla-Pho Sibisi - 850512 6041 086 - No 202 Camberley Court, 20 Oxted Avenue, DINWIDDIE, 1401 - *Nkosinathi*
450. Teo Rajkumar - 891115 5113 087 - Block 25, Unit 246, Balboa Park, OAKDENE, 2190 - *Teo Anwar*
451. Silindile Mthethwa - 851026 0912 084 - P 8 Mandeni Flat, Extension 1, WESSELTON, 2351 - *Silindile Patience*
452. Nelisile Zondi - 990131 0930 086 - Greenville Location, 11 Fairways, 1 Fletching Avenue, Essexwold, 2007 - *Elana Rose*
453. Evelyn Malebo Nkomo - 830112 1255 081 - House no 144, Ngaka Street, MAHIKENG, 2745 - *Remofilwe Bridgette*
454. Phinnicca Nare Somo - 891029 0909 086 - 1919 Zone 5G, SESHEGO, 0742 - *Mothabela*
455. Getrude Nokuthula Mkhize - 850225 1340 086 - Ndwedwe Mission, NDWEDWE, 4342 - *Nokuthula*
456. NKosinathi Vilakazi - 890702 6247 088 - 1482 Venyeni Street, Kingsway, BENONI, 1501 - *Nkosinathi Calvin*
457. Zandile Mdledle - 990705 1029 087 - Mzongwana Area, MATATIELE, 4730 - *Tholakele Zandile*
458. Kekeletso Molibedi - 981021 5996 086 - Sibi Area, MATATIELE, 4730 - *Keketso*
459. Imameleng Moso - 970817 1159 089 - F 10 Malawi Camp, BISHOP LAVIS, 6000 - *Imameleng Palesa*
460. Ipeleng Patricia Mereko - 940411 1398 082 - 8105 Zone 2, THABA NCHU, 9780 - *Kelebogile Patricia*
461. Mavis Rasmen - 951010 0819 084 - 15372 Masakhane Street, Lwandle, STRAND, 7140 - *Amanda*
462. Malaika Nkolanyane - 940216 6260 082 - 1304 F Extension, BOTSHABELO, 2781 - *Samuel Omega*
463. Paul Reason Tshabalala - 970201 5872 080 - 831 Block R, Klipgat, MABOPANE, 0190 - *John Paul Reason*
464. Nasiphe Jikwana - 970701 1012 086 - Ibika Township, BUTTERWORTH, 4960 - *Sesihle Nasiphe*

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465. Samuel Maroba Shongwane - 970101 6368 080 - P O Box 61, LEPHALALE, 0555 - *Samuel Malema*
466. Athandile Yeki - 970314 1352 088 - 21422 Mangandia Street, KRAAIFONTEIN, 7570 - *Asithandile*
467. Gloshinie Moremi - 980609 1122 086 - P O Box 9, JUNO, 0748 - *Closhney Choene*
468. Nelisiwe Jiyane - 981009 0811 087 - Mbowane Area, NQUTU, 3135 - *Neliswa*
469. Gugu Ethel Queen Thobela - 850512 1159 081 - Stand no 5882, Mshadza, HAZYVIEW, 1200 - *Gugulami Ethel Queen*
470. Whitney Seboko - 880919 1153 085 - 2244 Nkopo Street, Protea North, SOWETO, 1818 - *Boitumelo Whitney*
471. Amanda Bianca Tobias - 891014 0118 086 - 8 Vink Street, Rocklands, MITCHELLS PLAIN, 7789 - *Tauhirah*
472. Avinash Pillay - 890828 5223 083 - 38 Gabriella Crescent, Parson Vlei, PORT ELIZABETH, 6001 - *Ameer Avinash*
473. Ngoako Rosina Malebatja - 851119 0729 085 - 505 / 3 Birmingham Road, Lombardy West, ALEXANDRA, 2090 - *Ngoako Rosina Ntswaki*
474. Hlupheka Excellent Ngomana - 841207 5976 083 - 21 Mapiko Area, LULEKANI, 1392 - *Hlulani Excellent*
475. Nelisiwe Sgqemeza Tshembeni - 860406 0755 080 - Nhlangano Area, UBOMBO, 3968 - *Nelisiwe Sinethemba*
476. Mpotseng Sithole - 891205 1317 087 - Stand no 637, SIYANDANI, 0800 - *Elisabeth Lesego*
477. Nomfanezo Valencia Ndandani - 861127 0981 083 - J 447 Siqaza Street, KHAYELITSHA, 7784 - *Nomfanelo Valencia*
478. Neliswa Lucia Ntamanda - 890225 1082 086 - 20216 Sisonke Street, Albert Luthuli, MOSSELBAY, 6506 - *Ayavuya*
479. Siyabonga Marwanqana - 860302 6054 083 - 22128 – 40 Indras Street, N2 Gate Way, DELFT, 7700 - *Siyabonga Thulani*
480. Dipuo Jana Leboko - 810810 1309 089 - 19670 Zone 14, SEBOKENG, 1984 - *Dipuo Sana*
481. Zama Brilliant Zulu - 861130 0844 087 - Lot 33, Howard Circle, Greytown Road, NEWHANOVER, 3230 - *Zama Zethembiso*
482. Sweetboy Gwazela - 890501 6099 089 - 109 Bromwell Street, SALT RIVER, 7925 - *Sonwabo Sweetboy*
483. Nolwando Vani - 830813 1022 088 - 9319 Extension 9, PALMRIDGE, 1458 - *Nolundi Portia*
484. John Mofokeng - 830606 6411 086 - 1345 Mamello, FRANKFORT, 9830 - *John Thulani*
485. Jacob Welcome Mahlangu - 830506 6083 085 - 6931 Leribi Street, Extension 4, MIDDELBURG, 1050 - *Rangkaas Magana*
486. Hilda Thandi Tshabalala - 830531 0768 085 - 3558 Dugeni Street, DAVEYTON, 1520 - *Hilda Thandazo*
487. Anne-Marie Louw - 811201 6418 084 - 2 A Essenhout, VREDENKLOOF, 7560 - *Anru*
488. Moretemang Patricia Mmesi - 830401 0982 088 - 1456 Mablane Street, HOOPSTAD, 9670 - *Neo Patricia*
489. Nolundi Vani - 830813 0967 085 - 9319 Phase 3, Extension 6, PALMRIDGE, 1458 - *Nolwando Pearl*
490. Johanna Shuping Madigage - 810906 0681 088 - 59 Kingfisher Albemarle Estate, 1 Black Reef Road, GERMISTON, 1401 - *Johanna Shuping Matshidiso*
491. Filitshwa Mpikampi - 810812 1156 080 - 6648 Drieziek 3, ORANGE FARM, 1841 - *Filitshwa Nolutho*
492. Botsotso Mcambalala - 810625 6014 082 - Nkobongo Area, TONGAAT, 4400 - *Botsotso Senzeni*
493. Malibongwe Mrcool Dlala - 891227 6200 084 - 133 Ferguson Road, New Brighton, PORT ELIZABETH, 6200 - *Malibongwe*
494. Malusi Ngwane - 851125 6786 086 - 2 Barreto, Regal Crescent, NEW GERMANY, 3610 - *Malusi Majaha*
495. Nelly Mahlangu - 911209 1244 081 - 2021 Diamond Place, 216 Fox Street, JOHANNESBURG, 2001 - *Mbali Nelly*
496. Nepebotse Simon Malatji - 840901 6017 084 - Ga-Tisana, MARISHANE, 1064 - *Diphale Simon*
497. Ayla Hannah Evans - 000708 0803 088 - 03 Edelweiss, GEORGE, 6530 - *Eilah Hannah*

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498. Fanson Michael Mthembu - 880130 5971 080 - Groutville, KWADUKUZA, 4450 - *Sbusiso Michael*
499. Nkululeko Dyariwe - 910314 6080 083 - 25363 Bugaphi Street, KRAAIFONTEIN, 7570 - *Kwanda*
500. Shadrack Mthembu - 921211 6082 084 - 5967 Extension 6, KHUMA, 2562 - *Shadrack Khanya*
501. Bonani Winnifrieda Mhlongo - 950108 1082 081 - 96 Platt Drive, ISIPINGO RAIL, 4110 - *Winile*
502. Bondie Nemutanzhela - 920229 5839 081 - Stand no 101, MUTALE, 0956 - *Beloved*
503. Manovoba Mthembu - 950519 6086 085 - 631 Umlazi Township, UMLAZI, 4001 - *Manqoba Warren*
504. Asanda Mgaga - 990402 1159 086 - House no 1606, Annville, DANNHAUSER, 3080 - *Asanda Nosipho*
505. Olebogeng Ontiretse Soldaat - 990818 6202 086 - House no 1026, Mokwena Location, THABANCHU, 2500 - *Prince Soldaat*
506. Vuyiswa Makalamsha - 930425 0902 084 - Ngxumza Location, CALA, 5455 - *Vuyiseka*
507. BOngani Simawu - 960916 6414 085 - AAA 38 Mandela Section, Bekkersdal, JOHANNESBURG, 2001 - *Sihle Bongani*
508. Luthando Luyanda Makaba - 941102 5873 084 - 01 Escombe Street, Mimosa Park, GERMISTON, 1407 - *Jayson Luthando Luyanda*
509. Mantwa Sophy De Barros - 910416 1046 082 - 441 Suider Street, PRETORIA NORTH, 0182 - *Sophy Ladonia*
510. Mamokube Tshwale - 860902 1269 089 - 337 Block Y, SOSHANGUVE, 0152 - *Tebogo Angel*
511. Violet Goitseona Mohulatsi - 860220 0506 082 - 687 Motseng Section, HEBRON, 0193 - *Gideon Goitseona*
512. Portia Lungiswa Zondani - 860310 1073 081 - 80 Khozi Street, Khayamnanzi, DESPATCH, 6220 - *Portia Lungiswa Kwathitha*
513. Benjamin Thabiso Phora - 860923 6007 084 - 58 – 18th Avenue, ALEXANDRA, 2090 - *Thabiso*
514. Derick Phuthuma Dlamini - 660315 5300 085 - Mazabelweni Location, HIGHFLATS, 3306 - *Derrick Phuthuma*
515. Vincent Tlomatsana Kekana - 650603 5772 086 - 19 J Madiba Park, SESHEGO, 0742 - *Masheleng Hans*
516. Mutshinyani Neluvhalani - 841109 0859 084 - 2910 Roseajele Street, Extension 74, AMANDASIG, 0002 - *Mutshinyani Olga*
517. Kate Mahlodi Mphahlele - 850112 0852 081 - Makurong Village, MPHAHLELE, 0736 - *Kate Ramatsimele*
518. Noluthando Maponyela - 840519 0909 088 - House no 17670, Sondela, RUSTENBURG, 0300 - *Noluthando Nosiphumle*
519. Vuyiswa Stemela - 890401 1298 085 - 59632 David Molefe Street, Khunasa, KHAYELITSHA, 7525 - *Mtabheng*
520. Maena Vivian Magolego - 880808 1663 088 - 117 Maseven, Ga-Magolego, NGWAABE, 1058 - *Minah Vivian*
521. Dominique Carmen Hendricks - 880727 0126 089 - 5 La Province Close, WESTRIDGE, 7785 - *Ameerah*
522. Keletlhokile Florence Monare - 870102 1314 088 - 839 Phanda Street, DIEPKLOOF, 1864 - *Veronica*
523. Thembisa Maxentile - 800619 0938 083 - 174 Bebelele Street, Duncan Village, EAST LONDON, 5200 - *Veliswa Thembisa*
524. Beauty Mayekane - 940306 1200 082 - 14693 Extension 8 B, ORANGE FARM, 1845 - *Tabudi Beauty*
525. Councile Pako - 970607 1140 084 - 360 Nkanini Trust, HAZYVIEW, 1242 - *Reconcile Ayanda*
526. Toto Nompawu - 980609 6125 084 - Drosernes Farm, VYEBOOM, 7171 - *Sandiso*
527. Mthobisi Alfred Nzimande - 940320 5919 084 - 14 Verwey Street, Troyeville, JOHANNESBURG, 2001 - *Dave Memela*
528. Janjie Boroko Mokwana - 831127 5817 081 - 3165 Extension 3, Mahube Valley, MAMELODI EAST, 1030 - *Thabo Janjie*
529. Papi Sammy Sefake - 850319 6009 083 - 82 Haardekool Street, Chantelle Ext 2, PRETORIA NORTH, 0001 - *Molele Sam*
530. Yolanda Dyantyi - 871109 0956 081 - 103 Bodea Road, EVATON, 1984 - *Yolanda Fiona*
531. Sanele Lindile Sonjica - 831029 5738 087 - 14 Dartmouth Avenue, GLENWOOD, 4001 - *Sanele Brandan*

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532. Mathebele Vusi Makwela - 890824 6150 086 - 304 Mc Strauss, 68 Johnston Street, SUNNYSIDE, 0002 - *Vusimuzi*
533. Silindile Mokoena - 900511 1069 084 - 1112 Bainagask Flat, 144 Banke Street, HILLBROW, 2001 - *Silindile Mbali*
534. Nokuzola Ntsomi - 901230 0905 086 - Marambem Location, UMTATA, 5100 - *Nosiphiwo Nokuzola*
535. Nonkululeko Vunju Mhlanga - 950118 1218 080 - Stand no 27, Parker Street, HARMONY HILL, 1260 - *Natasha Nonkululeko*
536. Silebiso Ronal Noquqa - 861205 5974 087 - TV 780, Holomisa Section, BEKKERSDAL, 1779 - *Sicebiso Ronal*
537. Ndumiso Shomgwe - 000915 6737 083 - Stand no 7070, Extension 13, BARBERTON, 1300 - *Theophyllus*
538. Mathuli Sithole - 790512 1070 083 - C 24 Makausi S/Camp, GERMISTON, 1400 - *Mathuli Sindisiwe*
539. Sophie Ngwamaswanganya Mathebula - 731002 0600 082 - 4180 Kopano Street, NELLMAPIUS, 0122 - *Sophie*
540. Alilali Sarah Ratsibi - 791225 1963 087 - Divhani, NZHELEL, 0993 - *Musiwalo Londrina*
541. Moitshedi Johannes Makuru - 861221 5851 084 - 2746 Mahyatseng, Lusaka, LADYBRAND, 9780 - *Khotso*
542. Bonisiwe Idah Ndlovu - 871111 1469 080 - 7086 Tlou Street, Mayfield, DAVEYTON, 1520 - *Zanele Bonisiwe Shabangu*
543. Julia Machaba - 861223 1541 081 - 92 – 18th Avenue, ALEXANDRA, 2090 - *Julia Mokgadi*
544. Andiswa Eunice Lesele - 811122 0913 088 - 1627 Dimbaza Township, DIMBAZA, 5671 - *Ayanda*
545. Christina Lesego Ndlovu - 830925 0753 081 - 29 Mmupudu Street, TLHABANE, 0300 - *Life Lesego*
546. Thandokazi Magxala - 880416 0983 083 - 1198 Rockridge Street, MOHLAKENG, 1759 - *Sinokuhle*
547. Emmah Shivamba - 850214 1225 083 - 1308 Township, LULEKANI, 1392 - *Nono Precious*
548. Thabang Nichodimus Letsebe - 800909 5444 082 - Vergelegen C, JANE FURSE, 1085 - *Kgoloko Nichodimus*
549. Sylvia Mpule Letsie - 721211 0428 087 - 4880 Brakfontein, The Reeds, extension 34, CENTURION, 0157 - *Irene Sylvia Mapule*
550. Zorro Costa Tipanyeka - 870309 5986 080 - 24 September Street, 111 Moriting Section, TEMBISA, 1632 - *Botsorwane Costa*
551. Siphosethu Kaleem - 890318 1094 084 - 18 Sandstone, Frost Street, top town, QUEENSTOWN, 5320 - *Maryam Siphosethu*
552. Albert Kabelo Mokwala - 000610 6057 083 - Stand No 407, Botloponya, TAFELKOP, 0474 - *Kabelo Teishi*
553. Sandy Kapoko Malata - 000227 5896 088 - Tshehlwaneng, SEKHUKHUNE, 1124 - *Sandy Ramarumo*
554. Noluthando Mgwebi - 891108 0753 080 - 3rd Avenue no 1, Blyvooruitzicht, Carleton Ville, 2499 - *Thandokazi*
555. Johannes Duncan Mahuma - 690808 6056 080 - 174 Stateng Section, BETHANIE, 0260 - *Johannes Sanasana Duncan*
556. Elizabeth Titipane - 880630 0557 081 - 22 Garing Boom Street, Mayberry, ALBERTON, 1449 - *Jeanette Ntefeleng*

DEPARTMENT OF HOME AFFAIRS

NO. 815

31 MAY 2019

**ALTERATION OF SURNAMES 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 surnames printed in *italics*:

Notice is hereby given of Government Gazette No. **42240** which, was published in Government Gazette Notice No. **184** dated **22 February 2019** is hereby rectified to read as follows

1. Asiphesona Deleki - 001102 5631 083 - 90 Johnson Road, Zwide, PORT ELIZABETH, 6201 - *Mankayi*
2. Bennedict Lekanka Rammabi - 790510 5607 082 - 38-17th Avenue, ALEXANDRA, 2090 - *Chewe*
3. Raseloi Joseph Mathope - 760810 5889 086 - 1104 Mothotlung, BRITS, 0068 - *Letsoalo*
4. Sewela Rosina Siteo - 740819 0658 086 - 50/210 Block I A, SOSHANGUVE, 0152 - *Legodi*

Notice is hereby given of Government Gazette No. **42304** which, was published in Government Gazette Notice No. **384** dated **15 March 2019** is hereby rectified to read as follows

1. Llala Lucky Dikobe - 760910 6002 083 - 217 Rubida Street, MURRAYFIELD, 0122 - *Tshikane*
2. Wolelela Kika Queen Ngwenya - 990212 0267 081 - 68 Natal Street, Randview, JOHANNESBURG, 2001 - *Kilele*

Notice is hereby given of Government Gazette No. **42162** which, was published in Government Gazette Notice No. **10** dated **18 January 2019** is hereby rectified to read as follows

1. Ludolph Malose Movundlela - 950911 6042 087 - 5464 Hospital View, TEMBISA, 1630 - *Moremi*

Notice is hereby given of Government Gazette No. **42464** which, was published in Government Gazette Notice No. **670** dated **17 May 2019** is hereby rectified to read as follows

2. David Siwane Lonkokile - 660815 5582 087 - 1602 Zitha Street, BENONI, 1501 - *Vabaza*
3. Thabo Molefi Bokaba - 991009 5767 084 - 10658 Majemantsho, MAHIKENG, 2745 - *Mponya*
4. Dimakatso Suprise Maanaso - 841010 6023 081 - 57 Raschendaele Road, Delville, GERMISTON, 1400 - *Mashego*
5. Molahlehi Ouseb Vinger - 990323 6186 082 - 2906 Bolata Village, WITSIESHOEK, 9870 - *Moqelepelo*
6. Mary Mahlatse Mphahlele - 011221 0690 080 - P O Box 2017, BURGERSFORT, 1150 - *Moimana*
7. Boniswa Samukelisiwe Cele - 010601 1604 084 - M844 Tsheketshe Road, KWA-MASHU, 4360 - *Msomi*
8. Nathash Sombhani - 001213 0904 084 - Mhinga, VHEMBE, 0982 - *Chauke*
9. Keletso Phake - 000929 6238 083 - 913 HH, SEGWAELANE, 0250 - *Novela*
10. Sifiso Thubelihle Sakhile Tshabalala - 911015 5445 081 - 156 Frikkie De Beer, 214 Menlyn Place, PRETORIA, 0001 - *Mahlangu*

Notice is hereby given of Government Gazette No. **42431** which, was published in Government Gazette Notice No. **624** dated **03 May 2019** is hereby rectified to read as follows

1. Sithabiso Ntokoze Hadebe - 001002 5885 087 - Khavumbu Area, COLENSO, 3360 - *Mkhize*
2. Siboniso Lungile Dlodlo - 000218 0779 080 - Nduduveni Area, NQUTU, 3135 - *Khambule*

DEPARTMENT OF HOME AFFAIRS

NO. 816

31 MAY 2019

ALTERATION OF SURNAMES 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 surnames printed in *italics*:

1. Siviwe Sithelo - 921017 5799 085 - 9 Kidds Beach, Goodhope Village, EAST LONDON, 5264 - *Mapoyi*
2. Sizakele Mkhize - 990817 1329 084 - No 010529, Amaotana Area, VERULAM, 4339 - *Mhlongo*
3. Ndileka Mirriam Taba - 680527 0514 082 - Machubeni Area, LADY FRERE, 5410 - *Bangani*
4. Ntsako Ndzalama Ritsuri - 980928 0921 086 - P O Box 751, GIYANI, 0826 - *Ngobeni*
5. Lundi Ngulube - 991103 5723 088 - Jozana's Hoek Area, STERKSPRUIT, 9702 - *Mokhosi*
6. Tisani Creflo Rikhotso - 981221 5436 089 - P O Box 218, KHOMANANI, 0933 - *Makhubela*
7. Thabo Segokodi - 971222 5790 089 - Masakaneng Village, GROBLERSDAL, 0470 - *Masilela*
8. Donald Ngwato Matsama - 920828 6473 087 - Stand No 98, Ramogwerane Village, BOLEU, 0474 - *Diago*
9. Lebohang Mandula - 970222 5324 088 - 5017 Extension 2, Masechaba, DUDUZA, 1496 - *Mofokeng*
10. Morgan Lesoboro Munisi - 970705 5433 081 - 1440 Extension 5, Leboeng, TEMBISA, 1632 - *Malepe*
11. Siyabonga Tembe - 991218 6148 083 - Mthanti Area, INGWAVUMA, 3968 - *Sibiya*
12. Tshepo Sondhlana - 820313 6106 087 - Stand No 331, KILDARE A, 1280 - *Mabuza*
13. Aifheli Seth Makatu - 800219 5948 086 - Khumbe Village, LWAMONDO, 0985 - *Rasivhidzhi*
14. Mbali Sithole - 890120 0203 082 - K2213 Newlands Heights, Kwamashu, DURBAN, 4360 - *Khumalo*
15. Aubrey Sphiwe Masina - 840906 6061 081 - B943 Immint Road, Zone 3, DIEPKLOOF, 1862 - *Motsamai*
16. Paul Mabusetsa Velaphi - 840628 6236 089 - 113 Ethiopia Street, Extension 28, Phase 3, VOSLOORUS, 1475 - *Leseya*
17. Zanele Veronica Mkulise - 800523 0967 086 - Kwadeba Location, Taylors Halt, PIETERMARITZBURG, 3201 - *Dlamini*
18. Samson Vusi Mashabane - 860811 5944 086 - 722 Madibeng Hills, WINTERVELD, 0152 - *Mahlangu*
19. Siphamandla Nqambi - 881012 5965 081 - Highland Location, BIZANA, 4800 - *Gcaleka*
20. Siyanda Maqungo - 860424 6176 086 - Mzingazi Reserve, KWAMBONAMBI, 3915 - *Mabhongo*
21. Nkosinathi Tebogo Mashazi - 850202 6102 084 - P O Box 429, PAULPIETERSBURG, 3780 - *Mbatha*
22. Lloyd Kgaduke - 950911 5833 080 - 39 Ceitis Street, GERMISTON, 1458 - *Mogotlane*
23. Luzuko Christopher Sobetwa - 811026 5745 082 - C1195b Ntabetafile Street, Site C, KHAYELITSHA, 7784 - *Dlakavu*
24. Khulekani Nyaweni - 970516 5973 087 - 540a Indwa Street, Zone 6, MEADOWLANDS, 1852 - *Radebe*
25. Bongani Christopher Nkabinde - 940508 5286 088 - 7937 Fly Ficher Street, Twatwa, DAVEYTON, 1520 - *Maseko*
26. Godfrey Kabelo Phoku - 791020 5463 089 - 212 South Street, B406 Riverside Place, CENTURION, 0152 - *Tjie*
27. Sabata John Dlamini - 900121 5524 082 - 73247 Moshoeshoe Road, Kanana Extension, SEBOKENG, 1983 - *Moloi*
28. Phumzile Patrick Mabaso - 860808 5717 082 - Moloseng Village, MAFIKENG, 2045 - *Matiwane*
29. Ayanda Qoza - 990907 5211 089 - C39 Ezimbokodweni, AMANZINTOTI, 4126 - *Qwabe*

30. Thabo Kondile - 930303 6169 083 - 2802 Graphite Street, Extension 21, Clayville, OLIFANTSFONTEIN, 1666 - *Rivele*
31. Maleshoane Eunice Mokhele - 870828 1642 082 - 10 Tit Street, Kharwastan, CHATSWORTH, 4092 - *Seroke*
32. Sithembiso Mabuyakhulu - 981118 6050 085 - P O Box 3027, MTUBATUBA, 3935 - *Bukhosini*
33. Peter Morula Mpsa - 980812 6183 083 - Stand No 644, Sebayeng Village, SOLOMONDALE, 0797 - *Ramalepe*
34. Sihle Emmanuel Dhladhla - 960731 5947 088 - 63 Dudusithole Road, Ezimangweni, INANDA, 4309 - *Bhengu*
35. Thabang Ralefeta - 970724 6252 085 - 22070 Extension 7, SOSHANGUVE SOUTH, 0152 - *Nhlapo*
36. Snenhlanhla Mvelase - 990405 6000 080 - Phalafini Area, TUGELA FERRY, 3210 - *Ntsele*
37. Khauhelo Kennedy Mofokeng - 960307 6120 080 - 8281 Nyala Street, Extension 11, Protea Glen, SOWETO, 1818 - *Khasuli*
38. Senzo Lungelo Shoba - 980213 6205 085 - Nkululeko Area, PIET RETIEF, 2380 - *Nkosi*
39. Neziswa Mnkuntuse - 990608 0973 083 - Gosani Area, WILLOWVALE, 5040 - *Jacob*
40. Siyabonga Ntibanane - 970606 6526 081 - Gobandlovu Area, ESIKHAWINI, 3887 - *Mkhaba*
41. Mzwakhe Nene - 990805 5781 087 - A2298 Lindelani Township, DURBAN, 4360 - *Xulu*
42. Bonginkosi Sipelele Dlamini - 980520 5710 083 - A400 Khoiwa Road, KWAMASHU, 4360 - *Nxumalo*
43. Mishel Nthabiseng Tsiri - 990701 0687 082 - 10137 Masehlaneng, MAHWELERENG, 0650 - *Sebelebele*
44. Xolisile Princess Shezi - 981114 0776 080 - Madaka Reserve, ESIKHAWINI, 3881 - *Dladla*
45. Mduduzi Xulu - 991201 6088 087 - Ntambanana Area, EMPANGENI, 3880 - *Dubazana*
46. Thabiso Mtankisi - 990810 6352 086 - A664 Kombe Street, ULUNDI, 3838 - *Mdhlalose*
47. Ayanda Lucky Shabangu - 980203 6216 083 - Bilanyoni Area, EDUMBE, 3180 - *Mhlongo*
48. Thobani Moses Busani - 990903 6220 088 - 59 Phindangene Road, Kwatiba, TONGAAT, 4399 - *Dladla*
49. Given Tau - 980228 6011 085 - 424 Extension 10, ZITHOBENI, 1021 - *Mahlangu*
50. Lerato Masvosva - 990730 1013 089 - 2927 Denver Street, Beverly Hills, EVATON, 1984 - *Mofokeng*
51. Tshepang Andrew Mosiapoa - 970727 6006 088 - 10030 Mahukubung Village, KURUMAN, 8460 - *Matsime*
52. Siyawamkela Nqadini - 990220 5897 083 - Mahlubini Area, TSOMO, 5400 - *Zwakala*
53. Aaron Nemutanzhela - 990114 5934 089 - Ha-Begwa Village, THOHOYANDOU, 0981 - *Monyayi*
54. Wendy Nhleko - 930618 1309 081 - Godlwayo Area, PONGOLA, 3170 - *Sibiya*
55. Tiyselani Promise Hlangani - 990215 6447 086 - Mhinga Village, SASELAMANI, 0928 - *Baloyi*
56. Ayanda Director Nyabeni - 870515 5750 082 - 131 Gideon Scheepers Avenu, DANVILLE, 0183 - *Masuku*
57. Belinda Speelman - 990603 1283 087 - 237 Lloyd Street, THORNHILL, 6375 - *Petrus*
58. Thokama Somtshazo - 980218 1201 088 - Luthulini Location, BIZANA, 4800 - *Makunga*
59. Jongisile Peula - 910928 6139 084 - Free Methodist J.P.S, PORT EDWARD, 4295 - *Mfaca*
60. Aziwe Myeki - 010216 5492 087 - Lugangoni Area, MOUNT FRERE, 5090 - *Mjobo*
61. Elisa Sehona - 010207 0906 080 - 888 Maropeng Section, MAKAPANSTAD, 0404 - *Mondlane*
62. Nompumelelo Portia Mkize - 811106 0952 089 - Stand No 2829, Informal Settlements, DOORNKOP, 1874 - *Maphumulo*
63. Sihle Zuma - 830115 6299 087 - Private Bag X529, IMPENDLE, 3227 - *Ngidi*

64. Bukeliwe Zimbili Zwane - 880915 1735 087 - Sithebe Reserve, MANDENI, 4490 - *Gama*
65. Serame Karel Mokhabi - 860820 5901 087 - 5582 Phomolong, SHARPVILLE, 4928 - *Moletsane*
66. Sbusiso Gladwell Madonsela - 820110 6117 084 - 4519 Mlungisi Road, KWANDENGEZI, 3600 - *Molefe*
67. Thabo Ashly Masombuka - 830702 5810 087 - 3200 Extension 1, MHLUZI, 1055 - *Ramose*
68. Thomas Nkosingiphile Mlambo - 890624 6258 081 - Vimbukhafo Area, SIBHAYI, 3967 - *Mbazini*
69. Wanda Mbhekeni Zondo - 990529 6114 086 - 9787 Mndozo, OSIZWENI, 2952 - *Gama*
70. Senamile Siyaya - 920331 1309 083 - P O Box 57, NONGOMA, 3950 - *Zwane*
71. Boitumelo Makudubela - 990803 6156 086 - P O Box 1234, MODJADJISKLOOF, 0835 - *Raseokgo*
72. Yonela Mchunu - 990509 0853 087 - Machunwini Area, UMZIMKHULU, 3232 - *Nene*
73. Tryphina Moukangwe - 990913 0770 087 - Kutupu Village, NEBO, 1059 - *Ndlovu*
74. Pearl Azile Magqibisa - 990618 1382 085 - 01034 Nhakuza Area, RICHMOND, 3780 - *Sithole*
75. Manqoba Gift Luthuli - 990706 6438 083 - Sofasonke Road, Ekwandeni Area, HAMMARSDALE, 3700 - *Gumede*
76. Asemahle Mbunye - 991022 0917 083 - 15 Ndlovu Street, Kwanobuhle, Uitenhage, 6242 - *Ntshiyane*
77. Thabani Sithole - 001029 6133 084 - P O Box 1059, GREYTOWN, 3250 - *Mkhize*
78. Poloko Karabo Mathibe - 000221 6165 080 - 17/5682 Extension 1, Ikageng Location, POTCHEFSTROOM, 3231 - *Mokhothu*
79. Tihokomelo Frans Tihako - 900306 6156 089 - 1133 J T Gumede Street, Thabo Mbeki, LEPHALALE, 0855 - *Lefoane*
80. Bongubuhle Ntanz - 950928 6302 089 - 603 Cato Crest, MAYVILLE, 4000 - *Nxumalo*
81. Lindokuhle Nxumalo - 910627 6313 083 - Ward 13, Nomvula, EMPANGENI, 3880 - *Magubane*
82. Fortune Sizwe Masango - 980927 5956 089 - 304 Allemansdrift B, MBIBANE, 0449 - *Mbonani*
83. Kgothatso Sarah Rakgotho - 980118 1057 086 - 19426 Extension 10, SOSHANGUVE SOUTH, 0152 - *Swele*
84. Mluleki Menzi Ngcobo - 900924 6566 089 - Mfazazane Location, UMTHWALUME, 4186 - *Mthuli*
85. Mzwadile Magcaba - 921028 6061 086 - 29431 Mhlathuze Road, DURBAN, 3610 - *Ndlovu*
86. Monica Baloyi - 910526 1126 088 - 1215 Phomolong Section, TEMBISA, 1632 - *Petla*
87. Vulinhlanhla Innocent Chonco - 980228 6357 082 - Mbabane Area, MSINGA, 3010 - *Luthuli*
88. Sihle Brian Mncwabe - 930706 5991 085 - 4346 Dlaba Road, WELBEDATCH WEST, 4092 - *Zangwa*
89. Nokubonga Ignatia Magoso - 910407 1117 080 - Hluthankungu Location, HIGHFLATS, 3306 - *Mchunu*
90. Mulalo Mudau - 910520 5936 089 - P O Box 708, SIBASA, 0970 - *Netshilindi*
91. Lungile Zithutha - 960718 5810 085 - C22 Nwetown, INANDA, 4309 - *Godlwana*
92. Moses Nkosingiphile Lusenga - 920310 6543 086 - No 670, NHLAZATSHE, 1192 - *Sibeko*
93. Xolani Enocent Jali - 000428 6086 089 - Njanjambili Area, KRANSKOP, 3250 - *Buthelezi*
94. Thubelihle Nene - 000712 6130 082 - Mpumdelweni Area, NQUTHU, 3135 - *Ntuli*
95. Mphikiseni Mzila - 000317 6351 082 - Kwanteneshana Area, MUDEN, 3251 - *Dlamini*
96. Andile Mahlambe - 001128 6172 082 - No 10151 Section 4, MADADENI, 2951 - *Buthelezi*
97. Steven Junior Makwakwa - 000718 6080 086 - Maniini Village, THOHOYANDOU, 0950 - *Mulaudzi*

98. Nobuhle Ndlozi - 990903 1189 080 - No 518 Mafahlanane, OSIZWENI, 2952 - *Mthabela*
99. Bongani Simon Khumalo - 870710 5964 086 - 346 Hudula, OSIZWENI, 2952 - *Vilakazi*
100. Kwanele Phindile Langa - 990726 0965 089 - P O Box 383, MELMOTH, 3835 - *Simelane*
101. Tshepo John Danny Thipe - 760410 5575 080 - 1 Jasmyn Avenue, AMANDASIG, 0182 - *Modiba*
102. Sipho Solomon Miwa Makwela - 870203 5348 088 - 20406 Extension 3, Bufferzone, MAMELODI EAST, 0122 - *Mnguni*
103. Theko Barret Nongogo - 851009 5840 088 - 639-41 Tweefontein N, KWAMHLANGA, 1022 - *Khati*
104. Gerald Xolani Natu - 670303 5638 082 - 49 Maroela Street, Eastridge, MITCHELLS PLAIN, 7785 - *Maliwa*
105. Terror Mashaba - 960417 6077 089 - Stand No 068, Marite Trust, HAZYVIEW, 1242 - *Mhaule*
106. Jerminah Ntsiua Hashatsi - 890916 1546 084 - 519 Mosiliki Section, KATLEHONG, 1431 - *Khotso*
107. Lindelani Mkhize - 940202 6311 083 - Dindi Area, PIETERMARITZBURG, 3200 - *Madonda*
108. Phiwe Ngexe - 960616 6594 080 - Balasi Area, FLAGSTAFF, 4810 - *Sinkila*
109. Ketlareng Mathews Senne - 810906 5965 080 - 49 Mokgalo Street, TLHABANE, 0300 - *Modisane*
110. Mlondoloz Aubrey Sithole - 001106 6159 085 - Lot No 13580, Ward 13, Msunduze Mission, NDWEDWE, 4342 - *Maphumulo*
111. Lindokuhle Luningo - 000610 6473 082 - 2388 Watela Crescent, Greenfield, ALBERTON, 1458 - *Peter*
112. Lefa Rhulane Ndzimande - 001031 6140 085 - 1139 Venda Street, DAVEYTON, 1526 - *Baloyi*
113. Mlindi Elien Shandu - 000310 6497 088 - P O Box 10, HLUHLUWE, 3960 - *Mavundla*
114. Minentle Msalela - 001003 1059 081 - Ludeke Hart, BIZANA, 4800 - *Nazo*
115. Thembelihle Ndlovu - 001022 0810 088 - 35806 Sankontshe Area, HAMMARSDALE, 3700 - *Khoza*
116. Kabelo Refilwe Tshezi - 001209 5093 089 - 37 Owls Wood Street, Extension 33, Cashan, RUSTENBURG, 0299 - *Segone*
117. Rito Chauke - 960303 5733 080 - Xigalo Village, MALAMULELE, 0982 - *Manganye*
118. Velile Eric Silwane - 810628 5473 085 - 1249c White City Jabavu, SOWETO, 1868 - *Mashinini*
119. Nokuthula Jenneth Vilakazi - 940916 0972 083 - 5044 Extension 6, Mzinoni Township, BETHAL, 2310 - *Thugwane*
120. Thabiso Gift Hombile - 980511 5296 082 - 5609 Phupha Street, Walmer, PORT ELIZABETH, 6070 - *Motaung*
121. Olebogeng John Monnaemang - 800407 5748 081 - 202e Manthe Village, TAUNG, 8584 - *Motato*
122. Samuel Lethole Motaung - 920117 6237 084 - 2942 Mbeki Section, DENEYSVILLE, 1932 - *Mokoena*
123. Phiwayinkosi Spongakonke Tembe - 980208 5781 086 - Embadleni Area, INGWAVUMA, 3968 - *Khumalo*
124. Florence Mmantshadi Shiang - 960505 1535 083 - B50 Senottelo, MARAPYANE, 0431 - *Nkoana*
125. Mandlenkosi Mngomezulu - 930210 6169 080 - E 2994 Osizweni, OSIZWENI, 2952 - *Ndaba*
126. Kesaobaka Lenette Nkatswang - 970818 1095 083 - 1119 Malapane Street, KAGISO 1, 1754 - *Phepheng*
127. Hlanganani Khuzwayo - 960415 6192 080 - Amandawe Mission, SCOTTBURGH, 4180 - *Ncwane*
128. Khethiwe Angeline Mjwara - 900221 0938 087 - Q136 Umlazi Township, NTOKOZWENI, 4066 - *Ngcobo*
129. Gugu Dlomo - 980401 1100 084 - Emakhabeleni Area, GREYTOWN, 3250 - *Ncengwa*
130. Kgothatso Elim Mantjane - 920714 6155 082 - P O Box 2408, LEBOWAKGOMO, 0736 - *Matlala*
131. Suzen Sithole - 951113 1213 081 - Stand No 146, TSHANDAMA, 0956 - *Thobo*

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132. Thabani Charles Khuzwayo - 980129 5959 086 - C913 Folweni Township, UMBUMBULU, 4105 - *Magwenya*
133. Sabelo Khumalo - 900215 6488 089 - 2844 Zone 1, Zonkiziziwe, Katlehong, GERMISTON, 1401 - *Ntombela*
134. Khini Dlambewu - 930612 1142 089 - Mbodleni Area, MOUNT FRERE, 5090 - *Mpunga*
135. Molebogeng Kekana - 960202 1262 088 - 510 Legotlhong, MARAPYANE, 0431 - *Maubane*
136. Karel Boiki Kgomo - 681030 5529 089 - 14 Lavenge Street, SUIDERBERG, 0055 - *Fenyane*
137. Mduduzi Silvester Mmamothama - 820626 5964 085 - 2819 Extension 4, SOSHANGUVE SOUTH, 0152 - *Mamusa*
138. Kamogelo Innocent Mabizela - 900211 5327 089 - 8781 Morula View , Phase 5, MABOPANE, 0190 - *Dhlamini*
139. Nhlanhla Gift Maphanga - 731116 5910 088 - 56 Paulinesmith Street, ELANDSPARK, 2197 - *Ndlovu*
140. Vincent Thapelo Mtsweni - 971022 5693 089 - 1481 Block Pp2, SOSHANGUVE, 0152 - *Liphoko*
141. Nomdubane Constance Zitha - 470804 0560 082 - R356 Sub 5, CLERMONT, 3600 - *Mtolo*
142. Ofentse Desiree Masemola - 980402 0509 085 - 4458 Umfiti Street, Bircharchers, KEMPTON PARK, 1618 - *Ramokolo*
143. Phumlani Alfred Msweli - 780910 6232 082 - 2682 Melusi Cele Road, UMLAZI, 4060 - *Nxumalo*
144. Fezekile Zisile - 781009 5243 080 - 4562 Extension 7, GRAHAMSTOWN, 6139 - *Payi*
145. Sandiso Siyanda Zungu - 001116 6056 082 - Njampela Area, NONGOMA, 3980 - *Thwala*
146. Nkosi Phendule Mambula - 880215 6115 082 - Sibangweni Area, LIBODE, 5160 - *Xhayimpi*
147. Bongani Lucky Nkosi - 870124 6037 084 - Stand No 3423, Phaswa Section, PIET RETIEF, 2380 - *Thwala*
148. Sihle Collin Tikisa - 881002 5752 084 - G93 Ntuzuma, 12 Ubobhw Way, KWAMASHU, 4359 - *Shange*
149. Sipiwe Zungu - 870303 6824 085 - 2245 Mxhomi Street, Zone 2, Diepkloof, SOWETO, 1868 - *Thabethe*
150. Nhlanhla Thamsanqa Chili - 870920 6385 088 - F1528 Amatikwe , Area 8, INANDA, 4310 - *Dlamini*
151. Lihle Luthuli - 980409 1226 080 - A2748 Inanda, INANDA, 4310 - *Ngcobo*
152. Palesa Daisy Sehloho - 900301 1274 086 - 1296 White City, EMBALENHLE, 2285 - *Sekgobela*
153. Tiisetso Simon Titi - 890503 6293 084 - 206 Cathcart Ferranti Street, VANDERBIJLPARK, 1911 - *Msimanga*
154. Senzo Mdamba - 960821 6313 081 - Ward 05, Kwambonambi Reserve, RICHARDS BAY, 3915 - *Mbuyazi*
155. Matshidiso Patricia Mathye - 910703 1170 081 - P O Box 615, PAULUSWEG, 0814 - *Moshobane*
156. Azizipo Ngxangani - 961113 1024 080 - 14160 Conelia Street, Wallacedene, KRAAIFONTEIN, 7577 - *Menyane*
157. Sanele Kwenyela - 991127 5873 080 - Quluqu Area, NGCOBO, 5050 - *Fihla*
158. Mahlatse Mothogoane - 990927 6362 087 - P O Box 117, RETHABISE , 1026 - *Pholoto*
159. Makgabo Terrence Mojela - 900525 6401 084 - Desmond Park, BOCHUM, 0790 - *Malebana*
160. Olebogeng Joseph Molehe - 900927 6261 080 - House No 1170, Nhole, TAUNG, 5554 - *Tlhase*
161. Siphephelo Samuel Magwaza - 830310 5662 084 - 24 Falcon Crest, 221 Basden Avenue, Die Hoewers, CENTURION, 0140 - *Nkutha*
162. Nkcubeko Myuthuli - 000727 6280 083 - Nowalala Area, TABANKULU, 5130 - *Nogaya*
163. Confidence Millicent Mathebula - 870510 1440 085 - P O Box 538, MKHUHLU, 1246 - *Mhlaba*
164. Mthokozisi Xolani Mashiyane - 871010 6806 082 - Mabuyani Area, KWAMBONAMBI, 3915 - *Mthembu*
165. Lebogang Dorothy Tshose - 850625 1171 086 - 1903 Xundu Street, Dobsonville, ROODEPOORT, 1724 - *Kwadashe*

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166. Johannes Lasi Manamela - 840828 6563 082 - 791 Elansdoorn, DENNILTON, 0485 - *Kosana*
167. Mzimasi Nonkonyane - 840820 6094 085 - Mdibanisweni Location, TSOLO, 5170 - *Nolakana*
168. Palesa Anikie Williams - 841111 1619 087 - 3194 Extension 2 & 3, RIETAVALLEI, 1754 - *Kompela*
169. Andile Mpanza - 860616 6377 081 - G3 Shezi Road, KWAMASHU, 4359 - *Shange*
170. Petrus Thabo Mohlabi - 880430 5501 089 - 841 Block L, MAUBANE, 0412 - *Rangwaga*
171. Mfanafuthi Protas Jili - 860301 5571 089 - Enkumba Location, BULWER, 3244 - *Radebe*
172. Motswedi David Maruping - 870221 5986 087 - 1903 Zone 1, Bopalamo, GA RANKUWA, 0208 - *Phahlane*
173. Slindile Nxumalo - 850804 0756 086 - 16 Pmegreen Place, Greenburg, PHOENIX, 4068 - *Shembe*
174. France Themba Mtshali - 850913 6228 089 - A6105 Mpangele Drive, KWANDENGEZI, 3607 - *Khumalo*
175. Job Setlogane Kwapeng - 840711 5737 081 - 2321 - Bhuda Street, Mhluzi Location, MIDDELBURG, 1053 - *Xulu*
176. Beauty Tintswalo Maluleke - 840917 0953 082 - Kameelrivier B, 193 Mabuyeni C, DELMAS, 0472 - *Rambuda*
177. Thulebona Michael Mkhize - 831124 5778 082 - 531 Indulwini Section, TEMBISA, 1632 - *Ngcobo*
178. Cavin Ramasunga - 860919 6352 082 - Stand No 1183, VLEIFONTEIN, 0920 - *Neluvhola*
179. Concelia Magagula - 881022 1023 082 - 519 Kgaphamadi, GROBLERSDAL, 0470 - *Chauke*
180. Snetthemba Msimango - 000409 0913 080 - Sgodiphola Area, NONGOMA, 5950 - *Khumalo*
181. Thapelo Jackson Xagasa - 850510 6513 088 - 17611 Extension 17, Embalenhle, SECUNDA, 2285 - *Molefe*
182. Musawenkosi Siyethemba Myeni - 890708 6138 086 - P O Box 1416, PONGOLA, 3170 - *Zwane*
183. Tebogo Innocent Maake - 870319 5490 082 - Stand No 2441, PHALABORWA, 1391 - *Buys*
184. Siphamandla Handsome Mvelase - 981222 6379 088 - P O Box 7020, ESTCOURT, 3310 - *Mtshali*
185. Mmaphokeng Mhlari - 990629 1201 084 - 0682 Kgale Section, Phokeng, RUSTENBURG, 0335 - *Senne*
186. Onthatile Mmushi - 990201 0782 082 - 11934 Extension X, MABOPANE, 0190 - *Mogoane*
187. Tshepo Arnold Mohlala - 970811 6143 081 - 2158 Klarinet, Extension 4, WITBANK, 1039 - *Mohlalole*
188. Mpho Mashavhanduna - 990322 1014 083 - Stand No 486, Ha-Mashau Village, ELIM, 0943 - *Mudziwa*
189. Lerato Sibusiso Sefatsa - 960322 6068 080 - 6142 Zone 12, SEBOKENG, 1983 - *Mthembu*
190. Privilege Mzwakhe Moyo - 860720 5285 087 - 3361 Extension 22, Mzinoni, BETHAL, 2310 - *Mkhonza*
191. Consider Mkatshwa - 970504 5898 082 - P O Box 374, Hluvukani Trust, MHALA, 1363 - *Nkuna*
192. Ayanda Innocent Thusini - 990405 6251 089 - Mrafe Hostel 135 A, CHAWELA, 1818 - *Mhlongo*
193. Sibusiso Wiseman Nkabinde - 980329 6060 088 - Stand No 379, ELUKWATINI, 1192 - *Maile*
194. Murunwa Bornwise Simba - 971007 5961 081 - Stand No 906, NGWENANI, 0950 - *Mapholi*
195. Calvin Ntshoane Matsama - 880722 6238 087 - Stand No 98, Ramogweradi, BOLEU, 0474 - *Diago*
196. Kgaogelo Joseph Kgawane - 800225 5456 087 - Stand No 338, Nyakelang, TAFELKOP, 0474 - *Ntshudisane*
197. Silindile Euginah Ngubo - 890627 0259 088 - 4642 Umlazi Township, Emalandeni Informall Settlement, UMLAZI, 4331 - *Mkhize*
198. Dimho Felix Jiane - 880903 5388 087 - Stand 1041kirkvorsfontein B, DENNILTON, 1030 - *Mabona*
199. Moses Khehla Mthembu - 780615 6358 080 - L770 Malandela, KWAMASHU, 4060 - *Makhoba*

200. Lusanda Gumede - 991110 5994 080 - P O Box 821, TONGAAT, 4400 - *Lushozi*
201. Mabu Pertunia Mokgobu - 861126 1447 086 - Towerfontein Village, RADITSHABA, 0718 - *Seomana*
202. Vusikhaya Sigwinta - 880926 6047 089 - Misty Mount Area, LIBODE, 5760 - *Sitsheke*
203. Nomsa Mildred Mngomezulu - 820210 1050 080 - 3661 Block 4, Doornkop, DOBSONVILLE, 1723 - *Nkabinde*
204. Gielherme Alfredo-Mucata - 720824 5351 087 - 55 Azalea Court, 251 Clover Street, Lyttelton, CENTURION, 0157 - *Rodrigues*
205. Thamsanqa Praiseworthy Jali - 890627 5314 086 - Ntuzuma F1203, Isiklabhu Groove, NTUZUMA, 4359 - *Sibisi*
206. Kabelo Machete - 961221 5688 089 - P O Box 4156, KGAPANE, 0838 - *Sedutla*
207. Andile Mlambo - 890723 5066 089 - J1404 Umlazi Township, UMLAZI, 4031 - *Khumalo*
208. Tusani Phewa - 930427 5343 082 - 2 Victorian Villa, 103 Montclair Road, DURBAN, 4064 - *Fadude*
209. Nothando Khumalo - 001014 0395 087 - 699 Sbhuhhu Road, KWAMASHU, 4360 - *Zulu*
210. Nkosinathi Ndlovu - 910810 6337 084 - 1001/247 Bendile Road, Jabulani, SOWETO, 1868 - *Nkosi*
211. Nkosibusa Vezi - 000930 5811 086 - Mgangeni Ward 07, UMZINTO, 4200 - *Ngidi*
212. Somila Moyi - 980130 0746 080 - 6 Babb Street, Haven Hills, EAST LONDON, 5219 - *Mgudlwa*
213. Bushi Kekana - 920729 5885 083 - Magatle Village, GOMPIES, 0631 - *Mosehla*
214. Marubini Josias Molokomme - 780303 6719 086 - Kutama Village, MAKHADO, 0940 - *Ramagoma*
215. Rolivhuwa Oriel Shandukani - 990609 6208 086 - Dididi Village, THOHOYANDOU, 0950 - *Tshishonga*
216. Tshepo Simon Mosiri - 940503 5352 089 - 80 Tsolo Section, KATLEHONG, 1431 - *Manogo*
217. Rembulwane Bonang Rama Radzilane - 830824 5681 084 - Stand No H7, Joel Section, RAMOKGOPA, 0811 - *Ramaphakela*
218. Dakalo Nematatani - 910514 6020 084 - Phiphidi Village, THOHOYANDOU, 0950 - *Mukoma*
219. Xolani Phillip Nkosi - 950202 6660 080 - P O Box 1865, CAROLINA, 1185 - *Thanjekwayo*
220. Mabatane Kenneth Baloyi - 760628 5781 081 - Stand No 3020, Tambosquare, DENNILTON, 1030 - *Phooko*
221. Malique Peffer - 001031 5238 088 - 11 Hoogenhout Street, ELANDSPRAK, 2197 - *Abrahams*
222. Xolani Emmanuel Ndlovu - 790825 5367 085 - 9 Westham Drive, PHOENIX, 4068 - *Mchunu*
223. Mduduzi Tapile Thwala - 780528 5920 083 - G819 Embuthweni Road, Mpumalanga Township, HAMMARSDALE, 3699 - *Mazibuko*
224. Thabile Alice Gule - 740510 0790 082 - Lunenburg Area, EDUMBE, 3180 - *Ngwenya*
225. Hamilton Adivhaho Maboyi - 000726 5930 086 - Thohohandou, THOHOYANDOU, 0950 - *Tshikota*
226. Ronald Kgaogelo Magwai - 000119 6310 088 - Mapulaneng, SEKHUKHUNE, 1124 - *Magolego*
227. Itumeleng Lesley Molahloe - 830921 6123 080 - 1367 Phahameng, VENTERS BURG, 9450 - *Litabe*
228. Jacques Harry Du Toit - 881122 5068 081 - Hillcrest Road 07, SUMMERSET WEST, 7140 - *Seyfried*
229. Thabisile Penny Mogola - 971130 0517 086 - Ga Rantho, SEKHUKHUNE, 1124 - *Mathelele*
230. Vuyolwethu Madziba - 990325 5652 089 - James Location, Ward 11, UMZIMKHULU, 3297 - *Khuboni*
231. Phindile Mkhosi - 860102 6289 089 - Samaria Area, NTABANKULU, 5130 - *Mzamani*
232. Tshepiso Shayi - 880809 1256 089 - Stand No 224, MASHISHIMALE, 1395 - *Makgopa*
233. Thokozani Zithulele Gonya - 880404 5750 087 - P O Box 5885, KWAMBONAMBI, 3915 - *Myeza*

234. Kamogelo Patrick Makuwa - 860622 5773 080 - P O Box 50372, MPHUDULE, 1057 - *Mokgwadi*
235. Kgomo Caroline Mogakabe - 890704 1147 081 - 13 Thindisa Street, ATTERIDGEVILLE, 0008 - *Masonti*
236. Jerry Denzel Mabena - 800813 5948 086 - D58 Kwaguqa, Extension 11, EMALAHLENI, 1035 - *Mahlangu*
237. Nomcebo Mbatha - 000504 0954 082 - Nyamazane Location, PIETERMARITZBURG, 3201 - *Mhlanzi*
238. Mbuzo Albert Kgampe - 000216 5310 083 - 20330 Koikoi Village, MAFIKENG, 2745 - *Jaula*
239. Sinethemba Zenzele Sithole - 000201 6329 084 - Ngodini Area, WEENEN, 3325 - *Lamula*
240. Lerato Happiness Malaza - 001122 1214 080 - 493 A New Ermelo, ERMELO, 2350 - *Ngwenya*
241. Philani Emmanuel Mavuso - 000624 6046 087 - Ntumbane Area, PONGOLA, 3170 - *Sibiya*
242. Florah Moshidi - 000829 1214 081 - 70 A Schoeman Street, MOKOPANE, 0600 - *Ahmed*
243. Hulisani Kavin Muhangane - 000404 6211 084 - Siambe, THOHOYANDOU, 0950 - *Mathomu*
244. Ntuthuko Gasa - 000407 6308 081 - Mhlubulweni Area, MANDINI, 4490 - *Ndaba*
245. Mvelo Hlanganisani Biyela - 000416 5262 082 - 1678 Dube Village, INANDA, 4309 - *Msomi*
246. Dimpho Jacobs - 001226 0899 088 - P O Box 411, SHATALE, 1282 - *Mashego*
247. Sifundo Shongwe - 000227 6125 081 - 2229 Lindelani, DUNDEE, 3000 - *Mkhize*
248. Kgotso Mongalo - 000915 5185 086 - Stand No 1388, Ga Maboi, Ga Mojabelo, POLOKWANE, 0700 - *Mekwa*
249. Kira-Ann Freeman - 001208 0175 081 - 1064 Fuelme Road, HENLEY ON KLIP, 1962 - *Stapleton*
250. Sinako Mhambi - 000620 0715 081 - Rabula Location, KEISKAMMAHOEK, 5700 - *Mabamba*
251. Anna Mahlatse Modiba - 001115 0563 085 - P O Box 4813, SOLOMONDALE, 0964 - *Mailula*
252. John Dintwe - 860118 5820 088 - 4994 Extension 8, Tshing Location, VENTERSDORP, 2710 - *Morake*
253. Sibonelo Ncongwane - 000429 5971 081 - 2226 Section H, DARK CITY, 2021 - *Tsotetsi*
254. Engela Jacoba De Klerk - 001126 0933 087 - Farm Rendenbosch 295, MOKOPANE, 0600 - *Van Der Merwe*
255. Nthabiseng Sarah Sihlangu - 820510 1186 085 - 3700 Emphiliswene Street, Vilha Liza, BOKSBURG, 1459 - *Biloane*
256. Masibulele Deleki - 850708 5874 085 - Sentiler Area, COFIMVABA, 5380 - *Ntlikithi*
257. Nosipho Fatyi - 820909 1799 089 - Krwakrwa Location, ALICE, 5700 - *Ntabeni*
258. Masechaba Eudith Nyofane - 891226 1284 085 - 6311 Tambo Section, SENEKAL, 9600 - *Ramaisa*
259. Sifiso Derrick Mchabela - 891018 6184 083 - Stand 20, 154 Sihlangu Trust, MALALANE, 1349 - *Khoza*
260. Lubabalo Dyariwe - 880128 6047 082 - Lower Seplane, CALA, 5455 - *Zinja*
261. Luthando Mpalweni - 850113 5991 080 - Backles Farm, NTABETHEMBA, 5365 - *Mangweni*
262. Given Sehloho - 830121 6077 085 - 1296 White City, Extension 2, EMBALENHLE, 2285 - *Sekgobela*
263. Kwazi Kwakhe Mkhwanazi - 900301 6119 088 - Kwamsane Area, MTUBATUBA, 3935 - *Madela*
264. Frans Makwetswa Mabona - 960622 6082 084 - M364 Extension 2, IVORY PARK, 1685 - *Lubane*
265. Nkosingiphile Lindelani Mkhize - 930513 6046 087 - Confield Area, ESTCOURG, 3310 - *Mjiyakho*
266. Kholiwe Jobe - 980704 1121 087 - Lwasjile;A Area, OMGWAVUMA, 3968 - *Mdluli*
267. Freeman Mnelisi Mdladla - 910710 6419 082 - Didima Area, BERGVILLE, 3350 - *Mabaso*

268. Semi Doctor Mabena - 820221 5907 084 - Stand No 20071, Matshiding, SIYABUSWA, 0472 - *Mahlangu*
269. Lesiba Solomon Makau - 830324 5965 082 - B 02, SOSHANGUVE, 0152 - *Koka*
270. Thabo Lucky Maswanganye - 850219 5875 080 - 667 Block V, MABOPANE, 0190 - *Makhubele*
271. Tshifhiwa Daisy Ntsieni - 850802 0916 080 - P O Box 612, LWAMONDO, 0985 - *Mashamba*
272. Warilinda Emmanuel Ntsieni - 880523 6022 087 - P O Box 612, WAMONDO, 0985 - *Mashamba*
273. Thato Pennylover Thelma Sebetsang - 860507 0889 082 - 1466 Masite Street, Roeklands Location, BLOEMFONTEIN, 9323 - *Morake*
274. Lukona Qanata - 861220 5206 083 - 59540 Umbinzo Crescent, Leaches Bay, EAST LONDON, 5201 - *Solilo*
275. Mfanelo Arthur Dhlamini - 890603 6312 080 - Stand No 420, Kwamhola Location, BARBERTON, 1300 - *Sokhela*
276. Golden Sandile Mpanza - 800610 6532 087 - Obanjeni Res, MTUNZINI, 3867 - *Mthembu*
277. Veli Howard Matseka - 851103 5357 084 - and two minor children - Cleopatra Indiphile Matseka - 060226 0353 084 - Boitumelo Lesego Matseka - 140220 1179 089 - Stand No 2551, MATSULU, 1203 - *Ndabandaba*
278. Puseletso Violet Khahleli - 861228 0793 088 - and two minor children - Jeneque Khahleli - 051229 0191 083 - Doniqua Khahleli - 051229 5192 086 - 1003 Makeneng Crescent, Extension, TOKOZA, 1426 - *Molise*
279. Nkosinathi Lesley Mhlongo - 680113 5510 084 - your wife - Thembeni Cherol Mhlongo - 690318 0582 081 - and a minor child - Manqoba Spongokuhle Mhlongo - 040131 5265 082 - 419025 Matabetule Area, INANDA, 4310 - *Mthethwa*
280. Edwina Manyike - 950530 0175 089 - and a minor child - Hlonipho Kurhula Shammah Manyike - 171016 5784 086 - House No 440 B, Mashakeni Street, NKOWANKOWA, 0870 - *Mlondobozi*
281. Sicelo Henderson Mphuthi - 760812 5833 080 and your wife - Gcobisa Mphuthi - 780504 1027 082 - Private Bag X 24, LEBOWAKGOMO, 0737 - *Manyathela*
282. Kutullo Kobe - 950801 0578 089 - and a minor child - Neo Kobe - 130514 6554 086 - Riba-Cross, PRAKTISEER, 1150 - *Makofane*
283. Tamara Mkhetho - 920921 0757 082 - and a minor child - Liyabona Mkhetho - 080330 6142 081 - Qwili-Qwili Area, TSOMO, 5400 - *Mgwali*
284. Velile Magquzumana - 761103 5706 081 - and your wife - Noluvo Magquzumana - 750823 0675 089 - Kwashali Ward 35, IZINGOLWENI, 4260 - *Mthembu*
285. Bhekuyise Philemon Mhlungu - 630106 5870 087 - and your wife - Emily Nozipho Mhlungu - 701228 0426 089 - 77 Kerk Street, GLENCOE, 2930 - *Nhlengethwa*
286. Nthongwa Tiny Mothemane - 810531 0473 086 - and a minor child Thabang Dennis Tselapedi - 030101 5197 082 - P O Box 44, BOCHUM, 0187 - *Tselapedi*
287. Abel Manganye - 730414 5448 089 and three minor children - Khensani Manganye - 041006 1313 087 - Rhulani Manganye - 071204 6497 087 - Ntsako Manganye - 030113 5539 080 - 649 Moseu Street, Moseleki Section, KATLEHONG, 1431 - *Tshabalala*
288. Terrence Dennis Mduduzi Ndlovu - 701226 5650 083 - your wife - Melody Bongiwe Ndlovu - 800921 0898 089 - and three minor children - Onela Ndlovu - 060906 0189 089 - Enzokuhle sicebile Ndlovu - 170718 0900 085 - Okumelabongwe Yenziwe Ndlovu - 111231 0451 085 - 6 Beukat Park, 12 Sunnyside Lane, PINETOWN, 3610 - *Khuzwayo*
289. Charlotte Refilwe Thekiso - 830430 0293 089 - and three minor children - Simo'esihle Thekiso - 080716 0113 088 - Enhle Thekiso - 101203 0341 089 - Thembelihle Thekiso - 170614 0200 081 - 25266 Tsipi Street, Extension 31, ETWATWA, 18520 - *Khanyi*
290. Thamsanqa Henry Nkosi - 700302 5602 084 - your wife Zandile Valentine Nkosi - 831004 1154 084 - and two minor children - Simphiwe Handsome Nkosi - 110914 5702 088 - Nasiphi Angel Nkosi - 050516 1439 086 - 27347 Latha Road, MPOLA, 3610 - *Ndlovu*
291. Goodluck Sibusiso Mlake - 791122 5676 080 - your wife Fikelephi Precious Mlake - 771007 0394 082 - and three minor children - Ntokozo Siyanda Mlake - 100609 6223 082 - Lonathemba Abongwe - Mlake - 170103 5724 089 - Thobani Bandile Mlake - 131106 5436 081 - P O Box 94, LOSKOP, 3330 - *Xaba*
292. Lesetja Joseph Raphasha - 661111 5506 089 - and your wife Mapula Dinah Raphasha - 700328 0427 086 - 9 Hendrik Verwoerd Street, KINROSS, 2270 - *Makoro*
293. Charmaine Hlobohang Mohlala - 920308 0590 087 - and two minor children - Thatego Mohlala - 070425 1529 084 - Mamohau Katlego Mohlala - 181004 0496 086 - Stand A0381, Sthe Oaks Village, SEKORORO, 0891 - *Maleka*
294. Gregory Vuyisile Adams - 660501 5386 089 - and your wife - Dorothy Adams - 711025 0566 080 - 12 Nongawuza Street, LANGA, 7745 - *Oliphant*
295. Malete Andries Ditsela - 590521 5706 081 - and your wife Motshidisi Mitta Ditsela - 680223 0314 083 - 7747 Ditsehlone, Kgotsong, BOTHAVILLE, 9660 - *Malete*
296. Wayne Bongani Tshabalala - 800120 5379 084 - your wife - Zama Revival Tshabalala - 831012 0218 081 - and two minor children - Hlobisile Fanele Ndalwenhle Tshabalala - 090630 0252 085 - Elihle Buhle Tshabalala - 080424 0536 081 - 111 Circle Drive, WYEBANK, 3610 - *Khumalo*

NON-GOVERNMENTAL ORGANIZATION

NO. 817

31 MAY 2019

NATIONAL HEALTH ACT, 2003

**PROCEDURAL REGULATIONS PERTAINING TO THE FUNCTIONING OF THE OFFICE OF
HEALTH STANDARDS COMPLIANCE AND HANDLING OF COMPLAINTS BY THE OMBUD****CODE OF CONDUCT FOR INSPECTORS**

I, Dr Siphiwe Mndaweni, the Chief Executive Officer of the Office of Health standards Compliance, in terms of regulation 10(2) of the Procedural Regulations Pertaining to the Functioning of the Office of Health Standards Compliance and Handling of Complaints by the Ombud published in *Government Gazette* No. 40396, Notice No. 1365 of 2 November 2016, hereby publish the Code of Conduct for Inspectors contained in the Schedule hereto.



DR SIPHIWE MNDAWENI
CHIEF EXECUTIVE OFFICER:
OFFICE OF HEALTH STANDARDS COMPLIANCE

DATE: 24/04/2019

SCHEDULE

1. DEFINITIONS

“Code of Conduct” means the Code of Conduct for Inspectors of the Office;

“Office” means the Office of Health Standards Compliance established by section 77(1) of the Act; and

“the Act” means the National Health Act, 2003 (Act No. 61 of 2003).

2. BACKGROUND

2.1 The Chief Executive Officer of the Office is required to develop and enforce a Code of Conduct for Inspectors, which must be signed by all the Inspectors prior to the commencement of their duties.

2.2 This document sets out the standards of professional and ethical conduct expected of all the Inspectors.

3. PURPOSE

3.1 The primary purpose of the Code of Conduct is to promote exemplary conduct.

3.2 In carrying out their statutory functions, Inspectors are required to adhere to certain standards of professional and ethical conduct. It sets the standard on actions, appearance, conduct and demeanor.

4. VALUES AND PRINCIPLES

4.1 The Code of Conduct underpins the following set of values and principles which govern the functioning of Inspectors:

- 4.1.1 Act as the champion of the public and of healthcare users to restore credibility and trust, by protecting the public interests.
- 4.1.2 Protect and promote the health and safety of users of healthcare services in the Republic.
- 4.1.3 Respect healthcare users and their families as well as healthcare staff.
- 4.1.4 Strive for effectiveness in achieving healthcare system change and social impact.
- 4.1.5 Promote excellence, innovation and efficiency in healthcare operations.
- 4.1.6 Promote fairness and commitment to intellectual honesty, displayed through competency.
- 4.1.7 Promote transparency while respecting the right to confidentiality, through objectivity.
- 4.1.8 Achieve the highest standards of ethical behavior, teamwork and collaboration.
- 4.1.9 Promote professionalism, ethics, compassion, diversity, and social responsibility through exemplary personal conduct and skillfulness.

5. SCOPE

The Code of Conduct applies to all Inspectors of the Office appointed in terms of section 80(2) of the Act, when conducting their official duties.

6. COMPLIANCE WITH LAWS AND REGULATIONS

6.1 An Inspector must –

- 6.1.1 commit to ensuring that she or he has a sound understanding of all relevant laws, regulations, norms and standards and policies in order to carry out her or his duties professionally.
- 6.1.2 exercise her or his powers within the ambit of the law and other regulatory prescripts.

6.1.3 evaluate health establishments in accordance with the prescribed norms and standards.

6.1.4 abide by the Constitution and other relevant laws, regulations, norms and standards, policies and guidelines, in the performance of her or his duties.

7. CONDUCT TOWARDS HEALTH USERS AND THE PUBLIC

7.1 An Inspector must-

7.1.1 respect and protect the dignity and rights of healthcare users.

7.1.2 not unfairly discriminate against any person based on race, gender, ethnic or social origin, colour, sexual orientation, age, disability, religion, political persuasion, conscience, belief, culture, language, or geographical location.

7.1.3 respect the rights of all healthcare users to freedom and security of the person.

7.1.4 respect the rights of all healthcare users to privacy, including confidentiality.

7.1.5 be polite and accessible to healthcare users, the public and healthcare staff.

7.1.6 put the interests of healthcare users and the public first in the execution of her or his duties.

8. CONDUCT TOWARDS THE OFFICE

8.1 An Inspector must-

8.1.1 protect and uphold the integrity of the Office.

8.1.2 co-operate with other employees to advance the interest of the Office.

- 8.1.3 execute all lawful instructions issued by persons who are officially authorised to give them.
- 8.1.4 deal fairly, professionally and equitably with other employees, irrespective of race, gender, ethnic or social origin, colour, sexual orientation, age, disability, religion, political persuasion, conscience, belief, culture or language.
- 8.1.5 not use her or his influence or abuse her or his authority when dealing with colleagues.
- 8.1.6 not conduct herself or himself in a manner that could jeopardize or harm the name or image of the Office.

9. CONDUCT TOWARDS HEALTH ESTABLISHMENTS AND HEALTHCARE STAFF

9.1 An Inspector must-

- 9.1.1 carry out her or his duties in a courteous and non-discriminatory manner, with a minimum level of disruption necessary.
- 9.1.2 maintain a mutually respectful and collegial relationship with healthcare staff in health establishments.
- 9.1.3 apply her or his knowledge, skills and experience in a competent and professional manner, to the best of her or his ability.
- 9.1.4 gather interpret and report on evidence concerning health establishment with the highest level of professionalism.
- 9.1.5 objectivity perform her or his duties with the highest degree of reasonableness, fairness and accuracy to make a balanced assessment of a health establishment's compliance with the law.

- 9.1.6 provide the health establishments with timely, accessible and accurate information regarding compliance or non-compliance and steps to be taken to comply with the prescribed norms and standards.
- 9.1.7 be unbiased and impartial, not allowing her or his evaluations to be unduly influenced by predetermined views, values or attitudes, instead be guided by the evidence gained during inspections in her or his decision-making.
- 9.1.8 consider all evidence against a set of predefined principles to ensure that she or he is consistent and fair in her or his judgement.
- 9.1.9 give honest, impartial and constructive feedback to health establishments after inspections.

10. PERSONAL CONDUCT

10.1 An Inspector must-

- 10.1.1 behave and dress in a manner that enhances the reputation of the Office.
- 10.1.2 be punctual at all times.
- 10.1.3 present herself or himself in a professional wear and behave in a professional manner.
- 10.1.4 uphold highest professional standards in her or his work.
- 10.1.5 maintain and develop her or his own professional competence.
- 10.1.6 not make use of any substance having an intoxicating effect while performing her or his duties, except prescribed medication.
- 10.1.7 refrain from party political activities during the execution of duties.

-
- 10.1.8 use appropriate channels to communicate her or his grievances or to direct representations.
- 10.1.9 Delete any evidence, including photos and other images that were captured on any electronic devices while conducting formal duties, once such evidence is stored as part of inspections record.
- 10.1.10 maintain confidentiality in relation to all classified information or documents or information or documents that are considered as confidential or secret.
- 10.1.11 constantly seek to enhance her or his efficiency and effectiveness in the carrying out of her or his duties.
- 10.1.12 maintain satisfactory levels of competence and constantly seek to improve her or his proficiency through ongoing training and self-development as determined by the Office.
- 10.1.13 perform her or his work with honesty, integrity, diligence and responsibility.
- 10.1.14 apply her or his decisions, methods, principles and outcomes based on clear and consistent norms and values.
- 10.1.15 not knowingly be part of any illegal activity or engage in any act that may put the Office into disrepute. Not make any false or misleading representation or engage in deceptive or unconscionable conduct in relation to her or his functions.
- 10.1.16 maintain utmost privacy in the use, handling, storage and protection of information acquired during her or his duties.
- 10.1.17 not be involved in any act of intimidation or violence during inspections.
- 10.1.18 only use her or his title in relation to official business.
- 10.1.19 not use her or his position to benefit herself or himself or others.
-

10.1.20 avoid situations that could give an impression of impropriety during inspections.

10.1.21 not give preferential treatment to any health establishment and avoid situations that would raise the suspicion of preferential treatment.

11. CONFLICT OF INTEREST

11.1 An Inspector must–

11.1.1 declare any personal or other interest in any matter that is the subject of an inspection or investigation, which could compromise, or appear to compromise, her or his professional judgement, objectivity or independence.

11.1.2 not use any information gained through inspections for personal gain or for the gain of others.

11.1.3 be honest and accountable in dealing with allocated funds and use the Office's property and other resources effectively, efficiently, and only for authorized purposes.

11.1.4 not, without approval, undertake remunerative work outside his or her official duties or use office equipment for such work.

11.1.5 guard against activities or relationships which may create a conflict of interest in the performance of her or his duties and disclose any financial or personal conflicts of interest.

11.1.6 not permit herself or himself to be exploited in any manner.

11.1.7 observe all relevant laws, regulations, policies and norms and standards in the execution of her or his functions or performance of her or his powers.

11.1.8 not use a cell phone or access any social media platform during inspection other than for work related or emergency purposes.

12. ACCEPTANCE OF GIFTS, HOSPITALITY AND SERVICES

12.1 An Inspector may not accept personal gifts, hospitality or services which would, or might appear to place him or her under any obligation.

12.2 An Inspector must declare any gift by a health establishment and return any inappropriate gift or gifts that are not generally made available to the public at social events or promotions.

13. REPORTING OF UNPROFESSIONAL, ILLEGAL OR UNETHICAL CONDUCT

13.1 An Inspector must –

13.1.1 report to the appropriate authorities, fraud, corruption, nepotism, maladministration or any other act which constitutes an offence, or which is prejudicial to the public interests.

13.1.2 report to the Office any conduct of a colleague, which she or he considers to be unsafe, illegal, unethical or in conflict with the provisions of this Code of Conduct.

14. CONFIDENTIALITY

14.1 An Inspector must-

14.1.1 respect the confidentiality of information obtained during the performance of her or his duties.

14.1.2 not disclose such information to any person unless required to do so by law or by an order of Court.

15. REPORTING

15.1 An Inspector must-

15.1.1 report her or his findings in an objective and transparent manner.

15.1.2 not knowingly understate or overstate the significance of any reported condition.

16. RECORD KEEPING

An Inspector must maintain clear and accurate records in an accessible and secure manner.

17. CONTRAVENTION OF THE CODE OF CONDUCT

An Inspector will be guilty of misconduct if she or he contravenes any provision of this Code of Conduct or fails to comply with any provision thereof.

NON-GOVERNMENTAL ORGANIZATION

NO. 818

31 MAY 2019

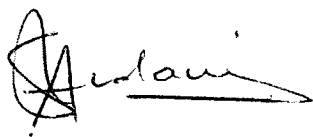
OFFICE OF HEALTH STANDARDS COMPLIANCE

NATIONAL HEALTH ACT, 2003

PROCEDURAL REGULATIONS PERTAINING TO THE FUNCTIONING OF THE OFFICE OF
HEALTH STANDARDS COMPLIANCE AND HANDLING OF COMPLAINTS BY THE OMBUD

CODE OF CONDUCT FOR INSPECTORS

I, Dr Sipiwe Mndaweni, the Chief Executive Officer of the Office of Health standards Compliance, in terms of regulation 10(2) of the Procedural Regulations Pertaining to the Functioning of the Office of Health Standards Compliance and Handling of Complaints by the Ombud published in *Government Gazette* No. 40396, Notice No. 1365 of 2 November 2016, hereby publish the Code of Conduct for Inspectors contained in the Schedule hereto.



DR SIPHIWE MNDAWENI

CHIEF EXECUTIVE OFFICER: OFFICE OF HEALTH STANDARDS COMPLIANCE

DATE: 27/11/2018

SCHEDULE

1. Definitions

- 1.1 **“Code of Conduct”** means the Code of Conduct for Inspectors of the Office;
- 1.2 **“Office”** means the Office of Health Standards Compliance established by section 77(1) of the Act; and
- 1.3 **“the Act”** means the National Health Act, 2003 (Act No. 61 of 2003).

2. Background

- 2.1 The Chief Executive Officer of the Office is required to develop and enforce a Code of Conduct for Inspectors, which must be signed by all the inspectors prior to the commencement of their duties.
- 2.2 This document sets out the standards of professional and ethical conduct expected of all the Inspectors.

3. Purpose

- 3.1 The primary purpose of the Code of Conduct is to promote exemplary conduct.
- 3.2 In carrying out their statutory functions, inspectors are required to adhere to certain standards of professional and ethical conduct. It sets the standard on actions, appearance, conduct and demeanor.

4. Values and Principles

- 4.1 The Code of Conduct underpins the following set of values and principles which govern the functioning of Inspectors:
 - 4.1.1 Act as the champion of the public and of health users to restore credibility and trust, by protecting the public interests.
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- 4.1.3 Respect healthcare users and their families as well as healthcare staff.
- 4.1.4 Strive for effectiveness in achieving health system change and social impact.
- 4.1.5 Promote excellence, innovation and efficiency in healthcare operations.
- 4.1.6 Promote fairness and commitment to intellectual honesty, displayed through competency.
- 4.1.7 Promote transparency while respecting the right to confidentiality, through objectivity.
- 4.1.8 Achieve the highest standards of ethical behaviour, teamwork and collaboration.
- 4.1.9 Promote professionalism, ethics, compassion, diversity, and social responsibility through exemplary personal conduct and skillfulness.

5 Scope

The Code of Conduct applies to all Inspectors of the Office appointed in terms of section 80(2) of the Act, when conducting their official duties.

6. Compliance with laws and regulations

6.1 An Inspector must –

- 6.1.1 commit to ensuring that she or he has a sound understanding of all relevant laws, regulations, norms and standards and policies in order to carry out her or his duties professionally.
- 6.1.2 exercise her or his powers within the ambit of the law and other regulatory prescripts.
- 6.1.3 evaluate health establishments in accordance with the prescribed norms and standards.
- 6.1.4 abide by the Constitution and other relevant laws, regulations, norms and standards, policies and guidelines, in the performance of her or his duties.

7. Conduct towards health users and the public

7.1 An Inspector must: -

- 7.1.1 respect and protect the dignity and rights of health users.
- 7.1.2 not unfairly discriminate against any person based on race, gender, ethnic or social origin, colour, sexual orientation, age, disability, religion, political persuasion, conscience, belief, culture, language, or geographical location.
- 7.1.3 respect the rights of all health users to freedom and security of the person.
- 7.1.4 respect the rights of all health users to privacy, including confidentiality.
- 7.1.5 be polite and accessible to health users, the public and healthcare staff.
- 7.1.6 put the interests of health users and the public first in the execution of her or his duties.

8. Conduct towards the Office

8.1 An Inspector must-

- 8.1.1 protect and uphold the integrity of the Office.
- 8.1.2 co-operate with other employees to advance the interest of the Office.
- 8.1.3 execute all lawful instructions issued by persons who are officially authorised to give them.
- 8.1.4 deal fairly, professionally and equitably with other employees, irrespective of race, gender, ethnic or social origin, colour, sexual orientation, age, disability, religion, political persuasion, conscience, belief, culture or language.
- 8.1.5 not use her or his influence or abuse her or his authority when dealing with colleagues.
- 8.1.6 not conduct herself or himself in a manner that could jeopardize or harm the name or image of the Office.

9. Conduct towards health establishments and healthcare staff

9.1 An Inspector must: -

- 9.1.1 carry out her or his duties in a courteous and non-discriminatory manner, with a minimum level of disruption necessary.
- 9.1.2 maintain a mutually respectful and collegial relationship with healthcare staff in health establishments.
- 9.1.3 apply her or his knowledge, skills and experience in a competent and professional manner, to the best of her or his ability.
- 9.1.4 gather, interpret and report on evidence concerning health establishment with the highest levels of professionalism.
- 9.1.5 objectivity perform her or his duties with the highest degree of reasonableness, fairness and accuracy to make a balanced assessment of a health establishment's compliance with the law.
- 9.1.6 provide the health establishments with timely, accessible and accurate information regarding compliance or non-compliance and steps to be taken to comply with the prescribed norms and standards.
- 9.1.7 be unbiased and impartial, not allowing her or his evaluations to be unduly influenced by predetermined views, values or attitudes, instead be guided by the evidence gained during inspections in her or his decision-making.
- 9.1.8 consider all evidence against a set of predefined principles to ensure that she or he is consistent and fair in her or his judgement.
- 9.1.9 give honest, impartial and constructive feedback to health establishments after inspections.

10. Personal conduct

10.1 An inspector must-

- 10.1.1 behave and dress in a manner that enhances the reputation of the Office.
- 10.1.2 be punctual at all times.

- 10.1.3 present herself or himself in a professional wear and behave in a professional manner.
- 10.1.4 uphold highest professional standards in her or his work.
- 10.1.5 maintain and develop own professional competence.
- 10.1.6 not make use of any substance having an intoxicating effect while performing her or his duties, except prescribed medication.
- 10.1.7 refrain from party political activities during the execution of duties.
- 10.1.8 use appropriate channels to communicate her or his grievances or to direct representations.
- 10.1.9 Delete any evidence, including photos and other images that were captured on any electronic devices while conducting formal duties, once such evidence is stored as part of inspections record.
- 10.1.10 maintain confidentiality in relation to all classified information or documents or information or documents that are considered as confidential or secret.
- 10.1.11 constantly seek to enhance her or his efficiency and effectiveness in the carrying out of her or his duties.
- 10.1.12 maintain satisfactory levels of competence and constantly seek to improve her or his proficiency through ongoing training and self-development as determined by the Office.
- 10.1.13 perform her or his work with honesty, integrity, diligence and responsibility.
- 10.1.14 apply her or his decisions, methods, principles and outcomes based on clear and consistent norms and value
- 10.1.15 not knowingly be part of any illegal activity or engage in any act that may put the Office into disrepute.
- 10.1.16 not make any false or misleading representation or engage in deceptive or unconscionable conduct in relation to her or his functions.
- 10.1.17 maintain utmost privacy in the use, handling, storage and protection of information acquired during her or his duties.

- 10.1.18 not be involved in any act of intimidation or violence during inspections.
- 10.1.19 only use her or his title in relation to official business.
- 10.1.20 not use her or his position to benefit herself or himself or others.
- 10.1.21 avoid situations that could give an impression of impropriety during inspections.
- 10.1.22 not give preferential treatment to any health establishment and avoid situations that raise the suspicion of preferential treatment.

11. Conflict of interest

11.1 An inspector must–

- 11.1.1 declare any personal or other interest in any matter that is the subject of an inspection or investigation, which could compromise, or appear to compromise, her or his professional judgement, objectivity or independence.
- 11.1.2 not use any information gained through inspections for personal gain or for the gain of others.
- 11.1.3 be honest and accountable in dealing with allocated funds and use the Office's property and other resources effectively, efficiently, and only for authorized purposes.
- 11.1.4 not, without approval, undertake remunerative work outside his or her official duties or use office equipment for such work.
- 11.1.5 guard against activities or relationships which may create a conflict of interest in the performance of her or his duties and disclose any financial or personal conflicts of interest.
- 11.1.6 not permit herself or himself to be exploited in any manner.

11.1.7 observe all relevant laws, regulations, policies and norms and standards in the execution of her or his functions or performance of her or his powers.

11.1.8 not use a cell phone or access any social media platform during inspection other than for work related or emergency purposes.

12. Acceptance of gifts, hospitality and services

12.1 An inspector may not accept personal gifts, hospitality or services which would, or might appear to place him or her under any obligation.

12.2 An Inspector must declare any gift by a health establishment and return any inappropriate gift or gifts that are not generally made available to the public at social events or promotions.

13. Reporting of unprofessional, illegal or unethical conduct.

13.1 An inspector must: -

13.1.1 report to the appropriate authorities, fraud, corruption, nepotism, mal-administration or any other act which constitutes an offence, or which is prejudicial to the public interests.

13.1.2 report to the Office any conduct of a colleague, which she or he considers to be unsafe, illegal, unethical or in conflict with the provisions of this Code of Conduct.

14. Confidentiality

14.1 An Inspector must-

14.1.1 respect the confidentiality of information obtained during the performance of her or his duties.

- 14.1.2 not disclose such information to any person unless required to do so by law or by an order of Court.

15. Reporting

15.1 An inspector must-

- 15.1.1 report her or his findings in an objective and transparent manner.
- 15.1.2 not knowingly understate or overstate the significance of any reported condition.

16. Record keeping

An inspector must maintain clear and accurate records in an accessible and secure manner.

17. Contravention of the Code of Conduct

An inspector will be guilty of misconduct if she or he contravenes any provision of this Code of Conduct or fails to comply with any provision thereof.

DEPARTMENT OF PUBLIC WORKS

NO. 819

31 MAY 2019

KWAZULU-NATAL LAND ADMINISTRATION ACT, 2014 (ACT No. 2 OF 2014)

NOTICE IN TERMS OF SECTION 5(3) OF THE KWAZULU-NATAL LAND ADMINISTRATION ACT, 2014 (ACT NO. 2 OF 2014)

In terms of section 5 of the KwaZulu-Natal Land Administration Act and Immovable Asset Management Act No. 2 of 2014, I, Ravigasen R. Pillay Member of the Executive Council for Human Settlement and Public Works of the KwaZulu-Natal Provincial Government hereby give notice that I intend letting to MTN a portion of ERF 1241 for the purpose of installing the MTN Antennas and associated Telecoms Infrastructure for a period of 5 years.

- | | | |
|----|-----------------------|---------------------------------------------------------|
| 1. | Street Address | : Thanduyise Road, Ngwelezana Township, Empangeni, 3538 |
| 2. | Extent | : 10 m2 |
| 3. | Title Deed | : T64286/2000 |
| 4. | Current Zoning | : Government Hospital |
| 5. | Applicable conditions | : Antennas mounted on water tower, 3m height |
| 6. | Improvements | : none |

Written representations in regard to the said letting can be made, within thirty (30) days of the publication of this notice to:-

Contact details

Department of Public Works
Private Bag X 42
ULUNDI
3838

Telephonic Enquiries: Mrs E.T. Dlamini
Tel. No.: 035 874 3110
Fax. No.: 033 874 2889



MR RAVIGASEN R. PILLAY
MEMBER OF THE EXECUTIVE COUNCIL FOR HUMAN SETTLEMENT AND PUBLIC WORKS
KWAZULU-NATAL PROVINCIAL GOVERNMENT

Date: 13/06/18

NO. 820

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED

Notice is hereby given in terms of Section 11(1) of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a Land claim for **Restitution of Land Rights** has been lodged by the late Mr. Amos Masotja Skosana ID no: 4202145164081 on behalf of Skosana family on the property mentioned hereunder situated in Emalahleni Local Municipality, Nkangala District in Mpumalanga Province: KRP: 6525


CURRENT PARTICULARS OF THE PROPERTY
KLIPPLAAT 14 IS


Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Extent of Portion 7	Glencore Operations South Africa Pty Ltd [199701799807]	T31172/2006	268.0489 ha	None	• None	<ul style="list-style-type: none"> • K1009/1973S • K1031/1963S • K1333/1975S • K2485/1985S • K269/1959S • K3089/1987S
Portion 10	Glencore Operations South Africa Pty Ltd [199701799807]	T3707/2014	42.8266 ha	None	None	None

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within 14 **[Fourteen days]** from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights
 Private Bag X7201
 Witbank
 1035

or Shop No. E 8
 Saveways Crescent Centre
 Cnr OR Thambo and Mandela Street
 Witbank
 1035
 TEL NO: 013 655 1000
 FAX NO: 013 690 2438


CHECKED BY: RENALL SINGH
RESTITUTION ADVISOR
DATE: 07/05/2019


MR. L.H. MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
MPUMALANGA PROVINCE
DATE: 2019/05/20

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NO. 821

31 MAY 2019

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

Notice is hereby given in terms of section 11(1) of the Restitution of Land Rights Act, Act No. 22 of 1994, as amended, that a claim for restitution of land rights has been lodged on the farm Mooiplaats 164 currently registered as Mooiplaats 516 KS and the farm Strydkraal 718 now registered Strydkraal 537 KS. Both farms are located within Fetakgomo Local Municipality, Sekhukhune District of Limpopo.

Baroka Ba Nkwana land claim was lodged by the late Chief Nkwane Aubrey Phasha on behalf of Baroka Ba Nkwana community on the 13th November 1998. Ultimately the claim was allocated KRP: 2550 as the reference number for purposes of administration.

PROPERTY NAME	EXTENT	ENDORSEMENTS/E NCUMBRANCES	TITLE DEED NO	HOLDER
Strydkraal 537 KS	2345.0704H	None	T7274/1940	-RSA
R/E of the farm Mooiplaats 516 KS	1096.4409H	K5539/2001 RM (Anglo Operations LTD)	T23119/1938	-RSA
R/E of Portion 1 of the farm Mooiplaats 516 KS	361.1981H	T7107/1993 0129 PROC R228 86122	T8674/1940	-RSA
R/E of Portion 2 of the farm Mooiplaats 516 KS	365.0750H	None	T1466/1944	-RSA
Portion 4 of the Mooiplaats 516 KS	4056.0000S QM	None	T21099/1936	-Mineral Labour Organisations NR C LTD
Portion 5 of the farm Mooiplaats 516 KS	4.2827H	None	T6247/1937	-RSA

Any party that has an interest in the above property is hereby invited to submit in writing, within 30 days of publication of this notice, any comment or information under reference number KRP 2550 to:

The Regional Land Claims Commissioner:
Limpopo

Private Bag X9552

Polokwane

0700

Tel: (015) 284 6300

Fax: (015) 295 7404/7403

Email: clientrelations@ruraldevelopment.gov.za

Submissions may also be delivered to:

61 Biccard Street

Polokwane

0700


HARRY MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER

DATE: 2019/04/17

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NO. 822

31 MAY 2019

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

Notice is hereby given in terms of section 11(1) of the Restitution of Land Rights Act, Act No. 22 of 1994 as amended, that Mr. Mabasa Risenga Freddie lodged a claim for restitution of land rights, on part of the farm Tshikondeni 304 MT, situated within the Vhembe District of the Limpopo. This land claim was lodged on the 28th December 1997. The area under claim is a residential area. The claimant lost right of land on 2203 square meters within the farm Tshikondeni 304 MT. **Further details of the property under claim are as follows:**

FARM NAME	OWNER	EXTENT HECTARES	IN	BONDS/ RESTRICTIVE CONDITIONS	HOLDER	TITLE DEED
A portion of the farm Tshikondeni 304 MT	National Government of the Republic of South Africa	2203 SQM		K978/2017	N/A	T93865/2014

Take further notice that the Office of the Regional Land Claims Commissioner: Limpopo is investigating this land claim. Any party that has an interest in the above-mentioned property is hereby invited to submit in writing within **30** days of publication of this notice, any comment, and/or objection to the Regional Land Claims Commissioner at the addresses set out below under reference number **KRP 9966**.

Take further notice that a meeting of all interested parties will be convened upon publication of this notice, for the purpose of information sharing and outlining of the Restitution process.

The office of the Regional Land Claims
Commissioner: Limpopo
Private Bag x9552
POLOKWANE
0700

Submission may also be delivered to:
First Floor, 96 Kagiso House
Corner Rissik & Schoeman Streets
POLOKWANE
0700


L H MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER

DATE: 29/9/20

NO. 823

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED

Notice is hereby given in terms of **Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994]** as amended, that a land claim for **Restitution of Land Rights** has been lodged by the late **Mr. Daniel Tshali Mahlangu [ID No. 5101105241088]** on behalf of **Mahlangu Family** on the property mentioned hereunder situated in **Emalahleni Local Municipality, Nkangala District in the Mpumalanga Province: [KRP:9936]**

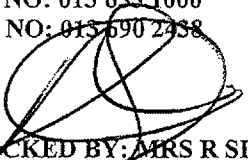
CURRENT PARTICULARS OF THE PROPERTY

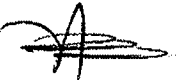
KLIPFONTEIN 322 JS

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Extent of the farm 322 JS	Anglo Operations Pty Ltd [192100673007]	T16556/1938	255.9381ha	None	None	<ul style="list-style-type: none"> • I-1961/2016C • K1138/1985S • K119/1975S • K120/1975S • K1264/1962S • K1752/1981S • K1814/1979S • K4798/2003RM in favour of De Beers Consolidated Mines Pty Ltd
			The Land Claim affected is 176 Hactares			

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within 14 [Fourteen days] from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights
Private Bag X7201
Witbank
1035
or Shop No. E 8
Saveways Crescent Centre
Cnr OR Thambo and Mandela Street
Witbank
1035
TEL NO: 013 655 1000
FAX NO: 013 690 2438


CHECKED BY: MRS R SINGH
RESTITUTION ADVISOR
DATE: 27/04/2019


MR. L. H. MAPHUTHA
COMMISSIONER FOR RESTITUTION OF LAND RIGHTS
DATE: 2019/04/29

NO. 824

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED]

Notice is hereby given in terms of **Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended**, that a **Land claim** for **Restitution of Land Rights** has been lodged by **Ms. Thokozile Elizabeth Hadebe ID. NO. 5306014 0455 086** on behalf of Hadebe family on the property mentioned here under situated in Mkhondo Local Municipality, Gert Sibande District in Mpumalanga Province (**KRP: 336**)

CURRENT PARTICULARS OF THE PROPERTY**1. Springbokkraal 434 IT**

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 4	Hans Naude Trust	T27839/1995	342.5971 ha	B29279/1995	Boland Bank	EX435/1972-19660/51T

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within **14 [Fourteen days]** from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights

Private Bag X 11330

Nelspruit

1200

or 30 Samora Machel Drive

Restitution House

Nelspruit

1200

TEL NO: 013 756 6000

FAX NO: 013 752 3859

CHECKED BY: RENALL SINGH

RESTITUTION ADVISOR

DATE:

MR. L.H. MAPHUTHA

REGIONAL LAND CLAIMS COMMISSIONER

MPUMALANGA PROVINCE

DATE:

NO. 825

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED

Notice is hereby given in terms of Section 11(1) of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a land claim for **Restitution of Land Rights** has been lodged by Mr. Petrus Elijah Mahlangu [ID No. 4912055644084] on behalf of the Mahlangu Family on the property mentioned hereunder situated in Govan Mbeki Local Municipality under Gert Sibande District Municipality in the Mpumalanga Province: [KRP: 9930&9948]

CURRENT PARTICULARS OF THE PROPERTY

RIETFontein 420 IS

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 26	<ul style="list-style-type: none">Kirton Barry [6402255099086]Kirton Magdalena Adriana [6907120258082]	T3061/2008	378.9407 ha	None	None	<ul style="list-style-type: none">EX35/2014K2549/1982RMK3438/1987PC

The Restitution of Land Rights, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within 30 [thirty days] from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights

Private Bag X 7201

Witbank

1035

or Saveways Crescent Centre

Cnr Mandele & OR Tambo Street

Witbank

1035

TEL NO: 013 690 3552

FAX NO: 013 690 2438

CHECKED BY: MRS R SINGH

RESTITUTION ADVISOR

DATE: 17/02/2019

MR. L. H. MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER

DATE: 2019/04/17

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NO. 826

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED

Notice is hereby given in terms of Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a land claim for **Restitution of Land Rights** has been lodged by **Mr Rampye Jacob Mmako [ID No. 510706 5194 084]** on behalf of **Mmako Family** on the property mentioned hereunder situated in **Dr J S Moroka Local Municipality, Nkangala District in the Mpumalanga Province: [KRP: 12342]**

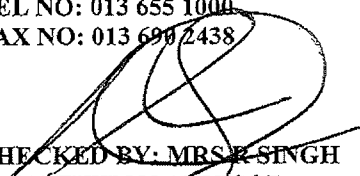
CURRENT PARTICULARS OF THE PROPERTY


KAMEELPOORT 202 JR

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Extent of Portion 10	National Government of the Republic South Africa	T14368/2015	255.9381ha	None	None	None
Portion 12	National Government of the Republic South Africa	T14368/2015	145.1072 ha	None	None	None
Portion 13	National Government of the Republic South Africa	T14368/2015	342.6128 ha	None	None	VA1217/83-54715/81T

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within 14 [Fourteen days] from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights
Private Bag X7201
Witbank
1035
or Shop No. E 8
Saveways Crescent Centre
Cnr OR Thambo and Mandela Street
Witbank
1035
TEL NO: 013 655 1000
FAX NO: 013 690 2438


CHECKED BY: MRS. R. SINGH
RESTITUTION ADVISOR
DATE: 19/8/2019


MR. L. H. MAPHUTHA
COMMISSIONER FOR RESTITUTION OF LAND RIGHTS
DATE: 20/9/2017

NO. 827

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED]

Notice is hereby given in terms of Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a Land claim for **Restitution of Land Rights** has been lodged by **Mr Majobo Boy Masina ID. NO. 540920 5431 081** on behalf of Masina family on the property mentioned here under situated in Albert Luthuli Local Municipality, Gert Sibande District in Mpumalanga Province (**KRP: 10007**)

CURRENT PARTICULARS OF THE PROPERTY

1. Barneveld 16 IT

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 1	Sappi Manufacturing Pty Ltd [195100318007]	T82912/1997	1454.9266 ha	None	None	<ul style="list-style-type: none"> • K1120/1974S • K1508/1972S • K3612/1994S • K4263/2007S • K4296/1990RM • K5083/2004S • K7/2018S • T82912/1997

2. Victoriaspoort 18 IT

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 4	Lereko Prop co Pty Ltd [200503829507]	T265/2009	266.5956 ha	B256/2009 B257/2009	Sappi LTD Sappi Manufacturing Pty Ltd	<ul style="list-style-type: none"> • K1757/1980RM • K2194/1981RM • K6000/1998RM • K6001/1998RM

3. Buffelspruit 22 IT

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 01	Sappi Manufacturing Pty Ltd [195100318007]	T82912/1997	377.7306 ha	None	None	<ul style="list-style-type: none"> • I-939/2010C • K4263/2007S • K5083/2004S • K599/1991RM in favour of Davel Schalk Willem Burger • K8/2018S • T82912/1997


NB: The Total hectares affected by the claim = 164.9454 ha of 2099.2528 ha

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within **14 [Fourteen days]** from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights
Private Bag X 11330
Nelspruit
1200
or 30 Samora Machel Drive
Restitution House
Nelspruit
1200
TEL NO: 013 756 6000
FAX NO: 013 752 3859



CHECKED BY: RENALL SINGH
RESTITUTION ADVISOR
DATE: 2019/04/17



MR. L.H. MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
MPUMALANGA PROVINCE
DATE: 2019/04/17

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NO. 828

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED

Notice is hereby given in terms of Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a land claim for **Restitution of Land Rights** has been lodged by **Mr Kleinbooï Masilela [ID No. 4904065312083]** on behalf of **Masilela Family** on the property mentioned hereunder situated in **Dr J S Moroka Local Municipality, Nkangala District in the Mpumalanga Province: [KRP: 944]**

CURRENT PARTICULARS OF THE PROPERTY**KAMEELPOORT 202 JR**

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Extent of Portion 10	National Government of the Republic South Africa	T14368/2015	255.9381ha	None	None	None
Portion 12	National Government of the Republic South Africa	T14368/2015	145.1072 ha	None	None	None

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within 14 [Fourteen days] from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights
Private Bag X7201

Witbank

1035

or Shop No. E 8

Saveways Crescent Centre

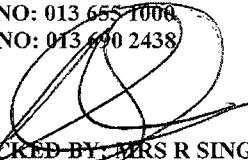
Cnr OR Thambo and Mandela Street

Witbank

1035

TEL NO: 013 655 1000

FAX NO: 013 690 2438


CHECKED BY: MRS R SINGH
RESTITUTION ADVISOR

DATE: 19/08/2019


MR. L. H. MAPHUTHA
COMMISSIONER FOR RESTITUTION OF LAND RIGHTS

DATE: 20/08/2019

NO. 829

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED

Notice is hereby given in terms of Section 11(1) of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a land claim for **Restitution of Land Rights** has been lodged by **Mr. Marothi Solomon Letsoalo [ID No. 5904 0757 53085]** on behalf of **Letsoalo Family** on the property mentioned hereunder situated in **Dr J S Moroka Local Municipality in Nkangala District in the Mpumalanga Province: [KRP: 935]**

CURRENT PARTICULARS OF THE PROPERTY

1. ALLEMANSKRAAL 164 JR

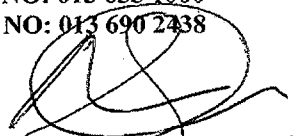
Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Ext of the Farm 164 JR	National Government of the Republic Of South Africa	T4020/2015	1828.3665ha	None	None	I-2461/1988C

2. KOEDOEBOSS 159 JR


Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Ext of the Farm 159 JR	National Government of the Republic Of South Africa	T4020/2015	604.5735 ha	None	None	None
			Total Extent for Both Farms is 2432.94			

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within 30 [thirty days] from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights
Private Bag X7201
Witbank
1035
Or Shop No. E 8
Saveways Crescent Centre
Cnr OR Thambo and Mandela Street
Witbank
1035
TEL NO: 013 655 1000
FAX NO: 013 690 2438



CHECKED BY: MRS. R SINGH
RESTITUTION ADVISOR
DATE: 19/03/2019



MR. L. H. MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
DATE: 20/3/04/17

NO. 830

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED]

Notice is hereby given in terms of Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a Land claim for **Restitution of Land Rights** has been lodged by **Mr Grash Samuel Khoza ID. NO. 100716 5087 085** on behalf of Nkosi family on the property mentioned here under situated in Mkhondo Local Municipality, Gert Sibande District in Mpumalanga Province (KRP: 6452)

CURRENT PARTICULARS OF THE PROPERTY

1. STAFFORD 399 IT

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Extent of Portion 8	Republic of South Africa	T38420/2003	154.7764 ha	None	None	None
			The affected hectares of Claimed Land is 4.5642 ha			

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within **14 [Fourteen days]** from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights

Private Bag X 11330

Nelspruit

1200

or 30 Samora Machel Drive

Restitution House

Nelspruit

1200

TEL NO: 013 756 6000

FAX NO: 013 752 3859



CHECKED BY: RENALL SINGH

RESTITUTION ADVISOR

DATE: 20/03/2019



MR. L.H. MAPHUTHA

REGIONAL LAND CLAIMS COMMISSIONER

MPUMALANGA PROVINCE

DATE: 2019/04/17

NO. 831

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED


Notice is hereby given in terms of Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a land claim for **Restitution of Land Rights** has been lodged by **Mr. Masoja Mathews Nhlapo [ID No. 540507 5267 084]** on behalf of **Nhlapo Family** on the property mentioned hereunder situated in **Albert Luthuli Local Municipality, Gert Sibande District in the Mpumalanga Province: [KRP: 405]**

CURRENT PARTICULARS OF THE PROPERTY**WITKLOOF 408 JT**

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 17	Upbeatprops 1097 CC [199804471223]	T12168/2014	131.6956 ha	B5134/2014	Standard Bank Of South Africa Ltd	None
			Affected bactares are 29.9101 ha for the Land Claimed			

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within 14 [Fourteen days] from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights
Private Bag X 11330
Nelspruit
1200
Or 30 Samora Machel Drive
Restitution House
Nelspruit
1200
TEL NO: 013 756 6000
FAX NO: 013 752 3859



CHECKED BY: MRS R SINGH
RESTITUTION ADVISOR
DATE: 19/03/2019



MR. L. H. MAPHUTHA
COMMISSIONER FOR RESTITUTION OF LAND RIGHTS
DATE: 20/04/17

NO. 832

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

31 MAY 2019

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED]

Notice is hereby given in terms of Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a Land claim for **Restitution of Land Rights** has been lodged by **Ms. Thokozile Elizabeth Hadebe ID. NO. 5306014 0455 086** on behalf of Hadebe family on the property mentioned here under situated in Mkhondo Local Municipality, Gert Sibande District in Mpumalanga Province (**KRP: 336**)

CURRENT PARTICULARS OF THE PROPERTY

1. Springbokkraal 434 IT

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 4	Hans Naude Trust	T27839/1995	342.5971 ha	B29279/1995	Boland Bank	EX435/1972-19660/51T

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within **14 [Fourteen days]** from the date of publication of this notice to submit any comments, or further information to:

Commissioner for Restitution of Land Rights

Private Bag X 11330

Nelspruit

1200

or 30 Samora Machel Drive

Restitution House

Nelspruit

1200

TEL NO: 013 756 6000

FAX NO: 013 752 3859



CHECKED BY: RENALL SINGH
RESTITUTION ADVISOR

DATE: 20/08/19



MR. L.H. MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
MPUMALANGA PROVINCE

DATE: 20/08/17

DEPARTMENT OF TRADE AND INDUSTRY

NO. 833

31 MAY 2019

CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER

1. JOUBERTINA BUSINESS PALACE CO-OP LTD
2. INKANYEZI YAMAMPONDO CO-OP LTD
3. RATANANG CO-OP LTD
4. IPHEPHA CORRUGATED CO-OP LTD
5. IMIZAMO YEMBOKODO CO-OP LTD
6. SIMAYLA BUSINESS CO-OP LTD
7. ITULO CO-OP LTD
8. HAMMANSKRAAL KOPANONG CO-OP LTD
9. IVUKILE YOUTH CO-OP LTD
10. INTSIKA YETHEMBA YOUTH CO-OP LTD
11. NKOMAZI COTTON FARMERS CO-OP LTD
12. SELEBRUKA WOMEN AGRICULTURAL CO-OP LTD
13. SISONKE DISPOSABLES TRADING CO-OP LTD
14. E-KHAYA CO-OP LTD
15. MASAKHANE WILD COAST POULTRY CO-OP LTD
16. DALICEBO CERAMIC POTTERIES CO-OP LTD
17. GREYSTONE PEST CONTROL CO-OP LTD
18. IMBAL'ENTLE CO-OP LTD
19. IMITSHIZA FZARMERS CO-OP LTD
20. IZWE LONKE DISTRIBUTORS CO-OP LTD
21. ATLEGANG CO-OP LTD
22. BONGUMUSA CO-OP LTD
23. AMADLELO ENTERPRIZE CO-OP LTD
24. DOWN-TOWN MOTORS CO-OP LTD
25. BAPHAKAME CONSTRUCTION AND MAINTENANCE SERVICES CO-OP LTD
26. ABGQWABI BEMPUMELELO PIGGERY CO-OP LTD
27. IMBUMBA YOMAMA JEAN MAKING CO-OP LTD
28. IMPUNZI CO-OP LTD
29. BANARE BA MANJANA CO-OP LTD
30. G-FORCE ARTS AND CULTURE CO-OP LTD
31. ESIHLE COMMUNITY CO-OP LTD
32. IMBIZA YOMCEBO CO-OP LTD
34. THATO YA BATHO CONFECTIONERY AND BAKERY CO-OP LTD
36. MADWALENI CO-OP LTD
37. MANQILWENI AGRICULTURAL CO-OP LTD
38. MNIKANI CO-OP LTD

Notice is hereby given that the names of the abovementioned co-operatives have been removed from the register in terms of the provisions of section 73(1) of the Co-operatives Act, 2005.

REGISTRAR OF CO-OPERATIVES

Office of the Registrar of Co-operatives
Dti Campus
77 Meintjies Street
Pretoria
0001

Private Bag X237
Pretoria
0002

DEPARTMENT OF TRADE AND INDUSTRY

NO. 834

31 MAY 2019

CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER

1. DINATLA CO-OP LTD
2. HOREBE FASHION DESIGNER CO-OP LTD
3. IMBENGE BUSINESS DEVELOPMENT CO-OP LTD
4. SIBANYE HEALTH AND HYGIENE CO-OP LTD
5. PELLA FARMERS ASSOCIATION CO-OP LTD
6. PHILANATHI CO-OP LTD
7. SINawe AGRICULTURAL CO-OP LTD
8. INGQALABUTHO YESIZWE CO-OP LTD
9. ISIPHIWO CO-OP LTD
10. SIKHULULEKILE POULTRY CO-OP LTD
11. SIYANCENGA-OP LTD
12. MPIYABANTU SECURITY CO-OP LTD
13. SISITHA CATERING CO-OP LTD
14. SAKHISIZWE FARMING CO-OP LTD
15. EZETHU YOUTH CO-OP LTD
16. MASIHLUME SAVINGS AND CREDIT CO-OP LTD
17. MBIZANA RURAL WOMEN CO-OP LTD
18. LISO SEWING CO-OP LTD
19. MAPUNGBWE POULTRY CO-OP LTD
20. MUTALE INTERGRATED ENERGY CO-OP LTD
21. ISITHOMBO SOMGWAVA CO-OP LTD
22. LETHUKUPHILA CO-OP LTD
23. LETHULWAZI FARMERS ASSOCIATION CO-OP LTD
24. ANTS CO-OP LTD
25. IYAMUKELA CO-OP LTD
26. INGQAYIZIVELE AGRICULTURAL CO-OP LTD
27. ESTAND YOUTH CONSTRUCTION CO-OP LTD
28. IZAMQULE CO-OP LTD
29. AFRICAN ART WORK CO-OP LTD
30. ALL NATIONS CO-OP LTD
31. MIRRLEES IRRIGATION SCHEME CO-OP LTD
32. LINDELWA CO-OP LTD
34. LILITHA KWAKHANYA RENOVATION CO-OP LTD
36. MAMOKETE CIVIL DEVELOPMENT CO-OP LTD
37. MPHEME CO-OP LTD
38. SESIHLANGENE AGRICULTURAL CO-OP LTD

Notice is hereby given that the names of the abovementioned co-operatives have been removed from the register in terms of the provisions of section 73(1) of the Co-operatives Act, 2005.

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Pretoria
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Pretoria
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DEPARTMENT OF TRADE AND INDUSTRY

NO. 835

31 MAY 2019

CO-OPERATIVES TO BE STRUCK FROM THE REGISTER

1. MASITHEMBANE CLEANING AND SERVICES CO-OP LTD
2. BATALIMA CO-OP LTD
3. SUNSHINE MEDICERY PLANT CO-OP LTD
4. STEVE TSHWETE AGRICULTURAL CO-OP LTD
5. F K SECURITY SERVICE CO-OP LTD
6. ACHIB NORTH WEST (KLERKSDORP) CO-OP LTD
7. NTUNJENI CO-OP LTD
8. SIYADUDULA HOUSING CO-OP LTD
9. KHULULEKANI CO-OP LTD
10. UMHOLE CO-OP LTD
11. ANQOBILE CO-OP LTD
12. SIYADLA SIYAFUNDZA CO-OP LTD
13. MAPHELENI AGRICULTURAL CO-OP LTD
14. MIGHTY PERFECT CO-OP LTD
15. BERACAH CO-OP LTD
16. MAKHUZENI CO-OP LTD
17. SIBONGIMPUMELELO CO-OP LTD
18. ESCONGWENI CO-OP LTD
19. BHAKIZONKA BAKERY CO-OP LTD
20. ZONKIZIZWE POULTRY CO-OP LTD
21. UMZABALAZO FARMING CO-OP LTD
22. QONDANAZIKABANZI CO-OP LTD
23. CELA NGOMANA PRIMARY AGRICULTURAL CO-OP LTD
24. SIMOKUHLE GARDENING PAVING AND CLEANING CO-OP LTD
25. TSHIDZINI AGRICULTURAL CO-OP LTD

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
Pretoria
0002

Private Bag X237
Pretoria
0001

DEPARTMENT OF TRADE AND INDUSTRY

NO. 836

31 MAY 2019

CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER

1. ZITHUTHUKISENI CO-OP LTD
2. MASITHJEJANE ENVELOPING MANUFACTURER CO-OP LTD
3. SIYATHEMBA CLEANING CO-OP LTD
4. KWAMASHU BUTCHERY CO-OP LTD
5. ILIMALETHU CO-OP LTD
6. BAMBELELA CO-OP LTD
7. VUK'UZITHATHE-ZULU FARMERS CO-OP LTD
8. ZIKIPHE CO-OP LTD
9. ART AFRO DÉCOR PRIMARY CO-OP LTD
10. AHITWANANENI FARMERS AGRICULTURAL CO-OP LTD
11. TEZAHSS CO-OP LTD
12. MISHUMO ENVIRONMENT KEEPERS CO-OP LTD
13. KUSAKUSA FARMERS CO-OP LTD
14. AMASU COMMUNITY BAKERY CO-OP LTD
15. KWARRIELAAGTE AND VREEMDELING MINING AND COMMUNITY UPLIFTMENT CO-OP LTD
16. MENS PRODUCTION CO-OP LTD
17. COOPERANDI PRIMARY WORKER CO-OP LTD
18. HLALANATHI NKOSI POULTRY CO-OP LTD
19. HLUMISA CO-OP LTD
20. BLOCK BUSTERS CO-OP LTD
21. BM-TIMBERS SAWMILL CO-OP LTD
22. DANSANE CO-OP LTD
23. BUYANI EKHAYA CO-OP LTD
24. NKOTLOLLE AGRICULTURAL CO-OP LTD
25. ELUXENI AGRICULTURAL CO-OP LTD
26. DUMAKAHLE CO-OP LTD
27. DANNHAUSER BEADS CO-OP LTD
28. DURBA UPRISING CO-OP LTD
29. NTABAMHLOPHE AGRICULTURAL CO-OP LTD
30. SBOESE CO-OP LTD
31. SVELA CATERING CO-OP LTD
32. SNEGUGU CO-OP LTD
33. SHILOAH MOTORS SPARES CO-OP LTD
34. HAMBANDLALA CO-OP LTD
35. TSAKI TSAKI CO-OP LTD
36. MPHATLALATSANE CONSTRUCTION CO-OP LTD
37. PHUKALLANG CLEANING SERVICES CO-OP LTD

Notice is hereby given that the names of the abovementioned co-operatives have been removed from the register in terms of the provisions of section 73(1) of the Co-operatives Act, 2005.

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Pretoria
0001

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Pretoria
0002

DEPARTMENT OF TRADE AND INDUSTRY

NO. 837

31 MAY 2019

CO-OPERATIVES TO BE STRUCK FROM THE REGISTER

1. **AMAZOLO TRADING CO-OP LTD**
2. **QONDISISA CO-OP LTD**
3. **NOMANINI CO-OP LTD**
4. **THARI-E SWANA TRADING CO-OP LTD**
5. **MACOSA TRADING CO-OP LTD**
6. **KHWEZUMKHONO GARDEN CO-OP LTD**
7. **ACHIB EASTERN CAPE (UMTATA) CO-OP LTD**
8. **SOPHILA FOOD SUPPLIER SCHEME CO-OP LTD**
9. **TSHWARAGANO BAKERY CO-OP LTD**
10. **NGOKUZYIKHANDLA CO-OP LTD**
11. **AMADELA-KUFA CENTRAL CO-OP LTD**
12. **EZIKAMAKHAWULA CO-OP LTD**
13. **NHLEKISA CO-OP LTD**
14. **IMISEBE YELANGA CO-OP LTD**
15. **LEHURUTSHE SHOE MANUFACTURING CO-OP LTD**
16. **HILONIPHANI SEWING CO-OP LTD**
17. **INYONI KAYIPHUMULI CO-OP LTD**
18. **MAHANYISI AGRICULTURAL CO-OP LTD**
19. **MUDASWALI BAKERY CO-OP LTD**
20. **NTIMBANI TRADING CO-OP LTD**
21. **IMVUBELO KWANDENATHI CO-OP LTD**
22. **MAKGWARANENG CO-OP LTD**
23. **SIBONGAKONKE YOUTH CO-OP LTD**
24. **SIMTFOLILE CO-OP LTD**
25. **ACHIB NORTH WEST (POTCHEFSTROOM) CO-OP LTD**
26. **EMPUMALANGA-YETHU CO-OP LTD**
27. **TSHWARANANG CO-OP LTD**
28. **IDUBE DRY CLEANERS CO-OP LTD**

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

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Dti Campus
77 Meintjies Street
Pretoria
0002

Private Bag X237
Pretoria
0001

DEPARTMENT OF TRADE AND INDUSTRY

NO. 838

31 MAY 2019

CO-OPERATIVES TO BE STRUCK FROM THE REGISTER

1. MPUMELELO YETHU CO-OP LTD
2. SILINDELWE CO-OP LTD
3. SIQALA OKUHLE CO-OP LTD
4. THUSHANO YOUTH CO-OP LTD
5. ASIYEPHAMBILI CO-OP LTD
6. MOEPO CO-OP LTD
7. TLHOAFALO BASADI CO-OP LT
8. BOITEKO POULTRY CO-OP LTD
9. KHAZIMLA CO-OP LTD
10. RIXALADZA PRINTING DEVELOPMENT CO-OP LTD
11. SOUTHERN DEVELOPMENT CO-OP LTD
12. IVELILE CO-OP LTD
13. FISOKUHLE SINETHEMBA CO-OP LTD
14. ENDOSA CLOTHING CO-OP LTD
15. LAPOLOGANG MINING CO-OP LTD
16. STAR RESTAURANT CO-OP LTD
17. VUSUMUZI HOUSING AND DEVELOPMENT CO-OP LTD
18. THABELA CO-OP LTD
19. IMINENHLE CLEANING SERVICE CO-OP LTD
20. APERCU CORPORAPN CO-OP LTD
21. ACHIB FREE STATE (KROONSTAD) CO-OP LTD
22. TSAKANI COMMUNITY BAKERY CO-OP LTD
23. REGOROGILE AGRICULTURAL CO-OP LTD
24. BRIGHT FUTURE WARD 38 CO-OP LTD
25. EMPILWENI ENHLE CO-OP LTD
26. ZETHEMBE MINENHLE CO-OP LTD
27. ACHIB EASTERN CAPE (QUEENSTOWN) CO-OP LTD
28. INQAWE FORM MANUFACTURING CO-OP LTD
29. RE TLA DIRA MMOGO PROJECTS CO-OP LTD
30. SINENKOSITHINA TRADING CO-OP LTD
31. THUTHUKANI SIZABANTU CO-OP LTD
32. KGABANG KA BOTHO CO-OP LTD

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.

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Office of the Registrar of Co-operatives

Dti Campus

77 Meintjies Street

Pretoria

0002

Private Bag X237

Pretoria

0001

DEPARTMENT OF TRADE AND INDUSTRY

NO. 839

31 MAY 2019

CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER

1. JOUBERTINA BUSINESS PALACE CO-OP LTD
2. INKANYEZI YAMAMPONDO CO-OP LTD
3. RATANANG CO-OP LTD
4. IPHEPHA CORRUGATED CO-OP LTD
5. IMIZAMO YEMBOKODO CO-OP LTD
6. SIMAYLA BUSINESS CO-OP LTD
7. ITULO CO-OP LTD
8. HAMMANSKRAAL KOPANONG CO-OP LTD
9. IVUKILE YOUTH CO-OP LTD
10. INTSIKA YETHEMBA YOUTH CO-OP LTD
11. NKOMAZI COTTON FARMERS CO-OP LTD
12. SELEBRUKA WOMEN AGRICULTURAL CO-OP LTD
13. SISONKE DISPOSABLES TRADING CO-OP LTD
14. E-KHAYA CO-OP LTD
15. MASAKHANE WILD COAST POULTRY CO-OP LTD
16. DALICEBO CERAMIC POTTERIES CO-OP LTD
17. GREYSTONE PEST CONTROL CO-OP LTD
18. IMBAL'ENTLE CO-OP LTD
19. IMITSHIZA FZARMERS CO-OP LTD
20. IZWE LONKE DISTRIBUTORS CO-OP LTD
21. ATLEGANG CO-OP LTD
22. BONGUMUSA CO-OP LTD
23. AMADLELO ENTERPRIZE CO-OP LTD
24. DOWN-TOWN MOTORS CO-OP LTD
25. BAPHAKAME CONSTRUCTION AND MAINTENANCE SERVICES CO-OP LTD
26. ABGQWABI BEMPUMELELO PIGGERY CO-OP LTD
27. IMBUMBA YOMAMA JEAN MAKING CO-OP LTD
28. IMPUNZI CO-OP LTD
29. BANARE BA MANJANA CO-OP LTD
30. G-FORCE ARTS AND CULTURE CO-OP LTD
31. ESIHLE COMMUNITY CO-OP LTD
32. IMBIZA YOMCEBO CO-OP LTD
34. THATO YA BATHO CONFECTIONERY AND BAKERY CO-OP LTD
36. MADWALENI CO-OP LTD
37. MANQILWENI AGRICULTURAL CO-OP LTD
38. MNIKANI CO-OP LTD

Notice is hereby given that the names of the abovementioned co-operatives have been removed from the register in terms of the provisions of section 73(1) of the Co-operatives Act, 2005.

REGISTRAR OF CO-OPERATIVES

Office of the Registrar of Co-operatives
Dti Campus
77 Meintjies Street

Pretoria
0001

Private Bag X237
Pretoria
0002

DEPARTMENT OF TRADE AND INDUSTRY

NO. 840

31 MAY 2019

CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER

- 1 .NKOSIBANATHI CO-OP LTD
2. SASESIWUBONILE CO-OP LTD
3. INKANYEZI COMMUNITY SERVICES CO-OP LTD
4. ISULETHU LAND CARE PROJECT CO-OP LTD
5. MAYIBUYE CONSTRUCTION PROJECTS CO-OP LTD
6. ELUKWATINI FINANCIAL SERVICES CO-OP LTD
7. BHEKAPHAMBILI CO-OP LTD
8. NGCENGIMPILO CO-OP LTD
9. UBUHLE TRADING CO-OP LTD
10. ROIMA FISHERY AND CULTURAL VILLAGE CO-OP LTD
11. SIBUYILE QHUBEKANI POULTRY CO-OP LTD
12. NOZIWE QUGQWALA CO-OP LTD
13. SINETHEMBA SIYATHUNGA CO-OP LTD
14. SABELO SENKOSI CO-OP LTD
15. SONDEZA TRANSPORT CO-OP LTD
16. HLOMLA SEWING CO-OP LTD
17. VUKANI COMMITTED YOUTH CO-OP LTD
19. KHANDIMPILO CO-OP LTD
20. ISIQHOVA TRADING CO-OP LTD
21. SAKHISIZWE CLEANING SERVICES CO-OP LTD
22. AREKOPANENG CO-OP LTD
23. GIYANI PLASTIC PROCESSING CO-OP LTD
24. MZAMOMHLE TRANSPORT CO-OP LTD
25. TSHIDIMBINI BURIAL CO-OP LTD
26. SASEKO CLOTHING CO-OP LTD
27. MAYIHLOME BRICK MAKING CO-OP LTD
28. NIKHWE A VIKINDLALA CO-OP LTD
29. THARI-E NTSOHO AGRICULTURAL CO-OP LTD
30. AFRICAN CO-OPERATIVE FOR HAWKERS AND INFORMAL BUSINESS N.M.M (ACHIB) CO-OP LTD

Notice is hereby given that the names of the abovementioned co-operatives have been removed from the register in terms of the provisions of section 73(1) of the Co-operatives Act, 2005.

REGISTRAR OF CO-OPERATIVES

Office of the Registrar of Co-operatives
Dti Campus
77 Meintjies Street
Pretoria
0001

Private Bag X 237
Pretoria
0002

DEPARTMENT OF TRADE AND INDUSTRY

NO. 841

31 MAY 2019

CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER

1. EYAMABOMVU CONSTRUCTION AND CATERING CO-OP LTD
2. DIRANG WOMEN CO-OP LTD
3. BELA-BELA DEVELOPMENT CO-OP LTD
4. BHEKABANTU MULTI-PURPOSE CO-OP LTD
5. ISILELEVU CO-OP LTD
6. TSHELWA KA LEHLOTLO CO-OP LTD
7. GUDLUMEZANANI MULTI-PURPOSE CO-OP LTD
8. MTITINYWA CO-OP LTD
9. MOBOGO DINKU A THEBANA AGRICULTURAL CO-OP LTD
10. ABAKWAMBOKAZI AGRICULTURAL CO-OP LTD
11. MOMA SEWERAGE REMOVAL CO-OP LTD
12. MZANSI-AFRIK-ARTS CO-OP LTD
13. BOMATHATHE PROJECTS AND FARMING CO-OP LTD
14. MME MPHE BOGOBE AGRICULTURAL CO-OP LTD
15. INYAMA YETHU CO-OP LTD
16. MASIZAKHE BAFAZI SEWING CO-OP LTD
17. INKANYEZI YOKUSA CATERING CO-OP LTD
18. RISING STAR CO-OP LTD
19. SENTLHAGA BURIAL SOCIETY CO-OP LTD
20. ESIBOMVINI CO-OP LTD
21. NKOSIPILISO CO-OP LTD
22. BAYVIEW TRANSPORT CO-OP LTD
23. SOUTHERN FURNITURE CO-OP LTD
24. MZULU CO-OP LTD
25. STRICTLY PROFESSIONAL CATERING CO-OP LTD
26. EMPILISWENI CO-OP LTD
27. TALENTE CO-OP LTD
28. BUYIS'IZWE CO-OP LTD
29. THOLEZWENI CO-OP LTD
30. NOFANEZILE CO-OP LTD
31. ZIMELENI CO-OP LTD
32. BASADI SEDIBENG CLOTHING CO-OP LTD
34. SOMKHU CO-OP LTD
36. DIPHUKA CLOTHING MANUFACTURERS CO-OP LTD
37. DINOKANA GOPANE SLATE MINING ENTERPRISE PRIMARY CO-OP LTD
38. CLAREDON WEAVERS CO-OP LTD

Notice is hereby given that the names of the abovementioned co-operatives have been removed from the register in terms of the provisions of section 73(1) of the Co-operatives Act, 2005.

REGISTRAR OF CO-OPERATIVES

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Pretoria
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GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**NOTICE 289 OF 2019****AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)****REGULATIONS REGARDING THE GRADING, PACKING AND MARKING OF EGGS DESTINED
FOR SALE IN THE REPUBLIC OF SOUTH AFRICA: REVISION OF REGULATIONS**

I, Senzeni Zokwana, Minister of Agriculture, Forestry and Fisheries, acting under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby make known that I intend to publish revised Regulations Regarding the Grading, Packing and Marking of Eggs destined for Sale in the Republic of South Africa.

All interested parties are invited to submit comments and any representations concerning the proposed revised regulations in writing within **30 days** from the date of publication of this Notice to the following address:

Executive Officer: Agricultural Product Standards
Department of Agriculture, Forestry and Fisheries
Private Bag X343, Pretoria, 0001
30 Hamilton Street, Harvest House Building, Arcadia, Room 157
Tel. no. 012 319 6106; Fax no. 012 319 6265
Email: puritym@daff.gov.za

The revised regulations are available on the Department's website www.daff.gov.za, go to "Branches" → "Agricultural Production, Health & Food Safety" → "Food Safety & Quality Assurance" → "Draft legislation for comments", or can be forwarded via electronic mail or posted to any person upon request.

Mr. Senzeni Zokwana

Minister of Agriculture, Forestry and Fisheries

DEPARTMENT OF ENVIRONMENTAL AFFAIRS**NOTICE 290 OF 2019****WORLD HERITAGE CONVENTION ACT, 1999
(ACT NO. 49 OF 1999)****NOTICE OF INTENTION TO PROCLAIM CERTAIN LAND SITUATED IN THE NORTHERN CAPE PROVINCE TO BE THE ‡KHOMANI CULTURAL LANDSCAPE WORLD HERITAGE SITE AND TO APPOINT A MANAGEMENT AUTHORITY THEREOF**

I, Nomvula Paula Mokonyane, Minister of Environmental Affairs, give notice of my intention to proclaim the entire properties forming part of the Kalahari Gemsbok National Park, listed in the Schedule hereto, as the ‡Khomani Cultural Landscape World Heritage Site under section 1(xxiv) of the World Heritage Convention Act, 1999 (Act No. 49 of 1999), and to declare the South African National Parks as the management authority thereof under section 8 of the World Heritage Convention Act, 1999 (Act No. 49 of 1999). The identified area covers the entire Kalahari Gemsbok National Park situated in the Gordonia Registration Division, Northern Cape Province and also form part of the Kgalagadi Transfrontier Park, which is bordered by Botswana and Namibia in the east and west, respectively. The large expanse of sand contains evidence of human occupation from the Stone Age to the present and is associated with the culture of the formerly nomadic ‡Khomani San people and the strategies that allowed them to adapt to harsh desert conditions. The South African National Parks is currently managing the Kalahari Gemsbok National Park.

Members of the public are invited to submit to the Minister, within 60 days from the date of the publication of the Notice in the *Gazette*, written representations or objections to:

By post: The Director-General: Department of Environmental Affairs
 Attention: Ms Thumeka Ntloko
 Private Bag X447
 Pretoria
 0001

By hand: Environment House, 473 Steve Biko Road, Arcadia, Pretoria, 0001.

By e-mail: TNtloko@environment.gov.za.

Any inquiries in connection with the notice can be directed to Ms S Mancotywa at: (012) 399 9514.

Comments received after the closing date may not be considered.



**NOMVULA PAULA MOKONYANE
MINISTER OF ENVIRONMENTAL AFFAIRS**

SCHEDULE

1. Farm Lang Klaas Dam No. 21, Division of Gordonia Registration, Northern Cape Province, measuring 12507.5153 hectares;
2. Farm Bayip No. 13, Division of Gordonia Registration, Northern Cape Province, measuring 11351.9532 hectares;
3. Farm Groot Brak No. 11, Division of Gordonia Registration, Northern Cape Province, measuring 12382.1602 hectares;
4. Farm Seven Pans No. 26, Division of Gordonia Registration, Northern Cape Province, measuring 12872.8688 hectares;
5. Farm Tigna Bruaich No.58, Division of Gordonia Registration, Northern Cape Province, measuring 16842.1912 hectares;
6. Farm Innerleithen No.17, Division of Gordonia Registration, Northern Cape Province, measuring 13563.8070 hectares;
7. Farm Ellies Kolk No.27, Division of Gordonia Registration, Northern Cape Province, measuring 12716.8330 hectares;
8. Farm Muirfield No. 50, Division of Gordonia Registration, Northern Cape Province, measuring 9201.6964 hectares;
9. Farm Koussaunt No. 12, Division of Gordonia Registration, Northern Cape Province, measuring 14643.8412 hectares;
10. Farm Batu Pahat No. 31, Division of Gordonia Registration, Northern Cape Province, measuring 8506.1712 hectares;
11. Farm Dalkeith No. 53, Division of Gordonia Registration, Northern Cape Province, measuring 13624.1812 hectares;
12. Farm Tabuli Lagi No. 6, Division of Gordonia Registration, Northern Cape Province, measuring 11877.2404 hectares;
13. Farm Gemsbok Plain No. 64, Division of Gordonia Registration, Northern Cape Province, measuring 12546.7654 hectares;
14. Farm Kameelsleep No. 38, Division of Gordonia Registration, Northern Cape Province, measuring 12909.1451 hectares;
15. Farm Jacksons Draai No. 3, Division of Gordonia Registration, Northern Cape Province, measuring 9611.6141 hectares;
16. Farm Witkoois Kolk No. 35, Division of Gordonia Registration, Northern Cape Province, measuring 12512.2547 hectares;
17. Farm Sitszas No. 54, Division of Gordonia Registration, Northern Cape Province, measuring 12769.4004 hectares;
18. Farm Okuip No. 16, Division of Gordonia Registration, Northern Cape Province, measuring 13257.3301 hectares;
19. Farm Uri Karuus No. 60, Division of Gordonia Registration, Northern Cape Province, measuring 16019.9915 hectares;
20. Farm Driefendas No. 48, Division of Gordonia Registration, Northern Cape Province, measuring 15766.9913 hectares;

21. Farm The Little Outspan No. 32, Division of Gordonia Registration, Northern Cape Province, measuring 9292.9590 hectares;
22. Farm Kij Garries No.39 , Division of Gordonia Registration, Northern Cape Province, measuring 12650.0781 hectares;
23. Farm Kaspers Draai No. 30, Division of Gordonia Registration, Northern Cape Province, measuring 12817.3693 hectares;
24. Farm Bitter Pan No. 44, Division of Gordonia Registration, Northern Cape Province, measuring 14959.0515 hectares;
25. Farm Lijers Draai No. 10, Division of Gordonia Registration, Northern Cape Province, measuring 15388.4282 hectares;
26. Farm Bonally No. 43, Division of Gordonia Registration, Northern Cape Province, measuring 12503.3671 hectares;
27. Farm Nu-Quap No. 45, Division of Gordonia Registration, Northern Cape Province, measuring 13174.7430 hectares;
28. Farm Kannaguass No. 5, Division of Gordonia Registration, Northern Cape Province, measuring 12856.2751 hectares;
29. Farm Gopeng No. 46, Division of Gordonia Registration, Northern Cape Province, measuring 15399.8847 hectares;
30. Farm Kyky No. 92, Division of Gordonia Registration, Northern Cape Province, measuring 11154.7798 hectares;
31. Farm Kamfers Boom No. 65, Division of Gordonia Registration, Northern Cape Province, measuring 14801.1621 hectares;
32. Farm 643 No. 643, Division of Gordonia Registration, Northern Cape Province, measuring 77636.7313 hectares;
33. Farm Ardlamont No. 40, Division of Gordonia Registration, Northern Cape Province, measuring 9328.4594 hectares;
34. Farm Aba Qua No. 47, Division of Gordonia Registration, Northern Cape Province, measuring 13496.2297 hectares;
35. Farm Killiekrankie No. 93, Division of Gordonia Registration, Northern Cape Province, measuring 15387.0940 hectares;
36. Farm Dalmuir No. 49, Division of Gordonia Registration, Northern Cape Province, measuring 12904.0779 hectares;
37. Farms Moravet No. 42, Division of Gordonia Registration, Northern Cape Province, measuring 10156.8909 hectares;
38. Farm Coolan No. 19, Division of Gordonia Registration, Northern Cape Province, measuring 9716.1160 hectares;
39. Farm Braemar No. 34, Division of Gordonia Registration, Northern Cape Province, measuring 9280.6166 hectares;
40. Farm Montrose No. 63, Division of Gordonia Registration, Northern Cape Province, measuring 13186.7511 hectares;
41. Farm Cubitje Quap No. 25, Division of Gordonia Registration, Northern Cape Province, measuring 13316.8092 hectares;
42. Farm Oup S.A.M.R Reserve No. 67, Division of Gordonia Registration, Northern Cape Province, measuring 1984.4041 hectares;

43. Farm Urip Qua No. 24, Division of Gordonia Registration, Northern Cape Province, measuring 9989.9430 hectares;
44. Farm Lammermoor No. 18, Division of Gordonia Registration, Northern Cape Province, measuring 12292.4697 hectares;
45. Farm Craig Lockhart No. 52, Division of Gordonia Registration, Northern Cape Province, measuring 10644.2261 hectares;
46. Farm Koodoo Bush No. 9, Division of Gordonia Registration, Northern Cape Province, measuring 15047.6387 hectares;
47. Farm Kwang No. 22, Division of Gordonia Registration, Northern Cape Province, measuring 12558.9738 hectares;
48. Farm Namabies No. 33, Division of Gordonia Registration, Northern Cape Province, measuring 6975.2558 hectares;
49. Farm Dochfour No. 41, Division of Gordonia Registration, Northern Cape Province, measuring 11050.3163 hectares;
50. Farm Kaagan No. 7, Division of Gordonia Registration, Northern Cape Province, measuring 11814.1250 hectares;
51. Farm Karib Gnoos No. 62, Division of Gordonia Registration, Northern Cape Province, measuring 10666.5435 hectares;
52. Farm Haas Pan No. 20, Division of Gordonia Registration, Northern Cape Province, measuring 12165.2253 hectares;
53. Farm Sekwats No. 90, Division of Gordonia Registration, Northern Cape Province, measuring 11465.0387 hectares;
54. Farm Strathfillian No. 15, Division of Gordonia Registration, Northern Cape Province, measuring 8654.0964 hectares;
55. Farm Dikbaards Kolk No. 36, Division of Gordonia Registration, Northern Cape Province, measuring 12178.8972 hectares;
56. Farm Rooibrak No. 61, Division of Gordonia Registration, Northern Cape Province, measuring 9594.1010 hectares;
57. Farm Saint John's Dam No. 94, Division of Gordonia Registration, Northern Cape Province, measuring 15852.4688 hectares;
58. Farm Dankbaar No. 4, Division of Gordonia Registration, Northern Cape Province, measuring 10954.5734 hectares;
59. Farm Nelsies Pan No. 8, Division of Gordonia Registration, Northern Cape Province, measuring 11007.3554 hectares;
60. Farm Rooikop No. 28, Division of Gordonia Registration, Northern Cape Province, measuring 12641.7553 hectares;
61. Farm Mata Mata S.A.M.R Res No. 51, Division of Gordonia Registration, Northern Cape Province, measuring 2523.8295 hectares;
62. Farm Auap No. 23, Division of Gordonia Registration, Northern Cape Province, measuring 13733.3770 hectares;
63. Farm Eileen No. 29, Division of Gordonia Registration, Northern Cape Province, measuring 13197.6831 hectares;
64. Farm Wimbles Draai S.A.M.R Res No. 37, Division of Gordonia Registration, Northern Cape Province, measuring 1649.4385 hectares;

65. Farm Stumkes Dam No.66, Division of Gordonia Registration, Northern Cape Province, measuring 12149.7147 hectares;
66. Farm Ooikolk No. 91, Division of Gordonia Registration, Northern Cape Province, measuring 14112.4282 hectares;
67. Farm Strathspey No.14, Division of Gordonia Registration, Northern Cape Province, measuring 13925.2000 hectares;
68. Farm Strathmore No.59, Division of Gordonia Registration, Northern Cape Province, measuring 16684.9986 hectares;
69. Farm Groot Kolk No. 2, Division of Gordonia Registration, Northern Cape Province, measuring 10204.7336 hectares;
70. Farm Unions End No. 1, Division of Gordonia Registration, Northern Cape Province, measuring 9379.2482 hectares;
71. Portion 1 of the Farm No. 643, Division of Gordonia Registration, Northern Cape Province, measuring 26086.3099 hectares;
72. Portion 4 of the Farm No. 643, Division of Gordonia Registration, Northern Cape Province, measuring 31632.9678 hectares.

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 291 OF 2019

PROMOTION OF ACCESS TO INFORMATION ACT, 2000**DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)**

I, Tshililo Michael Masutha, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

SWARTLAND MUNICIPALITY

As set out in the Schedule

**TSHILOLO MICHAEL MASUTHA, MP (ADV)****MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES**

FROM D

AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
(Section 15 of the Promotion of Access to Information Act 2000 (Act No. 2 of 2000))
[Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(a))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
1. <u>Business details</u> Name, locality, address, telephone numbers, contact persons, hours of business, etc. of all council offices, facilities and amenities	Director: Corporate Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
2. <u>Councillors</u> (Including the executive mayor, executive deputy mayor, speaker and office bearers) Information regarding each councillor's – <ul style="list-style-type: none"> • name, address, telephone numbers • ward/proportional, political party and election details • position in council, e.g. committee membership, whether full-time or part-time • representation on outside bodies 	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
3. <u>Agendas and minutes</u> Agendas and minutes of all meetings of council, its structures and formal staff meetings and those of its predecessors, excluding minutes and agendas which have been marked "confidential/in-committee"	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
4. <u>Structures</u> (Including council, executive committee, ward committees and other committees) <ul style="list-style-type: none"> • composition, names of members, office bearers, political membership • date, time and venue of meetings • functional areas 	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
5. <u>Delegations</u> Delegations to – <ul style="list-style-type: none"> • political office bearers • councillors • members of staff • structures (executive mayoral committee, committees, etc.) Authority granted to – <ul style="list-style-type: none"> • conclude contracts • sign legal documents, etc. Decisions by any political office bearer, councillor or staff member in terms of a power or duty delegated or sub-delegated	Director: Corporate Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
6. <u>Municipal legislation, by-laws and policies</u> All documents in this regard	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za

<p>7. <u>Budget</u> Budget, Service Delivery and Budget Implementation Plan (SDBIP), Annual Report and Integrated Development Plan (IDP) as approved by Council</p>	<p>Director: Financial Services Snr Manager: Strategic Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za On website at www.swartland.org.za</p>
<p>8. <u>Financial records</u></p> <ul style="list-style-type: none"> • annual financial statements • quarterly statements • monthly statements • arrears (excluding personal details) 	<p>Director: Financial Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za On website at www.swartland.org.za</p>
<p>9. <u>Tariffs, fees, surcharges, etc.</u> All tariffs, fees, surcharges, etc. approved by the council for the current or any previous financial year</p>	<p>Director: Financial Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za On website at www.swartland.org.za</p>
<p>10. <u>Registers</u> Registers regarding –</p> <ul style="list-style-type: none"> • assets (movable or immovable) • agreements • contractors, service providers • tenders awarded 	<p>Manager: Supply Chain Management Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za</p>
<p>11. <u>Statistics</u> (Excluding personal details of individuals)</p> <ul style="list-style-type: none"> • statistics kept for departmental use in the format in which it is available • statistics in the format as required by legislation 	<p>Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za</p>
<p>12. <u>Research/Publications</u> Information regarding research by or on behalf of the municipality, on condition that such research results have been presented to council or any of its structures and no copyright is held by persons or bodies not connected with the municipality</p>	<p>Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za</p>
<p>13. <u>Planning</u></p> <ul style="list-style-type: none"> • Spatial Development Framework • individual zonings and conditions • register of approved departures and consent uses 	<p>Snr Manager: Building Environment Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za</p>
<p>14. <u>Land</u></p> <ul style="list-style-type: none"> • single records only of owners of land (only erf numbers) 	<p>Clerk: Property Rates Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za</p>
<p>15. <u>Organisational structure</u></p> <ul style="list-style-type: none"> • organogram • staff structure 	<p>Snr Manager: Human Resources Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za On website at www.swartland.org.za</p>
FOR PURCHASING (COPYING) IN TERMS OF SECTION 15(1)(a)(ii):	
<p>As applicable on section 15(1)(a)(i) above</p>	<p>Request a copy from – The Deputy Information Officer, Ms Nicolette Brand Swartland Municipality Private Bag X52, Malmesbury, 7299 Tel no: 022-487 9400 swartlandmun@swartland.org.za</p>

AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii):	
<p>1. <u>Business details</u> Name, locality, address, telephone numbers, contact persons, hours of business, etc. of all council offices, depots, installations, facilities and amenities</p>	<p>Request a copy from – The Deputy Information Officer, Ms Nicolette Brand Swartland Municipality Private Bag X52, Malmesbury, 7299 Tel no: 022-487 9400 swartlandmun@swartland.org.za</p>
<p>2. <u>Councillors</u> (Including the executive mayor, executive deputy mayor, speaker and office bearers) Information regarding each councillor's –</p> <ul style="list-style-type: none"> • name, address, telephone numbers • ward/proportional, political party and election details • position in council, e.g. committee membership, whether full-time or part-time • representation on outside bodies 	
<p>3. <u>Structures</u> (Including council, executive committee, ward committees and other committees)</p> <ul style="list-style-type: none"> • composition, names of members, office bearers, political membership • time and venue of meetings • functional areas 	
<p>4. <u>Budget</u> Budget, Service Delivery and Budget Implementation Plan (SDBIP), Annual Report and Integrated Development Plan (IDP) as approved by Council</p>	<p>On website at www.swartland.org.za</p>
<p>5. <u>Tariffs, fees, surcharges, etc.</u> All tariffs, fees, surcharges, etc. approved by the council for the current or any previous financial year</p>	<p>On website at www.swartland.org.za</p>
<p>6. <u>Financial records</u></p> <ul style="list-style-type: none"> • annual financial statements • quarterly statements • monthly statements 	<p>On website at www.swartland.org.za</p>
<p>6. <u>By-laws and Financial policies</u> All documents in this regard</p>	<p>On website at www.swartland.org.za</p>

**DEPARTMENT OF POLICE
NOTICE 292 OF 2019**

Draft 1 – CONFIDENTIAL

NOTICE CALLING FOR PUBLIC COMMENT

**DRAFT AMENDMENT REGULATIONS IN TERMS OF THE PRIVATE
SECURITY INDUSTRY REGULATION ACT, 2001 (ACT NO 56. OF 2001)**

I, Bhekokwakhe Hamilton Cele, Minister of Police, acting under section 35 of the Private Security Industry Regulation Act, 2001 (Act No 56 of 2001) hereby intend to make amendments to the Private Security Industry Regulations, 2002.

The draft amendments are contained in the Schedule to this Notice and are hereby published for general information and written comment from interested and / or affected persons.

Any written comment must be submitted to the Office of the Director: Private Security Industry Regulatory Authority. The comment must reach the said office not later than four weeks from the date of this Gazette at the following address:

Postal address:

The Director
Private Security Industry Regulatory Authority
Private Bag X 817

PRETORIA

0001

Street address:

420 Witch-Hazel Avenue
Eco Glades 2 Office Park, Block B
Highveld Ext 70
Centurion

E-mail: Howard.THWANE@psira.co.za

SCHEDULE**DRAFT AMENDMENT REGULATIONS IN TERMS OF THE PRIVATE
SECURITY INDUSTRY REGULATION ACT, 2001 (ACT NO 56. OF 2001)**

1. In this Schedule, "the Regulations" means the Private Security Industry Regulations published under Government Notice No. R.190 of 14 February 2002.

Amendment of regulation 13 of the Regulations

2. Regulation 13 of the Regulations is hereby amended-
 - a. by the substitution for the title of Regulation 13 of the following title:

"Uniforms, insignia and badges.-";
 - b. by the substitution for subregulation (3) of the following subregulation:

“(3) The uniform contemplated in subregulation (1)-

- (a) must be suitable for use by the security officer in view of the nature of the security service rendered, the circumstances under which the security service is rendered and any other relevant circumstance;
- (b) must have at least 2 badges, prominently attached to the visible portion of the uniform, with the name of the security business employing the security officer clearly legible on them;
- (c) must have a badge, attached to the visible portion of the front top part of the uniform, with the name and registration number of the security officer clearly legible on it;
- (d) must have a badge, which is at least 10 centimetres in length and 1.5 centimetres in height with the words “Private Security” clearly legible on it, prominently attached to the visible portion of each of the front top part and the back top part of the uniform;
- (e) must not be identical to, an imitation of, or resemble, or reasonably be capable of being mistaken for that of the South African Police Service, the South African National Defence Force, the Department of Correctional Services or any other law enforcement agency or security service contemplated in section 199 of the Constitution of the Republic of South Africa, 1996; and
- (f) may not be made from fabric or other materials which are any shade of blue, or which have a camouflage design or pattern.”

c. by the insertion immediately after subregulation (3) of the following subregulation:

“(3A) Any security business which applies for registration must submit to the Authority, along with its application –

(a) a design, sketch or photograph of the security business’s insignia, emblem, title or symbol whether on a uniform, vehicle or otherwise; and

(b) a colour sketch or photograph of the security business’s uniform, including any variations of the uniform for different categories or classes of security officers or security services to be rendered.”

- d. by the substitution for subregulation (5) of the following subregulation:

“(5) Despite the provisions of subregulation (3), the Authority may permit a security service provider to make use of a uniform which resembles that of a law enforcement agency or security service referred to in subregulation (3)(e), provided the security service provider has also secured the written consent of the accounting officer of the applicable law enforcement agency or security service.”

- e. by the substitution for subregulation (6) of the following subregulation:

“(6) Every person referred to in sections 21(1)(a)(ii), (iii), (iv), (v), (vi), or (vii) of the Act must take reasonable measures to ensure that the security service provider in question complies with its obligations in terms of subregulation (3).”

- f. by the substitution for subregulation (7) of the following subregulation:

“(7) Any security service provider who –

- (a) contravenes or fails to comply with subregulation (1), (2), (3), (3A) or (6), or fails or refuses to comply with a directive contemplated in subregulation (4);
- (b) intentionally or negligently provides any false information in the submission referred to in subregulation (3A);
- (c) without legal justification or the consents referred to in subregulation (5) wears a uniform, badge or insignia which is identical to, an imitation of, or which resembles or is reasonably capable of being mistaken for that of the South African Police Service, the South African National Defence Force, the Department of Correctional Services or any other law enforcement agency or security service referred to in section 199 of the Constitution of the Republic of South Africa, 1996;
- (d) without legal justification provides another person with a uniform, badge or insignia contemplated in paragraph (c),

is guilty of an offence and on conviction liable to a fine or to imprisonment for a period not exceeding 24 months or to both a fine and such imprisonment."

Insertion of regulation 13A of the Regulations

3. The Regulations are amended by the insertion after regulation 13 of the following regulation:

"13A. Firearms.-(1) A security business which renders a security service requiring the possession or use of a firearm, must lawfully provide a suitable firearm for that purpose and may not require or permit a security officer employed by the security business to obtain or provide a firearm for that purpose.

(2) A security officer may, for the purpose of rendering a security service in the course of his or her employment, only possess a firearm lawfully provided by his or her employer.

(3) Any security service provider who—

(a) requires or permits a security officer employed or made available to that security service provider, to obtain or provide a firearm for the purpose of rendering a security service in the course of his or her employment;

(b) requires a security officer employed or made available by that security service provider, or an applicant for a post as a security officer, to have a firearm licence; or

(c) is a security officer and who, for the purpose of rendering a security service in the course of his or her employment, is in possession of a firearm not lawfully provided by his or her employer,

is guilty of an offence and on conviction liable to a fine or to imprisonment for a period not exceeding 24 months or to both a fine and such imprisonment.”

Substitution of regulation 14(9)(a)(iv) of the Regulations

4. The following regulation is hereby substituted for regulation 14(9)(a)(iv) of the Regulations:

“14(9)(a)(iv) – comply, with the necessary changes, with the provisions contained in regulation 8, regulation 13 and regulation **13A** of these regulations.”

Short title and commencement

5. These regulations are called the Private Security Industry Amendment Regulations, 2018, and come into operation, unless otherwise specified, on the date of their publication in the *Gazette*.

6. The operation of subregulation 13(3)(d), (e) and (f), subregulation 13(6) and subregulation 13(7)(a), (c) and (d) is suspended for 180 days from

the date of their publication in the *Gazette*, in respect of registered security service providers only.

DEPARTMENT OF POLICE
NOTICE 293 OF 2019
Draft 9 – CONFIDENTIAL

NOTICE CALLING FOR PUBLIC COMMENT

**REGULATIONS MADE UNDER THE PRIVATE SECURITY INDUSTRY
REGULATION ACT, 2001 (ACT NO 56. OF 2001)**

**REGULATIONS RELATING TO WORKING ANIMALS IN THE PRIVATE SECURITY
INDUSTRY, 2018**

I, Bhekokwakhe Hamilton Cele, Minister of Police, acting under section 35 of the Private Security Industry Regulation Act, 2001 (Act No 56 of 2001) and after consultation with the Council of the Private Security Industry Regulatory Authority, hereby intend to make regulations in terms of the Act.

The draft regulations are contained in the Schedule to this Notice and are hereby published for general information and written comment from interested and / or affected persons.

Any written comment must be submitted to the office of the Director: Private Security Industry Regulatory Authority. The comment must reach the said office not later than four weeks from the date of this Gazette at the following address:

Postal address:

The Director
Private Security Industry Regulatory Authority
Private Bag X 817

PRETORIA

0001

Street address:

420 Witch-Hazel Avenue
Eco Glades 2 Office Park, Block B
Highveld Ext 70
Centurion

E-mail: Howard.THWANE@psira.co.za

**DRAFT REGULATIONS RELATING TO WORKING ANIMALS IN THE PRIVATE
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PREAMBLE

WHEREAS the private security industry uses working animals for purposes of rendering certain security services;

AND WHEREAS the objects of the Private Security Industry Regulatory Authority are regulation of the private security industry and effective control over the practice of the occupation of security service provider in the public and national interest and in the interest of the private security industry itself, in terms of the Private Security Industry Regulation Act, 2001 (Act No. 56 of 2001), which includes to take such steps as may be necessary or expedient in connection with the training of security service providers and prospective security service providers;

AND WHEREAS the Minister of Police deems it necessary to make regulations on the training, registration, use, treatment, transportation and general care of working animals by security service providers and other persons who employ security officers, in or in connection with rendering a security service, as well as the registration of training centres, in order to ensure proper control over the use of working animals and promote the general welfare of such animals.

Be it published, therefore, the draft regulations contained in this Schedule for comment by interested persons.

CHAPTER 1

PURPOSE, INTERPRETATION, APPLICATION AND DEFINITIONS

Purpose and interpretation

1. (1) The purpose of these regulations is to determine the requirements and standards for the supply, training and use of working animals within the private security industry, so as to ensure proper control over their use and promote the general welfare of working animals.
- (2) These regulations must be interpreted in accordance with their purpose and in a manner consistent with the Act, the Performing Animals Protection Act, the Animals Protection Act and any other law providing for the use, protection, training and welfare of working animals which is applicable to the private security industry.

Application

2. These regulations apply to –
 - (a) all security service providers, in practising the occupation of security service provider and using working animals in or in connection with rendering a security service or carrying on business as a security service provider, or in performing any other act or function which is subject to the Act;
 - (b) every other person using his or her own employees as security officers, who uses working animals in or in connection with rendering a security service, to the extent provided for in the Act and these regulations;
 - (c) every person involved in the training or assessment of working animals; and
 - (d) every person who supplies working animals to security service providers or other persons using their own employees as security officers, as contemplated in the Act and regulations.

Definitions

3. In these regulations any word or expression to which a meaning has been assigned in the Act will bear the meaning so assigned and, unless the context indicates otherwise –

“accreditation” means the certification by the Authority of a security service provider contemplated in these regulations as having the capacity, resources, knowledge and experience to fulfil a particular function in the quality assurance system in relation to the training of working animals;

“Act” means the Private Security Industry Regulation Act, 2001 (Act No. 56 of 2001) and all the regulations made in terms of the Act;

“Animals Protection Act” means the Animals Protection Act, 1962 (Act No. 71 of 1962);

“assessment” means the process of gathering and weighing evidence in order to assess whether or not a working animal can demonstrate the outcomes required for a particular security purpose, and to determine whether the specified training standards applicable to that security purpose have been met;

“assessor” means a natural person who conducts or intends to conduct external assessments;

“colt” means a male horse under 5 years of age;

“development partner” means a person appointed by the Authority to develop specific training standards for working animals, including assessment specifications, or to assist the Authority with functions relating to the approval of training programmes;

“DH 4” has the meaning attributed to it in that part of the Training Standards for Security Dogs and Handlers referred to therein as Module: 5 – Grade DH 4 Special Patrol;

"DH 5" has the meaning attributed to it in that part of the Training Standards for Security Dogs and Handlers referred to therein as Module: 6 – Grade DH 5 Substance Detection;

"filly" means a female horse under 5 years of age;

"gelding" means a castrated male horse of any age;

"handler" means a security service provider who has charge of a working animal for the purpose of rendering a security service, and **"handling"** has a corresponding meaning;

"horse" means a colt, filly, gelding, mare or stallion trained, supplied or used for safeguarding as defined in the Performing Animals Protection Act;

"mare" means a female horse 5 years and over;

"patrol dog" means a security dog trained, supplied or used to deter crime, search for and apprehend suspects, which is trained to operate with and without a leash;

"Performing Animals Protection Act" means the Performing Animals Protection Act, 1935 (Act No. 24 of 1935);

"Private Security Industry Regulations, 2002" means the Private Security Industry Regulations, 2002 made in terms of the Act;

"protection dog" means a security dog trained, supplied or used to deter crime, which is trained to operate on a leash only;

"register", with regard to a working animal or a training centre, means to enter the identification and other details of a working animal or a training centre, as the case may be, in the register contemplated in section 24 of the Act, in the manner provided for in regulation 6 or regulation 9 respectively;

“security dog” means a dog trained, supplied or used for safeguarding as defined in the Performing Animals Protection Act;

“sniffer dog” means a security dog trained, supplied or used to search for substances, follow a scent track, search or locate persons or evidence and assist in investigating stock theft crimes, which is trained to operate with or without a leash;

“stallion” means an uncastrated male horse 5 years and over;

“supply” means to sell, lease or make available a working animal to any person for a remuneration, reward, fee or benefit, and **“supplier”** has a corresponding meaning;

“these regulations” means the regulations contained in this Schedule;

“training centre” means any premises used for the purposes of training a working animal or for purposes of conducting assessments;

“training certificate” in relation to a working animal, means a training certificate issued by the Authority under regulation 21(1);

“training instructor” means a natural person who trains or intends to train working animals;

“Training of Security Officer Regulations, 1992” means the Training of Security Officer Regulations, 1992 made in terms of section 32(1) of the Security Officers Act, 1987 (Act No. 92 of 1987); and

“training programme” means a programme, course, workshop or other form of instruction or training for working animals;

“training provider” means a person who conducts or intends to conduct the business of providing training for or assessment of working animals, and includes the owner or operator of a training centre;

“Training Standards for Security Dogs and Handlers” means the Security Officers Board Notification of Establishment of Training Standards for Security Dogs and Handlers, published under Board Notice 120 in *Government Gazette* 19067 of 24 July 1998, in terms of the Security Officers Act, 1987 (Act No. 92 of 1987), as amended;

“user” means a security business that deploys working animals for the purpose of or in connection with the rendering of security services;

“working animal” means a security dog and a horse.

CHAPTER 2

FUNCTIONS OF THE AUTHORITY, REGISTRATION AND ACCREDITATION

General functions of the Authority pertaining to working animals

4. (1) The Authority shall for the purpose of regulating the training, supply and use of working animals within the private security industry and in accordance with the Act and these regulations –
 - (a) determine the accreditation requirements for security service providers involved in training of working animals, including the criteria for withdrawal of accreditation of such persons;
 - (b) determine training standards for the different categories of working animals;
 - (c) determine the instructional objectives to be achieved, and approve the contents of security training programmes in consultation with the private security industry and other relevant institutions;
 - (d) develop guidelines on the best methods and procedures for conducting assessments;
 - (e) monitor and audit the quality of training provided for working animals;

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- (f) from time to time inspect and evaluate any training centre, training provider and a training instructor's methods, conduct or abilities, and verify the authenticity of training certificates;
 - (g) inspect the premises of users of working animals to verify compliance with the minimum standards;
 - (h) keep a register in which it must enter the details and particulars of all working animals and training centres;
 - (i) keep a register of all security service providers and employers of in-house security officers who use, train or supply working animals;
 - (j) issue on such conditions as it may determine, a training certificate indicating the achieved training level of a working animal;
 - (k) develop standards in respect of the transportation of working animals;
 - (l) determine minimum conditions on the use of working animals which include, but are not limited to, the hours of deployment, general care at place of deployment, permanent and temporary kennels, stables and shelters;
 - (m) participate in the activities of other bodies or persons entitled by law to set standards in respect of the training or general care and welfare of working animals; and
 - (n) enter into agreements with or obtain the assistance of any relevant person, institution or organ of state to conduct or assist it in conducting any investigation or perform any function in terms of these regulations.

Registration of training providers, training instructors, suppliers and assessors as security service providers

5. (1) No person may train, supply or use a working animal for purposes of or in connection with the rendering of security services unless he or she is registered as a security service provider.
- (2) The provisions of Chapter 3 of the Act, read with the Private Security Industry Regulations, 2002 pertaining to registration as a security service provider apply insofar as reasonably possible to any training provider, training instructor, assessor and supplier to the private security industry, provided that-
- (a) an application for registration must, in addition, meet any applicable registration requirements provided for in these regulations;
- (b) for purposes of registration, a supplier to the private security industry shall be considered to be a security business.
- (3) A supplier of working animals must keep its own register and records of all security service providers to whom working animals are supplied, including the details of each of the working animals supplied.

Registration of working animals

6. (1) No working animal may be trained, supplied or used by any person for purposes of or in connection with the rendering of security services unless the working animal has been and remains registered by the Authority in the manner prescribed in this regulation.
- (2) An application for registration of a working animal must be completed by the owner of the working animal in the manner and form required by the Authority, and must include-
- (a) the following information, in respect of a security dog-
- (i) name;

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- (ii) sex;
 - (iii) identification number as per implanted or electronic identification responder;
 - (iv) date of birth or approximate date of birth;
 - (v) breed and colour description;
 - (vi) any distinguishing features;
 - (vii) training level specifying all relevant standards and, in the case of substance detection dogs, the specific substances or groups of substances the security dog can detect; and
 - (viii) details of the owner and the owner's registration number;
- (b) the following information, in respect of a horse –
- (i) name;
 - (ii) gender description which includes colt, filly, stallion, mare or gelding;
 - (iii) identification number as per implanted or electronic responder;
 - (iv) date of birth or approximate date of birth;
 - (v) base coat colour;
 - (vi) any distinguishing features; and
 - (vii) details of the owner and the owner's registration number;
- (c) the application fee as determined by the Authority;
- (d) proof of a valid licence issued to the owner to use working animals, as contemplated in the Performing Animals Protection Act;
- (e) any training certificates issued in respect of the working animal; and
- (f) any other documents, certificates or authorisations requested by the Authority, that the owner of a working animal is required by law to keep.
- (3) Any person applying in terms of sub-regulation (1) for registration of a working animal, must furnish such additional particulars in connection with the application as the Authority may determine.

(4) The Authority may reject any application for registration of a working animal where the working animal does not have an implanted or electronic identification responder approved by the Authority.

(5) If the Authority is of the opinion that the provisions of these regulations have been complied with in respect of an application referred to in sub-regulation (1), it may grant such application and register the working animal.

(6) The Authority must-

(a) keep a register in which it must enter key details of every working animal registered in terms of these regulations; and

(b) issue a registration certificate and registration tag to the owner, in respect of the working animal, in the form determined by the Authority.

Change of details in respect of working animals

7. (1) The person in whose name the working animal is registered must inform the Authority within 10 days if -

(a) the working animal dies;

(b) the working animal is no longer being used to render security services and the reasons for no longer being used for such purpose;

(c) the working animal has been missing for more than 72 hours; and

(d) if the ownership of the working animal changes.

(2) In the case of a change in ownership, the registered owner must give the new owner the certificate of registration and registration tag as contemplated in regulation 6(6)(b).

Withdrawal of registration of working animals

8. (1) The Authority may withdraw the registration of a working animal if -

- (a) the working animal no longer meets the required training standards;
- (b) the working animal is no longer used for the rendering of a security service;
- (c) in the case of a security dog, the dog is overly aggressive; or
- (d) the working animal is too old to be used for purposes of rendering a security service or suffers from ill health.

(2) Whenever the registration of a working animal is withdrawn, the owner must forthwith return to the Authority the certificate of registration and registration tag, issued in terms of regulation 6(6)(b).

(3) The Authority may uplift the withdrawal of registration of a working animal on application by the owner and if there is a sound reason to do so.

Accreditation of training providers

9. (1) Any training provider must, in addition to being registered as a security service provider –

- (a) be accredited as a training provider by the Authority;
- (b) continuously meet all the criteria for registration and accreditation as determined from time to time by the Authority;
- (c) comply with all the obligations a training provider must meet in terms of the rules, standards or criteria determined by the Authority; and
- (d) be licensed to use working animals as contemplated in the Performing Animals Protection Act.

(2) An application for accreditation must be completed by the training provider in the manner and form required by the Authority, and must include -

- (a) details of the training provider and the training provider's registration number;

- (b) details of the training centre from whence the training provider shall carry out the training of working animals, and its owner if different from the training provider referred to in paragraph (a);
 - (c) details of the type, level and scale of training programmes to be provided by the training provider, the standards, part qualifications or qualifications to be offered in relation to those training programmes and evidence that the training provider is competent to conduct those training programmes;
 - (d) information regarding the number of working animals that can be accommodated at the training centre and the number of staff, including training instructors and assessors, who will work at the training centre;
 - (e) the location and working animal accommodation conditions of the training centre, which must at least meet the requirements set out in regulation 10;
 - (f) the application fee as determined by the Authority; and
 - (g) any other documents, certificates or authorisations requested by the Authority, that the training provider is required by law to keep.
- (3) Any person applying in terms of sub-regulation (1) for accreditation as a training provider, must furnish such additional particulars in connection with the application as the Authority may determine.
- (4) The Authority must reject any application for accreditation of a training provider if the training centre at which that training provider shall conduct the training of the working animals does not meet the minimum requirements for training centres set out in regulation 10.
- (5) If the Authority is of the opinion that the provisions of these regulations have been complied with in respect of an application referred to in sub-regulation (1), it may grant such application.

(6) If the Authority grants the application referred to in sub-regulation (1), it must enter the details of the training centre in relation to which accreditation has been granted onto the training centre register it has established for this purpose.

Minimum requirements for training centres

10. (1) No person may perform any activity involving the training of working animals other than at a training centre that meets the minimum requirements prescribed in this regulation.

(2) The minimum requirements for a training centre include, but are not limited to, the following-

(a) adequate kennel, stable and shelter facilities as provided for in these regulations;

(b) different practical training areas, including access to –

- (i) open training area for obedience and agility training;
- (ii) buildings;
- (iii) shopping centre(s); and
- (iv) factories;

(c) training equipment which includes –

- (i) agility equipment;
- (ii) sound producing devices;
- (iii) protective clothing and/ or equipment;

(d) exercise areas; and

(e) training provided by registered and accredited training instructors.

Change of address of training provider

11. (1) Any accredited training provider who wishes to change its training centre address and retain its accreditation as a training provider must apply to the Authority, on the form approved for this purpose and accompanied by any documentation and information as may be required, for approval by the Authority of the change of training centre address and, where applicable, registration of the new training centre.
- (2) The application as contemplated in sub-regulation (1) must include the following information –
- (a) the reason for relocation; and
 - (b) such details of the new training centre, if it is not already registered, as are required in terms of regulation 9.
- (3) The Authority may, on receipt of an application for approval to change an address –
- (a) conduct a site visit to determine whether the new training centre meets the minimum requirements set out in regulation 10; and
 - (b) issue an approval letter acknowledging the change of address and registration of the new training centre.

Suspension or withdrawal of accreditation of a training provider

12. (1) The accreditation of a training provider shall be suspended when –
- (a) the training provider's registration as security service provider is suspended for any reason, as contemplated in section 26 of the Act; or
 - (b) the training provider's registration as security service provider is suspended for failure to pay any amounts due in terms of legislation relating to the deduction and payment of annual amounts made in terms of the repealed

Security Officers Act (Act No. 92 of 1987) or in terms of the Levies Act, 2002 (Act No. 23 of 2002).

- (2) The accreditation of a training provider shall lapse when –
- (a) the training provider's registration as security service provider is withdrawn for any reason as contemplated in section 26 of the Act;
 - (b) the training provider's registration as security service provider is withdrawn for failure to pay any amounts due in terms of legislation relating to the deduction and payment of annual amounts made in terms of the repealed Security Officers Act (Act No. 92 of 1987) or in terms of the Levies Act, 2002 (Act No. 23 of 2002);
 - (c) the training provider's registration as a security service provider is not renewed as contemplated in section 22 of the Act;
 - (d) the training provider ceases operating from the training centre registered by the Authority and approved for purposes of accreditation of the training provider, without the Authority having approved a change of address in accordance with regulation 11;
 - (e) the training provider requests the withdrawal of its accreditation, in respect of specified standards, part qualifications or qualifications; and
 - (f) the training provider ceases to hold a valid licence to use working animals as contemplated in the Performing Animals Protection Act.

Accreditation of training instructors and assessors

13. (1) Any person who intends to train a working animal or to conduct external assessments must, in addition to being registered as a security service provider –

- (a) be accredited as an assessor or training instructor in respect of the specific standards or qualifications in relation to which he or she intends to train or assess; and
 - (b) ensure that his or her registration remains valid in relation to the conditions and requirements determined by the Authority.
- (2) An accredited training instructor or assessor must, when conducting training or an assessment into the competence and outcomes of security training of working animals -
- (a) use the applicable officially approved training or assessment methods and procedures;
 - (b) act in an objective manner without showing any prejudice or favour; and
 - (c) not employ a method or practice that would distort the actual competence or outcomes of the training or assessment.
- (3) An applicant for accreditation as a patrol dog and protection dog assessor or training instructor must have the following qualifications:
- (a) a DH 4 or equivalent dog handler qualification recognised by the Authority;
 - (b) a qualification in respect of a training instructor's course approved by the Authority or any other training instructor's course recognised by the Authority for purposes of accreditation;
 - (c) minimum of one year of dog handling experience using patrol or protection dogs; and
 - (d) have assisted in the training of a minimum of 12 dog handlers and security dogs to the standard of DH 4, under the direct supervision and guidance of an accredited training instructor.
- (4) A person who wishes to be accredited as a sniffer dog assessor or training instructor by the Authority must have the following qualifications:

- (a) a DH 5 or equivalent substance/explosive detection dog handler qualification recognised by the Authority; and
 - (b) minimum of one year of dog handling experience using sniffer dogs;
 - (c) a qualification in respect of a training instructor's course approved by the Authority or any other training instructor's course recognised by the Authority for purposes of accreditation;
 - (d) be a qualified patrol dog and protection dog handler instructor; and
 - (e) have trained a minimum of 6 handlers and security dogs to the standard of DH 5, under the direct supervision and guidance of an accredited training instructor.
- (5) An oral or written and practical evaluation, by a person nominated by the Authority, of a training instructor or assessor's competency may be required by the Authority.

Suspension or withdrawal of accreditation as a training instructor or assessor

14. (1) The accreditation of an assessor or training instructor shall be suspended when –
- (a) his or her registration as security service provider is suspended for any reason as contemplated in section 26 of the Act; or
 - (b) his or her registration as security service provider is suspended for failure to pay any amounts due in terms of legislation relating to the deduction and payment of annual amounts made in terms of the repealed Security Officers Act (Act No. 92 of 1987) or in terms of the Levies Act, 2002 (Act No. 23 of 2002).
- (2) The accreditation of an assessor or training instructor shall lapse when –
- (a) his or her registration as security service provider is withdrawn for any reason as contemplated in section 26 of the Act;

- (b) his or her registration as security service provider is withdrawn for failure to pay any amounts due in terms of legislation relating to the deduction and payment of annual amounts made in terms of the repealed Security Officers Act (Act No. 92 of 1987) or in terms of the Levies Act, 2002 (Act No. 23 of 2002);
- (c) his or her registration as a security service provider is not renewed as contemplated in section 22 of the Act; and
- (d) the assessor or training instructor requests the withdrawal of registration in respect of specified training standards, part qualifications or qualifications.

Training programme evaluation

15. (1) A training provider must submit all proposed training programmes in respect of any working animal training standards, part qualifications or qualifications contemplated in these regulations, to the Authority or development partner to whom this function may have been delegated by the Authority, for evaluation and approval.
- (2) A training provider may not offer, advertise, take bookings for or implement any training programme which has not been approved by the Authority or by the development partner delegated by the Authority for this purpose.

CHAPTER 3

MINIMUM TRAINING STANDARDS FOR WORKING ANIMALS, AND RECORD-KEEPING OBLIGATIONS OF TRAINING PROVIDERS, SUPPLIERS AND USERS OF WORKING ANIMALS

Training providers' obligations regarding training and assessment

16. (1) A training provider –

- (a) must provide training for working animals which is of a high standard, equivalent to best industry practice;
 - (b) must employ training methods and materials which are the most suitable in the circumstances so as to promote and achieve the approved outcomes in respect of the applicable training programme, and in a manner that considers and promotes the wellbeing of the animal;
 - (c) may only provide training for working animals which accords with his or her own qualifications and official accreditation or authorisation, and must comply with every condition attached to such accreditation or authorisation;
 - (d) must provide training for working animals in accordance with all legal requirements applicable to such training;
 - (e) may only provide training for working animals in accordance with training programmes which are approved by the Authority, as regards syllabus, programme and training standards; and
 - (f) must, when assessing or testing the abilities or skills of a working animal, or the outcomes of any training programme or element thereof, use the applicable officially approved methods and procedures for assessment or testing, act objectively without showing any prejudice or favour, and may not employ any method or practice that would distort the actual ability or skills of the working animal undergoing the assessment or testing.
- (2) The Authority may issue guidelines from time to time to promote uniformity in training standards and methods used to train working animals.

Training requirements for a protection dog

17. (1) Any training programme for protection dogs must be designed to ensure that the protection dog meets the following training standards -
- (a) be able to react to teasing and bite a tease bag or sack;

- (b) indicate the presence of an intruder;
- (c) heel on leash;
- (d) sit at the halt;
- (e) heel on leash with change of direction – left turn, right turn and about turn;
- (f) bite on arm guard or suit; and
- (g) 2 metres attack on criminal with arm guard or suit where handler and dog moves forward.

Training requirements for a patrol dog

18. (1) Any training programme for patrol dogs must be designed to ensure that the patrol dog meets the following training standards -
- (a) 5 – 10 metre attack on criminal with an arm guard or protection suit - dog on leash and handler moves forward;
 - (b) heel course with changes of direction on and off leash;
 - (c) distance control at 10 metres – dog to follow sit and down commands;
 - (d) stay in any of the above positions for 3 minutes at 10 metres away;
 - (e) recall of dog, the handler to be approximately 10 metres away;
 - (f) area search in building or open area;
 - (g) attack on criminal – dog off leash;
 - (h) crowd control; and
 - (i) be able to negotiate natural and unnatural obstacles according to the specific needs or requirements of the client.

Training requirements for a sniffer dog

19. (1) Any training programme for sniffer dogs must be designed to ensure that the sniffer dog meets the following training standards -
- (a) heel course with changes of direction on and off leash;
 - (b) distance control at 10 metres – dog to follow sit and down commands;
 - (c) stay in any of the above positions for 3 minutes at 10 metres away;

- (d) recall of dog, the handler to be approximately 10 metres away;
- (e) area search in building or open area;
- (f) be able to negotiate natural and unnatural obstacles according to the specific needs or requirements of the client; and
- (g) be able to positively identify and indicate a specific substance or a specific group of substances.

Pre-requisites for use of a horse to render a security service

20. (1) No person may use a horse to render a security service, unless the horse meets the following requirements -

- (a) be between the ages of 4 and 14 years;
- (b) stallions must be gelded;
- (c) be a minimum of 1,453 meters high;
- (d) be under saddle and must know riding cues and aids; and
- (e) must have strong conformation, excellent temperance, be in good body condition and free of injuries and illness.

Training certificates

21. (1) The owner of a security dog that successfully completes an approved training programme which meets the training standards contemplated in regulations 18(1), 19(1) or 20(1), as the case may be, must be issued a training certificate by the applicable training centre indicating the following -

- (a) name of security dog;
- (b) identification or electronic implanted responder number;
- (c) date of birth or approximate date of birth;
- (d) breed and colour description;
- (e) training standards achieved, as contemplated in regulations 18(1), 19(1) and 20(1), specifying all relevant standards;
- (f) natural and unnatural obstacles the security dog can negotiate; and
- (g) in the case of sniffer dogs, the specific substances or groups of substances the security dog can detect.

Retraining of security dogs

22. (1) The Authority may determine procedures and requirements for periodic retraining and evaluation of security dogs.

Obligations of training providers regarding record-keeping

23. (1) A training provider must, for the purposes of these regulations, keep all records concerning the management, administration, and other matters relating to the training of working animals.

(2) A training provider must keep the original versions of all records referred to in sub-regulation (1) in a secure and orderly manner, available for inspection by the Authority or any person to whom relevant functions of the Authority have been delegated –

(a) at the registered training centre servicing the region in which, or at the registered training centre where the working animal has received training; and

(b) for a period of at least 4 years from the date the training took place.

(3) The records to which this regulation relates must be updated, to the extent that their nature requires or permits it, by the training provider as soon as it is reasonably practicable to do so, but in any event within 7 days.

(4) Every person referred to in section 20(2) of the Act must take all reasonable practicable steps within his or her powers, capacity or functions to ensure that the training provider in question complies with all the obligations specified in this regulation.

(5) The records that must be kept in accordance with this regulation include a register of working animals which have undergone training, containing the following particulars –

- (a) name;
- (b) identification or electronic implanted responder number;
- (c) date of birth or approximate date of birth;
- (d) breed and colour description;
- (e) training standards, as contemplated in regulations 18(1), 19(1), and 20(1), specifying all relevant standards which have been met by the working animal;
- (f) natural and unnatural obstacles the working animal can negotiate;
- (g) in the case of sniffer dogs, the specific substances or groups of substances the sniffer dog can detect;
- (h) full particulars of the training instructor and or assessor and the assessment recommendation; and
- (i) any other records required by the Authority or any person to whom the function of administering the working animals register has been delegated.

Obligations of suppliers regarding record-keeping

24. (1) A supplier may only supply working animals to a registered security service provider who has confirmed in writing to the supplier that the working animals to be supplied will be handled by registered and trained handlers in the manner permitted in terms of the Act and these regulations.

(2) A supplier must, for the purpose of these regulations, keep all records concerning the management, administration and other matters relating to the business of supply of working animals.

(3) A supplier must, subject to these regulations, keep the original versions of the records referred to in sub-regulation (2) in a secure and orderly manner, available for inspection by the Authority at its registered address or, if the supplier has more than one premises –

- (a) at the relevant premises servicing the region, or where the working animals are supplied from; and
- (b) for a period of at least 4 years from the date the working animal is supplied.

(4) The records to which this regulation relates must be updated, to the extent that their nature requires or permits it, by the supplier as soon as it is reasonably practicable to do so, but in any event within 7 days.

(5) Every person referred to in section 20(2) of the Act must take all reasonable practicable steps within his or her powers, capacity or functions to ensure that the supplier in question complies with all the obligations specified in this regulation.

(6) The records that must be kept as contemplated in this regulation for every security dog supplied include -

- (a) name of security dog;
- (b) identification or electronic implanted responder number;
- (c) date of birth or approximate date of birth;
- (d) breed and colour description;
- (e) training standards achieved, as contemplated in regulations 18(1), 19(1) and 20(1), specifying all relevant standards;
- (f) natural and unnatural obstacles the security dog can negotiate;
- (g) in the case of sniffer dogs, the specific substances or groups of substances the sniffer dog can detect;
- (h) the registration particulars of the security dog, as provided for in regulation 6;
- (i) the identity and contact details of the security service provider to whom the security dog is supplied;
- (j) details of the area where the security dog will be deployed by the user;
- (k) a copy of any contracts entered into between the supplier and the security service provider to whom the security dog is supplied, pertaining to the supply of working animals;
- (l) the hours normally worked by the security dog;
- (m) the rest period normally allowed for the security dog;
- (n) the security dog's condition on placement and collection; and
- (o) any other records or documents as required by the Authority.

- (7) The records that must be kept as contemplated in this regulation for every horse supplied, include –
- (a) name of the horse;
 - (b) identification or electronic implanted responder number;
 - (c) date of birth or approximate date of birth;
 - (d) base coat colour;
 - (e) the registration particulars of the horse, as provided for in regulation 6;
 - (f) the identity and contact details of the security service provider to whom the horse is supplied;
 - (g) details of the area where the horse will be deployed by the user;
 - (h) a copy of any contracts entered into between the supplier and the security service provider to whom the horse is supplied, pertaining to the supply of horses;
 - (i) the hours normally worked by the horse;
 - (j) the rest period normally allowed to the horse;
 - (k) the horse's condition on placement and collection; and
 - (l) any other records or documents as required by the Authority.

Obligations of users of working animals regarding record-keeping

25. (1) Any security service provider who uses working animals to render a security service must, for the purpose of these regulations, keep all records concerning the management, administration and other matters relating to its business, insofar as those records have any bearing on the use of working animals.
- (2) A security service provider must, subject to these regulations, keep the original versions of the records referred to in sub-regulation (1) in a secure and orderly manner, available for inspection by the Authority at its registered address or, if the security service provider has more than one premises –
- (a) at the relevant premises servicing the region or where the working animal is used; and

(b) for a period of at least 4 years from the date the working animal is first used by the security service provider.

(3) The records to which this regulation relates must be updated, to the extent that their nature requires or permits it, by the security service provider as soon as it is reasonably practicable to do so, but in any event within 7 days.

(4) Every person referred to in section 20(2) of the Act must take all reasonable practicable steps within his or her powers, capacity or functions to ensure that the security business in question complies with all the obligations in terms of this regulation.

(5) The records that must be kept as contemplated in this regulation for every security dog used, include -

- (a) name of security dog;
- (b) identification or electronic implanted responder number;
- (c) date of birth or approximate date of birth;
- (d) breed and colour description;
- (e) details of the supplier from which the dog was obtained;
- (f) a copy of any contracts entered into between the supplier of the security dog and the security service provider in question, pertaining to the supply of working animals;
- (g) training standards achieved by the security dog, as contemplated in regulations 18(1), 19(1) and 20(1), specifying all relevant standards;
- (h) natural and unnatural obstacles the security dog can negotiate;
- (i) in the case of sniffer dogs, the specific substances or groups of substances the sniffer dog can detect;
- (j) the registration particulars of the security dog, as provided for in regulation 6;
- (k) the name, registration details and level of training of the handler to whom the security dog is allocated;
- (l) the site register indicating the address where the security dog is used;
- (m) the duration of deployment and working hours of the security dog;
- (n) rest period of each security dog;

- (o) the security dog's condition before and after placement; and
- (p) any other records or documents as required by the Authority.

(6) The records that must be kept as contemplated in this regulation for every horse used, includes -

- (a) name of horse;
- (b) identification or electronic implanted responder number;
- (c) date of birth or approximate date of birth;
- (d) base coat colour;
- (e) details of the supplier from which the horse was obtained;
- (f) a copy of any contracts entered into between the supplier of the horse and the security service provider in question, pertaining to the supply of horses;
- (g) the registration particulars of the horse, as provided for in regulation 6;
- (h) the name, registration details and level of training of the user to whom the horse is allocated;
- (i) the site register indicating the address where the horse is used;
- (j) the duration of deployment and working hours of the horse;
- (k) rest period of the horse;
- (l) the horse's condition before and after placement; and
- (m) any other records or documents as required by the Authority.

CHAPTER 4

GENERAL CARE AND OBLIGATIONS IN RESPECT OF WORKING ANIMALS

General responsibilities of any person

26. (1) Any person responsible for the use, care or management of any working animal must -
- (a) not ill-treat any working animal;
 - (b) not unreasonably or recklessly cause harm to any working animal;
 - (c) take reasonable steps to mitigate the risk of any harm or the consequence of any harm caused to any working animal; and

- (d) ensure proper veterinarian care for ill or injured working animals.

Appointment and obligations of a responsible person

27. (1) Every security service provider that trains, supplies or uses working animals, must appoint a responsible person to oversee the welfare of the animals and to ensure compliance by the security service provider and any persons responsible for the care of a working animal, with the requirements of this Chapter 4.

(2) The appointment of the responsible person in no way divests any security service provider from its responsibility concerning the exercise of any power or the performance or non-performance of any duty set out in this Chapter 4.

(3) No person who could be held liable for a contravention of these regulations shall be absolved from any liability which may arise for any non-compliance with a requirement of this Chapter 4 by any security service provider that trains, supplies or uses working animals, by virtue of the appointment of the responsible person.

(4) A security service provider may only appoint a person to the position of responsible person if that person -

- (a) is registered as a security service provider ;and
- (b) for the purposes of overseeing the welfare of security dogs, has a minimum training of DH4 as contemplated in the Training of Security Officer Regulations, 1992 and any Board Notices issued in respect of the minimum training requirements for handlers; or
- (c) for the purposes of overseeing the welfare of horses, is knowledgeable and experienced in –
 - (i) stable management;
 - (ii) horses' needs and behaviour;
 - (iii) husbandry;
 - (iv) the practical aspects of horse handling and care;
 - (v) procedures such as shoeing, treating, feeding, training and riding of horses;

- (vi) the normal appearance and behaviour of horses and is able to recognise early signs of distress or ill-health; and
 - (vii) basic first aid for horses.
- (4) A security service provider must inform the Authority within 7 days in writing of the appointment of a responsible person and must provide the Authority with the details of that person.
- (5) Every responsible person contemplated in sub regulation (1) must –
 - (a) ensure that the security service provider has, maintains and effectively implements appropriate systems and procedures for the general care of working animals at all places where working animals are kept, trained and deployed;
 - (b) ensure that all persons employed by the service provider or that are responsible for implementing the systems and procedures contemplated in regulation 27(5)(a) and for carrying out the duties set out in this Chapter 4 are adequately skilled and competent for this purpose;
 - (c) ensure that he or she, a manager or his or her nominee is contactable inside and outside business hours;
 - (d) keep and maintain a record of any security service provider that is found mistreating a working animal for which the responsible person is responsible or that fails to comply with the provisions of these regulations and shall report such incidents to the Authority within 7 days of such incident coming to his or her attention; and
 - (e) keep and maintain all relevant records as provided for in these regulations.
- (6) All systems and procedures referred to in sub-regulation (5)(a) must be compliant with all of the requirements of this Chapter 4 and must at least provide for the following –
 - (a) provision of accommodation and equipment which suits the physical and behavioural requirements of the working animals as provided for in these regulations;

- (b) the protection of working animals from people, other animals or adverse environmental conditions;
- (c) provision of sufficient space for working animals to stand, move freely, stretch fully and rest;
- (d) provision of sufficient quantities of appropriate feed and water to maintain good health;
- (e) protection of working animals as far as possible from disease, distress and injury;
- (f) provision of prompt veterinary or other appropriate treatment in cases of illness or injury but no longer than within 24 hours;
- (g) maintenance of hygiene of the working animal's establishment and the kennel, shelter, stables and exercise areas of guarded and other premises;
- (h) maintenance of the health of the working animals;
- (i) supervision of regular exercise, daily feeding, watering and inspection of working animals to ensure their well-being;
- (j) supervision of all staff handling working animals and ensuring that they are properly trained;
- (k) provision for compliance with the systems and procedures at guarded premises; and
- (l) provision for the following at any guarded premises -
 - (i) the welfare of working animals held at the premises;
 - (ii) the safety of those working with working animals;
 - (iii) handlers or riders are provided with the necessary equipment to safely use working animals;
 - (iv) public safety; and
 - (v) the display of any required signage.

Food and water

28. (1) Any person responsible for the use, care or management of any working animal must ensure that the working animal is provided with appropriate and adequate nutrition to maintain health and vitality.
- (2) Appropriate and adequate nutrition for purposes of this regulation means a palatable, uncontaminated and nutritionally balanced diet designed to meet the physiological demands of the breed, age and activity level of the working animal, and to minimise metabolic and nutritional disorders.
- (3) Fresh water must be available to a working animal at all times, and bowls and troughs must be cleaned daily.
- (4) Fresh water and food for security dogs must be protected from direct sunlight.
- (5) Adult security dogs must be fed daily.
- (6) Pups up to 6 months of age must be fed at least twice a day.
- (7) Feeding levels for horses must be determined by monitoring the body condition of the horse.
- (8) Hay / grass / teff for horses must be fed at floor level, and the underlying ground kept clean.
- (9) Concentrates must be given to horses in feeding containers.
- (10) Food and water containers must not be chewable or spillable and must be readily accessible to the working animals, and positioned to avoid contamination by urine or faeces.

Security dog kennels and premises

29. (1) All security dogs must be provided with secure and comfortable accommodation and living conditions, whether temporary or permanent.
- (2) Suitable facilities for training, exercising, bathing, dipping, drying and for grooming security dogs must be available on the premises where security dogs are accommodated and must be properly maintained for hygiene and safety purposes.
- (3) Kennelling must be provided for a security dog which is held at any premises for more than 6 hours and is not accompanied by a handler.
- (4) Security dog kennels must meet the following requirements –
- (a) the kennels must be located away from sources of noise or pollution that could cause injury or stress to security dogs;
 - (b) the kennels must be situated in areas that are protected from excessive damp, heat and draught;
 - (c) the enclosures must be designed and maintained to avoid injury, disease, theft, or escape of the security dogs or interference with them by unauthorised persons;
 - (d) where kennels are situated outdoors they must protect dogs from rain and wind and be adequately shaded;
 - (e) where kennels are situated indoors, temperature, humidity and ventilation must be considered and provided for accordingly;
 - (f) enclosures must allow for easy observation of security dogs while kennelled, without having to open the enclosure;
 - (g) the size must of the kennel must at least be 4 metres long, 2 metres wide and 1.8 metres high;
 - (h) where dogs are housed in compatible pairs, the kennels must be at least 6 metres long, 3 metres wide and 1.8 metres high;
 - (i) where a kennel and an exercise area as contemplated in regulation 33(2) are together as one enclosure for a single dog, the extra added grass area or landscaped section including the kennel enclosure may not be smaller than 8 metres long, 2 metres wide and 1.8 metres high;

- (j) where a kennel and an exercise area as contemplated in regulation 33(2) are together as one enclosure for compatible dogs sharing, the extra added grass area or landscaped section including the kennel enclosure may not be smaller than 12 metres long, 3 metres wide and 1.8 metres high;
- (k) the internal surfaces of the external walls of kennels must be constructed of impervious, solid, washable materials and a cement glaze must be applied up to a height of 1.2 meters to protect the walls and allow for cleaning;
- (l) floors of kennels must be made of an impervious material, which is hard-wearing, resistant to acid and disinfectants, non-porous, non-slip, jointless and not liable to crack, to allow for cleaning and drainage;
- (m) kennel floors must be sloped to enable urine and water to run off, and a collection drain must be provided;
- (n) drainage channels must be not less than 200mm wide, 150mm deep and have a drop of 1:60;
- (o) kennel drains must be fitted with fine mesh baskets to trap hair and faeces and be cleaned daily;
- (p) dogs must be protected from extremes of temperature and must be adequately insulated to provide protection against excessive heat and cold;
- (q) the sleeping area of a kennel may not be metal;
- (r) lighting should be as close as possible, in duration and intensity, to natural conditions;
- (s) sunlight is the preferred means of lighting, provided shaded areas are available;
- (t) ventilation must be adequate to keep kennels free of dampness and noxious odours;
- (u) all kennels must be provided with a raised sleeping area;
- (v) any bedding provided for dogs must be changed frequently and kept clean and dry; and
- (w) premises at which security dogs are accommodated and property protected by security dogs must have facilities to isolate dogs which require special treatment or that may be infectious;
- (x) kennel buildings must be securely lockable;
- (y) each individual kennel must be fitted with a secure closing device that cannot be opened by dogs; and

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- (z) secure closing devices must allow for ready access to security dogs and ready exit of security dogs in the event of an emergency.

Horse shelters and stables

- 30. (1) All horses must be provided with secure and comfortable accommodation and living conditions.
- (2) Horses must have access to shelter to reduce the risk to their health and welfare caused by exposure to adverse weather conditions, which includes access to shade to minimise the effect of heat stress.
- (3) Horse shelters and stables must meet the following requirements -
 - (a) the stables must be located away from sources of noise and pollution that could cause stress to horses;
 - (b) the stables must be designed and maintained to avoid injury, disease or escape of horses or interference with them by unauthorised persons;
 - (c) the stables must have a solid roof and all sides of each stable must be covered and made of materials able to withstand a horse's kick;
 - (d) the size of the stable must at least be 3 meters in length and 3 metres in width per horse and must be at least 2.2 metres high;
 - (e) the stables must be adequately insulated to provide protection against excessive heat or cold;
 - (f) ventilation must be adequate to keep stables free of dampness and noxious odours;
 - (g) floor surfaces must not be slippery and must be sloped at an angle so water can run off to a drain;
 - (h) gates and stables doorways must be 1.5 meters wide and of stable design;
 - (i) stables must have feeding troughs that are secured to the wall at the height of the horse's chest;
 - (j) bedding must be of wood shavings or straw, 8cm to 15cm thick and changed daily;
 - (k) stables must be cleaned daily and floors rinsed to get rid of ammonia build-up from urine;

- (l) the stable must have sufficient artificial lighting and power to look after the horses;
- (m) fly / midge and general pest control around stables and paddocks must be done to avoid disease;
- (n) paddocks must be large enough to hold all the horses comfortably and must be situated in well drained areas;
- (o) paddocks must have durable fencing, effective gates, be kept clean and be free of debris and sharp objects; and
- (p) fences must be a minimum of 1.2 metres high and easily visible to horses with no sharp protrusion from the fence on the inner side.

Deployment conditions and kennelling of security dogs at deployed premises

31. (1) All security dogs used in rendering security services must be treated and confined in a humane manner, in accordance with legislation preventing cruelty to animals.
- (2) A security dog which is injured and not yet healed or is recovering from illness may not be deployed to render a security service until written consent is given by a veterinarian.
- (3) A security dog that displays or has at any time displayed excessive or uncontrollable aggression must not be used to render security services.
- (4) Security dogs may not be chained or tethered in any way during deployment, but may be kept on a leash whilst actively carrying out security services.
- (5) Security dogs must be provided with kennelling at the premises at which they are deployed, if they will be at such premises for more than 12 hours.
- (6) The kennels referred to in sub-regulation (5) must meet all the kennelling requirements stipulated in regulation 29.

- (7) Security dogs must be kept under adequate control during deployment, which includes the following –
- (a) the handler of the security dog must inspect the leads and chains of the security dog and ensure that they are in good condition before the security dog is deployed;
 - (b) the security dog must be used and controlled by a handler who is registered as a security service provider and has completed any training required for the handling of a security dog;
 - (c) the security dog must be secured so that it cannot escape from the premises; and
 - (d) the security dog must, at all times, wear a collar that meets the generally accepted requirements for dog collars.
- (8) A security dog may not work for more than 12 consecutive hours, and must have a rest period of 12 consecutive hours in any period of 24 hours.
- (9) A security dog may not work for more than 5 days consecutively without having a minimum of 36 consecutive hours' rest period.
- (10) Security dogs must have access to clean water at all times during deployment.
- (11) Deployment registers must be kept for all security dogs, and the dog's deployment and rest hours and days must be recorded therein.
- (12) All incidents involving a security dog which occur during deployment must be reported to the responsible person contemplated in regulation 27(1), who must record such incidents in a register.
- (13) Adequate paw protection must be provided to security dogs for the duration of deployment in an environment where it is warranted, having regard to surfaces that are hot or areas where paws may be injured.

Deployment conditions and requirements for use of horses

32. (1) Deployed horses must –
- (a) be in good body condition and free of injuries and illness;
 - (b) not be used to render a security service directly after feeding;
 - (c) be handled at all times in such manner as to minimise the risk of pain, injury or distress; and
 - (d) not be worked at such intensity or at such high temperatures that the horse is likely to suffer exhaustion, heat stress, injury or distress.
- (2) Horses must not be tethered or hobbled for more than 2 hours at a time and, where temporary hobbling is necessary, the handler must ensure sufficient distance between the two hobbled legs to allow the horse to stand naturally and move without risk or injury.
- (3) Where temporary tethering is necessary, the horse must be able to lie down and, if tethered outdoors, turn around and walk.
- (4) Horses that are tied for longer than 1 hour must be provided with water as well as shelter from the elements, except if it applies to horses in transit, in a vehicle on or in immediate control of a person.
- (5) A security service provider using a horse to render a security service must –
- (a) be registered as such, and trained to the level of grade D;
 - (b) be fitted to the horse in terms of size and weight;
 - (c) be competent in fitting saddlery and equipment;
 - (d) not use electric prodders, spurs and crops in any form, or strike a horse around the head with a whip, lead or other object; and
 - (e) wear an appropriate helmet and any other required uniform.
- (6) The saddlery and equipment used for horses must –

- (a) be of suitable size and correctly fitted to reduce rubbing or slipping and minimise discomfort; and
 - (b) be maintained in a clean and proper condition to ensure comfort, hygiene, safety and prevent injury.
- (7) Horses may not be deployed to render security services for more than 6 hours per day, and must have 2 full days' rest in every 7 days.
- (8) Horses must be given a break period after at least every 2 hours of deployment, and drinkable water must be provided in every such break period.
- (9) Hoof trimming and shoeing must only be performed by persons with the necessary knowledge, experience and skills.

Exercise of security dogs

33. (1) All security dogs must be provided with sufficient exercise to be fit and healthy while not posing a threat to public safety.
- (2) Where an exercise area and the kennel are not together as one enclosure, an exercise camp with grass or landscaped section must be available and may not be less than 5 meters wide, 12 meters long and 1,8 meters high.
- (3) The exercise area must have sufficient shelter.
- (4) A security dog must have the opportunity during exercise to –
- (a) urinate and defecate if they are confined for extended periods;
 - (b) receive contact with humans and, if appropriate, with other dogs;
 - (c) be checked over; and
 - (d) stretch their limbs.
- (5) Exercise must be provided by allowing dogs who are not rendering security services access to an exercise area for a minimum of 1 hour twice daily and/ or by walking dogs on a lead for a minimum of 15 minutes, twice daily.

Exercise of horses

34. (1) Horses must be provided with sufficient exercise to be fit and healthy.
- (2) Horses must be provided with an area in which they can move freely and obtain exercise sufficient enough to meet their health and welfare needs and where they can graze.
- (3) Horses must not be stabled for more than 12 consecutive hours at a time unless instructed by a veterinarian for medical purposes.
- (4) Horses must be exercised daily by being ridden, walked, lunged or turned loose into a paddock.
- (5) Blanket covers on horses must be removed on a daily basis and aired and loose hair and dirt removed from the cover.
- (6) Halters or head collars must not be left on horses when turned out into the paddock, unless there is a sound reason to do so and the horse is regularly monitored to ensure that the halter or head collar is not causing injury or distress.

Health, hygiene and disease prevention

35. (1) A working animal must be kept in hygienic and healthy conditions.
- (2) The responsible person as contemplated in regulation 27(1) of these regulations must, in addition to those requirements set out in regulation 27(6), ensure that the systems and procedures set out in regulation 27(5)(a) adequately provide for the following –
- (a) where a person causes a working animal harm, whether or not they are the owner of the animal, that reasonable steps are taken to mitigate that harm;
- (b) that all special requirements such as administration of medication are attended to as needed;

- (c) each working animal is checked at least twice a day to monitor its health and comfort, including on weekends and public holidays;
 - (d) that any person responsible for the checking of a working animal monitors whether the animal is eating, drinking, defecating, urinating, moving and behaving normally with no apparent injuries, and has a normal coat and normal appearance;
 - (e) that any changes in the health status of a working animal are acted on promptly and, if required, that veterinary attention is sought as soon as practicable; and
 - (f) that horses are groomed daily and that during grooming, the following checks are made and treated –
 - (i) possible sore back and saddle sores;
 - (ii) swollen and sore joints;
 - (iii) cuts and abrasions;
 - (iv) eyes, for signs of infection and abnormal discharge;
 - (v) mouth, for bit sores;
 - (vi) worn or loose shoes; and
 - (vii) examination of teeth.
- (3) Kennels and stables must be cleaned and –
- (a) faeces removed at all times;
 - (b) hosed out at least once a day;
 - (c) disinfected at least once each a day, before new working animals are introduced, and after an outbreak of infectious disease.
- (4) All efforts must be made to effectively control pests, including fleas, ticks, flies, lice, mosquitoes and rodents.

Veterinary procedures and euthanasia

36. (1) The responsible person for a working animal must ensure that working animals in his or her care receive appropriate veterinary care and, if necessary, are euthanized humanely by and on the recommendation of a veterinarian.

(2) The responsible person must ensure that the systems and procedures contemplated in regulation 27(1) require that –

- (a) working animals are vaccinated against common infectious diseases and treated regularly for internal and external parasites;
- (b) a relationship is established between the security service provider and a veterinary surgeon who is able to attend to working animals in his or her care;
- (c) routine veterinary examination of security dogs takes place every 6 months; and
- (d) horses receive an annual health check every 12 months.

(3) Veterinary attention should be sought for any working animal showing any significant abnormality including, but not limited to, one or more of the following signs –

- (a) depression and changes in behaviour;
- (b) ocular and nasal discharge;
- (c) inflammation;
- (d) runny nose;
- (e) runny, discharging or inflamed eyes;
- (f) repeated sneezing;
- (g) coughing or irregular respiration;
- (h) vomiting;
- (i) severe diarrhoea, especially if bloodstained;
- (j) lameness;
- (k) inability to stand or walk or in the case of a horse, lying down for long periods;
- (l) bleeding or swelling of body parts;
- (m) weight loss;
- (n) no appetite;
- (o) apparent pain;
- (p) fits or staggering;
- (q) bloated abdomen;

- (r) inability to urinate or defecate or dark, brown or red urine; and
- (s) fever.

(4) Except on veterinary advice, working animals displaying any of these signs must not be used to render security services and must be accommodated at the working animal's normal establishment.

(5) Working animals showing signs of illness must be isolated from other animals and people.

Identification and records

37. (1) Working animals must be identifiable, and accurate records of their identity must be maintained as per these regulations.

(2) A working animal that is taken outside the premises in which the animal is normally accommodated, must wear a collar in the case of a security dog and a harness in the case of a horse, with the most recent registration tag as contemplated in regulation 6(6)(b) attached. This requirement will not apply if the working animal is -

- (a) effectively confined to premises occupied by a person who owns or is responsible for the working animal; or
- (b) being trained for, or participating in, an organised activity.

(3) The responsible person as contemplated in regulation 27(1) of these regulations must keep the following records, in respect of each working animal -

- (a) dates and types of vaccination;
- (b) dates of veterinary checks and the name of the veterinary surgeon;
- (c) worming medication, which includes type and dates of administration;
- (d) any other type of medication and dates of administration;
- (e) record of each deployment of the working animal, which includes -

- (i) business, name, address and telephone number of the premises where a working animal is deployed;
- (ii) name, address and telephone number of the owner of the premises if different from above;
- (iii) date of placement;
- (iv) date of collection;
- (v) the working animal's condition and body condition score /weight on placement; and
- (vi) the working animal's condition and body condition score /weight on collection.

Transportation

38. (1) No working animal shall be transported unless –

- (a) the working animal is fit and healthy for transport;
- (b) the working animal is transported in a manner which is safe for it and the public;
- (c) any vehicle or trailer used to transport the working animal is designed for appropriate transportation of working animals and is legally licensed and roadworthy;
- (d) appropriate and adequate conditions during transport shall be provided for the working animal;
- (e) that working animal shall be transported in the shortest practical time;
- (f) the working animals shall not be exposed to excessive vehicle emissions; and
- (g) the working animal shall not be held in parked a vehicle in conditions which are likely to impact on the health and welfare of the working animal.

(2) Any vehicle or trailer used in transporting working animals, must be designed in such a way as to –

- (a) protect animals from injury;
- (b) have non-slip floors and avoid direct contact with metal flooring;
- (c) provide easy access and operator safety;

- (d) protect against extremes of temperature;
 - (e) provide adequate ventilation;
 - (f) protect against unauthorised release of working animals;
 - (g) be easy to clean and disinfect;
 - (h) be supplied with clean, secure cages or with separate compartments or partitions; and
 - (i) allow for security dogs to sit, stand and lie down.
- (3) Working animals may not be transported in the back of an open vehicle.

Working animals in public space and attacking

39. (1) A working animal must be managed responsibly in public places.
- (2) A security dog used to render a security service must be held on a lead no more than two metres long of strong wearing material or chain with a hand loop attached to the end and a bridle snap or similar attached to the other end, unless the security dog is –
- (a) participating in an organised activity and is under the effective control of a trained handler; or
 - (b) a patrol dog or sniffer dog, trained to operate off leash to render a security service.
- (3) No handler or horse rider may take a working animal into the grounds of a school, kindergarten, childcare centre or pre-school centre without the permission of the person in charge of such place.
- (4) No person may allow or cause a security dog to fight or attack other dogs or people except in a lawful manner and in reasonable defence of a person or property.
- (5) A handler may not allow or cause a security dog to kill, or be killed by another animal unless, at the time of the offence, the dog was being lawfully used in the reasonable defence of a person or property.

(6) A person responsible for a security dog confined within any premises must not permit the security dog to injure a person lawfully entering those premises, or to damage their property.

Warnings signs

40. (1) A security service provider must make the public aware of the use of working animals at any premises, and of working animals that are being transported.
- (2) The responsible person as contemplated in regulation 27(1) of these regulations must procure that the security service provider, or any person responsible for the care of the working animals of that security service provider –
- (a) erects prominent warning signs at all entrances to a premises where working animals are usually kept or used, warning people that working animals are used on the premises;
 - (b) in the case of working animals being transported, erects warning signs on the vehicle or trailer;
 - (c) ensures that the sign is at least 500mm in diameter, with a silhouette of a security dog and/or horse;
 - (d) ensure that signs for the use of security dogs depict a large silhouette of the head and shoulder of a dog and the words “beware security dogs” in large lettering; and
 - (e) ensures that, while the working animal is on the premises or being transported, there is a sign displayed in a conspicuous position providing a telephone number on which a person responsible for the working animal can be contacted at any time.

CHAPTER 5

GENERAL PROVISIONS

Offences and penalties

41. (1) Any person who contravenes or fails to comply with any provision of these regulations is guilty of an offence as contemplated in section 38(4) of the Act and is liable on conviction to a fine or to imprisonment for a period not exceeding 24 months, or to both a fine and such imprisonment.

Repeal of regulations

42. The following regulations and notices are hereby repealed to the extent specified below:

REGULATIONS	EXTENT OF REPEAL
Board Notice 120 of 1998 as amended by Board Notice 15 of 1999	To the extent that it refers to the minimum standards of dogs
	Accreditation requirements for Dog Training Centres
	Accreditation standards for Security Dog Supplier

Short title and commencement

43. These regulations are called the Regulations Relating to Working Animals in the Private Security Industry, 2018 and come into operation 180 days after the date of publication.

DEPARTMENT OF POLICE**NOTICE 294 OF 2019****Draft 1 – CONFIDENTIAL****NOTICE CALLING FOR PUBLIC COMMENT****DRAFT AMENDMENTS TO THE CODE OF CONDUCT MADE UNDER THE PRIVATE SECURITY INDUSTRY REGULATION ACT, 2001 (ACT NO 56. OF 2001)**

I, Bhekokwakhe Hamilton Cele, Minister of Police, acting under section 28(1) of the Private Security Industry Regulation Act, 2001 (Act No 56 of 2001) and after consultation with the Council for the Private Security Industry Regulatory Authority, hereby make amendments to the Code of Conduct for Security Service Providers, 2003 in the Schedule hereto.

The draft amendments are contained in the Schedule to this Notice and are hereby published for general information and written comment from interested and / or affected persons.

Any written comment must be submitted to the office of the Director: Private Security Industry Regulatory Authority. The comment must reach the said office not later than four weeks from the date of this Gazette at the following address:

Postal address:

The Director
Private Security Industry Regulatory Authority
Private Bag X 817

PRETORIA

0001

Street address:

420 Witch-Hazel Avenue
Eco Glades 2 Office Park, Block B
Highveld Ext 70
Centurion

E-mail: Howard.THWANE@psira.co.za

SCHEDULE**DRAFT AMENDMENTS TO THE CODE OF CONDUCT MADE UNDER THE PRIVATE SECURITY INDUSTRY REGULATION ACT, 2001 (ACT NO 56. OF 2001)****Interpretation**

1. In this Schedule, "the Code of Conduct" means the Code of Conduct for Security Service Providers, 2003 published under Government Notice No. 305 in the Government Gazette 24971 of 28 February 2003.

Amendment of regulation 4 of the Code of Conduct

2. Regulation 4 of the Code of Conduct is hereby amended-
 - a. by insertion after the definition of "equipment" of the following definition:

"event means a sporting, recreational, entertainment, cultural, religious, political or similar activities hosted at a stadium or venue;"
 - b. by insertion after the definition of "event" of the following definition:

"event security officer means a person who is deployed by another person or a security business to provide a security service aimed at ensuring order and safety on premises used for sporting, recreational, entertainment, cultural, religious, political or similar activities;"
 - c. by insertion after the definition of "respondent" of the following definition:

"Safety Plan means the safety plan contemplated in sub-regulation 4;"

Amendment of regulation 18 of the Code of Conduct

3. Regulation 18 of the Code of Conduct is hereby amended-

a. by the substitution of regulation 18 of the Code of Conduct:

18. (1) A security service provider who has contracted to render a service aimed at ensuring order and safety on premises used for sporting, recreational, entertainment or similar purposes, whether on his or her own or in conjunction with any other person, and any security officer used to render such a service, must act in accordance with all the obligations imposed by the Act and all other applicable legal provisions.

b. by the insertion immediately after sub-regulation (1) of the following sub-regulations:

(2) A security service provider contemplated in sub-regulation (1), deploying an event security officer to render security services on or in relation to premises used for sporting, recreational, entertainment or similar purposes, must properly brief such event security officer about the nature and scope of his or her duties and responsibilities, including –

(a) the expected conduct, behaviour and responsibilities of event security officers towards all people attending the event;

(b) proper procedures to follow in dealing with emergencies arising during an event;

(c) the risks to which the event security officers are exposed to;

- (d) the need and importance of complying with all obligations imposed by law on persons rendering services at premises used for sporting, recreational, entertainment or similar event or purposes;
- (e) recognising and dealing with conflict that may occur during an event;
- (f) any records that needs to be completed by event security officers and the manner in which they must be completed;
- (g) the importance of checking the designated area prior an event and how to check it;
- (h) the method of assessing and reporting a risk;
- (i) the types of actions to take when responding to a hazard during an event;
- (j) any other relevant information that the event security officer is obliged to know relating to his or her functions to be performed at such event;
- (k) the security officer's powers of arrest or detention of individuals at that event;
- (l) the security officer's powers of ejection from the premises where the event is held and procedures to be followed;
- (m) the security officer's powers of confiscation of prohibited and any other dangerous items or weapons;
- (n) proper procedures for escorting members of the public attending the event;
- (o) the security officer's authority to search persons and vehicles entering and leaving the premises and procedures to be followed;
- (p) proper procedures to follow in terms of dealing with illegal or unauthorised entry into restricted or prohibited areas of the premises where an event is taking place; and

(q) procedures for interaction with any Venue Operational Centre

(3) The duty to take all reasonable steps necessary to ensure the achievement and maintenance of order, safety and security on or in relation to premises used for sporting, recreational, entertainment or similar purposes, as well as any duty contemplated in these regulations, rests, subject to these regulations and any other applicable legal provisions, on –

(a) the owner of the premises;

(b) the organiser of the sporting, entertainment, recreational or similar event, if the organiser is a person different from the owner;

(c) a security service provider which has been contracted to render security service to the extent provided for in the contract, or on a security business which renders such a service.

(4) A security business must, subject to regulation 9 of this Code, before rendering a security service, be familiar with the safety plan providing for proper procedures and steps to achieve and maintain a sufficient degree of order, safety and security on or in relation to premises used for sporting, recreational, entertainment or similar purposes or events, and must contain, to the extent that it is applicable in the circumstances –

(a) an accurate description of the nature of the event on the premises;

(b) an accurate description of the premises where the event is to take place, including a map of the premises, details on its location, points of entry and exit and the perimeter or border, as well as an identification and description of the surrounding premises, areas and roads to the extent relevant;

(c) the suitability from a safety and security point of view, of the premises to be used in respect of the event in question;

- (d) a reasonable forecast of the number of persons expected to attend an event, with any other details relevant in this regard, the capacity and suitability of the premises for this purpose and the dates and times when persons are expected to attend;
- (e) an accurate description of all existing plans, systems and equipment dealing with order, safety and security on or in relation to the premises;
- (f) a reasonable description and assessment of all foreseen and reasonably foreseeable risks to be guarded against on or in relation to the premises;
- (g) entry requirements in respect of persons admitted to the premises and the procedures in regard to entry and exit;
- (h) the monitoring of persons entering the premises, on the premises and leaving the premises;
- (i) steps to prevent possible overcrowding of the premises and the points of entry and exit;
- (j) a sufficient number of security service providers and other personnel, whether employed by the owner or organiser or made available by a security business, to be used to eliminate or minimise the risks referred to in paragraph (f), as well as information on the training, experience, and equipment required, as well as their uniforms, any special identification to be worn by security officers, their briefing, deployment, placing and manner in which they are to perform their functions;
- (k) a sufficient number of security service providers exercising supervision and control over security officers deployed;
- (l) the appropriate and lawful methods, procedures, actions, equipment, firearms and weapons to be employed to eliminate or minimise foreseen and reasonably foreseeable risks;

- (m) adequate and appropriate steps to deal with any reasonably foreseeable crisis or emergency;
- (n) the use functioning and logistics of a joint operations or command center, to the extent necessary, to co-ordinate all functions in achieving and maintaining order, safety and security on the premises;
- (o) procedures in regard to the review and amendment of the safety plan as may be necessary;
- (p) a description and demarcation of the responsibilities of different security service providers and role players, and their liaison and co-ordination with each other, with members of the Security Services and with local government officials, including the holding of regular meetings and communication which may be necessary for this purpose;
- (q) provision for a person or persons with authority to make decisions and give instructions for the purposes of implementing the safety plan, liaising and co-ordinating with the Service and dealing with any crises or emergency;
- (r) procedures and steps to be taken by the owner and organiser, including the engaging of security service providers contemplated in paragraph (j) and the acquiring, installing or making available of any equipment, facilities or objects;
- (s) proper communication procedures and facilities to meet all communication needs in relation to the implementation of the safety plan; and
- (t) the proper briefing of all persons involved in the implementation of the safety plan.

(5) A security business must take reasonable steps necessary in the circumstances to ascertain that the requirements regarding security service providers contemplated in sub-regulation (4) are met at all relevant times and may not allow a person who does not meet these requirements to render a security service or continue to render a security service on

or in relation to premises used for sporting, recreational, entertainment and similar purposes.

(6) A security business which has been contracted to provide a security service to achieve and maintain order and safety on premises used for sporting, recreational, entertainment or similar purposes, whether on its own or in conjunction with any other security business or security service provider, or which renders or purports to render a security service, whether on its own or in conjunction with any other security business –

- (a) may only render or purport to render a security service which it is qualified and entitled and has the capacity to render in terms of the Act;
- (b) must, before rendering a security service, be familiar with the safety plan contemplated in sub-regulation (4);
- (c) may only render a security service in accordance with the Act, this Code, any other applicable legal provision and a sound and proper safety and security plan;
- (d) provide all support and co-operation reasonably necessary to any member of the Service and any other person involved with ensuring order, safety and security on the premises;
- (e) must, before rendering a security service, be sufficiently familiar with the premises on or in relation to which the security service is to be rendered as well as any existing safety and security plans, systems and equipment aimed at providing or promoting safety and security in respect of the premises and persons and property on the premises, or entering or leaving the premises;
- (f) must take all reasonably practical steps within the powers, functions and capacity of the security business to ensure that order, safety and security on the premises are achieved and maintained;
- (g) must take appropriate pro-active steps reasonably necessary in the circumstances to identify and deal with possible threats to the order, safety and security on or in relation to the premises;

- (h) must ensure that any security officers used by the security business are properly trained, briefed and informed of their duties and all relevant facts;
- (i) must ensure that any security officers used by the security business are trained, briefed or experienced on how to deal with crowds or members of crowds;
- (j) must ensure that any security officers used by the security business are properly equipped for performing their functions;
- (k) must take all reasonably practical steps to ensure that any security officers used by the security business comply with the Act and perform their functions in a manner which does not infringe or threaten the rights of persons on the premises or persons who are entering or leaving the premises;
- (l) must properly supervise and control any security officers deployed by the security business; and
- (m) may only sub-contract the rendering of any security service on or in relation to the premises to a security service provider that is registered by the Authority, meets all the requirements contemplated in these regulations, and if the owner and organiser have been timeously informed in writing of this fact and all other necessary details, and have given their consent.

(7) An event security officer, whether employed by an owner or organiser or made available by a security business, to render a security service on or in relation to premises used for sporting, recreational, entertainment or similar purposes -

- (a) must wear appropriate uniform attire and correct identification that presents a professional image;
- (b) must not consume alcohol or use illegal drugs while on duty, or be under the influence of alcohol or illegal drugs when reporting for duty;
- (c) if practicable, use tact and diplomacy, for example, mediation, conciliatory negotiation or other conciliatory communication, as the first tool to control any conflict;

- (d) must act in compliance with this Code, the safety and security plan and all lawful instructions;
- (e) may not abuse or manhandle any person or perform any act which threatens or violates the rights of any person;
- (f) must comply with all applicable laws in performing their functions;
- (g) may not practice any form of unfair discrimination;
- (h) may not perform any act that will or is likely to lead to disorder or chaos or which poses an unreasonable risk of death or injury to persons or damage or loss of property;
- (i) may not allow any person to enter premises used for sporting, recreational, entertainment or similar purposes if –
 - (i) the person does not comply with the valid requirements for entry;
 - (ii) there is a valid instruction from an authorised person that a person or category or class of persons are not to be allowed entry;
 - (iii) the person is reasonably suspected of intending to commit any crime or act of violence on the premises;
 - (iv) the person is reasonably suspected of being in unlawful possession of any article prohibited on the premises, or which may be used to endanger order, safety and security on the premises; or
 - (v) allowing a person or persons may lead to overcrowding or disorder on the premises, irrespective of whether the persons may be entitled to enter the premises on other grounds;
- (j) may not use force, exercise powers of arrest or any other power unless the use of force or exercise of these powers are lawful and reasonable in the circumstances;
- (k) must take active steps within his or her powers and capacity to ensure order, safety and security on the premises;

- (l) must report incidents which may lead to disorder, chaos, acts of violence or the commission of any crime to their supervisors or other persons in control without undue delay;
 - (m) must protect and assist any person in reasonable need of such protection and assistance on account of any unlawful conduct or other danger, if the security officer is reasonably able to give such protection and assistance in the circumstances;
 - (n) must provide all support and co-operation reasonably necessary to any member of the Service and any other person lawfully involved with ensuring order, safety and security on the premises;
 - (r) must permit only authorised persons and vehicles to enter property and monitors entrances and exits at an event;
 - (s) may, upon commencing his or her duty the event security officer conduct pre-match checks of the area in which he or she will be working and notify the peace safety officer of any faulty safety equipment, damaged seating or suspicious articles; and
 - (t) must not solicit, or accept a bribe.
- (8) An event security officer deployed to perform any function aimed at achieving and maintaining order, safety and security of persons and safety and security of their property on premises used for the purposes of attending or participating in a sporting, recreational, entertainment or similar event, must do so in line with the safety plan contemplated in sub-regulation 4, including-
- (a) the exercise of access and exit control;
 - (b) the effecting of bodily or physical searches at a point of entry or exit;
 - (c) the guiding of persons to specific areas or places;

(d) the performance of any crowd control functions;

(e) appropriate actions to discover or identify bombs, explosives, unauthorised firearms and other weapons and any substance or article that may not be possessed, and the taking further action in this regard;

(f) prevention and detection of fires and firefighting functions and procedures;

(g) the performance of patrolling duties or monitoring duties;

(h) identifying persons committing transgressions, arresting them and taking further appropriate action;

(i) participation in the activities of a security reaction team;

(j) the handling of a dog or using of any other working animal;

(k) effecting personal protection functions; and

(l) guarding property

(9) The provisions imposing duties on a security business contemplated in this Code apply, with necessary changes, to an owner or organiser using its own employees to render a security service referred to in this Code.

(10) Every person referred to in section 21(1)(a)(ii), (iii), (iv), (v), (vi) or (vii) of the Act in relation to a security business must take all reasonably practical steps within his or her powers, capacity or functions to ensure that such security business rendering a security service aimed at achieving and maintaining order, safety and security on premises used for sporting, recreational, entertainment or similar purposes as contemplated in this Code, complies with all its obligations.

(11) Every person who occupies a position or office comparable to that referred to in section 21(1)(a)(ii), (iii), (iv), (v), (vi) or (vii) of the Act in regard to an owner or organiser must, subject to these regulations, take all reasonably practical steps within his or her powers, capacity or functions to ensure that the owner or organiser, as the case may be, complies with all the duties contained in this Code applicable to it.

(12) The director may direct any person contemplated in regulation 18 (1), or whom the director has reason to believe is a person contemplated in regulation 18 (1) -

- (a) to submit any information relating to security services rendered at premises used for sporting, recreational, entertainment or similar purposes within such reasonable time as the director stipulates as well as such further information as the director reasonably requires;
- (b) to comply with any duty contemplated in these regulations within such a period as the director stipulates;
- (c) to take any further step deemed necessary by the director in order to cause the taking of steps to ensure order, safety and security on premises used for sporting, recreational, entertainment or similar purposes; and
- (d) to provide the director with all information required by the director of any incident on premises used for sporting, recreational, entertainment or similar purposes if there has been any loss of life, injury to a person, damage to property or an alleged transgression of these regulations.

(13) A directive contemplated in sub-regulation (12) must be in writing, signed by the director and served on the security business or other person.

Short title and commencement

4. These amendments are called the Amendments to the Code of Conduct, and come into operation, unless otherwise specified, on the date of their publication in the *Gazette*.

DEPARTMENT OF POLICE**NOTICE 295 OF 2019****Draft 1 – CONFIDENTIAL****NOTICE CALLING FOR PUBLIC COMMENT****DRAFT AMENDMENT REGULATIONS IN TERMS OF THE PRIVATE SECURITY
INDUSTRY REGULATION ACT, 2001 (ACT NO 56. OF 2001)**

I, Bheki H Cele, Minister of Police, acting under section 35 of the Private Security Industry Regulation Act, 2001 (Act No 56 of 2001) hereby intends to make amendments to the Private Security Industry Regulations, 2002.

The draft amendments are contained in the Schedule to this Notice and are hereby published for general information and written comment from interested and / or affected persons.

Any written comment must be submitted to the office of the Director: Private Security Industry Regulatory Authority. The comment must reach the said office not later than four weeks from the date of this Gazette at the following address:

Postal address:

The Director
Private Security Industry Regulatory Authority
Private Bag X 817

PRETORIA

0001

Street address:

420 Witch-Hazel Avenue

Eco Glades 2 Office Park, Block B
Highveld Ext 70
Centurion

E-mail: Howard.THWANE@psira.co.za

SCHEDULE

DRAFT AMENDMENT REGULATIONS IN TERMS OF THE PRIVATE SECURITY INDUSTRY REGULATION ACT, 2001 (ACT NO 56. OF 2001)

Interpretation

1. In this Schedule, "the Regulations" means the Private Security Industry Regulations published under Government Notice No. R.190 of 14 February 2002.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended-

- a. by the insertion of the following definition:

"ammunition means ammunition as defined in section 1 of the Firearms Control Act;";

- b. by insertion after the definition of "Board" of the following definition:

"bolt action rifle means a hunting rifle;";

- c. by insertion after the definition of "director" of the following definition:

"firearm means a firearm as defined in section 1 of the Firearms Control Act;";

- d. by the insertion after the definition of "firearm" of the following definition:

"Firearms Control Act means the Firearms Control Act, 2000 (Act No. 60 of 2000);";

- e. by the insertion after the definition of "Firearms Control Act" of the following definition:

"handgun mean a handgun as defined in section 1 of the Firearms Control Act;";

- f. by the insertion after the definition of "restricted firearm" of the following definition:

"semi-automatic means a semi-automatic as defined in section 1 of the Firearms Control Act;";

- g. by the insertion after the definition of "semi-automatic" of the following definition:

"shotgun means a shotgun as defined in section 1 of the Firearms Control Act;";

- h. by the insertion after the definition of "these Regulations" of the following definition:

"weapon means a weapon as defined in regulation 4 of the Code of Conduct for Security Service Providers, 2003;".

Amendment of regulation 13 of the Regulations

3. Regulation 13 of the Regulations is hereby amended-

a. by the insertion after regulation 13 of the following regulation:

"13A. Firearms"-;

- 13A. (1) A security business, which renders a security service requiring the possession of a firearm, must lawfully provide a suitable firearm for that purpose and may not require or permit a security officer employed by the security business to obtain a firearm for that purpose.
- (2) A security officer may, for purposes of rendering a security service in the course of his or her employment, only possess a firearm lawfully provided by his or her employer.
- "(3) Any security business which intends to use firearms, must, in writing inform the Authority of its intention to possess and use firearms for the rendering of security services, along with a copy of its application submitted to the Control Firearms Registrar".
- "(4) For purposes of keeping records, both new and existing security businesses intending to use or using firearms or any other weapons to render security services must, after being issued with the firearm licence, provide the Authority with the following particulars-
- (a) A copy of the firearm licence issued to the security business in terms of section 20(2)(a) of the Firearms Control Act;
- (b) the total number and type of licenced firearms and ammunition issued to and possessed by the security business;
- (c) the total number of weapons issued to and used by security officers;

- (d) the total number of firearms and ammunition issued to the security officers when on duty or rendering security services;
- (e) full particulars of security officers issued with firearms, ammunition or any other weapon; and
- (f) any additional information that the Authority may require”.

“(5) A security business may only issue a firearm to a security officer employed by it for the rendering of a security service if-

- (a) the issuing of the firearm by the security business and possession by the security officer is in accordance with all applicable laws;
- (b) the security business is in possession of a licence issued in terms of section 20 (2) (a) of the Firearms Control Act;
- (c) the security business’s registration as a security service provider is not suspended, withdrawn or terminated for any reason as contemplated in section 26 of the Act”.
- (d) a security officer carrying and using a firearm issued to him or her by the security business complies with all applicable laws in carrying and using that firearm, and must-
 - (i) return to a responsible official of the security business, when so instructed, any document provided by it in terms of law to authorize the possession of the firearm by the security officer;
 - (ii) return the firearm and ammunition issued to him or her to a responsible official of the security business as soon as reasonably possible after the completion of his or her duties or work shift in the rendering of security services;

- (iii) at all times take reasonable steps to guard against the loss, theft or unauthorized possession or use of the firearm and ammunition issued to him or her;
- (iv) inform the responsible official of the security business of any discharge, loss or theft of the firearm or ammunition as soon as reasonably possible after the incident; and
- (v) inform the responsible official of the security business of any additional information regarding the discharge, loss or theft of the firearm or ammunition, issued to any other security officer by that security business”.

“(6) A security business which renders a security service requiring the possession or use of a handgun or shotgun, must issue such firearm to a security officer as contemplated in sub-regulation (2) only for the rendering of one or more of the following security services-

- (a) Reaction services or armed response services;
- (b) Protection of valuables which are being transported (cash-in-transit);
- (c) Private investigator services;
- (d) Environmental protection or anti-poaching services;
- (e) Close protection services; and
- (f) Protection and security services at National Key Points.

(7) A security business which renders a security service requiring the possession or use of a bolt action rifle, must issue such firearm to a security officer as contemplated in sub-regulation (2) only for the rendering of –

- (a) Environmental protection services; or
- (b) Anti-poaching services

- (8) A security business which renders a security service requiring the possession or use of a semi-automatic, must issue such firearm to a security officer as contemplated in sub-regulation (2) only for security services aimed at protecting valuables which are being transported.
- (9) The possession and use of a firearm contemplated in sub-regulation (8), by security service providers is prohibited in respect of all security services rendered, and can only be used by cash-in-transit or asset-in-transit operatives, unless recommended by the Authority and approved by Central Firearms Registrar.
- (10) The possession and use of any firearm on public or private school premises by security service providers when rendering security services, is prohibited, unless stated in a contract that security service provided will require the use of a firearm.
- (11) A security business using firearms or any other weapons to render security services must notify the Authority within 14 days of –
- (a) instances in which a firearm was discharged by a security officer in the performance of his or her duties causing death, personal injury or damage;
 - (b) every incident involving the use of a weapon causing death, personal injury or damage; and
 - (c) the number and details of firearms lost by, stolen from, sold by or transferred by security businesses or destroyed in terms of the Firearms Control Act.
- “(12) The director may cause an audit of all firearms in possession of or presumably in possession of a security business to be performed as often as may be necessary”.
- “(13) For the purposes of an audit contemplated in sub-regulation (12)- every security business must provide the information required by the director in terms of the form used, for the purposes of an audit and

return such properly completed form to the Authority within the time period determined by the director".

"(14) A security business must, for purposes of these regulations, keep all the registers and documentation in respect of firearms and ammunition licensed to it, at its administrative office in accordance with the Firearms Control Act and the Private Security Industry Regulations".

"(15) The firearm and ammunition register contemplated in sub-regulation 14 must contain the following particulars -

- (a) a copy of firearm licence issued to the security business in terms of section 20(2)(a) of the Firearms Control Act;
- (b) the total number and type of licensed firearms and ammunition issued to and possessed by the security business;
- (c) the total number and type of weapons issued to the security business;
- (d) the total number of weapons issued to and used by security officers;
- (e) the total number of firearms and ammunition issued to the security officers when on duty or rendering security services;
- (f) full particulars of security officers issued with firearms, ammunition or any other weapon;
- (g) the date, time, place and circumstances pertaining to the discharge of the firearm;
- (h) particulars of any damage, injury or death caused by the discharge of the firearm; and

(i) any additional information related to the incident that the Authority may request".

b. by the insertion after regulation 13A of the following regulation:

"13B. Weapons"-:

13B. (1) A security business may only issue a weapon to a security officer employed by it for the rendering of a security service if –

- (a) the security officer is well trained in the proper handling and use of the weapon and successfully trained in accordance with any applicable standards imposed by law;
- (b) the weapon is free from any defect or characteristic which may render it an inherent source of danger or capable of easily causing excessive personal harm, injury or damage;
- (c) the security officer issued with the weapon is actively monitored to ensure that he or she complies with all applicable laws;
- (d) a written record of every incident involving the use of weapon causing death, personal injury or damage is kept and monitored;
- (e) the security business issuing the weapon keeps a register in which information is recorded of every instance where a weapon is issued to, possessed or used by the security officer, at its administrative office".

"(2) A security business must store every firearm, ammunition or weapon in a safe and secure manner required by the Firearms Control Act, as well as in accordance with any directives that the director may issue in terms of these regulations".

"(3) The firearms kept in a safe must be unloaded, not readily accessible by any person other than the licence holder, authorised

person or responsible official of the security business”.

- c. by the insertion after regulation 13B of the following regulation:

“13C. Offences and Penalties-

13C. (1) Any security service provider who –

- (a) requires or permits a security officer employed or made available to that security service provider, to obtain or provide a firearm for the purpose of rendering a security service in the course of his or her employment;
- (b) requires a security officer employed or made available by that security service provider, or an applicant for a post as a security officer, to have a firearm licence;
- (c) is a security officer and who, for the purpose of rendering a security service in the course of his or her employment, is in possession of a firearm not lawfully provided by his or her employer;
- (d) contravenes or fails to comply with a provision of these regulations;
- (e) contravenes or fails to comply with a directive, notice or request of the director in respect of these regulations;
- (f) fails to keep a register, record or file as required in terms of these regulations, or fails to make an entry in such a register without undue delay;
- (g) fails to inform the director in writing, after the use of a firearm or weapon by a security officer if such use caused any death, personal injury or damage.”
- (h) intentionally or negligently makes a false, incorrect or misleading entry or statements in a register that has to be kept in terms of these regulations or any document contemplated in these regulations;

- (i) uses a firearm without being issued with a competency certificate, licence, permit or authorisation by the Designated Firearms Officer;
- (j) issues a security service provider who is not in possession of a firearm licence, with a firearm to render security services; and
- (k) intentionally or negligently provides any false information in complying or purportedly complying with any duty provided for in these regulations;
- (l) uses a firearm that is prohibited or restricted in terms of these regulations to render security services without the recommendation of the Authority and approval of the Control Firearms Registrar;
- (m) possesses and uses a firearm on the public or secondary or private school premises for the rendering of security services;

is guilty of an improper conduct as contemplated in regulation 24 of the Code of Conduct and on conviction liable to penalties as contemplated in regulation 25 of the Code of Conduct.

Substitution of regulation 14(9)(a)(iv) of the Regulations

4. The following regulation is hereby substituted for regulation 14(9)(a)(iv) of the Regulations:

"14(9)(a)(iv) – comply with the necessary changes, with the provisions contained in regulation 8, regulation 13, regulation **13A**, regulation **13B** and regulation **13C** of these Regulations".

5. This regulation comes into operation 150 days after the date of its publication in the "Gazette".

Short title and commencement

6. These regulations are called the Private Security Industry Amendment Regulations, 2018, and come into operation, unless otherwise specified, on the date of their publication in this *Gazette*.

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NOTICE 296 OF 2019

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) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property	:	That portion of Durban commonly known as Dabulamanzi Cato Manor
Province	:	KwaZulu-Natal
District Municipality	:	Ethekwini
Local Municipality	:	Ethekwini
Claimant	:	Johannes Ambrose Africa
Date claim lodged	:	21 December 1998
Reference number	:	KRN6/2/3/E/8/817/2716/4241

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, 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:

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**NOTICE 297 OF 2019****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) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property	:	see attached schedule
Extent of property	:	see attached schedule
Province	:	KwaZulu-Natal
District Municipality	:	King Cetshwayo District Municipality
Local Municipality	:	Umhlathuze Local Municipality
Current Title Deed No.	:	see attached schedule
Current Owner	:	see attached schedule
Bonds & Restrictive Conditions (Interdicts)	:	see attached schedule
Claimant	:	Musawenkosi on behalf of the Dube/Hlekwayo Family
Date claim lodged	:	27 November 1998
Reference number	:	KRN6/2/2/E/21/0/0/42

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, 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

SCHEDULE

NO.	PROPERTY DESCRIPTION	EXTENT
1	Remainder of Erf 8394, Empangeni	0, 5010 ha
2	Portion 1 of Erf 8394, Empangeni	3, 2788 ha
3	Portion 0 of Erf 8393, Empangeni	4, 3845 ha
4	Portion 0 of Erf 8392, Empangeni	0, 7761 ha
5	Portion 0 of Erf 8391, Empangeni	0, 4961 ha
6	A portion of the Remainder of Erf 8906, Empangeni	26, 1818 ha
7	Portion 0 of Erf 14261, Empangeni	0, 9047 ha
8	Portion 0 of Erf 14267, Empangeni	0, 1202 ha
9	Portion 0 of Erf 14279, Empangeni	0, 6195 ha
10	Portion 0 of Erf 14283, Empangeni	0, 2509 ha
11	Portion 0 of Erf 14235, Empangeni	0, 5314 ha
12	Portion 0 of Erf 14244, Empangeni	0, 4518 ha
13	Portion 0 of Erf 14192, Empangeni	0, 0742 ha
14	Portion 0 of Erf 14194, Empangeni	0, 0244 ha
15	Portion 0 of Erf 14195, Empangeni	0, 0268 ha
16	Portion 0 of Erf 14196, Empangeni	0, 0253 ha
17	Portion 0 of Erf 14197, Empangeni	0, 0290 ha
18	Portion 0 of Erf 14198, Empangeni	0, 0597 ha
19	Portion 0 of Erf 141200, Empangeni	0, 2743 ha
20	Portion 0 of Erf 141211, Empangeni	0, 2705 ha
21	Portion 0 of Erf 141224, Empangeni	0, 0964 ha
22	Portion 0 of Erf 1421222, Empangeni	0, 1809 ha
23	Portion 0 of Erf 141251, Empangeni	0, 2117 ha
24	Portion 0 of Erf 141253, Empangeni	0, 0700 ha
25	Portion 0 of Erf 141256, Empangeni	0, 1372 ha
26	Portion 0 of Erf 141259, Empangeni	0, 0342 ha
27	Portion 0 of Erf 141260, Empangeni	0, 0244 ha
28	Portion 0 of Erf 141285, Empangeni	0, 0035 ha
29	A portion of Portion 0 of Erf 15665, Richards Bay	48, 4044 ha

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NOTICE 298 OF 2019

GENERAL NOTICE IN TERMS OF AN ORDER OF THE LAND CLAIMS COURT UNDER CASE NO. LCC77/2018 DATED 10 DECEMBER 2018.

WHEREAS a Land Claim was lodged by Inkosi Mkhontokayise John Mkhwanazi in his capacity as Chairperson of the Mkhwanazi Land Claim Committee over certain portions of land in the Mtunzini area including Portion 1 of the farm Lot 103 Umlalazi No. 13880 in extent 20,5628 hectares belonging to Riverland Resort Shareblock (Pty) Ltd and held under Title Deed No.T79401/1992.

AND WHEREAS the claim was published in terms of section 11 (1) of the Restitution of Land Rights Act, No. 22 of 1994 (as amended) in Notice 516 of 2012 published in Government Gazette No. 23297 dated the 12th of April 2002.

AND WHEREAS, Riverland Resort Shareblock (Pty) Ltd launched an application to the Land Claims Court compelling of the Regional Land Claims Court: KZN to refer the claim to the Land Claims Court, for adjudication on the merits.

AND WHEREAS on the 10th of December 2018, the Land Claims Court issued an Order, with the Consent of the Regional Land Claims Commission: KZN Inkosi Mkhontokayise John Mkhwanazi and Riverland Resort Shareblock (Pty) Ltd to the effect that the belonging to Riverland Resort Shareblock (Pty) Ltd and other registered land owners shall be withdrawn from the aforesaid publication.

NOW THEREFORE Notice No. 516 of 2012 published in Government Gazette No. 23297 on the 12th of April 2002 is hereby amended by the Withdrawal of the Properties in the table below:

No.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED	CURRENT OWNER
1.	Portion 1 of the farm Lot 131 Umlalazi No. 14098	4, 5296ha	T1029/2002	Jacqueline Ann Rens
2.	The farm Umhlatuzi No. Rail No. 16838	3,0061ha	T4404/1998	Transnet Ltd
3.	The farm Mzingwenya Rail No. 16837	3, 4083ha	T4404/1998	Transnet Ltd
4.	The farm Umhlatuzi SAR No. 13580	4,7317ha	T3365/1949	Transnet Ltd
5.	The farm Durnford No. 16836	49,5662ha	T7919/1999	Transnet Ltd
6.	Portion 3 of the farm Gage No. 16695	76,1254ha	T732727/1999	I H M Heavy Minerals Ltd
7.	Portion 1 of the farm Gage No. 16695	137,3081ha	T724938/1996	Jocks Farm (Pty) Ltd
8.	Portion 4 of the farm Lot 171 Umhlatuzi No. 13767	2770sqm	T718805/1997	Transnet Ltd
9.	Portion 3 of the farm Lot 171 Umhlatuzi No. 13767	1096sqm	T718805/1997	Transnet Ltd

10.	The Remainder of Portion 2 of the farm Lot 171 Umhlatuzi No. 13767	7, 8380ha	T724938/1996	Jocks Farm (Pty) Ltd
11.	Portion 1 of the farm Lot 171 Umhlatuzi No. 13767	7, 1465ha	T7379/1956	Transnet Ltd
12.	The Remainder of the farm Lot 171 Umhlatuzi No. 13767	29, 0786ha	T724938/1996	Jocks Farm (Pty) Ltd
13.	The remainder of the farm Lot 131 Umlalazi No. 14098	191, 9693ha	T71123/1967	Waterloo Estate cc
14.	Portion 1 of the farm Lot 108 Umhlatuzi No. 14092	4, 0031ha	T724737/1998	Felix Park Trading cc
15.	Portion 3 of the farm Lot 105 Umhlatuzi No. 13766	96, 4731ha	T724938/1998	Jocks Farm (Pty) Ltd
16.	Portion 2 of the farm Lot 105 Umhlatuzi No. 13766	71,9943ha	T724938/1996	Jocks (Pty) Ltd
17.	Portion 1 of the farm Lot 105 Umhlatuzi No. 13766	9,5947ha	T7378/1996	Transnet (Pty) Ltd
18.	The Remainder of the farm Lot 104 Umlalazi No. 13853	198,6867ha	T725361/1988	Kevin Malcolm Wadman
19.	Portion 1 of the farm Lot 103 Umlalazi No. 13880	20,5618ha	T79480/1992	Riverland Resort Shareblock (Pty) Ltd

HARRY LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER-KZN
DATE:

AMENDMENT NOTICE

GENERAL NOTICE IN TERMS OF SECTION 11 A (4) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Amending Notice 612 of 2018 published in *Government Gazette* No. 41955 on 5 October 2018 in respect of the Ndlovu Community, under Reference No. **KRN6/2/2/E/19/0/0/18** to:

1. INCLUDE PROPERTIES IN SCHEDULE BELOW

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
1	Portion 1 of the farm Lot 53 No. 1817	1, 6680 ha	T38609/2008 T5144/2015 T41794/2015	Christine Bro John Pickup	None
2	Portion 2 of the farm Lot 53 No. 1817	0, 2675 ha	T41794/2015 T50972/2008 T5145/2014	John Pickup Christine Bro	VA4200/2008
3	A portion of Portion 3 of the farm Lot 53 No. 1817	126, 4929 ha	T20370/1985	W G Maxwell Inv (Pty) Ltd	B10637/2010 VA2293/2018
4	Portion 4 of the farm Lot 53 No. 1817	20, 6847 ha	T20370/1985	W G Maxwell Inv (Pty) Ltd	VA2293/2018
5	Portion 5 of portion 3 of the farm Lot 53 No. 1817	20, 2469 ha	T48638/2000	Alison Mary Carter	B16507/2017
6	Portion 6 of the farm Lot 53 No. 1817	23, 0261 ha	T19913/2016	The Greenhill Family Trust	None
7	Portion 7 of the farm Lot 53 No. 1817	26, 4959 ha	T5146/2014	Trade Avail 161 cc	B3134/2014
8	Portion 8 of the farm Lot 53 No. 1817	20, 4536 ha	T18259/1998	Robert William James Parker	VA2499/2008
9	Portion 9 of the farm Lot 53 No. 1817	21, 4711 ha	T19491/2016	Wayne Marc Woodley	B8680/2016
10	Portion 10 of the farm Lot 53 No. 1817	22, 3928 ha	T19490/2016	Richard Michael Neaves Shacklock	B8679/2016
11	Portion 11 of the farm Lot 53 No. 1817	21, 2371 ha	T25877/2017	Lucile Godwin	B11868/2017
12	Portion 12 of the farm Lot 53 No. 1817	20, 7737 ha	T15541/1988	Little Yarrow Farm cc	None
13	Portion 13 of the farm Lot 53 No. 1817	21, 1312 ha	T27581/1996	Patrick James McCort	None
14	Portion 14 of the farm Lot 53 No. 1817	21, 0595 ha	T22773/1992	Anthony Arba Croxford	B48800/1993
15	Portion 15 of the farm Lot 53 No. 1817	20, 5141 ha	T24666/1984	Lynette Houston	None
16	A portion of the consolidated Portion 21 of the farm Lot 53 No. 1817, know before consolidation as Portion 16 of the farm Lot 53 No. 1817	25, 0247 ha	T1889/1993	Celia Mary Croxford	None
17	Remainder of Portion 17 of the farm Lot 53 No. 1817	17, 4940 ha	T29863/2008	Real Oregon Furniture cc	None

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
18	Portion 18 of the farm Lot 53 No. 1817	20, 3152 ha	T14617/1994	Vaughan Sutherland Wilson and Shirlene Wilson	B20017/1994 B29703/1997
19	Portion 19 of the farm Lot 53 No. 1817	20, 2449 ha	T37248/2017	Michelle Marian Washington	None
20	A portion of the consolidated Portion 21 of the farm Lot 53 No. 1817, know before consolidation as Portion 20 of the farm Lot 53 No. 1817	3, 2623 ha	T1889/1993	Celia Mary Croxford	None
21	Portion 21 of the farm Lot 53 No. 1817	28, 2870 ha	T1889/1993	Celia Mary Croxford	None
22	A portion of the consolidated Portion 0 of the farm Hawkstone No. 15344, known before consolidation as Portion 22 of the farm Lot 53 No. 1817	108, 6625 ha	T19751/1993	Hawkstone Family Trust-Trustees	None
23	Portion 23 of the farm Lot 53 No. 1817	182, 6701 ha	T15564/2008	Trian Trust-Trustees	B13659/2008 VA364/2011
24	A portion of Portion 0 of the farm Hawkstone No. 15344	108, 6625 ha	T19751/1993	Hawkstone Family Trust-Trustees	B18940/2014 B3293/2003 B68208/2007

2. EXCLUDE PROPERTIES IN SCHEDULE BELOW

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
1	Portion 21 of the farm Welgevonden No. 969	94, 9582 ha	T39216/2015	The Two Rivers Trust	None
2	Portion 0 (remaining extent) of the farm Lot 53 No. 1817	87, 6028 ha	T697/1999	Sappi Manufacturing (Pty) Ltd	None

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**NOTICE 300 OF 2019****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) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property	:	That portion of Durban commonly known as 3 Khumalo, Cato Manor
Magisterial District	:	Ethekwini
Administrative District	:	KwaZulu-Natal
Claimant	:	Tubuluzi Annie Sithole
Date claim lodged	:	18 December 1998
Reference number	:	KRN6/2/3/E/8/817/2716/3938

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, 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:

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM
NOTICE 301 OF 2019

GENERAL NOTICE IN TERMS OF SECTION 11 (A) (2) OF THE RESTITUTION OF LAND RIGHTS ACT, NO 22 OF 1994

WHEREAS a land claim was lodged by The Maphelane Nature Reserve Land Claimants, represented by Maphelane Nature Reserve Land Claimants, which claim was published in terms of section 11 (1) of the Restitution of Land Rights Act, No 22 of 1994 (as amended), herein referred to as the Act.

NOW THEREFORE NOTICE is hereby given in terms of section 11(A) (2) of the Act that at the expiry of **thirty (30) days** from the date of the publication of this notice in the Government Gazette, the notice of the claim previously published in terms of section 11 (1) of the Act under Notice No. 1592 of 2003 published in Government Gazette No. 25057 dated 13 June 2003, will be amended to:

1. **CORRECT** the Claimant and Community name; and
2. **INCLUDE** the properties listed below,

unless cause to the contrary is shown to the satisfaction of the Regional Land Claims Commissioner.

The details of Notice No. 612 of 20181 published in Gazette No. 441955 dated 5 October 2018, include the following:

Reference No.	:	KRN6/2/2/E/21/0/0/27B
Claimant	:	The Maphelane Nature Reserve Land Claimants, represented by Maphelane Nature Reserve Land Claimants
Property Description	:	see attached schedule
Total extent	:	see attached schedule
Owner	:	see attached schedule

Any party who may have an interest in the above mentioned land claim is hereby invited to make representations, within 30 days from the publication of this notice, as to show cause why the claim should not be amended in terms of section 11 (A) (4) of the Act.

The representations must be forwarded 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 African Life Building, Second Floor, 200 Church Street, Pietermaritzburg 3201.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU-NATAL
DATE:

1. TO REPLACE

The Maphelane Nature Reserve Land Claimants, represented by Maphelane Nature Reserve Land Claimants

WITH

Inkosi Mtholeni Mthiyane on behalf of the Sokhulu Claimant Community

2. TO INCLUDE THE FOLLOWING PROPERTIES

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
1	Portion 0 (remaining extent) of the farm St Lucia Lands No. 13702	17, 6600 ha	G47/1950	Republic of South Africa	I-122/1998LG K2593/1950RM
2	Portion of the farm Umfolozi Swamps No. 17457	1056, 8000 ha	UNREGISTERED STATE LAND		

STATISTICS SOUTH AFRICA

NOTICE 302 OF 2019

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

Consumer Price Index, Rate (**Base Dec 2017=100**)

2018:

Rate: **April 2019 – 4.4**

DEPARTMENT OF TRADE AND INDUSTRY

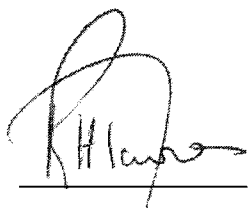
NOTICE 303 OF 2019

SCHEDULE 1

CODES OF GOOD PRACTICE ON BROAD BASED BLACK ECONOMIC
EMPOWERMENT

I, **Dr Rob Davies**, Minister of Trade and Industry hereby:

- (a) Publish the following **Schedule 1 of the Amended Codes of Good Practice** in terms of Section 9 (1) of the Broad-Based Black Economic Empowerment Amendment Act 2003, (Act No. 53 of 2003) as amended by Act 46 of 2013 for implementation within 6 Months from date of Gazette; and
- (b) Replace **Schedule 1 of the Amended Codes of Good Practice** within Gazette 36928 with the following **Schedule 1 of the Amended Codes of Good Practice**.



DR ROB DAVIES, MP

MINISTER OF TRADE AND INDUSTRY

9/4/2019

BROAD BASED BLACK ECONOMIC EMPOWERMENT ACT**SECTION 9 (1) CODES OF GOOD PRACTICE AS AMENDED****SCHEDULE 1****INTERPRETATION AND DEFINITIONS****Part 1: Interpretation**

1. The Codes of Good Practice must be interpreted according to the following provisions unless the context requires a different meaning:
2. In interpreting the provisions of the Codes any reasonable interpretation consistent with the objectives of the Act and the B-BBEE Strategy must take precedence.
3. Words importing persons shall where the context so requires or admits, include individuals, firms, partnerships, trusts, corporations, governmental bodies, authorities, agencies, unincorporated bodies of persons or associations and any organisation having legal capacity.
4. The Schedules and Annexes to the Codes are an integral part of the Codes and a reference to the Codes include a reference to the Schedules.

Part 2: Definitions

In these Codes unless the context otherwise requires:

"Absorption"	means a measure of the Measured Entity's ability to successfully secure a long-term contract of employment for the Employee, Learner, Intern or Apprentice.
"Acquisition Debt"	means the debts of:

	<p>(a) Black participants incurred in financing their purchase of their equity instruments in the Measured Entity; and</p> <p>(b) Juristic persons or trusts found in the chain of ownership between the eventual Black Participants and the Measured Entity for the same purpose as those in (a);</p>
“Apprenticeship”	means an agreement between an apprentice and an employer for a set period of time during which the apprentice works and receives training in the workplace;
“Associated Entity”	means an Entity with which a Seller has concluded a Qualifying Transaction;
“B-BBEE”	means Broad-Based Black Economic Empowerment;
“B-BBEE Controlled Company”	means a juristic person, having shareholding or similar members interest, in which black participants enjoy a right to Exercisable Voting Rights that is at least 51% of the total such rights measured using the Flow Through Principle;
“B-BBEE Owned Company”	means a juristic person, having shareholding or similar members interest, that is B-BBEE controlled, in which Black participants enjoy a right to Economic Interest that is at least 51% of the total such rights measured using the Flow Through Principle;
“B-BBEE Recognition Level”	means the percentage B-BBEE Recognition Levels as determined:

	<p>(a) for Entities that are neither Qualifying Small Enterprises nor Exempted Micro-Enterprises, using statement 000;</p> <p>(b) for Qualifying Small Enterprises, using Statement 000; and</p> <p>(c) for Exempted Micro-Enterprises, the applicable deemed B-BBEE Recognition under Statement 000;</p>
“B-BBEE Status”	means the B-BBEE status of a Measured Entity as determined under statement 000;
“B-BBEE Verification Professional Regulator”	means a body appointed by the Minister for the accreditation of rating agencies or the authorisation of B-BBEE verification professionals;
“Benefit Factor”	means a factor specified in the Benefit Factor Matrix applicable to fixing the monetary value of Enterprise Development and Supplier Development and Socio Economic Development Contributions claimable under Statement 400 and 500;
“Benefit Factor Matrix”	means the Benefit Factor Matrix for Enterprise Development and Supplier Development and Socio Economic Development Contributions annexed to statement 400 and 500;
“Black Designated Groups”	means: <p>(a) unemployed black people not attending and not required by law to attend an</p>

	<p>educational institution and not awaiting admission to an educational institution;</p> <p>(b) Black people who are youth as defined in the National Youth Commission Act of 1996;</p> <p>(c) Black people who are persons with disabilities as defined in the Code of Good Practice on employment of people with disabilities issued under the Employment Equity Act;</p> <p>(d) Black people living in rural and under developed areas;</p> <p>(e) Black military veterans who qualifies to be called a military veteran in terms of the Military Veterans Act 18 of 2011;</p>
“Black New Entrants”	means Black participants who hold rights of ownership in a Measured Entity and who, before holding the Equity Instrument in the Measured Entity, have not held equity instruments in any Entity which has a total value of more than R50,000,000.00 measured using a standard valuation method;
“Black People”	<p>Is a generic term which means Africans, Coloureds and Indians</p> <p>(a) who are citizens of the Republic of South Africa by birth or decent; or</p>

	<p>(b) who became citizens of the Republic of South Africa by naturalisation –</p> <p>(i) before 27 April 1994;</p> <p>(ii) on or after 27 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date.</p>
“Broad-Based Ownership Scheme”	means a ownership scheme which meets the rules set out in Annexe 100B;
“Certified Learning Programme”	<p>means any Learning Programme for which the Measured Entity has:</p> <p>(a) any form of independent written certificate as referred to in the “Learning Achievements” column of the Learning Programme Matrix; or if it does not have such certification:</p> <p>(b) an enrolment certificate issued by the independent person responsible for the issue of the certification referred to in statement 300 confirming the employee has:</p> <p>(i) enrolled for, is attending and is making satisfactory progress in the Learning Programme; or</p> <p>(ii) enrolled for but not attended the Learning; or</p>

	(iii) attended the Training Programme but has failed an evaluation of their learning progress
“Companies Act”	means the Companies Act, No. 71 of 2008 as amended or substituted;
“Company Limited by guarantee”	means a company limited by guarantee as referred in the Companies Act, No. 71 of 2008;
“Competent Person”	means a person who has acquired through training, qualification and experience the knowledge and skills necessary for undertaking any task assigned to them under the codes;
“Core Skills”	<p>means skills that are:</p> <ul style="list-style-type: none"> (a) value-adding to the activities of the Measured Entity in line with its core business; (b) in areas the Measured Entity cannot outsource; or (c) within the production/operational part of the Measured Entity’s value-chain; as opposed to the supply side; services or downstream operations;
“Critical Skills”	means those skills identified as being critical by the relevant SETA;
“Designated Group Supplier”	means a supplier to the Measured Entity that is at least 51% owned by one or more of the following categories of ownership within its structure:

	<p>(a) unemployed black people not attending and not required by law to attend an educational institution and not awaiting admission to an educational institution;</p> <p>(b) Black people who are youth as defined in the National Youth Commission Act of 1996;</p> <p>(c) Black people who are persons with disabilities as defined in the Code of Good Practice on employment of people with disabilities issued under the Employment Equity Act;</p> <p>(d) Black people living in rural and under developed areas;</p> <p>(e) Black military veterans who qualifies to be called a military veteran in terms of the Military Veterans Act 18 of 2011;</p>
“EAP”	Economically Active Population as determined and published by Stats SA. The operative EAP for the purposes of any calculation under the Codes will be the most recently published EAP;
“Economic Interest”	means a claim against an Entity representing a return on ownership of the Entity similar in nature to a dividend right, measured using the Flow Through and, where applicable, the Modified Flow Through Principles;

“EE Act “	means the Employment Equity Act of 1998, as amended;
“EE Regulations”	means the regulations under the Employment Equity Act
“Elements”	means the measurable quantitative or qualitative elements of B-BBEE compliance in the Generic Scorecard and the Codes;
“Employed Learner”	In terms of section 18 (1) of the Skills Development Act it means a learner that was in the employment of the employer party to the learnership agreement concerned when the agreement was concluded. The learner’s contract of employment is therefore not affected by the agreement.
“Employee with a Disability”	has the meaning defined in the Code of Good Practice on Key Aspects of Disability in the Workplace issued under section 54 of the Employment Equity Act; aligned with the Employment Equity Act
“Employee”	bears the meaning as defined in the Labour Relations Act 66 of 1995 as amended;
“Employee Ownership Scheme”	means a worker or employee scheme;

<p>“Empowering Supplier”</p>	<p>An Empowering Supplier within a context of B-BBEE is a B-BBEE compliant entity, which is a good citizen South African entity, comply with all regulatory requirements of the country and should meet at least three if it is a large enterprise or one if it is a QSE of the following criteria:</p> <ul style="list-style-type: none"> (a) At least 25% of cost of sales excluding labour cost and depreciation must be procured from local producers or local supplier in SA, for service industry labour cost are included but capped to 15%. (b) Job creation – 50% of jobs created are for Black people provided that the number of Black employees since the immediate prior verified B-BBEE Measurement is maintained. (c) At least 25% transformation of raw material/beneficiation, which include local manufacturing, production and/or assembly, and/or packaging. (d) Skills transfer - at least spend 12 days per annum of productivity deployed in assisting Black EMEs and QSEs beneficiaries to increase their operation or financial capacity.
<p>“Enterprise Development Contributions”</p>	<p>means monetary or non-monetary contributions carried out for the following beneficiaries, with the objective of contributing to the development,</p>

	<p>sustainability and financial and operational independence of those beneficiaries:</p> <p>(a) Enterprise Development Contributions to Exempted Micro-Enterprises or Qualifying Small Enterprises which are at least 51% Black owned or at least 51% Black women owned;</p>
“Entity”	means a legal entity or a natural or a juristic person conducting a business, trade or profession in the Republic of South Africa;
“Entrepreneur”	means a person who starts and / or operates a business which includes identifying opportunities in the market, taking risks with a view of being rewarded with profits;
“Equity Equivalent contribution”	means an equity equivalent contribution made by a Multinational under an Equity Equivalent Investment Programme;
“Equity Equivalent Investment Programme”	means a public programme or scheme of any government department, provincial or local government in the Republic of South Africa or any other programme approved by the Minister as an Equity Equivalent Investment Programme;
“Equity Instrument”	means the instrument by which a Participant holds rights of ownership in an Entity;
“Equivalency Percentage”	means a percentage ownership performance for all the indicators in the Associated Enterprise's Ownership Scorecard arising from a Qualifying

	Transaction included in the Ownership Scorecard of the beneficiary entity;
“Executive Members of the Board”	means those members of the Board who are executive directors as defined in the King Report;
“Exempted Micro Enterprise”	means an Entity with an annual turnover of R 10 (ten) million or less;
“Exercisable Voting Right”	means a voting right of a Participant that is not subject to any limit;
“Global Practice”	means a globally and uniformly applied practice of a Multinational, restricting alienation of equity in or the sale of businesses in its regional operations. The practice must have existed before the promulgation of the Act;
“Grant Contribution”	means the monetary value of Qualifying Contributions made by the Measured Entity to a beneficiary in the form of grants, donations, discounts and other similar quantifiable benefits which are not recoverable by the Measured Entity;
“Group Structure”	means an ownership arrangement whereby one or more Measured Entities that are juristic persons are subsidiaries of another Measured Entity that would qualify as a holding company;
“Higher Education Institution”	means a higher education institution as defined under the Higher Education Act of 1997;
“Indicator Percentage”	means the percentage compliance of the Associated Entity for all the indicators of the Associated Enterprises ownership

	Scorecard. The calculation of indicator Percentages follows the rules in statement 100 using the actual percentage compliance for each indicator and not the resulting scores;
“Industry Specific Initiatives”	means the qualifying contributions that are unique to the industry in which enterprises operate. For the purposes of the Codes an industry may be grouped in major divisions in accordance with the Standard Industrial Classification Coding System used by Statistic South Africa;
“Internship”	means an opportunity to integrate career related experience into an undergraduate education by participating in planned, supervised work;
“Junior Management”	means an employee of the Measured Entity who is a member of the occupational category of “Junior Management” as determined using the Employment Equity regulations;
“Learnership”	means a work-based route to a qualification. It is a workplace education and training programme comprising both structured practical workplace (on-the-job) experience and structured theoretical training.
“Learning Programmes”	means any learning programme set out in the Learning Programme Matrix;

“Learning Programme Matrix”	means the Learning Programme Matrix annexed as Annexe “300A” in Statement 300;
“Leviable Amount”	bears the meaning as defined in the Skills Development Levies Act of 1999 as determined using the Fourth Schedule to the Income Tax Act;
“long-term contract of employment”	means a legal agreement between an individual and an entity that this individual would work for until his or her mandatory date of retirement;
“Management Fees”	means the total Economic Interest received by a Broad-Based Ownership Scheme or Black participants in any year less the amounts distributed or applied to beneficiaries and the amounts reserved for future distribution or application;
“Mandated Investments”	means any investments made by or through any third party regulated by legislation on behalf of the actual owner of the funds, pursuant to a mandate given by the owner to a third party, which mandate is governed by that legislation. Some examples of domestic mandated investments and the portions of those investments subject to the exclusion principle are contained in Annexe 100A attached to statement 100;
“Measured Entity”	means an Entity as well as an organ of state or public entity subject to measurement under the Codes;

“51% Black Owned ”	means an Entity in which: (a) Black people hold at least 51% of the exercisable voting rights as determined under Code series 100; (b) black people hold at least 51% of the economic interest as determined under Code series 100; and (c) has earned all the points for Net Value under statement 100;
“51% Black Women Owned ”	means an Entity in which: (a) Black women hold at least 51% of the exercisable voting rights as determined under Code series 100; (b) Black women hold at least 51% of the economic interest as determined under Code series 100; and (c) has earned all the points for Net Value under statement 100;
“30% Black Women Owned”	means an Entity in which: (a) Black women hold at least 30% of the exercisable voting rights as determined under Code series 100; (b) Black women hold at least 30% of the economic interest as determined under Code series 100; and

	(c) has earned all the points for Net Value under statement 100;
“Middle Management”	means an employee of the Measured Entity who is a member of the occupational category of “Middle Management” as determined using the Employment Equity regulations;
“Multinational Business”	means a Measured Entity with a business in the Republic of South Africa and elsewhere which maintains its international headquarters outside the Republic;
“National Skills Development Strategy”	means the national skills development strategy referred to in section 5(1)(a)(ii) of the Skills Development Act;
“Net Profit After Tax”	means the operating profit of a measured entity after tax. It incorporates both the equity / loss figures and abnormal items, but excludes extra ordinary items as determined by (GAAP) Generally Accepted Accounting Practices;
“Net Profit Before Tax”	means the operating profit of a measured entity before tax. It incorporates both the equity / loss figures and abnormal items, but excludes extra ordinary items as determined by (GAAP) Generally Accepted Accounting Practices;
“Net Value”	means the percentage resulting from the formula in Annexe 100(C) of statement 100;
“Current Equity	

Interest Date”	means the later occurring of the date of commencement of statement 100 and the date upon which the transaction undertaken by the Measured Entity in order to achieve black rights of ownership, became effective and unconditional;
“New Enterprise”	means an early stage business, which is similar to a start-up. However, an early stage business is typically 3 years old or less.
“Non-Profit Organisation”	means a non-profit organisation registered under the Non-Profit Organisation Act of 1997;
“Outsourced Labour Expenditure”	means any expenditure incurred in: <ul style="list-style-type: none"> (a) procuring the services of or from a labour broker; and (b) procuring the services of any person who receives any remuneration or to whom any remuneration accrues because of any services rendered by such person to or on behalf of a labour broker;
“Participant”	means a natural person holding rights of ownership in a Measured Entity;
“PIVOTAL report”	means a report on ‘Professional, Vocational, Technical and Academic Learning’ programmes that meet the critical needs for economic growth and social development, generally combining course work at universities, universities of

	technology and colleges with structured learning at work.
“Priority Skills”	<p>means Core, Critical and Scarce Skills as well as any skills specifically identified:</p> <p>(a) in a Sector Skills Plan issued by the Department of Labour of the Republic of South Africa;</p> <p>(b) National Skills Development Strategy III;</p> <p>(c) New Growth Path; and</p> <p>(d) National Development Plan Remove.</p>
“Private Equity Fund”	means a third party fund through which investments are made on behalf of the actual owner of the funds pursuant to a mandate given by that person to the private equity fund;
“Public Benefit Organisation”	means an entity as defined in section 30 of the income Tax Act of 1962;
“Qualifying Enterprise and Supplier Development Contributions”	means a collective term describing Enterprise Development and Supplier Development Contributions targeting EME’s and QSE’s which are at least 51% Black Owned or at least 51% Black Women Owned, black youth in rural, and underdeveloped areas in statement 400;
“Qualifying Small Enterprise”	means an Entity that qualifies for measurement under the Qualifying Small

	Enterprise scorecard with a turnover of R10 million or more but less than R50 million;
“Qualifying Socio-Economic Contributions”	Is a collective term for Socio-Economic Project Contributions and Socio-Economic Contributions;
“Qualifying Transaction”	means a sale of a business, valuable business assets or shares that results in the creation of sustainable business opportunities and transfer of specialised skills or productive capacity to Black people;
“Related Enterprise”	means an Entity controlled by a Measured Entity whether directly or indirectly controlled by the natural persons who have direct or indirect control over that Measured Entity or the immediate family of those natural persons;
“Rights of Ownership”	Is a collective term for the right to Economic Interest and the right to Exercisable Voting Rights;
“Scarce Skills”	are those skills identified as being scarce by any SETA;
“Section 21 Company”	means an association not for gain incorporated under section 21 of the Companies Act;
“Sector Code”	means a code in series 003 which is applicable to a particular sector;
“Seller”	means the Entity or the person concluding a Qualifying Transaction with the Associated Enterprise;
“Senior Management”	means an employee of the Measured Entity who is a member of the occupational

	category of “Senior Management” as determined using the Employment Equity regulations;
“Skills Development Expenditure”	comprises the money that a Measured Entity spends on skills development. It excludes the skills development levy payable by the Measured Entity under the Skills Development Levies Act;
“Socio-Economic Development Contributions”	<p>means monetary or non-monetary contribution implemented for communities, natural persons or groups of natural persons where at least 75% of the beneficiaries are Black people. The objective of Socio-Economic Development Contributions is the promotion of sustainable access for the beneficiaries to the economy. Socio-Economic Development Contributions commonly take the following forms:</p> <ul style="list-style-type: none"> (a) development programmes for women, youth, people with disabilities, people living in rural areas; (b) support of healthcare and HIV/AIDS programmes; (c) support for education programmes, resources and materials at primary, secondary and tertiary education level, as well as bursaries and scholarships;

	<p>(d) community training; skills development for unemployed people and adult basic education and training; or</p> <p>(e) support of arts, cultural or sporting development programmes;</p>
“Socio-Economic Project Contributions”	<p>means monetary or non-monetary contributions carried out for the benefit of any projects approved for this purpose by any organ of state or sectors including without limitation:</p> <p>(a) projects focusing on environmental conservation, awareness, education and waste management; and</p> <p>(b) projects targeting infrastructural development or reconstruction in underdeveloped areas; rural communities or geographic areas identified in the government’s integrated sustainable rural development or urban renewal programmes;</p> <p>(c) New projects promoting beneficiation;</p>
“Standard Valuation”	<p>means a standard valuation method for an asset, an Economic Interest, or any other instrument or right relevant to measurement under statement 100, undertaken using normal valuation</p>

	methods that represent standard market practice;
“Start-up Enterprise”	means a recently formed or incorporated Entity that has been in operation for less than 1 year. A start-up enterprise does not include any newly constituted enterprise which merely a continuation of a pre-existing enterprise;
“Subsidiary”	has the meaning defined in section 1(3) of the Companies Act;
“Superior Contributor to B-BBEE”	is a Level One to Level Three Contributor to B-BBEE;
“Supplier”	means any supplier or service provider to a Measured Entity if any portion of the supply or service provision falls within the definition of Total Measured Procurement Spend;
“Supplier Development Contributions”	<p>means monetary or non-monetary contributions carried out for the benefit of value-adding suppliers to the Measured Entity, with the objective of contributing to the development, sustainability and financial and operational independence of those beneficiaries:</p> <p>(a) Supplier Development Contributions to suppliers that are Exempted Micro-Enterprises or Qualifying Small Enterprises which are at least 51% black owned or at least 51% black women owned;</p>

“Target”	means the targets for the various Elements in the Generic and QSE Scorecard;
“the Act”	means the Broad-Based Black Economic Empowerment Act 53 of 2003;
“the Codes”	means the Codes of Good Practice including all the statements as issued under section 9 of the Act;
“the Generic Scorecard”	means the balanced B-BBEE scorecard as contained in statement 000;
“the PFMA”	means the Public Finance Management Act 1 of 1999 as amended;
“the QSE Scorecard”	means the QSE scorecard referred to in statement 000;
“the Skills Development Act”	means the Skills Development Act of 1998;
“the Skills Development Levies Act”	means the Skills Development Levies Act of 1999;
“the Strategy Document”	means the document entitled “South Africa's Economic Transformation – A Strategy for Broad-Based Black Economic Empowerment” published by the department of trade and industry in March 2003 as amended or substituted under section 11 of the Act;
“Third Party Rights”	<p>means third party legal or commercial rights that restrict withhold or defer any benefit associated with ownership of any Equity Instrument. Third party rights include only those rights:</p> <p>(a) created against a black Participant to secure, for a lender, repayment of a loan advanced to that Participant for</p>

	<p>financing their purchase of their equity instrument in the Measured Entity;</p> <p>(b) held against a juristic person or trust that is in the chain of ownership between the Measured Entity and that the eventual black Participant serving the same purpose mentioned in (a) above;</p>
“Total Labour Cost”	means the total amount of remuneration paid by an Entity to its employees determined using section 3(4) of the Skills Development Levies Act of 1999 and the Forth Schedule of the Income Tax Act of 1962;
“Total Revenue”	means the total income of an Entity from its operations as determined under South African Generally Accepted Accounting Practice;
“Transformation Charters”	means the sectoral transformation charters referred to in section 12 of the Act;
“Unemployed Learner”	means a learner that was not in the employment of the employer party to the learnership agreement concerned when the agreement was concluded. The employer and learner must therefore enter into a contract of employment. Refer to the Skills Development Act.
“Unincorporated Joint Venture”	means a joint venture between two or more Measured Entities effected by agreement without incorporation;

“Voting Right”	means a voting right attaching to an Equity Instrument owned by or held for a participant measured using the Flow through Principle or the Control Principle;
“Weighting”	means the weightings applied to various Elements in the Generic Scorecard and QSE Scorecard;
“Workplace Skills Plan”	means the plan of a Measured Entity approved by the relevant SETA.

DEPARTMENT OF TRADE AND INDUSTRY
NOTICE 304 OF 2019
CODE SERIES 400, STATEMENT 400

**CODES OF GOOD PRACTICE ON BROAD BASED BLACK ECONOMIC
EMPOWERMENT**

I, **Dr Rob Davies**, Minister of Trade and Industry hereby:

- (a) Publish the following **Amended Code Series 400, Statement 400** in terms of Section 9 (1) of the Broad-Based Black Economic Empowerment Amendment Act 2003, (Act No. 53 of 2003) as amended by Act 46 of 2013 for implementation within 6 Months from date of Gazette; and
- (b) Replace **Amended Code Series 400, Statement 400** within Gazette 36928 with the following **Amended Code Series 400, Statement 400**.



DR ROB DAVIES, MP
MINISTER OF TRADE AND INDUSTRY

9/4/2019

**AMENDED CODE SERIES 400: MEASUREMENT OF THE ENTERPRISE AND SUPPLIER
DEVELOPMENT ELEMENT OF BROAD-BASED BLACK ECONOMIC EMPOWERMENT**

**STATEMENT 400: THE GENERAL PRINCIPLES FOR MEASURING
ENTERPRISE AND SUPPLIER DEVELOPMENT**

Issued under Section 9 of the Broad-Based Black Economic Empowerment
Act of 2003, as amended

Arrangement of this Statement

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1. OBJECTIVES OF THIS STATEMENT

- 1.1 Specify the scorecard for measuring Enterprise and Supplier Development;
- 1.2 Specify the key measurement principles applicable to calculating Preferential Procurement Contributions; Qualifying Enterprise Development and Supplier Development Contributions;
- 1.3 Define the principles applicable when calculating B-BBEE Procurement Spend and Enterprise Development and Supplier Development Spend; and
- 1.4 Indicate the formula for calculating the individual criteria specified in the Enterprise and Supplier Development scorecard.

2. ENTERPRISE AND SUPPLIER DEVELOPMENT SCORECARD

The following table represents the criteria for deriving a score for Enterprise and Supplier Development under this statement.

Criteria	Weighting points	Compliance targets
2.1 PREFERENTIAL PROCUREMENT		
2.1.1 B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	80%
2.1.2 B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of	3	15%

Total Measured Procurement Spend. Refer to Paragraph 3.9 Below.		
2.1.3 B-BBEE Procurement Spend from all Empowering Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend. Refer to Paragraph 3.9 Below.	4	15%
2.1.4 B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% Black Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	11	50%
2.1.5 B-BBEE Procurement Spend from Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12%
Bonus points		
2.1.6 B-BBEE Procurement Spend from Empowering Designated Group Suppliers that are at least 51% Black Owned.	2	2%
2.2 SUPPLIER DEVELOPMENT		
2.2.1 Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target.	10	2% of NPAT

2.3 ENTERPRISE DEVELOPMENT		
2.3.1 Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target.	5	1% of NPAT
2.4 Bonus Points		
2.4.1 Bonus point for graduation of one or more Enterprise Development beneficiaries to the Supplier Development level.	1	
2.4.2 Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity.	1	

3. KEY MEASUREMENT PRINCIPLES

3.1 The Enterprise and Supplier Development consist of:

3.1.1 Preferential Procurement;

3.1.2 Enterprise Development; and

3.1.3 Supplier Development.

3.2 Enterprise Development and Supplier Development Contributions will be recognised as a percentage of annual Net Profit After Tax (NPAT).

3.2.1 The Net Profit After Tax (NPAT) or average target applies unless:

3.2.1.1 the company does not make a profit last year or on average over the last five years

3.2.1.2 the net profit margin is less than a quarter of the norm in the

industry.

3.2.1.3 If the Turnover is to be used, the target will be set at:

3.2.1.3.1 $1\% \text{ (ED) or } 2\% \text{ (SD)} \times \text{Indicative Profit Margin (NPAT/Turnover)}$
 $\times \text{Turnover}$

3.3 SUB-MINIMUM AND DISCOUNTING PRINCIPLE

3.3.1 A Measured Entity must achieve a minimum of 40% of each of the total weighting points as set out under Statement 000, Paragraph 3.3.1.3.1

3.3.2 Non-compliance to one or more of the threshold targets as per paragraph 3.1 above will result in the overall achieved B-BBEE status level being discounted in accordance with paragraph 3.3 in statement 000.

3.3.3 An Empowering Supplier within a context of B-BBEE is a B-BBEE compliant entity, which is a good citizen South African entity, comply with all regulatory requirements of the country and should meet at least three if it is a large enterprise or one if it is a QSE of the following criteria:

- (a) At least 25% of cost of sales excluding labour cost and depreciation must be procured from local producers or local supplier in SA, for service industry labour cost are included but capped to 15%.
- (b) Job creation – 50% of jobs created are for Black people provided that the number of Black employees since the immediate prior verified B-BBEE Measurement is maintained.
- (c) At least 25% transformation of raw material/beneficiation which include local manufacturing, production and/or assembly, and/or packaging.

- (d) Skills transfer - at least spend 12 days per annum of productivity deployed in assisting Black EMEs and QSEs beneficiaries to increase their operation or financial capacity.

3.3.4 Exempted Micro Enterprises and Start-Ups are automatically recognised as Empowering Suppliers.

3.4 The Weighting points in the Enterprise and Supplier Development scorecard represent the maximum number of points possible for each of the criteria.

3.5 If a Measured Entity procures goods and services from a supplier that is:

3.5.1 A recipient of supplier development contributions from a Measured Entity under Code series 400 which has a minimum 3-year contract with the Measured Entity, the recognisable B-BBEE Procurement Spend that can be attributed to that Supplier is multiplied by a factor of 1.2;

3.5.2 A black owned QSE or EME which is not a Supplier Development beneficiary but that has a minimum 3-year contract with the Measured Entity, the recognisable B-BBEE Procurement Spend that can be attributed to that Supplier is multiplied by a factor of 1.2;

3.5.3 A supplier to the Measured Entity that is at least 51% Black Owned or at least 51% Black Woman Owned utilising the Flow Through Principle, the recognisable B-BBEE Procurement Spend that can be attributed to that Supplier is multiplied by a factor of 1.2.

3.6 Procurement of goods and services and any other activities that fall under 2.1 will not qualify for scoring under 2.2 and 2.3 and vice versa.

3.7 Beneficiaries of Supplier Development or Enterprise Development are EMEs, QSEs or Generic Entities which are at least 51% Black Owned or at least 51% Black Women Owned utilizing the flow through principle. However, in terms of Generic Entities, this is based on the provision that at the first instance of receiving assistance from the Measured Entity, it was identified that such suppliers were EMEs or QSEs. This recognition

for Generic Entities will only be allowed for 5 years from the first time of receiving assistance from the Measured Entity.

3.8 A Supplier Development Beneficiary is a part of the Measured Entity's supply chain, whereas an Enterprise Development Beneficiary is not.

3.9 B-BBEE Procurement Spend from Generic Entity Suppliers which are at least 51% Black Owned or at least 51% Black Women Owned utilizing the flow through principle can be recognized under Point Indicator 2.1.2 and 2.1.3 of the Enterprise and Supplier Development Scorecard. However, this is based on the provision that at the first instance of procuring goods and services, it was identified that such suppliers were EMEs or QSEs. This recognition for Generic Entities under Point Indicator 2.1.2 and 2.1.3 will only be allowed for 5 years from the first time of procuring goods and services from such suppliers.

4. GENERAL PRINCIPLES

4.1 To strengthen local procurement in order to help build South Africa's industrial base in critical sectors of production and value adding manufacturing, which are largely labour-intensive industries.

4.2 To increase local procurement through capacity building achieved by incentivising appropriate local Supplier Development programmes by businesses supplying imported goods and services.

4.3 The imports provisions do not apply to the designated sectors and products for local production, as and when published.

4.4 To actively support procurement from black owned QSEs and EMEs by identifying opportunities to increase procurement from local suppliers in order to support employment creation.

4.5 To support procurement from black owned and black women

owned businesses in order to increase the participation of these businesses in the main stream economy.

- 4.6 To promote the use of black owned professional service providers and entrepreneurs as suppliers.
- 4.7 Measured Entities receive recognition for any Enterprise Development and Supplier Development Contributions that are quantifiable as a monetary value using a Standard Valuation Method.
- 4.8 Measured Entities are encouraged to align their Enterprise Development and Supplier Development initiatives with the designated sectors of government's localisation and value adding programmes.
- 4.9 Measured Entities are encouraged to align their Enterprise Development and Supplier Development initiatives with their supply chain requirements thereby linking Enterprise Development and Supplier Development with Preferential Procurement.
- 4.10 Qualifying Enterprise Development and Supplier Development Contributions of any Measured Entity are recognisable on an annual basis.
- 4.11 Contributions, programmes and/or initiatives that span over multiple years, the total contribution amount must be divided by the number of years, and the average per year is then to be utilised for the annual contribution.
- 4.12 Measured Entities are encouraged to develop and implement an Enterprise Development plan and Supplier Development plan for Qualifying Beneficiaries. The plan should include:
 - 4.12.1 Clear objectives

- 4.12.2 Priority interventions
- 4.12.3 Key performance indicators; and
- 4.12.4 A concise implementation plan with clearly articulated milestones.
- 4.13 Measured Entities will not get recognition for the same activities undertaken under 2.2 and 2.3, they will only get recognition for one of the two i.e. 2.2 or 2.3
- 4.14 No portion of the value of any Qualifying Enterprise Development and Supplier Development Contribution that is payable to the beneficiary after the date of measurement can form part of any calculation under this statement.

5 TOTAL MEASURED PROCUREMENT SPEND

The following procurement is measurable within Total Measured Procurement Spend:

- 5.1 Cost of sales: all goods and services procured that comprise the cost of the sales of the Measured Entity,
- 5.2 Operational expenditure: all goods and services procured that comprise the operational expenditure of the Measured Entity;
- 5.3 Capital expenditure: all capital expenditure incurred by the Measured Entity;
- 5.4 **Public sector procurement:**
 - 5.4.1 all goods and services procured from organs of state and public entities. Despite this, procurement by a Measured Entity from a local government authority, which is a reseller of that service, is measurable at the B-BBEE Recognition Level of the primary Supplier of the service; and

- 5.4.2 in any event, any procurement of any goods or services from any organ of state or public entity that enjoys a statutory or regulated monopoly in the supply of such goods or services, is excluded;
- 5.5 Monopolistic procurement: all goods and services procured from suppliers that enjoy a monopolistic position;
- 5.6 Third-party procurement: all procurement for a third-party or a client, where the cost of that procurement is an expense recorded in the Measured Entity's annual financial statements;
- 5.7 Labour brokers and independent contractors: any procurement of the Measured Entity which is Outsourced Labour Expenditure;
- 5.8 Pension and medical aid contributions: payments made to any post retirement funding scheme or to a medical aid or similar medical insurer by a Measured Entity for its employees, excluding any portions of such payments which are a contribution to a capital investment of the employee. The scheme or insurer must issue a certificate dividing payments between the capital investment portion and the balance to establish the amount that is measurable within Total Measured Procurement Spend;
- 5.9 Trade commission's: any commission or similar payments payable by a Measured Entity to any other person pursuant to the business or trade of the Measured Entity;
- 5.10 Empowerment related expenditure: all goods and services procured in carrying out B-BBEE. The Total Measured Procurement Spend does not include the actual contribution portion recognised under section 2.2 and 2.3 of this Statement or Code series 500 but does include any expenditure incurred in facilitating those contributions;
- 5.11 Imports: all goods and services that are imported or procured from a non-South African source; and

- 5.12 Intra-group procurement: all goods and services procured from subsidiaries or holding companies of the Measured Entity (BEE credentials of the entity supplying goods and/or services must be confirmed by way of a valid BEE certificate).

6 EXCLUSIONS FROM TOTAL MEASURED PROCUREMENT SPEND

The following list provides permissible exclusions from Total Measured Procurement Spend recognisable in terms of paragraph 5:

- 6.1 Taxation: any amount payable to any person which represents a lawful tax or levy imposed by an organ of state authorised to impose such tax or levy, including rates imposed by a municipality or other local government;
- 6.2 Salaries, wages, remunerations, and emoluments: any amount payable to an employee as an element of their salary or wage and any emolument or similar payment paid to a director of a Measured Entity;
- 6.3 Pass-through third-party procurement: all procurement for a third-party or a client that is recorded as an expense in the third-party or client's annual financial statements but is not recorded as such in the Measured Entity's annual financial statements;

6.4 Empowerment related procurement:

- 6.4.1 Investments in or loans to an Associated Enterprise;
- 6.4.2 Investments, loans or donations qualifying for recognition under any statement under Code series 400 or 500;

6.5 Imports: the following imported goods and services:

- 6.5.1 imported capital goods or components for value-added production in South Africa provided that:

- 6.5.1.1 there is no existing local production of such capital goods or

components; and

6.5.1.2 importing those capital goods or components promotes further value-added production within South Africa;

6.5.2 imported goods and services other than those listed in paragraph 6.5.1 if there is no local production of those goods or services including, but not limited to, imported goods or services that –

6.5.2.1 carry a brand different to the locally produced goods or services; or

6.5.2.2 have different technical specifications to the locally produced goods or services.

6.5.3 The exclusion of imports listed under 6.5.2 are subject to them having developed and implemented an Enterprise Development and Supplier Development plan for imported goods and services. This plan should include:

6.5.3.1 Clear objectives

6.5.3.2 Priority interventions

6.5.3.3 Key performance indicators; and

6.5.3.4 A concise implementation plan with clearly articulated milestones

6.5.4 The Department of Trade and Industry will from time to time consult with the industry and issue practice notes with regard to the provisions on import exclusion.

7. MEASUREMENT OF B-BBEE PROCUREMENT SPEND

7.1 B-BBEE Procurement Spend is the value of the procurement falling within paragraph 5 and not excluded by paragraph 6. If a supplier falls within a category of supplier listed in paragraph 3.5, the value of procurement from that supplier is multiplied by the applicable factor listed in that paragraph.

7.2 B-BBEE Procurement Spend can be measured in terms of formula "A" in Annexe 400(A).

7.3 The B-BBEE Procurement Spend for a Measured Entity in respect of a supplier is calculated by multiplying the spend contemplated by paragraph 5 (and not excluded by paragraph 6) in respect of that supplier by the supplier's B-BBEE Recognition Level.

7.4 A Measured Entity's Total Procurement Spend is the total of all amounts calculated in terms of paragraph 7.3.

8 THE CALCULATION OF PREFERENTIAL PROCUREMENT CONTRIBUTIONS TO B-BBEE

8.1 A measured Entity receives a score for procurement in proportion to the extent that it meets the compliance target.

8.2 The Measured Entity's score for Preferential Procurement contributions to B-BBEE under the preferential procurement scorecard can be calculated in terms of formula "B" in Annexe 400(A).

9 ENTERPRISE DEVELOPMENT and SUPPLIER DEVELOPMENT CONTRIBUTIONS

9.1 The following is a non-exhaustive list of Enterprise Development and Supplier Development Contributions:

9.1.1 investments in beneficiary entities;

9.1.2 loans made to beneficiary entities;

9.1.3 guarantees given or security provided on behalf of beneficiaries;

9.1.4 credit facilities made available to beneficiary entities;

9.1.5 grant contributions to beneficiary entities;

9.1.6 direct costs incurred by a Measured Entity in assisting and

hastening development of beneficiary entities;

9.1.7 overhead costs of a Measured Entity directly attributable to Enterprise Development and Supplier Development Contributions;

9.1.8 preferential credit terms granted by a Measured Entity to beneficiary entities;

9.1.9 preferential terms granted by a Measured Entity in respect of its supply of goods or services to beneficiary entities;

9.1.10 contributions made to settling service costs relating to the operational or financial capacity or efficiency levels of beneficiary entities;

9.1.11 discounts given to beneficiary entities in relation to the acquisition and maintenance costs associated with the grant to those beneficiary entities of franchise, licence, agency, distribution or other similar business rights;

9.1.12 the creation or development of capacity and expertise for beneficiary entities needed to manufacture or produce goods or services previously not manufactured, produced or provided in the Republic of South Africa is provided for in Government's economic growth and local supplier development policies and initiatives;

9.1.13 facilitating access to credit for beneficiary entities without access to similar credit facilities through traditional means owing to a lack of credit history, high-risk or lack of collateral;

9.1.14 provision of training or mentoring by suitably qualified entities or individuals to beneficiary entities which will assist the beneficiary entities to increase their operational or financial capacity; and

9.1.15 the maintenance by the Measured Entity of an Enterprise Development and Supplier Development unit which focuses exclusively on support of beneficiary entities or candidate

beneficiary entities.

9.1.16 new projects promoting beneficiation by the Measured Entity for the benefit of Enterprise Development and Supplier Development Beneficiaries.

9.1.17 provision of preferential credit facilities to a beneficiary entity by a Measured Entity may constitute an Enterprise Development and Supplier Development Contribution. Examples of such contributions include without limitation:

9.1.18 provision of finance to beneficiary entities at lower than commercial rates of interest;

9.1.19 relaxed security requirements or absence of security requirements for beneficiary entities unable to provide security for loans; and

9.1.20 settlement of accounts with beneficiary entities over a shorter period of time in relation to the Measured Entity's normal payment period, provided the shorter period is no longer than 15 days;

9.1.21 providing training or mentoring to beneficiary communities by a Measured Entity. (Such contributions are measurable by quantifying the cost of time (excluding travel or commuting time) spent by staff or management of the Measured Entity in carrying out such initiatives. A clear justification, commensurate with the seniority and expertise of the trainer or mentor, must support any claim for time costs incurred).

9.1.22 maintaining an Enterprise Development and Supplier Development unit by the Measured Entity. (Only that portion of salaries and wages attributable to time spent by the staff in, and the other expenses related to, promoting or implementing Enterprise Development and Supplier Development constitute contributions.)

9.1.23 Payments made by the Measured Entity to suitably qualified and experienced third parties to perform Enterprise Development and

Supplier Development on the Measured Entity's behalf.

10 MONETARY AND NON-MONETARY CONTRIBUTIONS

10.1 Subject always to the definition of Qualifying Enterprise Development and Supplier Development Contributions, the following monetary/non-monetary contributions will, without limitation, be considered:

10.1.1 the provision of seed or development capital;

10.1.2 contributions made towards the settlement of the cost of services relating to the operational or financial capacity and/or efficiency levels of a Qualifying Enterprise Development and Supplier Development Beneficiary including, without limitation:

10.1.2.1 professional and consulting services;

10.1.2.2 licensing and/or registration fees;

10.1.2.3 industry specific levies and/or other such fees; and

10.1.2.4 IT services;

10.1.3 subject to paragraph 10.1, creation or development of capacity and expertise for Beneficiary Entities required to manufacture or produce goods and/or services previously not manufactured, produced or provided in the Republic of South Africa;

10.1.4 subject to paragraph 10.2, provision of preferential credit facilities;

10.1.5 subject to paragraph 10.1, facilitation of access to credit for Beneficiary Entities unable to access similar credit facilities through traditional means owing to a lack of credit history, high risk and/or lack of collateral;

10.1.6 subject to paragraph 10.3, provision of training and/or mentoring to Beneficiary Entities which will assist the Beneficiary Entities to increase their operational and/or financial capacity; and

- 10.1.7 subject to paragraph 10.4, the maintenance by the Measured Entity of an Enterprise Development and Supplier Development unit which focuses exclusively on support of Beneficiary Entities or candidate Beneficiary Entities.
- 10.2 The creation and/or development of the capacity of Beneficiary Entities which will enable them to manufacture and produce goods and/or provide services previously not available in the Republic of South Africa, may constitute a Qualifying Enterprise Development and Supplier Development Contribution, and will be measured as the rand value of monetary contributions made as well as investments into, loans made to or guarantees given for a Beneficiary Entity.
- 10.3 Provision of preferential credit facilities to a Beneficiary Entity by a Measured Entity may constitute a Qualifying Enterprise Development and Supplier Development Contribution. Examples of such contributions include without limitation:
- 10.3.1 provision of finance to Beneficiary Entities at rates of interest below the applicable rate. Such contributions will be measured as the value of the differential between the actual interest rate provided to the Beneficiary Entity and the applicable rate;
- 10.3.2 relaxed security requirements or absence of security requirements for Beneficiary Entities unable to provide security for loans; and
- 10.3.3 settlement of accounts with Beneficiary Entities over a shorter period of time in relation to the Measured Entity's normal payment period, provided that the shorter period is no longer than 15 days. Preferential payment terms which extend beyond 15 days will not qualify as Qualifying Enterprise Development and Supplier Development Contributions.
- 10.4 Provision of training and/or mentoring to a Beneficiary Entity by a Measured Entity may constitute a Qualifying Enterprise

Development and Supplier Development Contribution. Such contributions will be measured by quantifying the cost of time spent by staff or management of the Measured Entity in carrying out such initiatives. Any travel or commuting time may not be included in this cost. Furthermore, a clear justification must be supplied with respect to the calculation of such time costs incurred, commensurate with the level of seniority and expertise of the trainer or mentor. Common forms of such contribution include without limitation:

10.4.1 Professional and consulting services;

10.4.2 IT services; and

10.4.3 any other services which help to increase the entity's financial and/or operational capacity and which have not also been accounted for under skills development.

10.5 The maintenance of an Enterprise Development and Supplier Development unit by the Measured Entity may constitute a Qualifying Enterprise Development and Supplier Development Contribution. Common examples of such contributions include without limitation the salaries and wages of staff and other expenses involved in the operation of such Enterprise Development and Supplier Development unit. Notwithstanding the afore going, only that portion of salaries and wages which relate to time spent by the staff in and the other expenses related to the promotion and implementation of Enterprise Development and Supplier Development in respect of Beneficiary Entities or candidate Beneficiary Entities should be taken into consideration under Enterprise Development and Supplier Development contributions.

11 MEASUREMENT OF ENTERPRISE DEVELOPMENT AND SUPPLIER DEVELOPMENT CONTRIBUTIONS

- 11.1 A measured Entity receives a score for Enterprise Development and Supplier Development in proportion the extent that it meets the compliance target.
- 11.2 Qualifying Contributions are measurable using the formula “A” in Annexe 400(B)

ANNEXE 400(A) - A: B-BBEE PROCUREMENT SPEND:

$$A = \text{the sum of } (B \times C)$$

Where

A is the calculated total B-BBEE Procurement Spend for the Measured Entity. It is equal to the sum of the result of the product of B and C for each Supplier of the Measured Entity not excluded under the exclusion from total measured procurement spend;

B is the value of procurement falling within Total measured procurement spend and not excluded under the exclusion from total measured procurement spend from each Supplier of the Measured Entity;

C is the B-BBEE Procurement Recognition Level of each such Supplier of the Measured Entity.

B: THE CALCULATION OF PREFERENTIAL PROCUREMENT CONTRIBUTIONS TO B-BBEE:

$$A = \frac{B}{C} \times D$$

Where

A is the calculated preferential procurement score for 2.1.1, 2.1.2, 2.1.3, 2.1.4, 2.1.5 and 2.1.6 in the scorecard under statement 400 for the Measured Entity;

B is the total B-BBEE Procurement Spend of the Measured Entity calculated under measurement of B-BBEE Procurement Spend as a percentage of Total Measured Procurement Spend of that Measured Entity;

C is the compliance target for each criteria specified in the scorecard under statement 400;

D is the Weighting points allocated to each criteria specified in the scorecard under statement 400.

ANNEXE 400(B)

**Annexe 400B – Enterprise Development and Supplier Development Benefit Factor
Matrix**

Qualifying Contribution type	Contribution Amount	Benefit Factor
Grant and Related Contributions		
Grant Contribution	Full Grant Amount	100%
Direct Cost incurred in supporting Enterprise Development and Supplier Development	Verifiable Cost (including both monetary and non-monetary)	100%
Discounts in addition to normal business practices supporting Enterprise Development and Supplier Development	Discount Amount (in addition to normal business discount)	100%
Overhead Costs incurred in supporting Enterprise Development and Supplier Development (including people appointed in Enterprise Development and Supplier Development)	Verifiable Costs (including both monetary and non-monetary)	70%
Loans and Related Contributions		
Interest-Free Loan with no security requirements supporting Enterprise Development and Supplier Development	Outstanding Loan Amount	70%
Standard Loan to Enterprise Development and Supplier Development Beneficiaries	Outstanding Loan Amount	50%
Guarantees provided on behalf of a Beneficiary entity	Guarantee Amount	50%
Lower Interest Rate	Outstanding loan amount	Prime Rate – Actual Rate
Equity Investments and Related Contributions		
Minority Investment in Enterprise Development and Supplier Development	Investment Amount	70%

Beneficiaries		
Enterprise Development and Supplier Development Investment with lower dividend to financier	Investment Amount	Dividend Rate of Ordinary Shareholders – Actual Dividend Rate of Contributor
Contributions made in the form of human resource capacity		
Professional services rendered at no cost and supporting Enterprise Development and Supplier Development	Commercial hourly rate of professional	60%
Professional services rendered at a discount and supporting Enterprise Development and Supplier Development	Value of discount based on commercial hourly rate of professional	60%
Time of employees of Measured Entity productively deployed in assisting beneficiaries	Monthly salary divided by 160	60%
Other Contributions		
Shorter payment periods for 2.2 of this statement (Supplier Development)	Percentage of invoiced amount multiplied by 15% (being an approximation of the cost of short term funding)	Percentage being 15 days less the number of days from invoice to payment Maximum points that can be scored is 15% of 10 points

ANNEXE 400(B)

A: Qualifying Contributions are measurable on the following basis:

$$A = \frac{B}{C} \times D$$

Where

A is the score achieved in respect of the Qualifying Contributions made by the Measured Entity

B is the annual value of all Qualifying Contributions made by the Measured Entity measured from the commencement of this statement or the Inception Date to the date of measurement

C is compliance target in respect of the Qualifying Contributions as specified in the scorecard for statement 400

D is the Weighting points allocated to the criteria under the scorecard for statement 400.

DEPARTMENT OF TRADE AND INDUSTRY
NOTICE 305 OF 2019
CODE SERIES 300, STATEMENT 300

**CODES OF GOOD PRACTICE ON BROAD BASED BLACK ECONOMIC
EMPOWERMENT**

I, **Dr Rob Davies**, Minister of Trade and Industry hereby:

- (a) Publish the following **Amended Code Series 300, Statement 300** in terms of Section 9 (1) of the Broad-Based Black Economic Empowerment Amendment Act 2003, (Act No. 53 of 2003) as amended by Act 46 of 2013 for implementation within 6 Months from date of Gazette; and
- (b) Replace **Amended Code Series 300, Statement 300** within Gazette 36928 with the following **Amended Code Series 300, Statement 300**.



DR ROB DAVIES, MP
MINISTER OF TRADE AND INDUSTRY

9/4 /2019

AMENDED CODE SERIES 300: FRAMEWORK FOR MEASURING BROAD-BASED BLACK ECONOMIC EMPOWERMENT

STATEMENT 300: THE GENERAL PRINCIPLES FOR MEASURING SKILLS DEVELOPMENT

**Issued under section 9 of the Broad-Based Black Economic Empowerment Act
No. 53 of 2003 as amended by Act No. 46 of 2013.**

Arrangement of this Statement

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OBJECTIVES OF THIS STATEMENT

- 1.1 Specify the scorecard for measuring the Skills Development Element of B-BBEE;
- 1.2 Define the key measurement principles associated with the Skills Development Element; and
- 1.3 Indicate the formula for measuring the Skills Development Element.

2. THE SKILLS DEVELOPMENT ELEMENT SCORECARD

- 2.1 The following table represents the criteria used for deriving a score for Skills Development under this Statement:

Category	Skills Development Element	Weighting points	Compliance Target
2.1.1 Skills Development Expenditure on any programme specified in the Learning Programme Matrix for black people as a percentage of the Leviable Amount			
2.1.1.1	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount.	6	3.5 %
2.1.1.2	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.5%
2.1.1.3	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviable Amount.	4	0.3%
2.1.2	Learnerships, Apprenticeships, and Internships		

2.1.2.1	Number of black people participating in Learnerships, Apprenticeships and internships as a percentage of total employees.	6	5%
Bonus points:			
2.1.3	Number of black people absorbed by the Measured and Industry Entity at the end of the Internship, Learnership and Apprenticeship programme under Paragraph 2.1.2.1	5	100%

2.2 The compliance targets for 2.1.1.1, 2.1.1.2 and 2.1.2.1 of the Skills Development scorecard are based on the overall demographic representation of black people as defined in the Regulations of the Employment Equity Act and Commission of Employment Equity Report as amended from time to time.

2.3 In determining a Measured Entity's score, the targets should be further broken down into specific criteria according to the different race sub-groups within the definition of black in accordance with the Regulations of Employment Equity Act and Commission of Employment Equity Report requirements on equitable representation and weighted accordingly.

3. KEY MEASUREMENT PRINCIPLES

3.1 The following criteria must be fulfilled in order for the Measured Entity to receive points on the Skills Development Element scorecard:

3.1.1 Workplace Skills Plan, an Annual Training Report and Pivotal Report which are SETA approved; and

3.1.2 Implementation of Priority Skills programme generally, and more specifically for black people.

3.2 The 3.5 % compliance target under paragraph 2.1.1.1 includes external training expenditure for unemployed black people.

3.3 Initiatives implemented under paragraph 2.1.1.1 cannot be counted under paragraph 2.1.1.2 and vice versa.

3.4 A trainee tracking tool has to be developed in order for the Measured Entity to score under paragraph 2.1.3.

3.5 If less than 100% of the trainees are absorbed under paragraph 2.1.3, the percentage achieved or absorbed will be recognised.

4. SUBMINIMUM AND DISCOUNTING PRINCIPLE

4.1 A Measured Entity must achieve a minimum of 40% of the total weighting points excluding bonus points (40% of the 20 points) set out in the Skills Development Element.

4.2 Non-compliance to the threshold targets will result in the overall achieved B-BBEE status level being discounted in accordance in paragraph 3.4 of Statement 000.

5. GENERAL PRINCIPLES

5.1.1 Skills Development must contribute to the achievement of the country's economic growth and social development goals that will enrich the creation of decent work and sustainable livelihoods.

5.1.2 Promote the development of an industrial skills base in critical sectors of production and value-added manufacturing, which are largely labour-intensive industries.

5.1.3 Support 'Professional, Vocational, Technical and Academic Learning programmes, achieved by means of professional placements, work-integrated learning, apprenticeships, learnerships and internships, that meet the critical needs for economic growth and development.

5.1.4 Strengthen the skills and human resource base by encouraging the support of skills development initiatives with an emphasis on skills development and career pathing for all working people in order to support employment creation.

5.2 Skills Development Expenditure includes any legitimate expenses

incurred for any Learning Programme offered by a Measured Entity to black people evidenced by an invoice or appropriate internal accounting record.

- 5.3 Skills Development Expenditure arising from Informal and workplace Learning Programmes, or from Category F and G Learning Programmes under the Learning Programmes Matrix cannot represent more than 25% of the total value of Skills Development Expenditure.
- 5.4 Legitimate training costs such as accommodation, catering, travelling and the cost to the Measured Entity of employing a Skills Development facilitator or a training manager (non-exhaustive) cannot exceed more than 15% of the total value of Skills Development Expenditure. This does not apply to Skills Development Expenditure recognised in paragraph 2.1.1.2.
- 5.5 Salaries or wages paid to an employee participating as a learner in any Learning Programme constitute Skills Development Expenditure if the Learning Programme is a Learnership, Internship and Apprenticeship (Category B, C and D) of the Learning Programme Matrix or a stipend linked to a bursary programme in terms of paragraph 2.1.1.2.
- 5.6 Expenses on scholarships and bursaries for black people do not constitute Skills Development Expenditure if the Measured Entity can recover any portion of those expenses from the employee or if the grant of the scholarship or bursary is conditional. A bursary or scholarship scheme is a grant made to or for students who are registered at educational institutions established by or registered with the Department of Basic Education or the Department of Higher Education & Training. Examples of legitimate training costs for a bursary or scholarship includes: payment of school, college or university fees, or a portion thereof; funding for textbooks or other learning materials; funding for subsistence or accommodation during the period of study. Despite the afore going, if the right of recovery or the condition involves either of the following obligations of the employee, the expenses are recognisable:
- 5.6.1 the obligation of successful completion in their studies within the time

period allocated; or

- 5.6.2 the obligation of continued employment by the Measured Entity for a period following successful completion of their studies is not more than the period of their studies.

- 5.7 Mandatory sectoral training does not qualify as skills development contribution i.e. health and safety in construction sector (non-exhaustive list)

- 5.8 Training outside the country in line with the Learning Programme Matrix under annexure 300 (A) is measurable if it meets the South African Qualification Authority requirement for recognition.

6. LEGITIMATE RECOGNISABLE TRAINING EXPENSES

- 6.1.1 costs of training materials;
- 6.1.2 costs of trainers;
- 6.1.3 costs of training facilities including costs of catering;
- 6.1.4 scholarships and bursaries;
- 6.1.5 course fees;
- 6.1.6 accommodation and travel; and
- 6.1.7 Administration costs such as the organization of training including, where appropriate, the cost to the Measured Entity of employing a Skills Development facilitator or a training manager.

7. MEASUREMENT OF SKILLS DEVELOPMENT INDICATORS

The formula that explains the method of measurement of the criteria in the skills development scorecard is set out in Formula "A" in Annexure 300(B).

8. ANNEXE 300 (A)

Learning Programme Matrix

Cat	Programme	Narrative Description	Delivery Mode	Learning Site	Learning Achievement
A	Bursaries or scholarships	Institution-based theoretical instruction alone – formally assessed by educational institutions established by or registered with the Department of Basic Education or the Department of Higher Education & Training.	Institutional instruction	Institutions such as universities and colleges, schools, ABET providers	Recognised theoretical knowledge resulting in the achievement of a degree, diploma or certificate issued by an accredited or registered formal institution of learning
B	Internships	Institution-based theoretical instruction as well as some practical learning with an employer or in a simulated work environment – formally assessed through the institution	Mixed mode delivery with institutional instruction as well as supervised learning in an appropriate workplace or simulated work environment	Institutions such as universities and colleges, schools, ABET providers and workplace	Theoretical knowledge and workplace experience with set requirements resulting in the achievement of a degree, diploma or certificate issued by an accredited or registered formal institution of learning

C	Learnerships	Recognised or registered structured experiential learning in the workplace that is required after the achievement of a qualification – formally assessed by a statutory occupational or professional body	Structured learning in the workplace with mentoring or coaching	Workplace	Occupational or professional knowledge and experience formally recognised through registration or licensing
D	Learnerships or Apprenticeships	Occupationally-directed instructional and work-based learning programme that requires a formal contract – formally assessed by an accredited body	Institutional instruction together with structured, supervised experiential learning in the workplace	Institution and workplace	Theoretical knowledge and workplace learning, resulting in the achievement of a South African Qualifications Authority registered qualification, a certificate or other similar occupational or professional qualification issued by an accredited or registered formal institution of learning

E	Work-integrated learning	Occupationally-directed instructional and work-based learning programme that does not require a formal contract – formally assessed by an accredited body	Structured, supervised experiential learning in the workplace which may include some institutional instruction	Workplace, institutional as well as ABET providers	Credits awarded for registered unit standards, continued professional development, improved performance or skills (e.g. evidence of outputs based on Performance Development Programme)
F	Informal training	Occupationally-directed informal instructional programmes	Structured information sharing or direct instruction involving workshops, seminars and conferences and short courses	Institutions, conferences and meetings	Continuing professional development, attendance certificates and credits against registered unit standards (in some instances)
G	Informal training	Work-based informal programmes	Informal training	Workplace	Increased understand of job or work context or improved performance or skills

ANNEXE 300 (B)

Formula 1

The skills development criteria provided for in paragraphs 2.1.1.1 and 2.1.1.2 is calculated by

following the sub calculations below.

The measurement criteria targets for 2.1.1.1 and 2.1.1.2 are broken down according to the

relevant EAP statistics i.e. splitting the compliance target and points in proportion to the EAP statistics.

The EAP Statistics are reported on the following race groups:

<u>Statistic</u>	<u>African Male</u>	<u>African Female</u>	<u>Coloured Male</u>	<u>Coloured Female</u>	<u>Indian Male</u>	<u>Indian Female</u>	<u>White Male</u>	<u>White Female</u>
Abbreviation	AM	AF	CM	CF	IM	IF	WM	WF

The maximum points per race group needs to be adhered to in order to achieve the outcomes of the code. These calculations will need to be repeated for every race group due to the maximum score for each race group.

The first parameter to be defined is the percentage of spend on black employees in the measured entity as a percentage of the Leviable Amount. The formula to calculate this will need to be repeated six times, for each of the six black EAP statistics.

Let

$$\% \text{ Spend AM} = \frac{\text{Spend on AM Employees}}{\text{Leviable Amount}}$$

$$\% \text{ Spend AF} = \frac{\text{Spend on AF Employees}}{\text{Leviable Amount}}$$

$$\% \text{ Spend CM} = \frac{\text{Spend on CM Employees}}{\text{Leviable Amount}}$$

$$\% \text{ Spend CF} = \frac{\text{Spend on CF Employees}}{\text{Leviable Amount}}$$

$$\% \text{ Spend IM} = \frac{\text{Spend on IM Employees}}{\text{Leviable Amount}}$$

$$\% \text{ Spend IF} = \frac{\text{Spend on IF Employees}}{\text{Leviable Amount}}$$

Where:

RG: Race Group

%SpendRG: Percentage of spend on black employees in the measured entity for the specific race group

Spend on RG Employees: Rand value of Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for the specified Race Group for 2.1.1.1 and 2.1.1.2

Leviable Amount: As defined in Code Series 300

Due to the codes not awarding points for meeting the EAP statistics for the white race groups, the EAP statistics need to be adjusted to exclude the white

categories. The following formula shows how this is accomplished:

Let

$$ADJ\ EAP\ AM = \frac{EAP(AM)}{EAP(Sum)}$$

$$ADJ\ EAP\ AF = \frac{EAP(AF)}{EAP(Sum)}$$

$$ADJ\ EAP\ CM = \frac{EAP(CM)}{EAP(Sum)}$$

$$ADJ\ EAP\ CF = \frac{EAP(CF)}{EAP(Sum)}$$

$$ADJ\ EAP\ IM = \frac{EAP(IM)}{EAP(Sum)}$$

$$ADJ\ EAP\ IF = \frac{EAP(IF)}{EAP(Sum)}$$

Where:

ADJ EAP RG:	Adjusted EAP for a specific race group
EAP (RG):	EAP statistic for the calculated race group
EAP (Sum):	Sum of published EAP statistics for all black race groups (AM+AF+CM+CF+IM+IF)

Since the calculation for each of the race groups need to be done individually, the compliance target also needs to be split in proportion to the EAP statistics.

This formula is defined below:

Let

$$SCT\ AM = ADJ\ EAPAM \times \frac{Compliance\ target}{100}$$

$$SCT\ AF = ADJ\ EAPAF \times \frac{Compliance\ target}{100}$$

$$SCT\ CM = ADJ\ EAPCM \times \frac{Compliance\ target}{100}$$

$$SCT\ CF = ADJ\ EAPCF \times \frac{Compliance\ target}{100}$$

$$SCT\ IM = ADJ\ EAPIM \times \frac{Compliance\ target}{100}$$

$$SCT\ IF = ADJ\ EAPIF \times \frac{Compliance\ target}{100}$$

Where:

SCT RG: group	Split Compliance Target for race
ADJ EAP RG: calculated	Adjusted EAP for the race group as above

Compliance target:
and 2.1.1.2

Compliance Target as specified for 2.1.1.1

The points allocated for the measurement criteria will also be split in proportion to the EAP statistics. The split points for the measurement criteria represent the maximum allowable points for the race groups, and must be enforced as such.

The formula for calculating the maximum allowable points is shown below:

$$MAP\ AM = ADJ\ EAPAM \times Points$$

$$MAP\ AF = ADJ\ EAPAF \times Points$$

$$MAP\ CM = ADJ\ EAPCM \times Points$$

$$MAP\ CF = ADJ\ EAPCF \times Points$$

$$MAP\ IM = ADJ\ EAPIM \times Points$$

$$MAP\ IF = ADJ\ EAPIF \times Points$$

Where:

MAP: Maximum allowable points for a race group

Points: Weighting points as specified for 2.1.1.1 and 2.1.1.2

The achieved score per race group (ScoreRG) will be calculated using the above four equations. The formula must be completed for each race group using the four results from above for each race group. This formula is shown below:

$$ScoreAM = \left(\frac{\%Spend\ AM}{SCT\ AM} \right) \times MAP\ AM$$

$$ScoreAF = \left(\frac{\%Spend\ AF}{SCT\ AF} \right) \times MAP\ AF$$

$$ScoreCM = \left(\frac{\%Spend\ CM}{SCT\ CM} \right) \times MAP\ CM$$

$$ScoreCF = \left(\frac{\%Spend\ CF}{SCT\ CF} \right) \times MAP\ CF$$

$$ScoreIM = \left(\frac{\%Spend\ IM}{SCT\ IM} \right) \times MAP\ IM$$

$$ScoreIF = \left(\frac{\%Spend\ IF}{SCT\ IF} \right) \times MAP\ IF$$

Note that the score per race group may not exceed the maximum allowable points for that race group. The following shows how the total score for 2.1.1.1 and 2.1.1.2 is

calculated:

$$Total\ Score = ScoreAM + ScoreAF + ScoreCM + ScoreCF + ScoreIM + ScoreIF$$

Formula 2

The Skills Development criteria provided for in paragraphs 2.1.2.1, is calculated by following the sub calculations below.

The measurement criteria targets for 2.1.2.1 are broken down according to the relevant EAP statistics i.e. splitting the compliance target and points in proportion to the EAP statistics.

The maximum points per race group needs to be adhered to in order to achieve the outcomes of the code. These calculations will need to be repeated for every race group due to the maximum score for each race group.

The first parameter to be defined is the percentage of black employees in the measured entity for the measurement criteria (Number of black people participating in Learnerships, Apprenticeships and Internships OR Number of black unemployed people participating in the learning programme matrix). The formula to calculate this will need to be repeated six times, for each of the six black EAP statistics.

Let

$$\% \text{ Black AM} = \frac{\text{Number of AM Learners}}{\text{Total of all employees in all race groups}}$$

$$\% \text{ Black AF} = \frac{\text{Number of AF Learners}}{\text{Total of all employees in all race groups}}$$

$$\% \text{ Black CM} = \frac{\text{Number of CM Learners}}{\text{Total of all employees in all race groups}}$$

$$\% \text{ Black CF} = \frac{\text{Number of CF Learners}}{\text{Total of all employees in all race groups}}$$

$$\% \text{ Black IM} = \frac{\text{Number of IM Learners}}{\text{Total of all employees in all race groups}}$$

$$\% \text{ Black IF} = \frac{\text{Number of IF Learners}}{\text{Total of all employees in all race groups}}$$

Where:

RG: Race Group

% BlackRG: Percentage of black employees in the measured
Entity for the specific race group

Number of RG learners: Number of people participating in Learnerships,
Apprenticeships and Internships OR number of
unemployed people participating in training specified in the
learning programme matrix

Total of all race groups: Total of all employees in the measured entity

$$(AM+AF+CM+CF+IM+IF+WM+WF)$$

Due to the codes not awarding points for meeting the EAP statistics for the white race groups, the EAP statistics need to be adjusted to exclude the white categories. The following formula shows how this is accomplished:

Let

$$ADJ\ EAP\ AM = \frac{EAP(AM)}{EAP(Sum)}$$

$$ADJ\ EAP\ AF = \frac{EAP(AF)}{EAP(Sum)}$$

$$ADJ\ EAP\ CM = \frac{EAP(CM)}{EAP(Sum)}$$

$$ADJ\ EAP\ CF = \frac{EAP(CF)}{EAP(Sum)}$$

$$ADJ\ EAP\ IM = \frac{EAP(IM)}{EAP(Sum)}$$

$$ADJ\ EAP\ IF = \frac{EAP(IF)}{EAP(Sum)}$$

Where:

ADJ EAP RG:	Adjusted EAP for a specific race group
EAP (RG):	AP statistic for the calculated race group
EAP (Sum):	Sum of published EAP statistics for all black race groups (AM+AF+CM+CF+IM+IF)

Since the calculation for each of the race groups need to be done individually, the compliance target also needs to be split in proportion to the EAP statistics.

This formula is defined below:

Let

$$SCT\ AM = ADJ\ EAP\ AM \times \frac{Compliance\ target}{100}$$

$$SCT\ AF = ADJ\ EAP\ AF \times \frac{Compliance\ target}{100}$$

$$SCT\ CM = ADJ\ EAP\ CM \times \frac{Compliance\ target}{100}$$

$$SCT\ CF = ADJ\ EAP\ CF \times \frac{Compliance\ target}{100}$$

$$SCT\ IM = ADJ\ EAP\ IM \times \frac{Compliance\ target}{100}$$

$$SCT\ IF = ADJ\ EAP\ IF \times \frac{Compliance\ target}{100}$$

Where:

SCT RG:	Split Compliance Target for race group
---------	----------------------------------------

ADJ EAP RG: Adjusted EAP for the race group as
calculated

above

Compliance target: Compliance Target as specified for 2.1.2.1

The points allocated for the measurement criteria will also be split in proportion to the EAP statistics. The split points for the measurement criteria represent the maximum allowable points for the race groups, and must be enforced as such.

The formula for calculating the maximum allowable points is shown below:

$$MAP\ AM = ADJ\ EAP\ AM \times Points$$

$$MAP\ AF = ADJ\ EAP\ AF \times Points$$

$$MAP\ CM = ADJ\ EAP\ CM \times Points$$

$$MAP\ CF = ADJ\ EAP\ CF \times Points$$

$$MAP\ IM = ADJ\ EAP\ IM \times Points$$

$$MAP\ IF = ADJ\ EAP\ IF \times Points$$

Where:

MAP: Maximum allowable points for a race group

Points: Weighting points as specified for 2.1.2.1

The achieved score per race group (Score RG) will be calculated using the above four equations. The formula must be completed for each race group using the four results from above for each race group. This formula is shown below:

$$ScoreAM = \left(\frac{\%Spend\ AM}{SCT\ AM} \right) \times MAP\ AM$$

$$ScoreAF = \left(\frac{\%Spend\ AF}{SCT\ AF} \right) \times MAP\ AF$$

$$ScoreCM = \left(\frac{\%Spend\ CM}{SCT\ CM} \right) \times MAP\ CM$$

$$ScoreCF = \left(\frac{\%Spend\ CF}{SCT\ CF} \right) \times MAP\ CF$$

$$ScoreIM = \left(\frac{\%Spend\ IM}{SCT\ IM} \right) \times MAP\ IM$$

$$ScoreIF = \left(\frac{\%Spend\ IF}{SCT\ IF} \right) \times MAP\ IF$$

Note that the score per race group may not exceed the maximum allowable

points for that race group. The following shows how the totals score for 2.1.2.1 is calculated:

$$Total\ Score = ScoreAM + ScoreAF + ScoreCM + ScoreCF + ScoreIM + ScoreIF$$

Formula 3

This equation explains the method of measurement of the criteria under paragraph 2.1.1.3 and 2.1.3

$$A = \frac{B}{C} \times D$$

Where

A is the score for measurement category indicator

B is the percentage of spend in the measurement category that are black disabled people

B is the percentage of absorbed people in the measurement category that are black people

C is the target for the applicable criteria as referred to in the scorecard under statement 300

D is the Weighting points for the applicable criteria as referred to in the scorecard under statement 300

DEPARTMENT OF TRADE AND INDUSTRY
NOTICE 306 OF 2019
CODE SERIES 000, STATEMENT 000

CODES OF GOOD PRACTICE ON BROAD BASED BLACK ECONOMIC
EMPOWERMENT

I, **Dr Rob Davies**, Minister of Trade and Industry hereby:

- (a) Publish the following **Amended Code Series 000, Statement 000** in terms of Section 9 (1) of the Broad-Based Black Economic Empowerment Act 2003, (Act No. 53 of 2003) as amended by Act 46 of 2013 for implementation within 6 Months from date of Gazette; and
- (b) Replace **Amended Code Series 000, Statement 000** within Gazette 36928 with the following **Amended Code Series 000, Statement 000**.



DR ROB DAVIES, MP
MINISTER OF TRADE AND INDUSTRY

9 / 4 / 2019

AMENDED CODE SERIES 000: FRAMEWORK FOR MEASURING BROAD-BASED BLACK ECONOMIC EMPOWERMENT

STATEMENT 000: GENERAL PRINCIPLES AND THE GENERIC SCORECARD

Issued under Section 9 of the Broad-Based Black Economic Empowerment Act of 2003, as amended

Arrangement of this Statement:

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1 OBJECTIVES OF THIS STATEMENT

- 1.1 Specify the interpretative principles of Broad-Based Black Economic Empowerment(B-BBEE);
- 1.2 Specify the application of the Codes and the basis for measurement under the Codes;
- 1.3 Indicate the qualifying thresholds for Measured Entity to qualify as an Exempted Micro-Enterprise (EME) or Qualifying Small Enterprise (QSE);
- 1.4 Specify the method of measuring Start-Up Enterprises;
- 1.5 Specify the elements of B-BBEE measurable under the Generic Scorecard and Qualifying Small Enterprises;
- 1.6 Specify the basis for determining compliance by Entities with the Codes;

2. KEY PRINCIPLES

- 2.1 The fundamental principle for measuring B-BBEE compliance is that substance takes precedence over legal form.
- 2.2 In interpreting the provisions of the Codes any reasonable interpretation consistent with the objectives of the B-BBEE Act as amended and the B-BBEE Strategy must take precedence.
- 2.3 The basis for measuring B-BBEE initiatives under the Codes is the B-BBEE compliance of the Measured Entity at the Date of Measurement.

- 2.4 Any misrepresentation or attempt to misrepresent a Measured Entity's true B-BBEE Status will be dealt with in accordance with the provisions as set out in the B-BBEE Act as amended, and may lead to the disqualification of the entire scorecard of the entities concerned.
- 2.5 Initiatives which split, separate or divide a Measured Entity as a means of ensuring eligibility as an Exempted Micro-Enterprise, a Qualifying Small Enterprise or a Start-Up Enterprise may constitute an offence and will be dealt with in accordance with the provisions as set out in the B-BBEE Act as amended.
- 2.6 Any representation made by an Entity about its B-BBEE compliance must be supported by suitable evidence or documentation. A Measured Entity that does not provide evidence or documentation supporting any initiative must not receive any recognition for that initiative.
- 2.7 Wherever a Standard Valuation Method applies to measuring an indicator, the same standard should apply, as far as reasonably possible, consistently in all other applicable calculations in this statement.

3. APPLICATION OF THE CODES

3.1 The following Entities are measurable under the Codes:

3.1.1 all Organs of State and Public Entities;

3.1.2 all Measured Entities that undertake any economic activity with all Organs of State and Public Entities;

3.1.3 any other Measured Entity that undertakes any economic activity, whether direct or indirect, with any other Measured Entity that is subject to measurement under paragraph 3.1.1 to 3.1.2 and which is seeking to establish its own B-BBEE compliance.

3.2 The basis for measuring the B-BBEE compliance of an Entity in terms of paragraph 3.1 is:

3.2.1 Paragraph 4, in the case of an Exempted Micro-Enterprise;

3.2.2 Paragraph 5.3 in the case of a Black Owned QSE;

3.2.3 The Generic Scorecard and QSE Scorecard, in the case of other Measured Entities; and

3.2.4 A Measured Entity in a sector in respect of which a sector code has been issued in terms of Section 9 of the BBBEE Act as amended, may only be measured for compliance in accordance with that code.

3.3 PRIORITY ELEMENTS, SUBMINIMUM AND DISCOUNTING PRINCIPLE

3.3.1 The Priority Elements are as follows:

3.3.1.1 **Ownership:**

3.3.1.1.1 The sub-minimum requirement for Ownership is 40% of Net Value (40% of the 8 points) based on the Time Based Graduation Factor as provided in Annexe 100 (E).

3.3.1.2 **Skills Development:**

3.3.1.2.1 The sub-minimum requirement for Skills Development is 40% of the total weighting points excluding bonus points (40% of the 20 points) for Skills Development.

3.3.1.3 **Enterprise and Supplier Development:**

3.3.1.3.1 The sub-minimum requirement for Enterprise and Supplier Development is 40% of the total weighting points for each of the three categories, excluding bonus points, within the Enterprise and Supplier Development element, namely preferential

procurement (40% of the 25 points); Supplier Development (40% of the 10 points) and Enterprise Development (40% of the 5 points).

3.3.2 COMPLIANCE TO PRIORITY ELEMENTS

3.3.2.1 A Large Enterprise is required to comply with all the Priority Elements.

3.3.2.2 A Qualifying Small Enterprise is required to comply with Ownership as a compulsory element, and either Skills Development or Enterprise and Supplier Development, with the exclusion of black-owned QSEs in terms of paragraph 5.3 below.

3.3.3 DISCOUNTING PRINCIPLE EFFECT

3.3.3.1 Qualifying Small Enterprises or Generic Enterprises that fails to meet the 40% sub-minimum requirement for any or a combination of the priority elements in terms of 3.3.1 and 3.3.2 above, will have their B-BBEE status level discounted one level.

3.3.3.2 The discounted level will be recorded and be the applicable status level for that Measured Entity.

3.3.3.3 Notwithstanding the recognition in 3.3.3.1 above, the Measured Entity will recognise the actual points achieved below the 40% sub-minimum requirements.

3.4 The requirement to submit data to the Department of Labour under the Employment Equity Act 55 of 1998 is only applicable to 'designated employers' who employ 50 or more employees or who exceed the turnover threshold specified by the Department of Labour. However, for

the purpose of measurement: both Generic and Qualifying Small Entities that employ less than 50 employees are required to submit sufficient evidence for verification purposes.

4. ELIGIBILITY AS AN EXEMPTED MICRO ENTERPRISE (EME)

- 4.1 Any enterprise with an annual Total Revenue of R10 Million or less qualifies as an Exempted Micro-Enterprise.
- 4.2 Start-Up Enterprises are ordinarily regarded as Exempted Micro Enterprises, unless tendering for a contract in excess of the threshold for EMEs, in which case the corresponding scorecard will apply.
- 4.3 An Exempted Micro-Enterprise is deemed to have a B-BBEE Status of “Level Four Contributor” having a B-BBEE Recognition Level of 100% under paragraph 9.2.
- 4.4 Enhanced B-BBEE recognition level for an Exempted Micro-Enterprise:
 - 4.4.1 Despite paragraph 4.3 an EME which is 100% Black Owned, measured using the flow-through principle, qualifies for elevation to “Level One Contributor” having a B-BBEE recognition level of 135%.
 - 4.4.2 Despite paragraphs 4.3 and 4.4.1, an EME which is at least 51% Black Owned, measured using the flow-through principle, qualifies for elevation to “Level Two Contributor” having a B-BBEE recognition level of 125%.
- 4.5 Despite paragraphs 4.3 and 4.4, an EME is allowed to be measured in terms of the QSE scorecard should it so choose.
- 4.6 An EME is only required to obtain a sworn affidavit or Certificate issued by Companies and Intellectual Property Commission (CIPC) on an annual basis, confirming the following:

4.6.1 Annual Total Revenue of R10 million or less; and

4.6.2 Level of Black ownership.

4.7 Any misrepresentation in terms of Para 4.6 above constitutes a criminal offence as set out in the B-BBEE Act as amended.

5. ELIGIBILITY AS A QUALIFYING SMALL ENTERPRISE (QSE)

5.1 A Measured Entity with an annual Total Revenue of between R10 million and R50 million qualifies as a Qualifying Small Enterprise.

5.2 A QSE must comply with all of the elements of B-BBEE for the purposes of measurement.

5.3 Enhanced B-BBEE recognition level for QSE:

5.3.1 Despite paragraph 5.2 above, a Qualifying Small Enterprise which is 100% Black Owned, measured using the flow-through principle, qualifies for elevation to a "B-BBEE Level One Contributor" having a B-BBEE recognition level of 135%.

5.3.2 Despite paragraph 5.2 above, a Qualifying Small Enterprise which is at least 51% Black Owned, measured using the flow-through principle, qualifies for elevation to a "B-BBEE Level Two Contributor" having a B-BBEE recognition level of 125%.

5.3.3 A Black Owned QSE in terms of paragraph 5.3. above, is only required to obtain a sworn affidavit on an annual basis, confirming the following:

5.3.3.1 Annual Total Revenue of between R10 million and R50 million; and

5.3.3.2 Level of Black ownership.

5.4 Despite paragraph 5.3 a black-owned QSE may be measured in terms of the QSE scorecard should it so choose.

5.5 Any misrepresentation in terms of Para 5.3 above constitutes a criminal offence as set out in the B-BBEE Act as amended.

6. ELIGIBILITY AS A GENERIC ENTERPRISE

6.1 Any enterprise with an annual Total Revenue of R50 Million and more qualifies as a Large Enterprise.

6.2 A Large Enterprise must comply with all of the elements of B-BBEE for the purposes of measurement

7. ELIGIBILITY OF JOINT VENTURES AND START-UP ENTERPRISES

7.1 The measurement of Unincorporated Joint Ventures will be done as follows:

7.2 Unincorporated Joint Ventures are required to compile a consolidated verification certificate. A consolidated verification certificate will consolidate the verified compliance data of joint venture partners in accordance with paragraph 7.3 below as if those Measured Entities were a single Measured Entity.

7.3 The consolidation of compliance data shall be based on a weighting in accordance with the joint venture agreement relevant to the specific joint venture. Therefore, should two companies enter into an Unincorporated Joint Venture their respective scores in terms of the relevant Code of Good Practice will be weighted according to their proportionate share in the joint venture and added together for a combined score out of 100.

7.3.1 Should a company qualify in terms of the Qualifying Small Enterprise Scorecard its B-BBEE score out of 100 must be used to calculate the consolidated score.

- 7.3.2 51% Black Owned EMEs and 51% Black Owned QSEs will qualify for a score of 95 points while 100% Black Owned EMEs and 100% Black Owned QSEs will qualify for a score of 100 Points.
- 7.3.3 EME's other than those in paragraph 7.3.2 above will qualify for a score of 85 Points.
- 7.3.4 The JV B-BBEE Certificate is valid for 12 Months and only applicable to a specific Project.
- 7.3.5 Notwithstanding the B-BBEE Status Level attributed to the JV in terms of the above mechanism the black ownership of the respective partners may be flowed through to the JV in proportion to the respective JV partners' economic interest and voting rights in the JV as determined by the JV agreement.
- 7.4 Start-up Enterprises are deemed to have qualifying B-BBEE Status in accordance with the principles of paragraph 4 of this Statement.
- 7.5 Despite paragraph 7.4, a Start-up Enterprise may be measured in terms of the QSE scorecard or the Generic scorecard should they choose to.
- 7.6 Despite paragraph 7.4, a Start-up Enterprise must submit a QSE scorecard when tendering for any contract, or seeking any other economic activity covered by Section 10 of the Act, with a value higher than R10 million but less than R50 million. For contracts of R50 million or more they should submit the Generic scorecard. The preparation of such scorecards must use annualised data.

8. THE GENERIC SCORECARD

- 8.1 The Ownership Element, as set out in Code series 100, measures effective ownership of entities by Black people.
- 8.2 The Management Control element, as set out in Code series 200, measures the effective control of entities by Black people.
- 8.3 The Skills Development element, as set out in Code series 300, measures the extent to which employers carry out initiatives designed to develop the competencies of Black employees and Black people internally and externally.
- 8.4 The Enterprise and Supplier Development element, as set out in Code Series 400, measures the extent to which entities buy goods and services from Empowering Suppliers with strong B-BBEE recognition levels. This element also measures the extent to which enterprises carry out supplier development and enterprise development initiatives intended to assist and accelerate the growth and sustainability of black enterprises.
- 8.5 The Socio-Economic Development element, as set out in Code series 500, measures the extent to which entities carry out initiatives that contribute towards Socio-Economic Development or Sector Specific initiatives that promote access to the economy for Black people.

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9. The B-BBEE GENERIC SCORECARD

9.1 The following table represents the B-BBEE Generic Scorecard

Element	Weighting	Code series reference
Ownership	25 points	100
Management Control	19 points	200
Skills Development	20 points (Plus 5 Bonus Points)	300
Enterprise and Supplier Development	40 points (Plus 4 Bonus Points)	400
Socio-Economic Development	5 points	500
Total	109 (118) Points	

9.2 B-BBEE RECOGNITION LEVELS

9.2.1 Based on the overall performance of a Measured Entity using the Generic Scorecard and Qualifying Scorecard Enterprise Scorecard, the Measured Entity will receive one of the following B-BBEE Status uses with the corresponding B-BBEE recognition level:

B-BBEE Status	Qualification	B-BBEE recognition level
Level One Contributor	≥100 points	135%
Level Two Contributor	≥ 95 but <100 points	125%
Level Three Contributor	≥90 but <95 points	110%
Level Four Contributor	≥80 but <90 points	100%
Level Five Contributor	≥75 but <80 points	80%
Level Six Contributor	≥70 but <75 points	60%
Level Seven Contributor	≥55 but <70 points	50%
Level Eight Contributor	≥40 but <55 points	10%
Non-Compliant Contributor	<40 points	0%

10. ENHANCED RECOGNITION FOR CERTAIN CATEGORIES OF BLACK PEOPLE

10.1 Throughout the Codes, various criteria appear which advance the interests of certain categories of Black people. These include:

10.1.1 Black women, should form between 40% and 50% of the beneficiaries of the relevant Elements of the Scorecard;

10.1.2 Black people with disabilities, Black youth, Black people living in rural areas and Black unemployed people form part of the beneficiaries of the relevant Elements of the Scorecard.

11 ADJUSTMENT OF THRESHOLDS

The Minister may, by notice in the Gazette, adjust the thresholds in paragraphs 4 to 6. Any such changes apply to compliance reports prepared for a Measured Entity after a 12-month period following the gazetting of the adjustment.

12 DURATION OF THE B-BBEE CODES

12.1 A Code remains in effect until amended, substituted or repealed under Section 9 of the Act.

12.2 The Minister may review the Codes at any stage, and regular reviews will take place to monitor the implementation of B-BBEE throughout the economy.

BOARD NOTICES • RAADSKENNISGEWINGS

BOARD NOTICE 80 OF 2019**SOUTH AFRICAN NURSING COUNCIL
SUID-AFRIKAANSE RAAD OP VERPLEGING****Nursing Act, 2005 (Act No. 33 of 2005)****NOTICE REGARDING FEES PAYABLE TO THE COUNCIL IN TERMS OF THE
REGULATIONS REGARDING FEES AND FINES PAYABLE TO THE SOUTH
AFRICAN NURSING COUNCIL****DEFINITION**

1. In this notice, **“the regulations”** means the Regulations Regarding Fees and Fines Payable to the South African Nursing Council published by Government Notice No. R. 170 of 8 March 2013.

ANNUAL FEES

2. The amounts of the annual fee referred to in 2(1) (c) of the regulations have been determined by the Council as shown in the table below.
3. These amounts apply to annual fees in respect of the annual fee year 1 January 2020 to 31 December 2020, which may be paid from 1 July 2019, and which must be received by Council before or on 31 December 2019 (final date for payment).
4. These annual fee amounts will apply to all subsequent annual fee years until such time that the fees are amended by a notice in the *Gazette*.
5. The 25% discount applies to practitioners who are or will be 60 to 64 years of age on 1 January 2020.
6. The 50% discount applies to practitioners who are or will be 65 years of age or older on 1 January 2020.

Category of Registration	Annual Fee Amounts (including VAT)		
	Full Amount	25% Discount (*)	50% Discount (**)
Professional Nurse Midwife Registered Nurse Registered Midwife	R670-00	R500-00	R340-00
Staff Nurse Auxiliary Midwife Enrolled Nurse Enrolled Midwife	R400-00	R300-00	R200-00
Auxiliary Nurse Enrolled Nursing Auxiliary	R280-00	R210-00	R150-00

(*) To qualify for the 25% discount, a practitioner must be 60 to 64 years of age on 1 January 2020.

(**) To qualify for the 50% discount, a practitioner must be 65 years of age or older on 1 January 2020.

N.B. To qualify for the discount amounts, a practitioner may be required to submit a certified copy of his/her identity document in order to confirm his/her age.

RESTORATION FEES

7. The amounts of the restoration fees referred to in 2(1) (y) and (z) of the regulations have been determined by the Council as shown in the table below.
8. These restoration fee amounts will apply from 1 January 2020.
9. The reduced restoration fee only applies to:
 - a) those practitioners who were removed from the register at their own request; or
 - b) practitioners who are or will be 60 years of age or older on 1 January 2020.

Category of Registration	Reduced (*) Restoration Fees (including VAT)	Regular Restoration Fees (including VAT)
Professional Nurse Midwife Registered Nurse Registered Midwife	R140-00	R2 010-00
Staff Nurse Auxiliary Midwife Enrolled Nurse Enrolled Midwife	R140-00	R1 210-00
Auxiliary Nurse Enrolled Nursing Auxiliary	R140-00	R 850-00
Retired Nurses	R140-00	R140-00

(*) To qualify for the reduced restoration fee, a practitioner must have been removed from the register at his/her own request or must be 60 years or older on 1 January 2020.

FEE PAYABLE BY INSTITUTIONS

Accreditation

(Nursing Education
Institution) –section
2(1) (a)

	Payable Rate 1	Payable Rate 2	Payable Rate 3	Payable Rate 4
Learner Enrolment (number of learners)	1-50	51-75	76-100	>100
	R 6 740-00	R 13 500-00	R 20 260-00	R 25 330-00

Accreditation Fees
(Nursing Education
Programme)
-section 2(1) (b)

Number of
Programmes

Payable Rate 1	Payable Rate 2	Payable Rate 3
1-2	3-6	>6
R 13 460-00	R 20 190-00	R 26 920-00

Application for
Nursing
Programmes/Revised
Curriculum
Evaluation – section
2(1) (i)

Payable				
One-year	Three-year	Four-year	Post registration /Post/ Basic Graduate Diploma	Masters/ Doctoral Programmes
R 1 350-00	R 4 030-00	R 6 730-00	R 10 100-00	R 12 630-00

Audit Visit Fee

(Nursing Education
Institution) – section
2(1)(j)

Payable Rate 1	Payable Rate 2	Payable Rate 3
1	2-4	>4
R 6 730-00	R 13 460-00	R 20 190-00

Focus Visit Fee
(Clinical Facility) –
section 2(1)(o)

Payable Rate 1	Payable Rate 2	Payable Rate 3
1	2-4	>4
R 6 730-00	R 13 460-00	R 20 190-00

Focus Visit Fee
(Nursing Education
Institution) – section
2(1)(p)

Payable Rate 1	Payable Rate 2	Payable Rate 3
1	2-4	>4
R 6 730-00	R 13 460-00	R 20 190-00

Description	Amount Payable
Annual Nursing Education Institution Fee – section 2(1)(d)	R 13 460-00
Application Fee (Clinical Facility) – section 2(1)(e)	R 3 370-00
Application Fee (Nursing Education Institution) – section 2(1)(h)	R 3 370-00

OTHER FEES

Section of the regulations	Description	Amount (including VAT)
2(1)(f)	Application fee (foreign additional qualification): - SADC countries - Other countries	R 1 270-00 R 1 270-00
2(1)(g)	Application fee (foreign basic qualification): - SADC countries - Other countries	R 1 270-00 R 1 900-00
2(1)(k)	Certificate of Status Fee	R 2 030-00
2(1)(l)	Duplicate Certificate Fee	R 380-00
2(1)(m)	Examination Fee (per paper)	R 400-00
2(1)(n)	Extract Fee	R 80-00
	Late Registration penalty per applicant	R 810-00
2(1)(q)	Late Entry Fee (exams)	R 940-00
2(1)(r)	Licence Fee (private practice) (pending promulgation of regulations)	Pending
2(1)(s)	Registration Fee (additional qualification)	R 400-00

Section of the regulations	Description	Amount (including VAT)
2(1)(t)	Registration Fee (assessors, moderators and verifiers)	R 200-00
2(1)(u)	Registration Fee (learner)	R 250-00
2(1)(v)	Registration Fee (practitioner)/category	R 400-00
2(1)(w)	Registration Fee (section 56 registration) (pending promulgation of regulations)	Pending
2(1)(x)	Remarking Fee (exam paper)	R 890-00
2(1)(aa)	Transcript of Training Fee	R 2 030-00
2(1)(bb)	Verification Fee	R 2 030-00

Fees Payable by Institutions and Other Fees will be applicable from 1 January 2020.

Ms S. Mchunu



Registrar and CEO

02 - 05 - 2019

South African Nursing Council

BOARD NOTICE 81 OF 2019**NATIONAL DEVELOPMENT AGENCY ACT, 1998 (AS AMENDED BY ACT NO.6 OF 2003)****APPOINTMENT OF THE MEMBERS OF THE NATIONAL DEVELOPMENT AGENCY BOARD**

In terms of Section 5(2) and (4) of the National Development Agency, 1998 (Act No. 108 of 1998 as amended), notice is hereby given for general information of the names of the new members of the National Development Agency Board and the date of commencement of their term of office.


The following persons have been appointed as members of the National Development Agency Board for a period of one year commencing from 1 April 2019 to 31 March 2020:

Government Representatives:

	Name and Surname	Department
1	Dr Zoleka Nobathembu Sokopo	Human Settlements
2	Ms Sarah Ntsau Olga Choane	Trade and Industry
3	Prof Roseline Lynette September	Social Development
4	Ms Marie-Louise Neolene Samuels	Basic Education
5	Ms Carmen-Joy Abrahams	Public Works

Civil Society Organisations:

6	Ms Judy Hermans
7	Mr Abram Stefanus Hanekom
8	Mr Rasebusi Sidwell Mokgothu
9	Ms Zamandlovu Sharon Ndlovu
10	Mr Olwethu Sipuka
11	Mr Tebogo Flavius Mopeloa


Ms S SHABANGU, MP
MINISTER OF SOCIAL DEVELOPMENT
DATE: 27/03/2019